

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL
PESHAWAR**

APPEAL NO. 1513 /2022


**SCANNED
KPST
Peshawar**

HAFEEZ ULLAH V/S GOVT. OF KP & OTHER

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Dated: 17TH OCTOBER, 2022

APPELLANT
Through: 
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BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
PESHAWAR

Service Appeal No. 1513 /2022

Khyber Pakhtunkhwa
Service Tribunal

Diary No. 1627

Dated 18-10-2022

HAFEEZ ULLAH, Work Supervisor,
XEN High Ways Division, Peshawar.

... (Appellant)

VERSUS

1. GOVERNMENT OF KHYBER,
Secretary Communication & Works Department,
Civil Secretariat, Peshawar.
2. THE SECRETARY GOVERNMENT OF KHYBER PAKHTUNKHWA,
Establishment Department, Civil Secretariat, Peshawar.
3. SECRETARY TO GOVERNMENT OF KHYBER PAKHTUNKHWA,
Finance Department, Civil Secretariat, Peshawar.
4. CHIEF ENGINEER CENTER,
C&W Department, Khyber Pakhtunkhwa, Peshawar.

... (Respondents)

SERVICE APPEAL UNDER SECTION 4 OF THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL ACT, 1974 READ WITH ALL ENABLING LAWS & RULES AGAINST THE IMPUNGED NOTIFICATION NO. SOE/C&WD/8-12/2009 DATED 26-01-2022 WHEREBY THE SENIORITY OF THE APPELLANT HAS BEEN DISTURBED DUE TO THE ANNULMENT OF AMENDMENT MADE IN THE C&W DEPARTMENT'S NOTIFICATION NO. SOE/C&WD/8-12/2009 DATED 25-03-2010 VIDE NOTIFICATION OF THE RESPONDENT DEPARTMENT

PRAYER

On acceptance of this appeal, it may graciously be held that on the basis of 5% exclusive quota allocated for Work Superintendents/Work Supervisors/Surveyors possessing Diploma of Associate Engineering (DAE) in Civil Technology for promotion to the post of Sub Engineer, a separate final seniority list of the said category as issued by the Respondent No. 4 on 01-04-2021 vide his office No. 52-E/791/CE/C&WD of even date, is in place prior to Notification of the C & W Department dated 26-01-2022 bearing No. SOE/C&WD/8-12/2022 of even date. The said 5% exclusive quota for category of the appellant based on a reasonable classification has been taken away and merged in 15% quota of the category designed jointly for Works Superintendents, Work Supervisors, Surveyors and Road

Registered to-day
20/10/22

Filed to-day
Registrar
18/10/22

20/10/22

Inspectors possessing DAE irrespective of distinction in technology, by the amendment in the C&W Department's Notification No. SOE/C&WD/8-12/2009 dated 25-03-2010; and that on abolition of 5% exclusive quota of appellant's category and its merger in aforementioned 15% quota, if separate seniority list of the category of appellant circulated on 01-04-2021 is abandoned and a joint seniority list of incumbents allotted 15% quota by the Notification dated 26-01-2022 is prepared with determinative factor as the date of appointment for their inter se seniority, it is all likely that the appellant will lose his original seniority position available to him in the seniority list dated 01-04-2021 to his utter prejudice resulting from aforementioned amendment made to take away the lawful exclusive quota of appellant's category, based on a reasonable classification. Therefore, the amendment introduced through the impugned notification meant to take away 5% exclusive quota for category of the appellant and its merger in the 15% quota by substitution irrespective of the kind of technology in DAE is *ultra vires*, unjust, perverse, arbitrary, perfunctory, unfair, contrary to the principles of natural justice, imbued with malice of fact and law, against the principles of reasonable classification, against the fact and law and necessitates annulment to the extent of abolition of 5% quota of appellant's category. Consequently, the 5% quota for Works Superintends, Work Supervisors and Surveyors possessing DAE in Civil technology, being must on the basis of reasonable classification, necessitates restoration and in the furtherance, seniority list dated 01-04-2021 of the incumbents of said category if abandoned due to impugned amendment also necessitates to be brought in place by its revival; and the respondents are bound to do the needful under the facts and law.

Any other relief as deemed fit in favor of the appellant may also be granted to meet with the ends of justice.

=====
Respectfully Sheweth;

FACTS:

The appellant seeks to make the following submissions:-

1. That appellant's service as Work Superintendent (BPS-10) comes under control of the respondent No. 1, 4 and presently he is posted as ~~Work Superintendent~~ under the control of respondents.
2. That the terms and conditions of appellant's service emanate from the Khyber Pakhtunkhwa Civil Servants Act, 1973 and rules made thereunder including the Khyber Pakhtunkhwa Government Servants (Appointment, Promotion & Transfer) Rules, 1989. Needless to say that maintenance of seniority list

and fixation of *inter se* Seniority amongst persons holding the same post / rank is the requirement of said law and rules governing the service of appellant.

3. That according to prescribed method of recruitment for the post of Sub Engineer given in appendix of C&W Department's Notification bearing No. SOE/C&WD/8-12/2009 dated 25-03-2010, there is a quota for direct recruitment and promotion from the lower posts carrying different pay scales. The breakup of the quota as provided in the said appendix is copied below:-
- a. 75% by initial recruitment;
 - b. 5% by promotion, on the basis of seniority cum fitness, from Work Superintendents/Work Supervisors/Surveyors, with five year service as such, having three years Diploma of Associate Engineering in civil technology, from a recognized board;
Note-1: For the purpose of promotion, joint seniority list of Work Superintendents/Work Supervisors/Surveyors with reference to their regular appointment to the post shall be maintained and if the dates are similar, the official in BPS-11 shall rank senior.
 - c. 5% by promotion, on the basis of seniority cum fitness, from Road Inspectors, with seven year service as such, having three years Diploma of Associate Engineering in civil technology, from a recognized board;
 - d. 5% by promotion, by promotion, on the basis of seniority cum fitness, from Work Superintendents/Work Supervisors/Road Inspector, with seven year service as such, having three years Diploma in Electrical/Mechanical technology, from a recognized board;
Note-2: For the purpose of promotion, joint seniority list of Work Superintendents/Work Supervisors/Road Inspectors, with reference to their regular appointment to the post shall be maintained and if the dates are similar, the official in BPS-11 shall rank senior.
 - e. 2.5% by transfer from amongst the Draftsman with seven year service as such, having Diploma in Civil/Electrical/Mechanical Technology, from a recognized board;
 - f. 2.5% by promotion, on the basis of seniority cum fitness, from Tracer with ten year service as such, having Diploma in Civil/Electrical/Mechanical Technology, from a recognized board; and
 - g. 5% by promotion, from amongst the Work Superintendents/Road Inspectors, who have passed "B" Grade departmental examination, with seven year service as such.
Note-3: For the purpose of promotion, joint seniority list of Work Superintendents/Road Inspectors, with reference to their regular appointment to the post shall be maintained and if the dates are similar, the official in BPS-11 shall rank senior.

Copy of Notification dated 25.03.2010 is attached as Annexure A.

4. That it is clear from the above break up that 25% for promotion has been further mete out for its allocation to various lower posts with different conditions and different ratio based on a reasonable classification. Accordingly, 5% quota was allocated for the category comprising Work Superintendents, Work Supervisors and Surveyors as a class having the qualification of DAE in Civil Technology. The latest joint final seniority list of the incumbents of said category was circulated by the Respondent No. 4 with his office No. 52-E/791/CE/C&WD dated 01-04-2021 with reference to the service laws and notification of the

department bearing No. SOE/C&WD/8-12/2009 dated 25-03-2010, in which the name of appellant is listed at Sr. 12; while the officials whose name appear at Sr. 1 to 5 and 7 to 9 (08 out of total 14) have been promoted as Sub Engineer by order of the Respondent No. 4 bearing No. 177-E/1098CEC/C&WD dated 30/04/2021.

Copy of Final Seniority List dated 01.04.2021 and promotion order are attached as **Annexure** B & C.

5. That to the utter surprise of the appellant, the Respondent No. 1 in consultation with the respondent No. 2 and 3 have made amendments in the appendix of the notification 25-03-2010 (Annexure-A) which were notified by the respondent No. 1 vide Notification No. SOE/C&WD/8-12/2022 dated 26-01-2022 whereby the 5% quota allocated for the category of Work Superintendents/Work Supervisors/Surveyors exclusively on account of their having the DAE in Civil Technology has been taken away and merged in 15% quota allocated for a single category comprising Work Superintendents/ Work Supervisors/Surveyors/Road Inspectors irrespective of distinction in technology of DAE.

Copy of Notification dated 26.01.2022 is attached as **Annexure** D.

6. That on the basis of final seniority list (Annex-B), the Appellant with his name at its Sr. No. 12 is in the range of promotion for the post of Sub Engineer and presently he is holding the said post on own pay and scale (~~W.S~~). Though not so far circulated for objections but the appellant believe that a tentative seniority list in pursuance to the amendment has been issued surreptitiously the unauthentic copy of which came in hand of the appellant. If it is true copy of the tentative list believably issued by respondent No. 4 as a single tentative seniority list of Work Superintendents, Work Supervisors, Surveyors and Road Inspectors, the name of appellant is list at Sr. 45 of the said tentative seniority list. If future promotion to the post of Sub Engineer takes place on the basis of seniority list prepared on strength of amended notification of 2022 (Annex-D), there remains no chance of promotion of appellant in near future otherwise it was expected on the basis of seniority list dated 01-04-2021. Therefore, the Appellant is reasonably aggrieved from the amendment made in relation to the entries in respect of post of Sub Engineer vide notification dated 28-01-2022 due to its being ultra vires, and in violation of the reasonable classification based on kind of technology in DAE.

Copy of Tentative Seniority List is attached as **Annexure** E.

7. That the appellant seeks to challenge the vires of the amendment dated 28-01-2022, in alia, on the grounds as follow hereinafter:-

GROUNDS:

A. That C&W Department in terms of its operations mainly executes civil works in the public sector and accordingly, civil technology is the paramount need of this department. So, provision of exclusive 5% quota for Work Superintendents, Works Supervisors and Surveyors having DAE in Civil Technology vide notification dated 25-03-2010 (Annex-A) was based on reasonable classification and its merger in 15% joint quota by creating a category with addition of Road Inspectors and doing away with distinction of technologies is highly unreasonable, perverse and unjustified under the facts and law. The enormity of the prejudice that is likely to be caused to the appellant and others who are **similarly situated** can be demonstrated by the fact that there was a separate final seniority list of the Work Superintendents, Work Supervisors and Surveyors comprising 14 persons of said group; and as already highlighted in the factual part herein above, 08 out of 14 persons have been promoted on regular basis while appellant and some others out of the remaining 06 persons are also holding the post of ~~Work Supervisors~~. Certainly, elimination of exclusive 5% quota of appellant's class is going to throw them in a joint seniority list with Road Inspectors which in light of the impugned amendment is to be prepared with determinative factor as date of appointment irrespective of the posts in higher pay scale and the posts in lower pay scale. In such a case, majority of the Road Inspectors despite their holding a post of BPS-7 in lower pay scale as against the appellant and other similarly situated persons holding a post in BPS-10, 11 & 12 in a higher pay scale, will become senior to the Appellant because of their date of appointment being earlier than the Appellant and other similarly placed persons. Thus, the impugned amendment lacks the test of rationality and as such the same suffers from the violation of natural justice, prudence, equality i.e. equal are to be treated alike, fairness, and transparency.

B. That axiomatically, similarly situated refers to one class of persons being alike in all relevant ways to another class for purposes of a particular decision or issue. The impugned amendment very glaringly defeats this principle in case of the Appellant and others equal two folds. Firstly, the impugned amendment, if survives, will result in doing away with the seniority list dated 01-04-2021 and consequently the Appellant and others awaiting promotion on the basis of said seniority list will be rendered with discriminatory treatment when 08 individual from the said list have already been promoted. Secondly, when the appellant and his equals are promoted on the basis of a joint seniority list with the Road Inspectors who presently hold a post with lower scale than the former,

inevitability of the Appellant and his equals becoming junior to Road Inspectors, even after promotion as Sub Engineer, is an open secret.

- C. That the Appellant along with other affectees of the impugned amendment dated 26-01-2022 have also made representation but the same is without success.

Copy of representation is attached as Annexure F.


- D. That act of the respondents by issuing amendment notification dated 26-01-2022 that has disturbed not only the promotion quota of the appellant but also disturbed the seniority meant for which is against Article-38 (e) of the Constitution of Pakistan that states that:

“to reduce disparity in the income and earnings of the individual including persons in various classes in the service of Pakistan”.

- E. That appellant has not been treated in accordance with law and rules by the respondent Department on the subject noted above and as such the respondents violated Article 4 and 25 of the Constitution of Islamic Republic of Pakistan 1973.
- F. That the respondent while issuing the impugned amended Rules 2022 has acted in a discriminatory in nature as in other department the rule in vogue has been modified.
- G. That act of the respondent while issuing the impugned Amended Rule of 2022 notified vide dated 26-01-2022 is also against Article-37 of the constitution of Pakistan that has defined the eradication of Social Evils in the society and by doing so the respondents has disturbed the promotion quota of the appellant as well as the seniority of the appellant.
- H. That this appeal is meant to challenge the vires of amendment notification continuously affects the rights of the Appellant to seniority against the principles of equality and reasonable classifications. Thus, the appeal is within time and this Honourable Tribunal has got jurisdiction to adjudicate upon the facts in issue and law stated herein above.
- I. That any other ground found necessary will be raised during the course of arguments with permission.

With the foregoing facts and grounds, it is requested that appellant's appeal may graciously be accepted as per prayer in the heading above.

Dated: 17/10/2022


APPELLANT

Through:

AHMED SULTAN TAREEN

&

MUHAMMAD, MAAZMADNI

&

INAYATULLAH KHAN TAREEN

&

HAIDER ALI KHAN

&

ALLAHYAR KHAN TAREEN

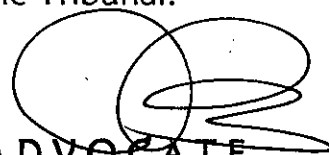
Advocates High Court (S),

At Peshawar

Cell #0334-943483

CERTIFICATE

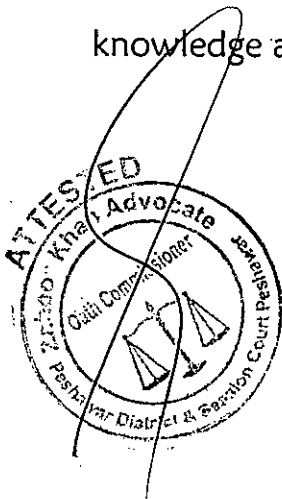
No, such like appeal has been filed or pending on the subject matter between the parties before this Honourable Tribunal.


ADVOCATE

AFFIDAVIT

I, Hafeez Ullah, the above named appellant do hereby declare on solemn affirmation that contents of the accompanying appeal are true and correct to the best of my knowledge and belief and nothing has been kept concealed.


DEPONENT



GOVERNMENT OF NWFP
COMMUNICATION & WORKS DEPARTMENT

Dated Peshawar, the March 25, 2010

NOTIFICATION:

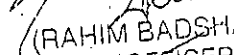
No.SOE/C&WD/8-12/2009: In pursuance of the provisions contained in sub rule (2) of Rule-3 of the NWFP Civil Servants (Appointment, Promotion and Transfer) Rules, 1969 and in supersession of all previous rules, issued in this behalf, the Communication & Works Department in consultation with Establishment Department and Finance Department hereby lays down, the method of recruitment, qualification and other conditions specified in columns 3 to 5 of the Appendix to this Notification which shall be applicable to posts in column 2 of the said Appendix.

Secretary to Govt of NWFP
Communication & Works Department

Endst of even number and date

Copy is forwarded to the:-

1. All Administrative Secretaries to the Govt of NWFP
2. Secretary to Governor NWFP
3. Principal Secretary to Chief Minister NWFP, Peshawar
4. PS to Chief Secretary NWFP, Peshawar
5. PS to Addl: Chief Secretary NWFP, Peshawar
6. PS to Addl: Chief Secretary Home NWFP, Peshawar
7. PS to Addl: Chief Secretary FATA, Peshawar
8. Accountant General NWFP, Peshawar
9. Additional Accountant General (PR) sub office Peshawar
10. All Chief Engineers in C&W Department
11. All Commissioners in NWFP
12. Secretary Public Service Commission, Peshawar
13. Registrar Peshawar High Court, Peshawar
14. Registrar NWFP Service Tribunal Peshawar
15. All District Coordination Officers in NWFP
16. All Superintending Engineers in C&W Department
17. All Executive Engineers in C&W Department
18. PS to Secretary, C&W Department Peshawar.
19. Office order File
20. Manager Govt Printing Press NWFP, Peshawar. He is requested to supply 200 copies of the printed gazette for further distribution.


(RAHIM BADSHAH)
SECTION OFFICER (ESTT)

ATTESTED

APPENDIA

D. ENGINEERING SERVICE

Sl. No.	Nomenclature of Post	Minimum Qualification Required for Appointment/Promotion	Age Limit	Method of Recruitment
1	2	3	4	5
1.	Chief Engineer	-	-	By selection, on merit from amongst Superintending Engineers/Principal Design Engineers, with at least 17 (seventeen) years of service in BPS-17 and above, possessing Degree in B.E/B.Sc. Engineering (Civil) from a recognized University.
2.	Superintending Engineer/Principal Design Engineer	-	-	By promotion, on the basis of seniority-cum-fitness, from amongst the Executive Engineers/Design Engineers/Senior Engineers/Research Officers with at least 12 (twelve) years of service in BPS-17 and above, possessing Degree in B.E/B.Sc. Engineering (Civil/Mechanical/Electrical) from a recognized University.
3.	Executive Engineer/Design Engineer/Senior Engineer/Research Officer	-	-	By promotion, on the basis of seniority-cum-fitness, from amongst the Sub Divisional Officers/Assistant Engineers/Junior Engineers/Assistant Research Officers, possessing Degree in B.E/B.Sc. Engineering, (Civil/Mechanical/Electrical) from a recognized University, with at least 5 (five) years service as such, and have passed the Professional Examination as prescribed in B&R Code.
4.	Sub Divisional Officer/Assistant Engineer/Junior Engineer/Assistant Research Officer	Degree in BE/B.Sc. Engineering (Civil/Mechanical/Electrical) from a recognized University	21 - 32 Years	<ul style="list-style-type: none"> a) Seventy percent (70%) by initial recruitment; b) Five percent (5%) by promotion, on the basis of seniority-cum-fitness from amongst the Sub Engineers who possessed degree of B.E/B.Sc. Engineering (Civil/Mechanical/Electrical) at the time of their joining service; c) Five percent (5%) by promotion, on the basis of seniority-cum-fitness, from amongst the Sub Engineers who have acquired Degree of B.E/B.Sc. Engineering (Civil/Mechanical/Electrical) during service. The seniority to be determined from the date of acquiring degree; and d) Twenty percent (20%) by promotion, on the basis of seniority-cum-fitness, from amongst the Sub Engineers who hold a Diploma and have passed Departmental Professional Examination, with at least 10 (ten) years service as such.
5.	Sub Engineer	Diploma of Associate Engineering (Civil)/Electrical/Mechanical from a recognized Board of Technical Education	18 - 30 Years	<ul style="list-style-type: none"> a) Seventy Five percent (75%) by initial recruitment; b) Five percent (5%) by promotion, on the basis of seniority-cum-fitness, from amongst the Work Superintendents/ Work Supervisors/Surveyors, with five years service as such, having three years Diploma of Associate Engineering in Civil Technology from a recognized Board; <p>Note-1: For the purpose of promotion, joint seniority list of Works Superintendents, Supervisors and Surveyors, with reference to their regular appointment to the post shall be maintained and in case the two dates are similar, the official in BS-11 shall rank senior</p> <ul style="list-style-type: none"> c) Five percent (5%) by promotion, on the basis of seniority-cum-fitness, from amongst the Road Inspectors, with seven years service as such, having three years Diploma of Associate Engineering in Civil Technology, from a recognized Board; d) Five percent (5%) by promotion, on the basis of seniority-cum-fitness, from amongst the Work Superintendents/Work Supervisors/Road Inspectors, with seven years service as such, having three years Diploma in Electrical/Mechanical Technology from a recognized Board; <p>Note-2: For the purpose of promotion, joint seniority list of Works Superintendents/Work Supervisor & Road Inspectors, with reference to their regular appointment to the post shall be maintained. In case the two dates are similar, the official in BS-11 shall rank senior</p>

ATTESTED

BS-7

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e. Two point five percent (2.5%) By Transfer from amongst the Draftsman with seven years service as such, having Diploma in Civil/Electrical/Mechanical Technology, from a recognized Board;

f. Two point five percent (2.5%) by promotion, on the basis of seniority-cum-fitness, from amongst the Tracers with ten years service as such, having Diploma in Civil/Electrical/Mechanical Technology, from a recognized Board; and

g. Five percent (5%) by promotion, from amongst the Work Superintendents/Work Supervisors/Road Inspectors, who have passed "B" Grade Departmental Examination with seven years service as such;

Note-3: For the purpose of promotion, joint seniority list of Works Superintendents/Work Supervisors & Road Inspectors, with reference to their regular appointment to the post shall be maintained. In case the two dates are similar, the official in BS-11 shall rank senior

Note-4: (i) If no suitable candidate is available for transfer, as prescribed in sub clause (e), then the vacancy shall be filled in by way as prescribed in sub clause (b); and
(ii) If no suitable candidate is available for promotion, as prescribed in sub clause (f), then the vacancy shall be filled in by way as prescribed in sub clause (c);

6.	Work Superintendent/Work Supervisor	a. Secondary School Certificate from a recognized Board; and b. Diploma of Associate Engineering in Civil Technology from the Board of Technical Education	18 - 30 Years	By Initial Recruitment.
7.	Surveyor	a. Secondary School Certificate from a recognized Board; and b. Diploma of Associate Engineering in Civil Technology from the Board of Technical Education	18 - 30 Years	By Initial Recruitment.
8.	Road Inspector	Diploma of Associate Engineering in Civil Technology from a recognized Board of Technical Education	20 - 30 Years	a) Fifty percent (50%) by Initial Recruitment AND b) Fifty percent (50%) by promotion, on basis of seniority-cum-fitness, from amongst Work Munshie with at least ten years services as such
9.	Work Munshi	Secondary School Certificate from a recognized Board.	20 - 30 Years	By Initial Recruitment

BPS 11 - 12

BPS 7 - 10

BPS - 7

ATTESTED

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II) ARCHITECTURAL SERVICES

Sl. No.	Nomenclature of Post	Minimum Qualification Required for Appointment/ Promotion	Age Limit	Method of Recruitment
1	2	3	4	5
10.	Principal Consulting Architect	--	--	By promotion, on the basis of seniority-cum-fitness, from amongst the Senior Architects with at least 12 (twelve) years service in BS-17 and above.
11.	Senior Architect	--	--	By promotion, on the basis of seniority-cum-fitness, from amongst the Junior Architects with at least 5 (five) years service as such.
12.	Junior Architect	Bachelor's Degree in Architecture from Higher Education Commission's recognized University/College/Institute	22 - 30 years	By Initial Recruitment
13.	Chief Draftsman (Architect)	--	--	By promotion, on the basis of seniority-cum-fitness, from amongst the Architectural Assistants, with at least 5 (five) years service as such.
14.	Architectural Assistant	--	--	By promotion, on the basis of seniority-cum-fitness, from amongst the Senior Architectural Draftsman/Senior Computer Aided Design (CAD) Operator, with at least 3 (three) years service as such.
15.	Senior Architectural Draftsman/Senior Computer Aided Design (CAD) Operator	a. Three years Diploma in Architectural Technology from recognized Institute/ Board of technical Education with AutoCAD knowledge; OR b. Two years Certificate Course in Civil Draftsmanship from a recognized Institute/Board of Technical Education with AutoCAD knowledge.	18 - 30 years	a. Fifty percent (50%) by Initial Recruitment; and b. Fifty percent (50%) by promotion, on the basis of seniority-cum-fitness, from amongst the Junior Architectural Draftsman/Junior Computer Aided Design (CAD) Operator, with at least 5 (five) years service as such
16.	Junior Architectural Draftsman/Junior Computer Aided Design (CAD) Operator	Two years Certificate Course in Civil Draftsmanship from a recognized Institute/ Board of Technical Education with AutoCAD knowledge	18 - 30 years	By Initial Recruitment

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III) MINISTERIAL ESTABLISHMENT

Sl. No.	Nomenclature of Post	Minimum Qualification Required for Appointment/Promotion	Age Limit	Method of Recruitment
1	2	3	4	5
17.	Administrative Officer/Budget & Accounts Officer	-	-	By promotion, on the basis of seniority-cum-fitness, from amongst the Superintendents, with at least 5 years service as such.
18.	Superintendents.	-	-	By Promotion, on the basis of seniority-cum-fitness, from amongst Assistants and Senior Scale Stenographers at least five years service as such. <u>Note:</u> For the purpose of promotion, a joint seniority list of Assistants and Senior Scale Stenographers will be maintained. If the date of appointment of both the officials is the same, then Assistant will rank senior.
19.	Divisional Accounts Officer.	-	-	By Transfer from Audit Department
20.	Senior Scale Stenographer	a. Bachelor's Degree/B-Com from a recognized University; AND b. A speed of 100 words per minute in short hand in English and 40 words per minute in English typing	18 - 30 years	By promotion, on the basis of seniority-cum-fitness, from amongst the Stenographers (Junior) with at least years services as such. <u>Note:</u> If no suitable candidates are available for promotion, then by Initial Recruitment.
21.	Assistant	Second Class Bachelor's Degree with Economics/Statistics as one of the subject OR B-Com, from a recognized University	21 - 32 years	a. Twenty five percent (25%) by Initial Recruitments; and b. Seventy five percent (75%) by promotion, on the basis of seniority-cum-fitness, from amongst the Acc Clerks/Senior Clerks, with at least five years service as such. <u>Note:</u> For the purpose of promotion a joint seniority list of Accounts Clerks and Senior Clerks shall be maintained.
22.	Stenographer (Junior)	a. Intermediate/D-Com form a recognized Board; b. A speed of 50 words per minute in Short hand in English and 35 words per minute in English typing; and c. Computer knowledge of MS Word and Excel	18 - 30 years	By Initial Recruitment

ATTESTED

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Sl. No.	Nomenclature of Post	Minimum Qualification Required for Appointment/Promotion	Age Limit	Method of Recruitment
1	2	3	4	5
23.	Accounts Clerk/Senior Clerk		--	By promotion, on the basis of seniority-cum-fitness, from amongst the Junior Clerks, with at least three years service as such.
24.	Junior Clerk	i. Secondary School Certificate from a recognized Board; and ii. A speed of 30 words per minute in English typing	18 - 28 years	a. Eighty percent (80%) by Initial Recruitment; AND b. Twenty percent (20%) by promotion, from amongst the Daftaries, Record Lifters, Naib Qasids, Chowkidars, and other equivalent posts who have passed Secondary School Examination and are under 45 years of age and have at least two years service as such in the Department <u>Note: For the purpose of promotion, there shall be maintained a joint seniority list of Daftaries, Record Lifters, Naib Qasids, Chowkidars, with reference, to the date of regular appointment to the post or that of acquiring the Secondary School Certificates, which ever is later, provided that if two dates are the same, the person older in age or having longer service, whichever is more beneficial to him, shall rank senior.</u>
25.	Driver	Possessing a valid LTV/HTV Driving License with five years experience, having Primary/Middle Standard qualifications	21 - 35 years	By Initial Recruitment
26.	Daftary /Record Lifter/Dafadar	Literate/Middle, preference will be given to Ex-Service Man	18 - 35 years	By promotion, from amongst the Naib Qasids/Chowkidars, having Middle Standard qualification <u>Note: If no suitable candidates are available for promotion, then by Initial Recruitment.</u>
27.	Naib Qasid	Middle Standard qualification	18 - 35 years	By Initial Recruitment
28.	Chowkidar	Literate/Primary Standard qualification	18 - 35 years	By Initial Recruitment

ATTESTED

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IV) TECHNICAL DRAFTSMAN AND TRACERS

Sl. No.	Nomenclature of Post	Minimum Qualification Required for Appointment/ Promotion	Age Limit	Method of Recruitment
1	2	3	4	5
29.	Chief Draftsman	--	--	By promotion, on the basis of seniority-cum-fitness, from amongst the Circle Head Draftsman, with at least 3 (three) years service as such.
30.	Circle Head Draftsman	--	--	By promotion, on the basis of seniority-cum-fitness from amongst the Head Draftsman/ Divisional Head Draftsman with at least 3 (three) years service as such.
31.	Head Draftsman/ Divisional Head Draftsman	--	--	By promotion, on the basis of seniority-cum-fitness, from amongst the Draftsman with at least 3 (three) years service as such.
32.	Draftsman	a. Secondary School Certificate form recognized Board; AND b. Two years Certificate Course in Civil Draftsmanship from a recognized Institute/Board of Technical Education	18 - 30 years	a. Fifty percent (50%) by Initial Recruitment b. Twenty Five percent (25%) by promotion, on the basis of seniority-cum-fitness, from amongst the Tracers having Certificate of Civil Draftsman course of two years duration from recognized Board of Technical Education with 3 years service as such; and c. Twenty Five percent (25%) by promotion, on the basis of seniority-cum-fitness, from amongst the Tracers, who have qualified the prescribed Departmental Examination of Draftsman, and having 3 years service as such. <u>Note:</u> If no suitable candidate is available for promotion against the quota at (b) then the vacancy shall be filled-in, by the way as prescribed at (c) and Vice-Versa.
33.	Tracer	i. Secondary School Certificate form recognized Board; and ii. Survey course of at least 6-9 months duration from recognized Institute/ Board of Technical Education.	18 - 30 years	a. Seventy five percent (75%) by Initial Recruitment; and b. Twenty five percent (25%) by promotion, from amongst the Ferro-Printer/Ferro-Khalasi having Secondary School Certificate with two years service as such.
34.	Ferro-Printer/Ferro Khalasi	Middle Standard qualification	18 - 40 years	By Initial Recruitment

ATTESIED

FINAL SENIORITY LIST

In pusuance to Section 8 (1) and (5) of the Khyber Pakhtunkhwa Civil Servants Acts 1973, read with C&W Department (Recruitment/Appointment) Rules 2010 notified vide No. SOE/C&WD/8-12/2009 dated 25/03/2010. The Final Seniority List of Work Superintendents/ Work Supervisors and Surveyors, having 3-Years Diploma of Associate Engineering in Civil Technology, (Rule 5 (b)) (as stood on 31/03/2021 is hereby notified as under: -

S.No.	Name of Official	Father's Name	Domicile	Qualification	Date of Birth	Date of Appointment to PWD	Date of Appointment to Class	Present Posting	Remarks
1	Muhammad Faheem	Muhammad Sharif	Peshawar	(i) Matric (ii) D.A.E (C) 2005	03/03/1986	22/01/2011	22-01-2011 (W/Supervisor B-11)	XEN Bldg. Divn No.2 Peshawar	
2	Haider Ali	Nawaz Khan	Peshawar	(i) Matric (ii) D.A.E (C) 2007	15/04/1987	22/01/2011	22-01-2011 (W/Supervisor B-11)	XEN C&W Divn. Chitral	
3	Sajid Rehman	Rehman Gul	Peshawar	(i) Matric (ii) D.A.E (C) 2010 (iii) B.Tech (Hons)	06/06/1991	22/01/2011	22-01-2011 (W/Supervisor B-11)	XEN C&W Divn. Bunair	
4	Syed Sajjad Ali Shah	Pir Syed Jalal Shah	Peshawar	(i) Matric (ii) D.A.E (C) 2006	01/04/1985	24/01/2011	24-01-2011 (W/Supervisor B-11)	XEN Highway Divn. Peshawar	
5	Shahid Noor	Muhammad Idrees	Peshawar	(i) Matric (ii) D.A.E (C) 2005	27/04/1985	24/01/2011	24-01-2011 (W/Supervisor B-11)	XEN PBMC C&WD Peshawar	
6	Khurram Aftab	Salah-ud-Din	D.I.Khan	(i) Matric (ii) D.A.E (C) 1999	09/01/1979	26/01/2011	26-01-2011 (W/Supervisor B-11)	XEN Highway Divn. D.I.Khan	
7	Farman-ud-Din	Zahir-ud-Din	Peshawar	(i) Matric (ii) D.A.E (C) 2010	02/02/1985	04-07-2013 Surveyor	04-07-2013 (Surveyor B-11)	C.E. CDO C&WD Peshawar	Seniority fixed as per Khyber Pukhtunkhwa PSC
8	Muhammad Jawad	Muhammad Iqbal	Peshawar	(i) Matric (ii) D.A.E (C) 2010	01/01/1991	01-07-2013 Surveyor	01-07-2013 (Surveyor B-11)	C.E. CDO C&WD Peshawar	Seniority fixed as per Khyber Pukhtunkhwa PSC
9	Syed Farasat Ali	S.Gulzar Hussain Shah	D.I.Khan	(i) Matric (ii) D.A.E (C) 2011	02/11/1991	01/07/2013	01-07-2013 (W/Supervisor B-11)	XEN Bldg. Divn. D.I.Khan	-do-
10	Hafeez Ullah	Shah Mehmood	Khyber Agency	(i) Matric (ii) D.A.E (C) 1999	01/04/1982	01/11/2013	01/11/2013	XEN H/Way Divn Peshawar.	
11	Muhammad Nasim Qurashi	Muhammad Seed Qurashi	Peshawar	(i) Matric (ii) D.A.E (C) 2015	10-11-94	21/01/2016	21/01/2016 Work superintendent (BPS- 09)	XEN PBMC	
12	Naqash Ahmad	Alamzaib	Haripur	Matric DAE (C) 2012	28/02/1991	24/10/2018	24/10/2018	XEN PBMC	

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S.No.	Name of Official	Father's Name	Domicile	Qualification	Date of Birth	Date of Appointment to PWD	Date of Appointment to Class	Present Posting	Remarks
13	Sardar Muhammad Naqash Aksar	Sardar Muhammad Aksar	Mansehra	Matric DAE (C) 2014	20/10/1993	02/11/2018	02/11/2018	XEN Hingway Division Peshawar	
14	Izaz Saddiq	Saddiq Ullah	Charsadda	FSc BSc (Civil)	21/11/1994	20/05/2019	20/05/2019	XEN C&W Division Charsadda	Appointed under Medical Invalidated Sons' Quota.

M. Tary
CHIEF ENGINEER (CENTRE)

Copy of the above forwarded to:-

1. The Chief Engineer (North) C&W Department, Peshawar.
2. The Chief Engineer (Merged Areas), C&W Department, Peshawar.
3. The Chief Engineer (East), C&W Department at Abbottabad.
4. All Superintending Engineers, in C&W Department Khyber Pukhtunkhwa (i/c Merged Area).
5. All the Executive Engineers in C&W Department Khyber Pakhtunkhwa (i/c Merged Area).
6. Deputy Director IT C&W Secretariat Peshawar. He is requested to upload the same on C&W official Website.

M. Tary
ADMINISTRATIVE OFFICER

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OFFICE ORDER

On the recommendations of the Departmental Promotion/ Selection Committee in its meeting held on 21/04/2021, the following **Work Superintendents/ Work Supervisors/ Surveyors (having 03-years Diploma of Associate Engineers in Civil Technology)** of C&W Department, have been cleared for promotion to the Cadre Post of Sub-Engineers (BS-12), with immediate effect, as noted against each:-

Sl. No.	Name of Official	Remarks
1)	Muhammad Faheem (Work Supervisor)	Cleared for promotion as Sub-Engineer (BPS-12) on regular basis.
2)	Mr. Haider Ali (Work Supervisor)	Cleared for promotion as Sub-Engineer (BPS-12) on regular basis.
3)	Mr. Sajid Rehman (Work Supervisor)	Cleared for promotion as Sub-Engineer (BPS-12) on regular basis.
4)	Syed Sajjad Ali Shah (Work Supervisor)	Cleared for promotion as Sub-Engineer (BPS-12) on regular basis.
5)	Mr. Shahid Noor (Work Supervisor)	Cleared for promotion as Sub-Engineer (BPS-12) on regular basis.
6)	Mr. Farman-Ud-Din (Surveyor)	Cleared for promotion as Sub-Engineer (BPS-12) on regular basis.
7)	Muhammad Jawad (Surveyor)	Cleared for promotion as Sub-Engineer (BPS-12) on regular basis.
8)	Syed Farasat Ali (Work Supervisor)	Cleared for promotion as Sub-Engineer (BPS-12) on regular basis.

On their regular promotion as Sub Engineers, they will be on probation for a period of one year in terms of Section-6(2) of Civil Servants Act, 1973 read with Rule-15(1) of the Civil Servants (Appointment, Promotion & Transfer) Rules, 1989.

Consequent upon their promotion as Sub-Engineers, their further posting/ transfers are also hereby ordered, with immediate effect: -

Sl. No.	Name of Official	From	To	Remarks
1	Muhammad Faheem	Work Supervisor O/O XEN Building Division-II Peshawar	Sub-Engineer O/O XEN Building Division-II Peshawar	Existing vacancy
2	Mr. Haider Ali	Work Supervisor O/O XEN Highway Division Peshawar	Sub-Engineer O/O XEN Highway Division-I Peshawar	Existing vacancy
3	Mr. Sajid Rehman	Work Supervisor O/O XEN Building Division-II Peshawar	Sub-Engineer O/O XEN Building Division-II Peshawar	Existing vacancy
4	Syed Sajjad Ali Shah	Work Supervisor O/O XEN C&W Division Dir Lower	Sub-Engineer O/O XEN Highway Division Dir Lower	Existing vacancy
5	Mr. Shahid Noor	Work Supervisor O/O XEN PBMC Peshawar	Sub-Engineer O/O XEN Provincial Maintenance Division-III Peshawar	Existing vacancy

ATTESTED

Sl. No.	Name of Official	From	To	Remarks
7	Mr. Farman-Ud-Din	Surveyor (CDO) Peshawar O/O CE C&WD	Sub-Engineer O/O XEN Building Division North Waziristan	Existing vacancy
8	Muhammad Jawad	Surveyor (CDO) Peshawar O/O CE C&WD	Sub-Engineer O/O XEN Mega Project-I Division Peshawar	Existing vacancy
9	Syed Farasat Ali	Work Supervisor XEN Building Division DIKhan O/O	Sub-Engineer O/O XEN Building Division DIKhan	Existing vacancy

CHIEF ENGINEER (CENTRE)

Copy forwarded to the: -

- 1) Accountant General Khyber Pakhtunkhwa Peshawar.
- 2) Chief Engineer C&W Department (Concerned).
- 3) Superintending Engineers C&W Circle (Concerned).
- 4) Executive Engineers Building/ Highway Division (Concerned).
- 5) Section Officer (Estb) C&W Department Peshawar/ Member DPC.
- 6) Administrative Officer (CDO) C&W Department Peshawar/ Member DPC.
- 7) District Accounts Officers, District (Concerned).
- 8) Officials concerned.

CHIEF ENGINEER (CENTRE)

~~ATTESTED~~



Dated Peshawar, Jan 26, 2022

NOTIFICATION:

No.SOE/C&WD/8-12/2022: In pursuance of the provision contained in sub-rule (2) of rule 3 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989, the Communication & Works Department, in consultation with the Establishment Department and Finance Department, hereby notify that in this Department's Notification No.SOE/C&WD/8-12/2009, dated March.25, 2010, the following further amendments shall be made, namely:

AMENDMENTS

In the APPENDIX,

- (a) under the heading "ENGINEERING SERVICE",-
- (i) in Column No. 03, in the heading, the oblique and word "/Promotion" shall be deleted;
- (ii) against Serial No. 4, in Column No. 5,-
- (a) in Clause (c) and (d), for the figure, brackets and words "05 (five) years", the figure, brackets and words "03 (three) years" shall be substituted; and
- (b) for the existing Note, the following shall be substituted, namely:

Note: The seniority in all cases shall be determined from the date of Initial appointment:

Provided that for the purpose of promotion to the post of Sub Divisional Officer/Assistant Engineer/Junior Engineer/Assistant Research Officer, the seniority of Sub-Engineers, mentioned in clause (d), shall be determined from the date of acquiring the Degree in B.E/B.Sc Engineering (Civil, Mechanical or Electrical) from a recognized University.";

- (iii) against Serial No.5, in Column No. 5, for the existing entries, the following shall be substituted, namely:

5	
(a)	Fifteen percent (15%) by promotion, on the basis of seniority-cum-fitness, from amongst the holders of the posts of Work Superintendent, Work Supervisor, Surveyor and Road Inspector with at least five years service as such, having three years Diploma in Civil, Electrical or Mechanical Technology from a recognized Board of Technical Education.
Note:	For the purpose of promotion, a joint seniority list of the Work Superintendents, Work Supervisors, Surveyors and Road Inspectors with reference to their regular appointment to the post shall be maintained. The seniority shall be determined from the date of appointment or acquiring the Diploma in Civil, Electrical or Mechanical Technology from a recognized Board of Technical Education, whichever is later: Provided that in case the two dates are similar, the official in BPS-12 shall rank senior;
(b)	five percent (5%) by promotion, on the basis of seniority-cum-fitness, from amongst the holders of the posts of Work Superintendent, Work Supervisor and Road Inspector, who have passed "B" Grade Departmental Examination with seven years service as such.
Note:	For the purpose of promotion, a joint seniority list of the Work Superintendents, Work Supervisors and Road Inspectors, with reference to their regular appointment to the post shall be maintained. In case the two dates are similar, the official in BPS-12 shall rank senior;

Section Officer (Estab)
Govt. of Khyber Pakhtunkhwa
C&W Department

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- (c) two point five percent (2.5%) by promotion, on the basis of seniority-cum-fitness, from amongst the holders of the post of Draftsman with at least seven years service as such, having three years Diploma in Civil, Electrical or Mechanical Technology from a recognized Board of Technical Education;
- Note:** For the purpose of promotion to the post of Sub-Engineers, the seniority of Draftsman shall be determined from the date of appointment or acquiring the Diploma in Civil, Electrical or Mechanical Technology from a recognized Board of Technical Education, whichever is later;
- (d) two point five percent (2.5%) by promotion, on the basis of seniority-cum-fitness, from amongst the holders of the post of Tracer, with seven years service as such, having three years Diploma in Civil, Electrical or Mechanical Technology from a recognized Board of Technical Education.
- Note:** For the purpose of promotion to the post of Sub-Engineers, the seniority of Tracers shall be determined from the date of appointment or acquiring the Diploma in Civil, Electrical or Mechanical Technology from a recognized Board of Technical Education, whichever is later; and
- (e) seventy-five percent by initial recruitment.”;

(b) under the heading “ARCHITECTURAL SERVICE”,-

(i) against Serial No.15, in Column No. 3 and 5, for the existing entries, the following shall respectively be substituted, namely:

3	5
<p>“(a) Three years Diploma in Architectural Technology from a recognized Board/Institute of Technical Education with knowledge of AutoCAD 2-D and 3-D, 3D Studio MAX, Adobe Photoshop and Power Point; or</p> <p>(b) Two years Certificate Course in Civil Draftsmanship from a recognized Board/Institute of Technical Education with knowledge of AutoCAD 2-D and 3-D, 3D Studio MAX, Adobe Photoshop and Power Point.</p>	<p>(a) Fifty percent (50%) by promotion, on the basis of seniority-cum-fitness, from amongst the holders of the posts of Junior Architectural Draftsman and Junior Computer Aided Design (CAD) Operator with at least three years service as such; and</p> <p>(b) Fifty percent (50%) by initial recruitment.”;</p>

(ii) against Serial No.16, in Column No. 3 and 5, for the existing entries, the following shall respectively be substituted, namely:

3	5
<p>“(a) Three years Diploma in Architectural Technology from a recognized Board/ Institute of Technical Education with knowledge of AutoCAD 2-D and 3-D, 3D Studio MAX, Adobe Photoshop and Power Point; or</p> <p>(b) Two years Certificate Course in Civil Draftsmanship from a recognized Board/Institute of Technical Education with knowledge of AutoCAD 2-D and 3-D, 3D Studio MAX, Adobe Photoshop and Power Point.</p>	<p>(a) Sixty seven percent (67%) by promotion, on the basis of seniority-cum-fitness, from amongst the holders of the post of AutoCAD Assistant and 3D’s Assistant with at least five years service as such.</p> <p>Note: For the purpose of promotion, a joint seniority list of the AutoCAD Assistants and 3D’s Assistant shall be maintained; and</p> <p>(b) thirty three percent (33%) by initial recruitment.”; and</p>

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 Govt. of Hyderabad
 CAMD Department

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(iii) after Serial No.16, as so amended, the following new entries shall be inserted, in respective Columns, namely:

21

1	2	3	4	5
"16A.	AutoCAD Assistant.	At least Second Division Secondary School Certificate or its equivalent qualification from a recognized Board with two years Certificate Course in Civil Draftsman from a recognized Board/ Institute of Technical Education alongwith knowledge and experience of Architecture design drawings on AutoCAD, AutoCAD 2-D and Power Point.	18-30 years.	By promotion, on the basis of seniority-cum-fitness, from amongst the holders of the post of Daftari, Survey Cooli, Naib Qasid and Chowkidar with at least three years service, who possesses Secondary School Certificate or its equivalent qualification from a recognized Board alongwith two years Certificate Course in Civil Draftsman from a recognized Board/Institute of Technical Education having knowledge of AutoCAD 2-D, Power Point and work experience of preparing detail architectural drawings in the office of Principal Consulting Architect/Central Design Office: Provided that if no suitable persons are available for promotion, then by initial recruitment.
16B.	3D Assistant.	At least Second Division Secondary School Certificate or its equivalent qualification from a recognized Board with two years Certificate Course in Civil Draftsman from a recognized Board/ Institute of Technical Education alongwith knowledge and experience of Architecture design drawings on AutoCAD 3-D, 3-D Studio MAX, Adobe Photoshop and Power Point.	18-30 years.	By promotion, on the basis of seniority-cum-fitness, from amongst the holders of the post of Daftari, Survey Cooli, Naib Qasid and Chowkidar with at least three years service who possesses Secondary School Certificate or its equivalent qualification from a recognized Board alongwith two years Certificate Course in Civil Draftsman from a recognized Board/Institute of Technical Education and having knowledge of AutoCAD 3-D, 3-D Studio MIX, Adobe Photoshop and Power Point with work experience in the office of Principal Consulting Architect/ Central Design Office: Provided that if no suitable persons are available for promotion, then by initial recruitment.

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Govt. of Hyber Pakhtunkhwa
CAW Department

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(c) under the heading "MINISTERIAL ESTABLISHMENT",-

(i) against Serial No. 21, in Column No. 5, in clause (b), for the words "five years", the words "three years" shall be substituted;

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(ii) against Serial No.24, in Column No. 3, 4 and 5 for the existing entries, the following shall respectively be substituted, namely:

3	4	5
<p>“(a) at least Second Division Intermediate Certificate or its equivalent qualification from a recognized Board; and</p> <p>(b) a speed of thirty (30) words per minute in English typing.</p>	<p>18 to 30 years.</p>	<p>a) Thirty three percent (33%) by promotion, on the basis of seniority-cum-fitness, from amongst the holders of the post of Daftari, Record Lifter, Naib Qasid and Chowkidar including holders of other equivalent posts with two year service as such, who have passed Intermediate Examination or its equivalent qualification from a recognized Board; and</p> <p>b) Sixty Seven percent (67%) by initial recruitment.</p> <p>Note: For the purpose of promotion, there shall be maintained a common seniority list of Daftaries, Record Lifters, Naib Qasids and Chowkidars, including holders of other equivalent posts with reference to the dates of their acquiring the Intermediate Certificate or its equivalent qualification from a recognized Board:</p> <p>Provided that-</p> <p>(i) if two or more official have acquired the Intermediate Certificate in the same session, the inter-se-seniority in the lower post shall be maintained for the purpose of determining seniority in the higher post; and</p> <p>(ii) where a senior official does not possess the requisite qualification at the time of filling up a vacancy, the official next junior to him possessing the requisite qualification shall be promoted in preference to the senior official or officials:</p> <p>Provided further that the condition of Intermediate Certificate or its equivalent qualification, as laid down at clause (a) shall not be applied till the expiration of period as specified in Column No. 5 against Serial No. 4 of the Establishment Department's Notification No. SOE.IV(E&AD)/1-35/2014, dated 18th July, 2019 to the existing matriculate incumbents of the posts of Daftaries, Record Lifters, Naib Qasids and Chowkidars, including holders of other equivalent posts for promotion to the post of Junior Clerk (BPS-11).”; and</p>

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 Govt. of Khyber Pakhtunkhwa
 Estab. Department

(iii) against Serial No. 26, in Column No. 5, after the word and comma “Chowkidars”, the word “Sweeper” shall be inserted; and

(d) after Serial No.35, the following new entries shall be inserted, in the respective Columns, namely:

“INFORMATION TECHNOLOGY SERVICE

S. No.	Nomenclature of the Post	Minimum Qualification for Appointment	Age Limit	Method of Recruitment
1	2	3	4	5
36.	Assistant Director IT.	<p>(a) At least Second Class Master's Degree in Computer Science or its equivalent qualification from a recognized University; or</p> <p>(b) at least Second Class Bachelor of Science Degree (BS Hons 4 years) in Computer Science from a recognized University.</p>	22-35 years.	<p>By promotion, on the basis of seniority-cum-fitness, from amongst the holders of the posts of Assistant Programmer and Computer Operator with five years service as such:</p> <p>Provided that if no suitable persons are available for promotion, then by initial recruitment.</p>

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37.	Assistant Director GIS.	<p>(a) At least Second Class Master's Degree in Geography or Physical and Numerical Sciences or its equivalent qualification with one year Post Graduate Diploma in GIS from a recognized University; or</p> <p>(b) at least Second Class Bachelor of Science Degree (BS Hons 4 years) in Geomatics from a recognized University.</p>	22-35 years.	<p>By promotion, on the basis of seniority-cum-fitness, from amongst the holders of the post of GIS Analyst, having three years service as such:</p> <p>Provided that if no suitable persons are available for promotion, then by initial recruitment.</p>
38.	Economist.	<p>(a) At least Second Class Master's Degree in Economics or Statistics or Master in Business Administration (MBA) or Master in Commerce (M-Com) from a recognized University; or</p> <p>(b) at least Second Class Bachelor of Science Degree (BS Hons 4 years) in Economics from a recognized University.</p>	22-35 years.	By initial recruitment.
39.	Assistant Programmer.	<p>(a) At least Second Class Bachelor's Degree in Computer Science (BCS Hons 4 years) or its equivalent qualification from a recognized University; or</p> <p>(b) at least Second Class B.Sc Degree in Computer Science from a recognized University.</p>	22-30 years.	By initial recruitment.
40.	Computer Operator.	<p>(a) At least Second Class Bachelor's Degree in Computer Science or Information Technology (BCS/BIT Hons 04 years) from a recognized University; or</p> <p>(b) at least Second Class Bachelor's Degree from a recognized University with one year Diploma in Information Technology from a recognized Board of Technical Education.</p>	22-30 years.	By initial recruitment.

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41.	GIS Analyst.	(a) At least Second Class Bachelor's of Science Degree (BS Hons 4 years) in Geomatics from a recognized University; or (b) at least Second Class Bachelor's Degree with one year Post Graduate Diploma in GIS from a recognized University.	22-30 years.	By promotion, on the basis of seniority-cum-fitness, from amongst the holders of the post of GIS Data Collector, with three years service as such. Provided that if no suitable persons are available for promotion, then by initial recruitment.
42.	GIS Data Collector.	(a) At least Second Class Bachelor's of Science Degree (BS Hons 4 Years) in Geomatics from a recognized University; or (b) at least Second Class B.Sc Degree with one year Post Graduate Diploma in GIS from a recognized University.	22-30 years	By Initial Recruitment

SECRETARY TO
Government of Khyber Pakhtunkhwa
Communication & Works Department

Endst of even number and date

Copy is forwarded to the:-

1. All Administrative Secretaries, Govt of Khyber Pakhtunkhwa
2. Secretary to Governor Khyber Pakhtunkhwa, Peshawar
3. Principal Secretary to Chief Minister Khyber Pakhtunkhwa, Peshawar
4. All Chief Engineers C&W Department
5. Managing Director PKHA Peshawar
6. Secretary Khyber Pakhtunkhwa Public Service Commission Peshawar
7. All Superintending Engineers C&W Circles
8. Superintending Engineer Maintenance Peshawar
9. Superintending Engineer C&W Circle North Waristan at Bannu
10. Superintending Engineer Mega Projects
11. All Executive Engineers C&W/Building/Highway Divisions
12. Section Officer (R-V) Establishment Department, Peshawar
13. Deputy Legislation Officer-IV, Law Department, Peshawar
14. Managing Printing Press for publication in the issue of next Govt gazette
15. PS to Chief Secretary Khyber Pakhtunkhwa, Peshawar
16. PS to Advisor to Chief Minister Khyber Pakhtunkhwa for C&W Department
17. PS to Secretary, C&W Department, Peshawar
18. PA to Addl: Secretary, C&W Department, Peshawar
19. PA to Deputy Secretary (Admn), C&W Deptt, Peshawar
20. Office File

Naam
26.01.2022
(ZAHOR SHAH)
SECTION OFFICER (Estb)

~~ATTESTED~~

TENTATIVE SENIORITY LIST

The Tentative Seniority List of Work Superintendents, Work Supervisors, Surveyors and Road Inspectors, (in pursuance to Rule-5(a) (Engineering Services) in the C&W Department having 3-Years Diploma of Associate Engineering in Civil / Electrical / Mechanical Technology as stood on 28/ 02 /2022 is hereby Circulated as under :-

S.No.	Name of Official	Father's Name	Domicile	Date of acquiring DAE	DOB	Date of entry into Govt: Service	Date of Appointment to Class	Remarks
1	Gohar Zaman	Gul Zaman	Tank	DAE (Civil) 24/11/2001	25/04/1982	25/02/2005	25/02/2005 R/Insp	XEN Div Tank
2	Javaid Ahmad Shah	Pir Alam Shah	Tank	DAE (Civil) 27/06/1994 Supl	01/05/1971	13/06/2005	13/06/2005 (R/Insp)	XEN H/Way S.W Tank
3	Muhammad Saleem Khan	Abdul Halim	Tank	DAE (Civil) 14/04/1999 Supl	03/04/1974	13/06/2005	13/06/2005 (R/Insp)	Appointed as S/Engr. on Acting Charge XEN C&W Lakki
4	Shams-ur-Rehman	Arsala Khan	S.Waziristan	DAE (Civil) 22/06/1994 Supl	06/07/1969	20/03/1997	06/07/2005 (R/Insp)	--do-- XEN Bldg: S.W Tank
5	Abid Ali Shah	Saeed Ahmad Shah	S.Waziristan	DAE (Civil) 03/10/2005	22/03/1983	07/07/2005	07/07/2005 (R/Insp)	--do-- XEN H/Way S.W Tank
6	Yousaf Shehzad	Fayaz-ud-Din	S.Waziristan	DAE (Civil) 24/11/2001	15/01/1980	14/02/2006	14/02/2006 (R/Insp)	--do-- XEN Bldg: D.I.Khan
7	Imran Ali	Asad Ali	Kurram	DAE (Civil) 09/01/2006	22/03/1977	06-11-2006	06/11/2006 (R/Insp)	--do-- XEN Bldg: Kurram
8	Sher Marjan	Noor Ali	Kurram	DAE (Civil) 23/01/1997 M.A	01/02/1977	07/11/2006	07/11/2006 (R/Insp)	--do-- XEN C&W Divn: Upper Kurram
9	Syed Akmal Hussain	Syed Ahmad	Kurram	DAE (Civil) 10/12/1997	07/04/1974	16/11/2006	16/11/2006 (R/Insp)	--do-- XEN C&W Divn: Lower Kurram
10	Badshah Hussain	Aman Hussain	Kurram	DAE (Civil) 03/08/1998 Supl MS (Eco)-	15/04/1975	01/12/2006	01/12/2006 (R/Insp)	--do-- XEN C&W Divn: Upper Kurram
11	Basharat Hussain	Hussain Khan	Kurram	DAE (Civil) 08/12/1996	31/05/1970	08/12/2006	08/12/2006 (R/Insp)	--do-- XEN C&W Divn: Upper Kurram
12	Sana Ullah	Ghulam Muhammad	Tank	DAE (Civil) 17/12/2005	15/03/1981	03/04/2008	03/04/2008 (R/Insp)	XEN C&W Divn: Tank
13	Jamshed Khan	Alaf Shah	Tank	DAE (Civil) 16/05/2003 Supl	15/10/1978	10/05/2008	10/05/2008 R/Insp	w.r t CE(M.A) Letter No.8798/2/34-E dated 29/11/2019 XEN Bldg: S.W Tank

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ANNEX

S.No.	Name of Official	Father's Name	Domicile	Date of acquiring DAE	DOB	Date of entry into Govt. Service	Date of Appointment to Class	Remarks
14	Hamid Anwar Khan	Muhammad Anwar Khan	S.Waziristan	DAE (Civil) 10/05/2000 Supl B.A 11/2007	15/03/1979	05/02/2009	06/02/2009 R/Insp BS-07	XEN C&W Lakki Marwat No.439/2-E dated 03/02/2022 XEN C&W Divn Lakki
15	Adnan Alam	Alam Sher Khan	Tank	DAE (Civil) 26/12/2006	25/10/1983	25/11/2010	25/11/2010 (R/Insp)	XEN H/Way S.W Tank
16	Khurram Aftab	Salah-ud-Din	D.I.Khan	D.A E (Civil) 24/11/2001	09/01/1979	26/01/2011	26/01/2011 (W/Supervisor B-12)	XEN Highway Divn D I Khan
17	Gul Nawaz	MuhammadUllah	Khyber	DAE (C) 27/03/1998	03/04/1974	06/12/2006	01/08/2011 (R/Insp)	06/12/2006 To 31/07/2011 Work Munshi ii. 01/08/2011 (R/Insp) XEN H/Way TD Khyber
18	Hazrat Iqbal	Faramosh	Malakandi	DAE (Civil) 27/09/2011	03/02/1966	26/05/1988	19/04/1992 (R/ Inspector)	26/05/1988 W/Munshi Appointed as S/Engr. on Acting Charge XEN C&W Divn: Malakand
19	Azmat Khan	Mir Aslam	Karak	DAE (Civil) 12/11/2011	02/04/1964	02/02/1995	01/07/2001 (R/Insp)	Appointed as S/Engr. on Acting Charge 02/02/1995 (Work Taker) XEN C&W Divn Karak
20	Rehman Ali	Mian Hazrat Room	Swat	DAE (Civil) (18/03/2012)	02/03/1975	03/01/1995	18/03/2012 (Absorbed as R/Insp)	Included in the Seniority List in compliance with the judgment of Khyber Pakhtunkhwa Service Tribunal dated 10/02/2021 in Service Appeal No1176/2016, subject to final decision of the Apex Supreme Court Pakaistan in CPLA No.237/P / 2021 Lab Asstt (03/01/1995 XEN Bldg: Swat
21	Asif Mehmood	Loi Khan	S.Waziristan	DAE (Civil) 11/06/2012 Supl	15/10/1988	19/12/2011	19/12/2011 (R/Insp)	XEN H/Way Div S.Waziristan at Tank
22	Irfan Shah	Mumtaz Shah	S.Waziristan	DAE (Civil) 16/09/2010 B.Tech (Honor) 13/11/2018	02/05/1989	11/09/2012	11/09/2012	XEN H/Way S.W Tank No.1352/20-E dated 11/02/2022
23	Aman Khan	Babar Abdul Wahid.	Abbottabad	DAE (Civil) 14/04/2011 Supl	13/01/1988	15/08/2006	25/09/2012 (R/Insp)	15-08-2006 (Work Munshi) XEN H/Way Abbottabad
24	Muhammad Haroon	Adam Khan	S.Waziristan	DAE (Civil) 19/11/2012	18/04/1991	12/01/2012	12/01/2012 (R/Insp)	XEN H/Way S.W Tank
25	Fazlur Rahman	Sami Ullah Khan	Dir Lower	i. M.A ii. DAE (C) 13/03/2012	08/03/1968	12/09/1992	20/12/2012 (R/Insp)	12/09/1992 (Work Munshi) XEN C&W Dir Lower
26	Jamad Ali Khan	Farid Khan	Mardan	i. Matric ii. DAE (C) 21/09/2011	03/03/1991	09/08/2012	01/04/2013 (R/Insp)	XEN C&W Divn Charsadda No.633/2-A dated 14/02/2018 09/08/2012 (R/Cly) 28/12/2012 (Mate)

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S.No.	Name of Official	Father's Name	Domicile	Date of acquiring DAE	DOB	Date of entry into Govt. Service	Date of Appointment to Class	Remarks
27	Haris Iqbal	Iqbal Javeed	Peshawar	DAE (Civil) 21/09/2011	16/12/1991	14/05/2013	14/05/2013 (R/Insp)	Reinstated by Chief Engineer (North) vide O/O No.61/10-E dated 13/10/2020. XEN C&W Dir Lower
28	Shams-ur-Tabraiz	Bahr-ul-Mulk	Dir Lower	DAE (Civil) 15/08/2013	10/04/1966	17/07/1985	17/07/1985 (R/Insp)	Appointed as S/Engr. on Acting Charge XEN H/Way Divn: Dir Lower
29	Sarfraz Khan	Mir Aslam Khan	Karak	DAE (Civil) 15/08/2013 B A	11/02/1967	04/10/1990	04/10/1990 (R/Insp)	--do-- XEN C&W Karrak
30	Mubarak Zaib	Abdul Ghafoor	Dir Lower	DAE (Civil) 15/08/2013	18/04/1969	08/09/1991	08/09/1991 (R/Insp)	--do-- XEN C&W Dir Upper
31	Hafeez Ullah	Shah Mehmood	Khyber	DAE (Civil) 18/05/2002	01/04/1982	01/11/2013	06/09/2013 (Gen: Supervisor B-12)	XEN P&MC-II
32	Salman Khan	Gul Amir Khan	S.Waziristan	DAE (C) 03/01/2014 Supl B.Tech (C)	03/07/1993	16/09/2013	16/09/2013 (R/Insp)	XEN H/Wayn S.Waziristan at Tank
33	Inamullah	Muhammad Ali Bhattani	FR Tank	DAE (Civil) 25/04/2012	18/11/1990	09/01/2014	09/01/2014 (R/Insp)	XEN Div: S.W Tank
34	Muhammad Nazakat	Muhammad Rafiq	Abbottabad	DAE (Civil) 28/05/2014	01/01/1982	01/08/2000	29/06/2006 (R/Insp)	01/08/2000 (Appointed as Khidmatgar Governor House Peshawar) (Adjusted as Mechanic Grade-II in W&S Deptt on 01/12/2003) Promoted as R/Insp on 29/06/2006 XEN Bldg: Abbottabad
35	Raza Muhammad Khan	Dost Muhammad Khan	D.I.Khan	(ii) D.A.E (C) 09/06/1990	12/02/1968	09/05/1992	01/09/2014 (W/Supervisor BS-10)	09/05/1992 (W/Munshi) XEN No.3110/1-E Dated 15/10/2021 XEN Bldg: D.I.Khan
36	Jamshid Alam	Sardar Khan	S.Waziristan	DAE (Civil) 11/06/2012, Supl	15/06/1984	10/01/2002	01/10/2014 (R/Insp)	Previous Service as Work Munshi with effect from 10-01-2002 to 30-09-2014 XEN H/Way S.W Tank.
37	Shah Khalid	Aman Ullah Shah	S.Waziristan	DAE (Civil) 23/01/2009	15/03/1987	26/08/2015	26/08/2015 (R/Insp)	XEN H/Way Div S.Waziristan
38	Ahmad Zeb	Aurangzeb	FR Kohat	DAE (Elec) 19/06/2012 (Supp) BS (Elec)	25/09/1991	22/03/2016	22/03/2016 W/Supdt (BS-11)	C&W Div: Dara Adam Khel/ Hassan Khel at Kohat Appointed as Sub Engineer on Acting Charge dated 30/04/2021 XEN Bldg: Kohat
39	Adil Mehmood	Haji Raees Khan Afridi		DAE (Civil) 01/01/2014 Supl	01/04/1993	22/03/2016	22/03/2016 (R/Insp)	XEN C&W Divn: Tribal District Dara Adam Khel at Kohat.
40	Muhammad Amin	Fida Hussain	Kurram	DAE (Civil) 25/04/2016	12/05/1987	11/03/2006	12/03/2015 (R/Insp)	11/03/2006 To 11/03/2015 (Work Munshi) XEN H/Way Kurram

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ATTESTED

S.No.	Name of Official	Father's Name	Domicile	Date of acquiring DAE	DOB	Date of entry into Govt: Service	Date of Appointment to Class	Remarks
41	Amjad Ali	Muhabit Ali Khan	FR Kohat	DAE (Civil) 06/05/2016	01/06/1995	22/03/2016	22/03/2016 (R/Insp)	XEN H/Way Kohat
42	Zain ud Din	Abdur Rahim	S.Waziristan	DAE (Civil) 29/08/2016 BSc	01/01/1991	22/01/2013	22/01/2013 (R/Insp)	XEN H/Way Div S.Waziristan
43	Muhammad Nasim Qurashi	Muhammad Saeed Qurashi	Peshawar	D.A.E (C) 07/03/2017	10/11/1994	21/01/2016	21/01/2016 W/Supdt (BPS-10)	XEN PBMC-I
44	Muhammad Sajid	Fazal Shah	Kurram	DAE (Civil) 22/02/2018	13/04/1988	24/02/2010	24/02/2010 R/Insp BS-07	w.r.t XEN H/Way Kurram letter No 589/8-E dated 31/01/2019
45	Naqash Ahmad	Alamzaib	Haripur	DAE (Civil) 06/01/2014 Supl	28/02/1991	02/11/2018	02/11/2018 W/Supdt: BS-10	C&W Division Haripur
46	Sardar Muhammad Naqash Aksar	Sardar Muhammad Aksar	Mansehra	Matric DAE (Civil) 16/02/2016	20/10/1993	02/11/2018	02/11/2018 Surveyor BS-07	XEN Haripur
47	Ahsan Kaleem	Muhammad Kaleem	Abbottabad	DAE (Civil) 23/09/2019	01/03/1991	02/01/2011	27/09/2012 (R/Insp)	02/01/2011 To 27/09/2012 (Painter BS-05) XEN C&W Division Abbottabad
48	Shafiqur Rehman	Rehmat Habib	Dir Upper	DAE (Civil) 24/05/2003 Supl	01/04/1983	27/02/2006	22/06/2021 (R/Insp).	Remained as W/Munshi w.e.f 27/02/2006 to 21/06/2021 XEN C&W Dir Upper
49	Muhammad Ismail	Bakht Zamin	Dir Lower	DAE (C) (21/12/1993) B.Tech (Hon) (13/04/2016)	05/05/1972	25/02/1996	02/08/2021 (R/Insp)	25/02/1996 (W/Munshi) XEN Bldg. Dir Lower Letter No. 163/2-E dated 02/08/2021
50	Saeed Ullah	Hamid Ullah	Malakand	DAE (Civil) 04/11/2019	06/03/1999	09/08/2021	09/08/2021 (R/Insp)	XEN C&W Div Malakand No.538/5-E dated 08/02/2022
51	Sallah ud Din	Dil Baz Khan	D.I.Khan	DAE (Civil) 05/05/2016	09/12/1972	03/11/1996	30/11/2021 (R/Insp) BS-7	03/11/1996 W/Munshi XEN Bldg: D.I.Khan No. 266/3-E dated 07/02/2022

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CHIEF ENGINEER (CENTRE)

Copy of the above forwarded to:-

1. All Chief Engineers in C&W Department, Khyber Pukhtunkhwar.
2. All Superintending Engineers, in C&W Department Khyber Pukhtunkhwa.
3. All the Executive Engineers in C&W Department Khyber Pakhtunkhwa.
4. Deputy Director IT C&W Secretariat Peshawar. He is requested to upload the same on C&W official website. (www.cwd.gkp.pk)

Note:- The official concerned to note that any objections regarding Name, Father's name, Qualification etc: may be sent to this office with documentary proofs within 30-Days for further course of action accordingly.

ADMINISTRATIVE OFFICER

ANNEX F

29

SCANNED
KPST
Peshawar

TO

THE HONOURABLE SECRETARY,
Government of Khyber Pakhtunkhwa,
C&W Department, Peshawar.

Through: *Proper Channel*

Subject: DEPARTMENTAL REPRESENTATION AGAINST THE AMENDED
SERVICE RULES WHEREBY PROMOTION QUOTA HAS BEEN
AFFECTED.

Sir,

Most respectfully it is stated that the undersigned are presently working as Sub-Engineer (OPS) under your kind control, while performing their duties against their respective posts the undersigned were promoted to the post of Sub-Engineer (OPS) but all of a sudden the Department introduced Amended Service Rules of 2022 whereby the promotion quota of the undersigned were badly affected and the undersigned promotion gone far beyond in future. With the said amendment of 2022 it should be kept in mind that the said amendment are not contrary to the basic principles as has been prescribed in the General rules, therefore, the rules framed by the Department are repugnant to the General Rules and not sustainable and liable to be struck down or modified accordingly. The said rules has are against the Rule-17 (1) (b) of the APT Rule 1989 as seniority of the undersigned has badly been affected.

It is, therefore, most kindly requested that the amended Rule 2022 may kindly be struck down or modified accordingly that may not affect the seniority and promotion quota of the undersigned.

Thanking you in anticipation.

Obediently Yours,

Hafeez Ullah
Hafeez Ullah,

Work Supervisor,

High Ways Division Peshawar.

Dated 12-7-2022

~~ATTESTED~~

(POWER OF ATTORNEY)

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
PESHAWAR

Service Appeal No. _____/2022

HAFEEZ ULLAHO

VS

GOVT. OF KP & OTHERS

I, Hafeez Ullah do hereby nominated and appointed **MUHAMMAD MAAZ MADNI & AHMAD SULTAN TAREEN**, Advocate High Court, Peshawar, to be counsel in the above matter for me/us and on my/our behalf as agreed to appear, plead, act and answer in the above court or any appellate court or any court to which the business is transferred in the above matter as and is agreed to sign and file petition, appeals, statements, accounts, exhibits, compromises or other documents whatsoever, in connection with the said matter arising there from and also to apply for and receive all documents or copies of documents, depositions etc and to apply for and issue summons and other writs or subpoena and to apply for and get issued any arrest, attachment or other execution, warrants or order and to conduct any proceedings that may arise there out; and to apply for and receive payment of any or all sums or submit the above matter to arbitration, and to employ an other legal practitioner authorizing him to exercise the power and authorities hereby conferred on the advocate whenever he may think fit to do so.

AND to do all acts legally necessary to manage and conduct the said case in all respects whether herein specified or not, as may be proper and expedient.

AND I/WE hereby agree to ratify and confirm all lawful acts done on my/our behalf; under or by virtue of these present or of the usual practice in such matter. PROVIDED always that I/WE undertake at the time of calling of the case by the court I/MY authorized agent shall inform the advocate and make him appear in the court, if the case may be dismissed in default, it be proceeded ex-parte the said counsel shall not be held responsible for the same. All costs awarded in favour shall be the right of the counsel or his nominee, and if awarded against shall be payable by me/us.

IN WITNESS WHERE OF I/We hereunto set MY/OUR hand to these presents, the contests of which have been explained to and understood by ME/US this 17 day of 10 2022.

EXECUTANT



(Hafeez Ullah)

Accepted subject to the terms regarding fees:



MUHAMMAD MAAZ MADNI,
ADVOCATE HIGH COURT, PESHAWAR
BC No.(BC-11-1460)
CNIC No. 17101-9263898-1



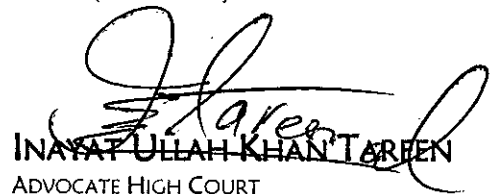
AHMAD SULTAN TAREEN
ADVOCATE HIGH COURT,
BC No.(BC-10-1583)



ALLAHYAR KHAN TAREEN
ADVOCATE HIGH COURT, PESHAWAR



HAIDER ALI
ADVOCATE



INAYAT ULLAH KHAN TAREEN
ADVOCATE HIGH COURT

OFFICE: **TF-338, 339**, Deans Trade Centre, Peshawar Cantt.
Contact#: 0333-9313113, 0345-9090737