

S.No.	DDO Code	Name of Institution	Designation	BPS	No. of posts
108	MD6085	DHO Malakand	Coordinator	18	1
109	MD6092	THQ Malakand (Cat.C) dargal	Medical Supdt.	19	1
110	MD6092	THQ Malakand (Cat.C) dargal	Dy. Med. Supdt.	18	2
111	MD6087	Agra (Cat.-D) Malakand	Medical Supdt.	19	1
112	MD6087	Agra (Cat.-D) Malakand	Dy. Med. Supdt.	18	1
113	MD6087	Thana (Cat.-D) Malakand	Medical Supdt.	19	1
114	MD6087	Thana (Cat.-D) Malakand	Dy. Med. Supdt.	18	1
115	MD6087	Totakan (Cat.-D) Malakand	Medical Supdt.	19	1
116	MD6087	Totakan (Cat.-D) Malakand	Dy. Med. Supdt.	18	1
117	MR6326	THQ Takhtbhai Mardan	Dy. Med. Supdt.	18	1
118	MR6170	Rustam Mardan (Cat.-D)	Medical Supdt.	19	1
119	MR6170	Rustam Mardan (Cat.-D)	Dy. Med. Supdt.	18	1
120	MR6170	Shahbaz Garhi Mardan (Cat.-D)	Medical Supdt.	19	1
121	MR6170	Shahbaz Garhi Mardan (Cat.-D)	Dy. Med. Supdt.	18	1
122	MR6170	Toru Mardan (Cat.-D)	Medical Supdt.	19	1
123	MR6170	Toru Mardan (Cat.-D)	Dy. Med. Supdt.	18	1
124	MR6170	Katlang Mardan (Cat.-D) Mardan	Dy. Med. Supdt.	19	1
125	MR6170	Katlang Mardan (Cat.-D) Mardan	Dy. Med. Supdt.	18	1
126	MA4198	Mental Hospital Mansehra	Dy. Med. Supdt.	18	1
127	MA7010	DHQ Mansehra	Dy. Med. Supdt.	18	1
128	MA6151	Garhi Habibullah (Cat.-D) Mansehra	Medical Supdt.	19	1
129	MA6151	Garhi Habibullah (Cat.-D) Mansehra	Dy. Med. Supdt.	18	1
130	MA6150	THQ Balakot Mansehra	Medical Supdt.	19	1
131	MA6150	THQ Balakot Mansehra	Dy. Med. Supdt.	18	1
132	MA6151	Baffa Mansehra(Cat.-D)	Medical Supdt.	19	1
133	MA6151	Baffa Mansehra(Cat.-D)	Dy. Med. Supdt.	18	1
134	MA6151	Cat.D Hospt Oghi Mansehra	Medical Supdt.	19	1
135	MA6151	Cat.D Hospt Oghi Mansehra	Dy. Med. Supdt.	18	1
136	NR6114	DHO Nowshera	Dy. DHO	19	1
137	NR6195	Mian Rashid Hussain Hosp. Nowshera	Dy. Med. Supdt.	18	2
138	NR6119	Akora Khattak Nowshera (Cat.-D Hosp.)	Medical Supdt.	19	1
139	NR6119	Akora Khattak Nowshera (Cat.-D Hosp.)	Dy. Med. Supdt.	18	1
140	PR4334	Naseerullah Babar Hospital Peshawar (Cat. B)	Dy. Med. Supdt.	18	2
141	PW6160	Sifwat Ghayur Hosp. Peshawar	Dy. Med. Supdt.	18	2
142	PR4328	Services Hosp. Peshawar	Dy. Med. Supdt.	18	1
143	PW6155	Badaber Peshawar (Cat.-D Hosp.)	Medical Supdt.	19	1
144	PW6155	Badaber Peshawar (Cat.-D Hosp.)	Dy. Med. Supdt.	18	1
145	PW6155	Gara Tajik Peshawar (Cat.-D Hosp.)	Medical Supdt.	19	1
146	PW6155	Gara Tajik Peshawar (Cat.-D Hosp.)	Dy. Med. Supdt.	18	1
147	PW6155	Civil Hosp. Matani	Medical Supdt.	19	1
148	PW6155	Civil Hosp. Matani	Dy. Med. Supdt.	18	1
149	PW6155	Nahaqi Peshawar (Cat.-D Hosp.)	Medical Supdt.	19	1
150	PW6155	Nahaqi Peshawar (Cat.-D Hosp.)	Dy. Med. Supdt.	18	2
151	PW6159	Maternity Hosp. Peshawar	Medical Supdt.	19	1
152	PW6159	Maternity Hosp. Peshawar	Dy. Med. Supdt.	18	1
153	PR4902	PHS (T&R) Nishtarabad Pesh.	Vice Principal	18	1
154	SH6068	DHO Shangla	Dy. DHO	19	1
155	SH7008	DHQ Shangla Cat. B	Dy. Med. Supdt.	18	2
156	SH6063	THQ Bisham Shangla	Medical Supdt.	19	1
157	SH6063	THQ Bisham Shangla	Dy. Med. Supdt.	18	1
158	SH6063	THQ Pooran singh Shangla	Medical Supdt.	19	1
159	SH6063	THQ Pooran singh Shangla	Dy. Med. Supdt.	18	2
160	SU6196	DHO Swabi	Coordinator	18	1
161	SU6274	THQ Lahor Swabi	Dy. Med. Supdt.	18	2
162	SU6195	Civil Hosp. Kalu Khan Swabi	Medical Supdt.	19	1
163	SU6195	Civil Hosp. Kalu Khan Swabi	Dy. Med. Supdt.	18	1
164	SU7005	DHQ Hospital Swabi	Dy. Med. Supdt.	18	1
165	SU6145	Cat.D Hospt Topi Swabi	Medical Supdt.	19	1
166	SU6145	Cat.D Hospt Topi Swabi	Dy. Med. Supdt.	18	1
167	SW6199	DHO Swat	Coordinator	18	1
168	SW4341	Saidu Teaching Hosp. Swat	Dy. Med. Supdt.	18	4
169	SW6201	THQ Matta Swat	Dy. Med. Supdt.	18	2
170	SW6202	Civil Hosp. Kalam Swat	Medical Supdt.	19	1
171	SW6202	Civil Hosp. Kalam Swat	Dy. Med. Supdt.	18	1

M. R. Khan

S.No.	DDO Code	Name of Institution	Designation	BPS	No. of posts
172	SW6202	Civil Hosp. Kabal Swat	Medical Supdt.	19	1
173	SW6202	Civil Hosp. Kabal Swat	Dy. Med. Supdt.	18	1
174	SW6202	Civil Hosp. Madyan Swat	Medical Supdt.	19	1
175	SW6202	Civil Hosp. Madyan Swat	Dy. Med. Supdt.	18	1
176	SW6202	Civil Hosp. Barikot Swat	Medical Supdt.	19	1
177	SW6202	Civil Hosp. Barikot Swat	Dy. Med. Supdt.	18	1
178	TK6039	DHO Tank	Coordinator	18	1
179	KT6041	Amakhel Tank (Cat.-D)	Medical Supdt.	19	1
180	KT6041	Amakhel Tank (Cat.-D)	Dy. Med. Supdt.	18	1
181	KT6007	DHO Torgghar	Dy. DHO	19	1
182	KT6007	DHO Torgghar	Coordinator	18	3
			Total		226

2. ABOLISHMENT OF POSTS OF MANAGEMENT/GENERAL CADRE DOCTOR

S#	Name of Institution	Designation	BPS	No. of Posts
1	TBC Abbottabad	Distt. TB Control Officer	19	1
2	PHS Abbottabad	Instructor	17	1
3	PMI Abbottabad	Instructor	17	4
4	DHDC Abbottabad	Women Med. Officer	17	1
5	DHDC Abbottabad	Medical Officer	17	1
6	TBC Battagram	Distt. TB Control Officer	18	1
7	TBC Bannu	Distt. TB Control Officer	18	1
8	DHDC Bannu	Women Med. Officer	17	1
9	DHDC Bannu	Medical Officer	17	1
10	Buner TBC	Distt. TB Control Officer	18	1
11	PHSA	Instructor	17	3
12	DHO Charsadda	Distt. TB Control Officer	18	1
13	TBC Chitral	Distt. TB Control Officer	19	1
14	DHDC Chitral	Women Med. Officer	17	1
15	DHDC Chitral	Medical Officer	18	1
16	TBC D.I.Khan	Distt. TB Control Officer	19	1
17	PHS D.I.Khan	Instructor	17	1
18	PMI D.I.Khan	Sr. Instructor	19	1
19	PMI D.I.Khan	Instructor	17	3
20	TBC Dir (Upper)	Distt. TB Control Officer	18	1
21	TBC Dir (Lower)	Distt. TB Control Officer	18	1
22	TBC Haripur	Distt. TB Control Officer	19	1
23	TBC Hangu	Distt. TB Control Officer	18	1
24	TBC Karak	Distt. TB Control Officer	18	1
25	TBC Kohat	Distt. TB Control Officer	18	1
26	TBC Kohistan	Distt. TB Control Officer	18	1
27	DHO Lakki	Distt. TB Control Officer	18	1
28	TBC Malakand	Distt. TB Control Officer	18	1
29	TBC Mardan	Distt. TB Control Officer	19	1
30	DHDC Mardan	Women Med. Officer	17	1
31	DHDC Mardan	Medical Officer	17	1
32	TBC Mansehra	Distt. TB Control Officer	19	1
33	TBC Nowshera	Distt. TB Control Officer	18	1
34	TBC Peshawar	Distt. TB Control Officer	19	1
35	PHS Hayatabad	Instructor	17	1
36	PHS Hayatabad	Instructor	18	1
37	TBC Shangla	Distt. TB Control Officer	18	1
38	TBC Swabi	Distt. TB Control Officer	18	1
39	TBC Swat	Distt. TB Control Officer	18	1
40	PMI Swat	Instructor	19	1
41	PMI Swat	Instructor	17	1
42	DHDC Swat	Women Med. Officer	17	1
43	DHDC Swat	Medical Officer	17	1
44	TBC Tank	Distt. TB Control Officer	18	1
	Total			51

msb

18



University of Peshawar

(Pakistan)

Session SUPPLEMENTARY 2002

BIBI SULTANA DAUGHTER of FAYL UN BEGUM and a student

DISTRICT SWAT having passed the prescribed examination

in JANUARY 2003 is this day admitted by the University of Peshawar

to the Degree of

Bachelor of Science (Nursing)

in the Nursing Division.

The Examination was taken as a whole / in parts

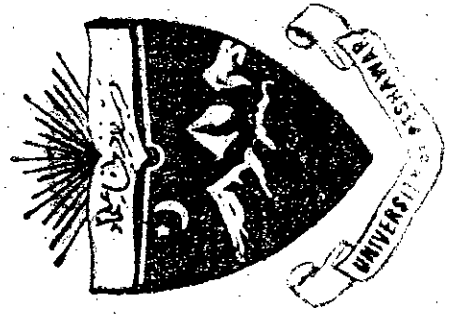
*Accepted full
de copy
M. Javed Khan Registrar*

Matriculation No. 000430

Registration No. 36-50-32414

NO. 412

Declared on April 10, 2003



Registrar

Countersigned
J. L. Sidani

Vice-Chancellor

19

Registration Number: AUP-FI 2006-MPH-71



Serial Number: 0007

Date: 13 TH JULY 2009

*Attached
do be free
copy MB*

ABASYN UNIVERSITY

P e s h a w a r - P a k i s t a n

Be it known that

BIBI SULTANIA DAUGHTER OF FAZAL REHMAN

Having successfully completed all the prescribed courses of study
and having complied with all other requirements
of the University for the Degree of

MASTER OF PUBLIC HEALTH

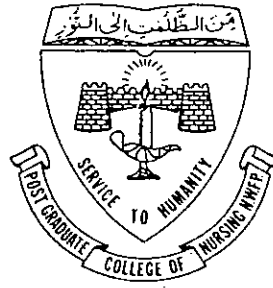
is, today, the 17 TH of FEBRUARY 2010 admitted to this Degree and is
entitled to all rights and privileges appertaining to the Degree

[Signature]
Registrar

[Signature]
Vice-Chancellor

[Signature]
Chancellor

Post Graduate College of Nursing
N.W.F.P.
Peshawar (Pakistan)



Be It Known That

Bibi Sultania D/O Fazal Rehman

has joined training on 01-07-2005 and completed on 30-07-2006

having satisfied the requirements
is hereby awarded the diploma in

Community Health Nursing

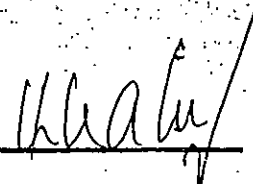
Serhan Joseph
Principal
Post Graduate College
of Nursing
N.W.F.P. Peshawar, Pakistan

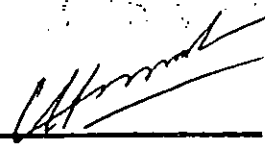
Samad
Secretary to Govt. of N.W.F.P.
Health Department
Peshawar, Pakistan



Provincial Health Services Academy Deptt: of Health Govt. NWFP

*This is to certify that Mst. Bibi Sultania working as
Instructor at Public Health School Hayatabad, Peshawar has participated in
and successfully completed the workshop / course on Teaching
Methodology/Computer Skills held at Provincial Health Services Academy
from 13th April 2009 to 18th April 2009.*


Course Director


Director PHSA

22

Certificate No: ToT-PHC/III/53

Serial No: 516



PROVINCIAL HEALTH SERVICES ACADEMY

HEALTH DEPARTMENT
GOVERNMENT OF KHYBER PAKHTUNKHWA

CERTIFICATE OF ACHIEVEMENT

AWARDED TO

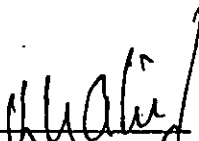
Bibi Sultania

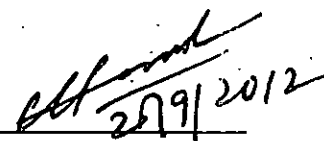
ON COMPLETION OF

**03 Days Orientation for Trainers
To
Train Junior PHC (Multipurpose) Technicians**

From 18-09-2012 To 20-09-2012

AT PROVINCIAL HEALTH SERVICES ACADEMY
GOVT. OF KHYBER PAKHTUNKHWA HEALTH DEPARTMENT
PESHAWAR


Course Director


20/9/2012
Director
PHSA Peshawar

CERTIFICATE

22

(1) (30)

GOVT OF KHYBER PAKHTUNKHWA
HEALTH DEPARTMENT

Dated Pesh:the 17.8.2010

NOTIFICATION

No.SOH-III/3-5/10/Bibi Sultania. The Competent Authority is pleased to order the transfer of Mrs.Bibi Sultania, Head Nurse (BPS-17) from KTH Peshawar and placed her services at the disposal of Provincial Health Services Academy Peshawar with immediate effect.

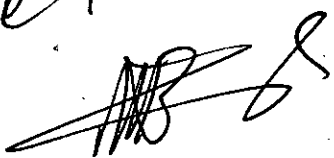
SECRETARY HEALTH

Endst: **No.SOH-III/3-5/10/Bibi Sultania Dated 17.8.2010**

Copy forwarded for information and n/action to:-

1. The Accountant General NWFP Peshawar.
2. The Director General Health Services Peshawar with ref: to his No.20055/E-II dated 5.8.2010.
3. The Director Provincial Health Services Academy Peshawar with ref: to his No.8960/PHSA/F-259 dated 3rd:August 2010 for information and further placing her services at Public Health School, Hayatabad Peshawar.
4. The Medical Superintendent, Khyber Teaching Hospital Peshawar.
5. The Princiapl, Public Health School, Hayatabad Peshawar.
6. P.S. to Secretary Health Khyber Pakhtunkhwa.
7. Officer concerned.


SECTION OFFICER-III

*Attested to
be true copy*


BEFORE THE HONORABLE SERVICES TRIBUNAL

KHYBER PAKHTUNKHWA PESHAWAR.

Service Appeal NO. 579/2016.

Bibi Sultania , APPELLANT /PETITIONER.

VERSUS

1. The Secretary Health KPK Peshawar.
2. Director, Provincial Health Services Academy, Peshawar Budhni Near Northern by Pass Dauranpur, Peshawar.
3. The Principal Public Health School Phase-V, Hayatabad Peshawar.
4. Dr. Shabnam Khawas WMO, HMC Hayatabad Peshawar.

..... **RESPONDENTS.**

PARA WISE COMMENTS ON BEHALF OF RESPONDENTS NO. 1, 2 & 3

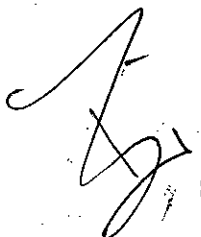
RESPECTFULLY SUBMITTED:

Preliminary objections:

- i. The Appellant has neither a cause of action nor locus standi.
- ii. The Appeal is not maintainable in its present form.
- iii. The Appellant has not come to the Tribunal with clean hands.

Reply on Facts

1. Partially correct to the extent that she is actually a Head Nurse and not an Instructor but working against the post of Instructor BPS-17 in her own pay scale on ex-cadre basis.
2. **In-correct** she has been transferred from ex-cadre post of Instructor to her original cadre post of Head Nurse.
3. Pertains to record.
4. **In-correct** that posts of Principal (BS-20), instructors (BS-18 & BS-17) belongs to Health Management Cadre schedule-I for doctors (**Annex-A**).
5. **In-correct.** No political pressure has been exerted to transfer the appellant; it was just a technical decision to post the appellant on her original cadre post in public interest. It is further added that the appellant does not possess the required qualification as in Para 04 above.
6. **In-correct** as the appellant does not have the right to be posted on her sweet wish and whim.
7. The appellant has got no cause of action to file instant appeal.



GROUNDS.

- A) **Incorrect** that the Appellant services were placed for further adjustment at Public Health School Hayatabad, as the post of Instructor was not available at Public Health School Hayatabad----a fact the appellant has herself admitted in Para B of Grounds. Rather such an artificial arrangement might possibly have been made because of some political or other factors on part of appellant herself.
- B) Appellant services were placed for further posting and Appellant was drawing salary from ex-cadre post as elaborated in Para A above (**Annex-B**).
- C) **Incorrect** as the Appellant transfer order has been issued on technical and tenure policy of the government hence the order is in accordance to the Government Policy in vogue.
- D) **Incorrect** the Appellant was serving from 3/08/2010 in the said school and has completed her normal tenure.
- E) **Incorrect.** The transfer order is in total conformity with the rules & policies in vogue as already commented in Para A,B,C&D.
- F) **Incorrect** and baseless as the Appellant was serving on ex-cadre post and does not possess the required qualification for the said post and no political pressures have been involved in her current transfer.
- G) The order was entertained by the respondent No. 03, while the said resubmitted to the higher authority for review on the grounds stated in Para-05.
- H) **Incorrect** as the policy of the Government KP Health Department related to ex-cadre posting was obeyed in letter and spirit.
- I) The respondents also seek permission to raise additional grounds at the time of arguments.

NOTE:- Furthermore as per current situation, the post against which she was posted has also been abolished as per Finance Department Govt: of KPK Notification No. BOVI/FD/4-1/2014-15/Vol-VII dated 09.09.2016 (**Annex-D**).

PRAYED

In view of the above clarifications, it is very humbly prayed that the above writ petition may please be dismissed.


(Respondent No. 3)
PRINCIPAL

Public Health School,
Hayatabad Peshawar.


(Respondent No. 2)
DIRECTOR

Provincial Health Services Academy,
Khyber Pakhtunkhwa, Peshawar.


(Respondent No.1)

Secretary to Govt. of Khyber Pakhtunkhwa,
Health Department, Peshawar.

BEFORE THE SERVICES TRIBUNAL KHYBER PAKHTUNKHWA
PESHAWAR

Service Appeal NO. 579/2016.

Bibi Sultania , **PETITIONER.**

VERSUS

1. The Secretary Health KPK Peshawar.
2. Director, Provincial Health Services Academy, Peshawar Budhni Near Northern by Pass Dauranpur, Peshawar.
3. The Principal Public Health Scholl Phase-V, Hayatabad Peshawar.
4. Dr. Shabnam Khawas WMO, HMC Hayatabad Peshawar

..... **RESPONDENTS.**

AFFIDAVIT.

I, Mr. Tofeeq Ullah, Administrative Officer Provincial Health Services Academy (PHSA), Health Department, Khyber Pakhtunkhwa Peshawar, do hereby solemnly affirm and declare on oath that all the content of para-wise comments submitted in response to Service Appeal No. 579/2016, are true and correct to the best of my knowledge and belief that nothing has been concealed from this Honorable court.

Identified by


DEPONENT.

NOTIFICATION

Peshawar, dated the 11th DECEMBER, 2008

No. SOH(EV)4 - 20 / 08 : In exercise of the powers conferred by section 26 of the North West Frontier Province Civil Servants Act, 1973 (N.-W.F.P. Act XVIII of 1973), the Governor of the North-West Frontier Province is pleased to make the following rules, namely:

THE NORTH-WEST FRONTIER PROVINCE
HEALTH (MANAGEMENT) SERVICE RULES, 2008.

PART - I
GENERAL

1. **Short title and commencement.** --- (1) These rules may be called the North-West Frontier Province Health (Management) Service Rules, 2008.

(2) They shall come into force at once.

2. **Definitions.**--- In these rules, unless the context otherwise requires, the following expressions shall have the meanings hereby respectively assigned to them, that is to say -

- (a) "appointing authority" in relation to a post, means the respective authority specified in para 4 of the North-West Frontier Province Civil Servants (Appointment, Promotion and Transfer) Rules, 1989;
- (b) "Commission" means the North-West Frontier Province Public Service Commission;
- (c) "Cadre" means Health Management Cadre;
- (d) "Government" means the Government of the North-West Frontier Province;
- (e) "Governor" means the Governor of the North-West Frontier Province;
- (f) "Initial recruitment" means appointment made otherwise than by promotion or transfer;
- (g) "Member of Service" means officer belonging to health management cadre as reflected in schedule I, II & III;

- 05
- (i) "Post" means a post specified in the Schedule-I of the rule and such other posts as may, from time to time, be determined by the Government;
 - (j) "Schedule" means the schedule appended to these rules; and
 - (k) "Service" means the North-West Frontier Province Health (Management) Service.

PART-II RECRUITMENTS

- 3. Number and nature of posts.---The Service shall comprise the posts specified in the Schedule -I and such other posts as may be determined by Government from time to time.
- 4. Method of Appointment.---Method of appointment, qualifications and other conditions to applicable to a post in the Service shall be such as laid down in the column 3 to 5 of the Schedule - II.
- 5. Syllabus and examination for appointment by initial recruitment.--- Syllabus and standard for competitive examination for appointment by initial recruitment to the post in BS-17 shall be, as laid down in Schedule-III.

PART-III CONDITIONS OF SERVICE

- 6. Pre-Service Training & Departmental Examinations.--- (1) On appointment to a post borne on the service in BS-17, every officer so appointed shall complete six months mandatory training including attachment as specified in schedule -IV.

(2)-The training shall be followed by departmental examination to be conducted by Provincial Health Services Academy, which will be part of probation period.

- 7. In-Service Training.---Selection for in-service trainings which are linked with promotion shall be done on seniority basis and those at verge of promotion shall be given priority.

- 8. Private Practice.--- (1) No Member of Service shall be allowed private practice, in lieu he shall be entitled to non-practicing allowance, at such rate as may be prescribed by Government.

(2) In case of default, the Member shall be liable to disciplinary action under the law.

Training Completion Certificate

This is to certify that

Mr. / Ms. / Mrs. Sultania

has successfully conducted Three Days Training on

“Safe Mother Hood & New Born Care”

For Community Based Health Volunteers

Organized by the World Vision International - Pakistan

HHCC Project Galliat - KPK

Held on 16-18 September, 2014 at Elites Hotel, Nathia Gali


DR. MUHAMMAD IQBAL

Area Development Manager

Galliat


DR. MOHAMMAD SIDDIQ

Project Coordinator

HHCC - Galliat

23

23



(24)

Certificate of Training

This is to certify that

Ms. SULTANIA has successfully completed ten days

**Competency Based Training Workshop on
Emergency Obstetrical Care (EmOC) and Prevention of Genital Tract Fistula**

held at British Lodge from 3rd Sep 2012 to 12th Sep 2012

Organized by

Pakistan National Forum on Women's Health (PNFWH) in collaboration with UNFPA

Dr. Shershah Syed
President
PNFWH

Master Trainer
PNFWH

(24)

25

im sciences



Pakistan Initiative for Mothers and Newborns

HRDC

INSTITUTE OF MANAGEMENT SCIENCES | PESHAWAR

Certificate of Achievement

awarded to

Ms. SULTANIA

on successful completion of 03 day training on

"Financial Management"

Organized by

Pakistan Initiative for Mothers & Newborns

November 19 to 21, 2009

at

PC Bhurban

25

Nasser Ali Khan Ph.D
Director
IMSciences

Dr. Nadeem Akhtar
Field Operation Manager
PAIMAN - FATA

Muhammad Azam Farooq
Coordinator
HRDC, IMSciences



26

Certified that: Ms. Sultania (CMWs Tutor)

has successfully attended

2 Days Training of Trainers

on

Helping Babies Breathe

As

Participant

Jointly organized by

MNCH Program FATA & UNICEF

held at Swat DHDC

on 11th & 12th September, 2015

A handwritten signature in black ink, appearing to read "Tahir Javed", written over a horizontal line.

Dr. Tahir Javed

*Assistant Director of
Pediatrics King Edward Medical University,
Lahore*

A handwritten signature in black ink, appearing to read "Zafeer Hussain", written over a horizontal line.

Dr. Zafeer Hussain
Director Health Services FATA

26

27



Certificate

This is to certify that

Ms. Bibi Sultania

has successfully completed a Step-down Training

On

Provision of Client Centered Family Planning Services- Advance

January 16- 21, 2012

Sartaj

Dr. Sartaj Naeem
Principal, Regional Training Institute
Peshawar

Ali M. Mir

Dr. Ali M. Mir
Chief of Party - FALAH Project
Population Council, Islamabad, Pakistan

27



USAID
FROM THE AMERICAN PEOPLE



Pakistan Initiative for
Mothers and Newborns

**Health Services Academy
Ministry of Health Government of Pakistan**

Certified that **Mrs. Sultania Mehboob**
has attended **“Course on Leadership Training”**

Organized By

Health Services Academy, Ministry of Health

In Collaboration with

PAIMAN, USAID

26th - 30th April 2010

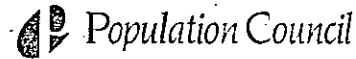
Dr. Ch. Muhammad Amjad
Course Coordinator
Assistant Prof. HSA

Dr. Assad Hafeez
Executive Director
HSA Islamabad

28

28

29



Certificate

This is to certify that

Ms. Bibi Sultania

has successfully completed the Training

On

Competency Based Clinical Skills for IUCD

February 13 – 18, 2012

Dr. Ali M. Mir
Chief of Party - FALAH Project
Population Council, Islamabad, Pakistan

Dr. Gul Rashida
Senior Director Trainings
Population Council, Islamabad, Pakistan

29



GOVERNMENT OF PAKISTAN
MINISTRY OF HEALTH

30



Pakistan Initiative for
Mothers and Newborns

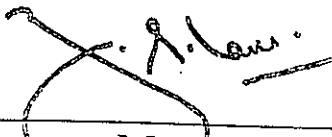
Certified that BIBI SULTANIA


has successfully attended 11 days clinical case management Course on
Integrated Management of Neonatal and Childhood Illness (IMNCI)

Jointly Organized by
Ministry of Health and JSI-PAIMAN

held at
Govt. Lady Reading Hospital, Peshawar
From 3rd August, 2009 to 14th August, 2009


Course Director


National Program Manager (MNCH)
Ministry of Health


Chief of Party
JSI-PAIMAN

10. **One time exercise.** --- (1) Notwithstanding anything contained in the provision of these rules, Government shall, as one-time exercise, fill in posts in the Service described in Schedule-I by way of permanent transfer from amongst the Officers of General Cadre in equivalent basic pay scale who have the qualification of Master of Public Health or Postgraduate Diploma in Public Health or Postgraduate Diploma in Hospital Administration or Health Planning & Management or equivalent Master's Degree / Diploma in Health management or allied disciplines and opt for absorption;

Provided that the option once exercised shall be final.

- (2) Where the number of officers opting for absorption in Management Cadre is more than the available positions in respective grade, the selection under one time exercise shall be done on the basis of seniority-cum-merit only in the respective grade;

Provided that for determining the suitability of the officers, additional relevant qualifications, trainings/courses in the relevant field and managerial experience, as such, shall be taken into consideration.

11. **Deletion of posts.**---Posts reflected in the schedule-I shall stand deleted from any other service rules for the time being in force and such rules shall be deemed to have been amended to the above extent:

SECRETARY TO GOVERNMENT OF NWFP
HEALTH DEPARTMENT

Endst. of even No & Date.

Copy to:

1. The Chairman, Public Service Commission, NWFP, Peshawar
2. PS to Minister for Health, NWFP.
3. PS to Chief Secretary, NWFP.
4. PS to Additional Chief Secretary, NWFP.
5. PS to Secretary E&A Department.
6. PS to Secretary Law Department.
7. PS to Secretary Finance Department.
8. Ps to Secretary Health.
9. PA to DGHS NWFP.
10. Computer Programmer, Health Department.

07

SCHEDULE – I
(Management Cadre)

Members of Service in BPS-20:

S.No.	Nomenclature of post	Number of post
1	Director General Health Services, NWFP, Peshawar	01
2	Director (Admn) DGHS NWFP Peshawar	01
3	Director Health Services DGHS NWFP Peshawar	01
4	Medical Superintendent Govt. LRH/KTH/HMC Peshawar	03
5	Medical Superintendent DHQ.Hospitals Kohat, Bannu, DIKhan, Mardan, Swat, Abbottabad	06
6	Medical Superintendent, Mufti Mehmood Memorial Hospital DIKhan	01
7	Medical Superintendent, Khalifa Gul Nawaz Hospital Bannu	01
8	Medical Superintendent, Govt. City Hospital Kohat Road Peshawar	01
9	Medical Superintendent, Sarhad Hospital for Psychiatric Diseases Peshawar	01
10	Medical Superintendent, Ayub Teaching Hospital Abbottabad	01
11	Executive District Officer (Health) Peshawar	01
12	Executive District Officer (Health) Swat	01
13	Executive District Officer (Health) Mardan	01
14	Executive District Officer (Health) Kohat	01
15	Director Provincial Health Services Academy, Peshawar	01
16	Principal Public Health School Hayatabad Peshawar	01
17	Principal Pubic Health School Abbottabad	01
18	MS Mardan Medical Complex	01
	TOTAL:	25

SCHEDULE – I
(Management Cadre)

Members of Service in BPS-19:

S.No.	Nomenclature of post	Number of post
1.	Executive District Officers (Health) in NWFP	20
2.	DDHOs/Coordinators EDO(H) Offices in NWFP	31
3.	Medical Superintendent DHQ.Hospitals in NWFP	17
4.	Medical Superintendent Govt. ID Children Hospital Peshawar	01
5.	Medical Superintendent Police/Services Hospital Peshawar	01
6.	Medical Superintendent Mental & General Hospital Dadar Mansehra	01
7.	Medical Superintendent, City Hospital Lakki Marwat	01
8.	DMS Women and Children Hospital DIKhan,	01
9.	DMS in DHQ. Hospital, Mardan, Swat, Nowshera, Haripur, Abbottabad and DIKhan	06
10.	District TB Control Officer, Peshawar, Mardan, Swabi, DIKhan, Haripur, Battagram, Mansehra, Swat, Chitral, Upper Dir	10
11.	Deputy Administrator Mardan Medical Complex Mardan	01
12.	MS/Incharge Civil/THQ.Hospital Tangi, Shabqaddar, Dargai, Pabbi, Matta, Darosh (Chitral), Rehana, Kulachi	08
13.	SMO I/C Women & Children Hospital Bannu	01
14.	Vice Principal Paramedical Institute, Abbottabad, DIKhan, Swat	03
15.	SMO (Health) Municipal Corporation Peshawar	01
16.	Deputy Directors in DGHS NWFP Peshawar	05
17.	DMS (Stores) Govt. LRH/KTH Peshawar	02
18.	Principal Postgraduate Paramedical Institute Peshawar	01
19.	Deputy Director (HRD) PHSA NWFP	01
20.	Deputy Director(Monitoring and Research) PHSA NWFP	01
21.	Deputy Director(Management) PHSA NWFP Peshawar	01

25.	DMS Ayub Teaching Hospital Abbottabad	01
26.	Director Health Services FATA Peshawar	01
27.	MS AHQ Hospital Parachinar, Ghallanai, Wana, Bajaur	04
	TOTAL:	128

Note: All Program Manager/Provincial Coordinators of Vertical Programs/ Projects & FATA Health positions would be filled from amongst Management Cadre.

10

SCHEDULE – I
(Management Cadre)

Members of Service in BPS-18:

S.No.	Nomenclature of post	Number of post
1.	Incharge Civil/THQ.Hospital Ziarat Kaka Sahib Nowshera, Rustam, Lund Khawar Mardan, Topi Swabi, Kalu Khan Swabi, Shakar Darra (Kohat), Thall Hangu, Serai Naurang Lakki Marwat, Balakot Mansehra and Thana Malakand Agency	10
2.	Senior Instructors DHDCs in NWFP (Abbottabad, Swat and DIKhan)	03
3.	Instructors in Public Health School, Hayatabad Peshawar and DIKhan	03
4.	Instructor Public Health School, Nishtarabad Peshawar	01
5.	Epidemiologist Govt. LRH and HMC Peshawar	02
6.	Course Director (MCH & Family Planning) PHSA NWFP	01
7.	Epidemiologist PHSA NWFP	01
8.	DMS Govt. Maternity Hospital Peshawar	01
9.	DMS (Admn) KTH Peshawar	01
10.	District TB Control Officer, Abbottabad, Kohistan, Nowshera, Charsadda, Malakand, Buner, Shangla, Lower Dir, Kohat, Hangu, Karak, Bannu, Lakki Marwat and Tank	14
11.	Deputy Director Admn./Deputy Director Dev.(02), Assistant Director EPI(02), DHS FATA	04
12.	Agency Surgeon Mohmand, Bajaur, Orakzai, Kurram, NW Agency, SW Agency, Khyber, FR Peshawar/ FR Kohat, FR DIKhan, FR Bannu,	10
13.	DMS(Admn), DMS(Stores) DMS (Dispensary) at Ayub Teaching Hospital Abbottabad	03
14.	Assistant Directors in Directorate General Health Services, NWFP, Peshawar	13
15.	ADHO FATA Health***	4
	TOTAL:	71

Note: All Program /Project positions & FATA Health positions in BPS-18 would be filled from amongst Management Cadre.

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SCHEDULE – I
(Management Cadre)

Members of Service in BPS-17:

S.No.	Nomenclature of post	Number of post
1.	Health Educator Directorate General Health Services, NWFP Peshawar	01
2.	Assistant Director (Homeo & Tibb) AD Personnel, AD Administration Directorate General Health Services, NWFP, Peshawar	04
3.	MO Trainer DHDC (02 each) in Mardan, Kohat, Bannu, DIKhan, Abbottabad, Swat and Chitral	14
4.	Instructors in PHSA, NWFP	03
5.	Evaluation Officer PHSA, NWFP	01
6.	Instructors Public Health School, Hayatabad Peshawar and Abbottabad	03
7.	Secretary Medical Faculty, NWFP Peshawar	01
8.	DMS Maintenance HMC Peshawar	01
9.	DMS Stores HMC Peshawar	01
10.	DMS Casualty, OPD and OTs HMC Peshawar	01
11.	Coordinator EDO(H) Offices in NWFP	71
	TOTAL:	101

Note: All Program /Project positions in BPS-17 & FATA Health positions would be filled from amongst Management Cadre.

SCHEDULE - II

S. No	Nomenclature of Post.	Qualification for appointment by initial recruitment	Age limit	Method of Appointment
1	2	3	4	5
1	Director General Health Services (BS-20)		-	<p>By transfer, on the basis of selection on merit, from amongst the ten senior most Members of the Service in (BS-20).</p> <p><u>Note:</u> Preference will be given to those having additional postgraduate relevant qualifications or specialized courses.</p>
2	Members of Service (BS-20)			<p>(a) By promotion, on the basis of selection on merit, from amongst the Members of Service in (BS-19) with 5 years service as such or 17 years service in (BS-17) and above; and</p> <p>(b) Four months advance in-service training in Management from a recognized institution or PHSA NWFP.</p>

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1	2	3	4	5
4.	Members of Service (BS-18)	(a) MBBS/BDS or equivalent qualification, from any institute recognized by the PMDC; and (b) (i) Doctorate / M.Phil in Public Health or Health Administration or Health Management or equivalent qualification from any University recognized by the H.E.C or PMDC; or (ii) Master in Public Health/Health Administration/ Health Management, allied discipline or equivalent qualification from any University recognized by H.E.C or PMDC with 5 years experience in the relevant field.	30-40 years	(i) Eighty percent by promotion, on the basis of seniority cum-fitness, from amongst Members of the Service in BS-17 having at least five years service as such, with two months in service training in Management from a recognized institution or PHSA; and (ii) Twenty percent by initial recruitment
5.	Members of Service (BS-17)	(a) MBBS/BDS or equivalent medical qualification from any institute recognized by PMDC; and (b) Master in Public Health/Health Administration/ Health Management or equivalent qualification from any institute recognized by H.E.C or PMDC.	25-32 years	By initial recruitment.

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2. Epidemiology, Health System Research, Public Health and Disease Control (Single Paper)	100
Topics: Epidemiology, Research Methodology and Biostatistics, Health Systems, Surveillance and Disease Control, Monitoring & Evaluation. Infectious Diseases, Epidemiology and preventive methods, Reproductive Health, Occupational Health, Environmental Hazards and Sanitation, Nutrition with related disorders and prevention.	

7. In case of non-Muslim, the paper of Pakistan Studies and Current Affairs will be each of 75 marks instead of Islamiyat.
8. No candidate will be called for Psychological Aptitude Test unless he has obtained 40% marks in individual subject with aggregate of 50%.
9. The passing marks in Psychological Aptitude Test are 40%. Those failed will not be called for the interview.
10. The passing marks for Viva Voce are 40%. The candidate failing in interview or remained absent will not be included in the merit.
11. The selection of selected candidates will be purely on merit as per Zonal Allocation Formula notified by the Establishment Department.
12. In case of a tie, the order of merit will be determined in accordance with the total number of combined marks achieved in Psychological Aptitude Test and interview. In case of tie in this case even, the decision will be on the basis of marks obtained in compulsory subjects. Even still if there is a tie, the order of merit will be on the basis of age.

SCHEDULE IV

Induction training

Target Group:

The training is designed for newly recruited Medical Officers BS 17 in Health Management cadre .

Objective :

- To equip the doctors with Official Procedures , Financial & Procurement Rules and Regulations, Rules of Business, and other government functions with a view to befit them for working as Health Managers.
- To develop their skill and knowledge in Planning, management and leadership.
- To develop skill and Knowledge regarding routine office procedures and management

Training Schedule :

The training is divided into two portions:

- Theory total duration 2 months
- Practical total duration 4 months

Theory:

To be imparted in PHSA in collaboration with STI, Audits and accounts training institute, NIMS, IMSciences etc.

Topics:

- Relationship of Management with Behaviour
- Principles of Management and planning
- Leadership
- Communication and advocacy
- Motivation.
- Team building
- Project management
- Donor coordination
- Health policies
- Human resource management

- Rules of business
- Auditing & Accounting
- General Financial rules
- Esta code etc.

Practical Training (Attachment): Duration 4 months

During this period the under trainee health managers will be attached with different sections and institutions of DOH to gain supervised Practical experience which will help in developing the needed skills.

Break up of Practical Training is as follows :

- | | |
|---|---------|
| 1. Health Directorate including Vertical Programmes | 1 Month |
| 2. Health Secretariat | 1 Month |
| 3. EDO H Office | 1 Month |
| 4. Hospital | 1 Month |

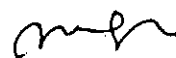
The Time table and other details of the theory part as well as practical training will be developed by PHSA and to be approved by academic committee of PHSA and DOH.

NC21017 (013)
HEALTH

610 SECRETARIAT/POLICY/CURRICULUM

FUNCTIONAL CUM OBJECT CLASSIFICATION
PARTICULARS OF THE SCHEMENUMBER OF
POSTS
2016-2017BUDGET
ESTIMATES
2016-2017RELEASED
2016-2017

	Rs	Rs	Rs
196101 EDUCATION AFFAIRS AND SERVICES ADMINISTRATION ADMINISTRATION SECRETARIAT/POLICY/CURRICULUM			
PR4298 Public Health School Hayat Abad Peshawar			
TOTAL EMPLOYEES RELATED EXPENSES.		<u>11,502,000</u>	<u>11,501,000</u>
TOTAL PAY			
TOTAL PAY OF OFFICERS	<u>30</u>	<u>4,786,000</u>	<u>4,786,000</u>
Total Basic Pay Of Officer	<u>6</u>	<u>2,277,000</u>	<u>2,277,000</u>
Principal (BPS-20)	<u>6</u>	<u>2,277,000</u>	<u>2,277,000</u>
Instructor (BPS-18)	1	606,000	606,000
Instructor (BPS-17)	1	518,000	518,000
Chief PHC Technician (MCH) (BPS-16)	2	600,000	600,000
Public Health Supervisor (BPS-16)	1	268,000	268,000
	1	285,000	285,000
TOTAL PAY OF OTHER STAFF	<u>24</u>	<u>2,509,000</u>	<u>2,509,000</u>
Total Basic Pay Other Staff	<u>24</u>	<u>2,504,000</u>	<u>2,504,000</u>
Senior Clerk (BPS-14)	1	154,000	154,000
Computer Operator (BPS-13)	1	117,000	117,000
Clinical Technician Primary Health Care (MCH) (BPS-12)	2	217,000	217,000
House Keeper (BPS-10)	1	147,000	147,000
Driver (BPS-06)	3	359,000	359,000
Bearer (BPS-03)	2	182,000	182,000
Chowkidar (BPS-03)	4	366,000	366,000
Cook (BPS-03)	2	232,000	232,000
Dai (BPS-03)	2	157,000	157,000
Mali (BPS-03)	2	223,000	223,000
Naib Qasid (BPS-03)	2	158,000	158,000
Sweeper (BPS-03)	2	192,000	192,000


BUDGET OFFICER VI
Govt. of Khyber Pakhtunkhwa

Annexure B

GOVT OF KHYBER PAKHTUNKHWA
HEALTH DEPARTMENT

Dated Pesh:the 17.8.2010

NOTIFICATION

No.SOH-III/3-5/10/Bibi Sultania. The Competent Authority is pleased to order the transfer of Mrs.Bibi Sultania, Head Nurse (BPS-17) from KTH Peshawar and placed her services at the disposal of Provincial Health Services Academy Peshawar with immediate effect.

SECRETARY HEALTH

Endst: No.SOH-III/3-5/10/Bibi Sultania Dated 17.8.2010

Copy forwarded for information and n/action to:-

- ✓ 1. The Accountant General NWFP Peshawar.
2. The Director General Health Services Peshawar with ref: to his No.20055/E-II dated 5.8.2010.
- ③ 3. The Director Provincial Health Services Academy Peshawar with ref: to his No.8960/PHSA/F-259 dated 3rd:August 2010 for information and further placing her services at Public Health School, Hayatabad Peshawar.
4. The Medical Superintendent, Khyber Teaching Hospital Peshawar.
5. The Princiapl, Public Health School, Hayatabad Peshawar.
6. P.S. to Secretary Health Khyber Pakhtunkhwa.
- ✓ 7. Officer concerned.


SECTION OFFICER-III