

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR.

Appeal No. 390/2019

Date of Institution ... 13.03.2019

Date of Decision ... 13.09.2019

Dr. Naqeeb Ur Rehman, Deputy DHO Sub-Division Darazinda District D.I.Khan.
... (Appellant)

VERSUS

Government of Khyber Pakhtunkhwa through Chief Secretary Civil Secretariat
Peshawar and four others. ... (Respondents)

MR. YASIR SALEEM,
Advocate

--- For appellant.

MR. M. RIAZ KHAN PAINDAKHEL,
Assistant Advocate General

--- For respondents.

MR. BILAL AHMAD DURRANI,
Advocate

--- For respondent no.5.

MR. AHMAD HASSAN,
MR. M. AMIN KHAN KUNDI

--- MEMBER(Executive)
--- MEMBER(Judicial)

JUDGMENT

AHMAD HASSAN, MEMBER:- Arguments of the learned counsel for the
parties heard and record perused.

ARGUMENTS

02.. Learned counsel for the appellant argued that his initial appointment as
Medical Officer in the respondent-department on adhoc basis was notified on
19.10.1987 and regularized through order dated 23.01.1998. Since then he was
performing duty with full zeal and devotion. That he was promoted as Senior
Medical Officer (BPS-18) vide notification dated 16.04.2008 and posted at South
Waziristan. Later on, the appellant was posted as Medical Superintendent in his

own pay and scale vide order dated 24.12.2010 and was posted at Agency Headquarters Hospital, where he continued performing duty till 2013. Due to frequent transfers of the appellant, he knocked the door of Peshawar High Court and this Tribunal. Vide judgment of this Tribunal dated 21.09.2017 passed in service appeal no. 227/2017 his pre-mature transfer was cancelled. As the appellant was not assigned the charge of the said post, thereafter, he filed implementation petition in this Tribunal, where-under directions were conveyed to the respondents to accept his charge assumption report and was subsequently, accepted vide order dated 15.05.2018. In the meanwhile the government of Khyber Pakhtunkhwa through notification dated 30.07.2018, re-designated the post of Agency Surgeon of FRs as Deputy District Officer, due to merger of erstwhile FATA with Khyber Pakhtunkhwa. The appellant was still performing duty against the post of Dy: DHO Sub-Division Darazinda D.I.Khan. Recently, the respondents transferred private respondent no.4 belonging to Management Cadre against the post of Dy: DHO Sub-Division Darazinda, D.I.Khan vide order dated 12.11.2018. It is pertinent to point out that this post has already been occupied by the appellant. Feeling aggrieved, he filed departmental appeal on 19.11.2018, which remained un-answered, hence, the present service appeal. As the appellant was at the verge of retirement, therefore, the impugned transfer order was not tenable. Pre-mature transfer would adversely affect vested rights of the appellant. Impugned transfer was made in violation of Posting/Transfer Policy of the Provincial Government. Learned counsel for the appellant further contended that since long salary of the appellant had been stopped by the respondents without assigning any reason. It has added to miseries of the appellant. As he is performing duty and not being paid so it amounts to forced labor.

03. Learned counsel for private respondent no.5 argued that the post of Agency Surgeon (BPS-18) was earmarked for the doctors of Management Cadre, whereas the appellant hails from general cadre, that is why he was transferred to his original post of Senior Medical Officer (BPS-18) South Waziristan. He further stated that the appellant was promoted to the post of Principal Medical Officer (PMO)(BPS-19) in the General Cadre and his services were placed at the disposal of DHO D.I.Khan for further posting vide notification dated 05.06.2017 due to non-availability of vacant post of PMO(BPS-19) in merged areas. On the other hand Dr. Naik Muhammad (BPS-18) private respondent no.4 was transferred to the post of Dy: DHO Sub-Division Darazinda, D.I.Khan, being a Management Cadre post. He was treated according to law and rules.

04. Learned Assistant Advocate General relied on the arguments advanced by the learned counsel for private respondent no.5.

CONCLUSION

05. The present service appeal has been filed by the appellant being aggrieved of impugned transfer dated 12.11.2018 through which Dr. Naik Muhammad (BPS-18) (private respondent no.5) attached to Agency Surgeon F.R Tank was posted as Agency Surgeon F.R. D.I.Khan/Dy: DHO Sub-division Darazinda D.I.Khan. The main grievance of the appellant was that the post against which the said officer had been transferred was occupied by him. As a sequel to judgment of this Tribunal dated 21.09.2017 and order dated 29.02.2018 passed on the implementation report filed by him, he was performing duty against the post of Dy: DHO Sub-Division

Dara Zinda, D.I.Khan regularly. Being at the verge of retirement, he should not have been dislocated. Transfer referred to above was made in violation of Posting/Transfer Policy notified by the Provincial Government.

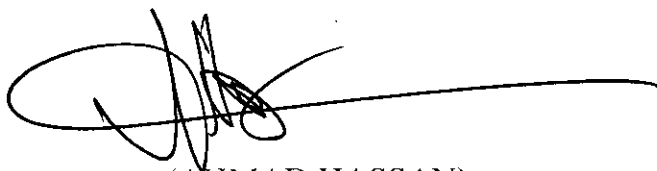
06. To set the record straight, it is clarified that the appellant belongs to the General Cadre and in the first instance, he should not have been posted against the Management Cadre post, which was against the spirit of notification dated 11.12.2008 issued by the respondent-department. It is astonishing that respondents trample under their feet instructions issued by them, which is censurable. As regards the judgment of this Tribunal was concerned it was a closed and past transaction. As the newly re-designated post of Agency Surgeon of FRs as Dy: District Officer, as a sequel of merger of erstwhile FATA with Khyber Pakhtunkhwa vide notification dated 30.07.2018, the post referred to above was meant for officers belonging to the Management Cadre, therefore, any claim of the appellant on the said post was without any justification. Moreover, he was promoted as PMO (BPS-19) in the General Cadre and his services were placed at the disposal of DHO, D.I.Khan due to non-availability of vacant post of PMO (BPS-19) in the Merged Areas vide notification dated 05.06.2017. Even otherwise as officer of BPS-19 cannot work against a post carrying lower pay scale. We have not found any legal infirmity in the posting of private respondent no.5.

07. Even in the past in the recent pass this Tribunal in a judgment dated 09.08.2019 rendered in service appeal no823/2019 transfer of General Cadre doctors against Management Cadre posts was held illegal and unlawful. The respondent department was further directed to recall all the posting orders of

Medical Officers/Senior Medical officers of the General Cadre against Management Cadre. It is high time that this illegal practice is laid to rest once for all and those who mislead their superiors and violate the aforementioned policy should be proceeded under E&D Rules 2011 and thereafter be given exemplary punishment.

08. Learned counsel for the appellant further stated that there was no vacant post of PMO (BPS-19) under the administrative control of DHO, D.I.Khan, as was evident from letter dated 30.11.2017 which is placed on the case file. Reportedly salary has not been paid to him since long. No one has the right to deprive a civil servant of his/her monthly salary. It not only causes undue hardships to a civil servant but also smacks of malafide/victimization on the part of respondents.

09. In view of the foregoing, the appeal is dismissed. It is once again reiterated to recall the orders of posting of Medical Officers/ Senior Medical Officers belonging to General Cadre and posted against Management Cadre posts. The issue of salary of the appellant may be resolved without further loss of time. Parties are left to bear their own costs. File be consigned to the record room.



(AHMAD HASSAN)
MEMBER

Muhammad Amin
(MUHAMMAD AMIN KHAN KUNDI)
MEMBER

ANNOUNCED
13.09.2019

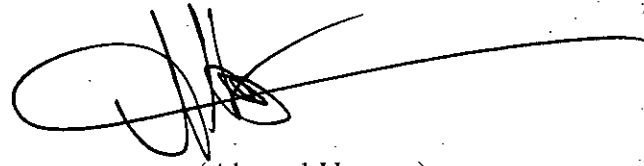
Order

13.09.2019


Counsel for the appellant present. Asst: AG alongwith Mr. Shah Nawaz, Assistant for official respondents and counsel for private respondent no.5 present. Arguments heard and record perused.

Vide our detailed judgment of today of this Tribunal placed on file, the appeal is dismissed. It is once again reiterated to recall the orders of posting of Medical Officers/ Senior Medical Officer belonging to General Cadre and posted against Management Cadre posts. The issue of salary of the appellant may be resolved without further loss of time. Parties are left to bear their own cost. File be consigned to the record room.

Announced:
13.09.2019



(Ahmad Hassan)
Member



(Muhammad Amin Khan Kundi)
Member

27.08.2019

Learned counsel for the appellant present. Mr. Zia Ullah learned Deputy District Attorney for official respondents present. Learned counsel for private respondent No.5 not available. Adjourn. To come up for arguments on 29.08.2019 before D.B.

Member


Member

29.08.2019

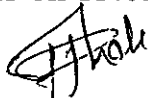
Appellant absent. Learned counsel for the appellant absent. Mr. Riaz Khan Paindakheil learned Assistant Advocate General for official respondents present. Learned counsel for private respondent No.4 present. Arguments of learned counsel for private respondent and learned AAG heard. Adjourn. To come up for further arguments on 06.09.2019 before D.B


Member

Member

06.09.2019

Counsel for the appellant and Mr. Riaz Ahmad Paindakheil, Assistant AG alongwith Mr. Shah Nawaz, Litigation Clerk on behalf of official respondents No. 1 to 3 present. None present on behalf of private respondent No. 5, therefore, he proceeded ex-parte. Case to come up for arguments on 13.09.2019 before D.B.



(Hussain Shah)
Member


(M. Amin Khan Kundi)
Member

30.07.2019

Appellant absent. Learned counsel for the appellant also not in attendance. Mr. Usman Ghani learned District Attorney alongwith Hazrat Shah Superintendent for official respondents present. Learned counsel for private respondent No.4 also present. In the given circumstances, the present service appeal wherein posting transfer order has been made impugned, is adjourned on the payment of cost of Rs. 2000/- to be paid by the appellant to private respondent No.4. To come up for further proceedings/arguments on 06.08.2019 before D.B.


Member


Member

06.08.2019

Counsel for the appellant, Mr. Muhammad Jan, DDA alongwith Mr. Shah Nawaz, Litigation Clerk for official respondents and counsel for private respondent No.5 present.

Written statements on behalf of respondents No.1 to 3 as well as para-wise comments by respondent No.4 has been submitted which are made part of the record. The representative of the respondents has deposit the cost of Rs. 3000/- while learned counsel for appellant has made similar deposit of Rs. 2000/-.

To come up for arguments before D.B. ^{on} 27.08.2019.


Member


Chairman

05.07.2019

Counsel for the appellant Mr. Ziaullah, DDA for respondents present. Written reply not submitted despite last opportunities. Requested for further adjournment. Adjournment granted subject to payment of cost of Rs. 3000/- which shall be borne by respondents from their own pockets. Notices be also issued to the respondents for submission of written reply/comments. To come up for written reply/comments on 15.07.2019 before S.B. The respondent-department is restrained from taking any adverse action against the appellant till further order.


(Ahmad Hassan)
Member

15.07.2019

Counsel for the appellant, Mr. Muhammad Jan, DDA and counsel for private respondent No. 5 present.

Learned counsel for respondent no. 5 has submitted reply on behalf of the said respondent which is placed on record. The representative for other respondents appeared at the time of call and attempted to make further request for time to submit written reply/comments. When required to pay the cost of Rs. 3000/- imposed on respondents through last order, the representative requested for some time but did not appear till the closing time of the court. The matter is, therefore, posted for arguments before D.B on 30.07.2019.


Chairman

28.06.2019

Counsel for the appellant and Mr. Hazrat Shah, Superintendent on behalf of respondent No. 3 alongwith Mr. Kabirullah Khattak, Additional AG for the respondents present. Learned counsel for the appellant stated at the bar that the appellant was transferred from Agency Surgeon FR D.I.Khan to South Waziristan as SMO vide order dated 07.11.2016 which was challenged by the appellant through service appeal, the service appeal was accepted and in the light of order of Khyber Pakhtunkhwa Service Tribunal dated 29.03.2018 in Execution Petition No. 204/2017, the charge assumption report of the appellant as FR Surgeon (BS-18) FR D.I.Khan was also accepted by the competent authority vide order dated 15.05.2018, that the respondent-department has again transfer the private respondent Naik Muhammad to the post of Agency Surgeon FR D.I.Khan already occupied by the appellant without transfer order of the appellant vide order dated 12th November 2018. It was further contended that the respondent-department has also stopped the salary of the appellant without any reason therefore, requested that till further orders, the respondent-department may be restrained from taking any adverse action against the appellant as neither the appellant has been transferred from the post of FR Surgeon D.I.Khan nor he has been relieved but the respondent-department has transferred private respondent in the place of appellant and has also stopped the salary of the appellant. Request of learned counsel for the appellant appear genuine therefore, respondent-department is restrained from taking any adverse action against the appellant till further orders. Respondent-department is also directed to furnish written reply on the next date positively as the salary of the appellant has been stopped by the respondents. Adjourned to 05.07.2019 for written reply/comments before S.B.


(MUHAMMAD AMIN KHAN KUNDI)
MEMBER

31.05.2019

Counsel for the appellant and Addl. AG for the respondents present.

Learned AAG requests adjournment to contact the respondents for submission of written reply/comments.

It is stated by learned counsel for the appellant that salary of appellant has been stopped since 5/6 months. In view of the said fact learned AAG is required to instruct the respondents for apprising the Tribunal on this count as well on the next date of hearing.

Adjourned to 14.06.2019 before S.B.



Chairman

14.06.2019

None present on behalf of the appellant. Mr. Kabirullah Khattak, Additional AG alongwith Mr. Hazrat Shah, Superintendent for official respondents No. 1 to 4 present and requested for further time for filing of written reply. Last opportunity granted. Private respondent No. 5 is also absent therefore, notice be issued to him for attendance and filing of written reply on the next date positively by way of last chance. Adjourned to 28.06.2019 for written reply/comments before S.B.


(MUHAMMAD AMIN KHAN KUNDI)
MEMBER

23.04.2019 clerk to counsel for the appellant present. Security and process fee not deposited. Appellant is directed to deposit the same within one week, thereafter notices be issued to the respondents for submission of written reply/comments. Case to come up for further proceedings on 10.05.2019 before S.B.


(Ahmad Hassan)
Member

10.05.2019 Counsel for the appellant present. Security and process fee not deposited. Counsel for the appellant is directed to deposit security and process fee within seven days thereafter, notice be issued to the respondents for written reply/comments for 23.05.2019 before S.B.

Appellant Deposited
Security & Process Fee
10/5/19


(MUHAMMAD AMIN KHAN KUNDI)
MEMBER

22.05.2019 Learned counsel for the appellant and Mr. Usman Ghani learned District Attorney alongwith Hazrat Shah Superintendent (representative) present. Written reply not submitted. Hazrat Shah Superintendent representative of the respondent department seeks time to furnish written reply/comments. In view of submission of learned counsel for the appellant that the salary of the appellant is stopped, representative of the respondent department is directed to positively submit written reply on the next date fixed as 31.05.2019. To come up for written reply/comments on the date fixed before S.B.


Member

08.04.2019

Counsel for the appellant present.

Contends, inter-alia, that through notification dated 12.11.2018 the respondent No. 5 has been transferred against the post of Agency Surgeon F.R D.I.Khan/Deputy DHO a post which is already held by the appellant under the order of this Tribunal passed in Service Appeal No. 227/2017. As a consequence, the salary of appellant has been stopped although no order pertaining to his transfer from F.R D.I.Khan has been made by the respondents.

In view of the above, instant appeal is admitted for regular hearing. The appellant is directed to deposit security and process fee within 10 days. Thereafter, notices be issued to the respondents. To come up for written reply/comments on 23.04.2019 before S.B.

An application for suspension of impugned transfer order dated 12.11.2018 and release of salary of the appellant has also been submitted. Notice of the application be also given to the respondents for the date fixed.



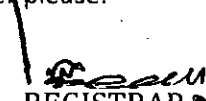

Chairman

Form- A

FORM OF ORDER SHEET

Court of _____

Case No. 390/2019


S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	21/03/2019	<p>The appeal of dr. Naqeeb-ur-Rehman resubmitted today by Mr. Yasir Saleem Advocate may be entered in the Institution Register and put up to the Worthy Chairman for proper order please.</p> <p style="text-align: right;"> REGISTRAR 21/3/19</p>
2-	29/03/19.	<p>This case is entrusted to S. Bench for preliminary hearing to be put up there on <u>08/04/19</u>.</p> <p style="text-align: right;"> CHAIRMAN</p>

The appeal of Dr. Naqib-ur-Rehman Deputy DHO Sub Division Dara Zinda District D.I.Khan received today i.e. on 13.03.2019 is incomplete on the following score which is returned to the counsel for the appellant for completion and resubmission within 15 days.

- ① Memorandum of appeal may be got signed by the appellant.
- 2- Annexures of the appeal may be attested.
- 3- Annexures of the appeal may be flagged.
- 4- Affidavit may be got attested by the Oath Commissioner.
- 5- Copy of departmental appeal mentioned in the memo of appeal is not attached with the appeal which may be placed on it.
- 6- Seven more copies/sets of the appeal along with annexures i.e. complete in all respect may also be submitted with the appeal.

No. 420 /S.T,

Dt. 13/3 /2019


REGISTRAR
SERVICE TRIBUNAL
KHYBER PAKHTUNKHWA
PESHAWAR.

Mr. Yasir Saleem Adv. Peshawar.

*Respected Sir,
Objections have been
removed. Re-submitted
today.*



BEFORE THE SERVICE TRIBUNAL KPK PESHAWAR

Service Appeal No 390 /2019

Dr. Naqeeb Ur Rehman,Appellant

VERSUS

Government of KPK through Chief Secretary Civil Secretariat Peshawar &
othersRespondents

INDEX

S No	Description of Documents	Annexure	Pages
1.	Service appeal with affidavit		1-5
2.	Copy of appointment order dated 19.10.1987	A	6
3.	Copy of order dated 26.04.2008	B	7
4.	Copy of transfer order dated 07.11.2016 & Order and judgment dated 21.09.2017	C & D	8-11
5.	Copies of order dated 29.02.2018 & office order (15.05.2018)	E & F	12-14
6.	Copy of notification dated 30.07.2018	G	15
7.	Copy of order dated 12.11.2018	H	16
8.	Copy of order dated 19.11.2018.	I	17-19
9.	Wakalat Nama		20

Dated: 15-02-2019

Appellant

Through


Yasir Saleem

&


Jawad ur Rehman

Advocate, Peshawar

1

BEFORE THE SERVICE TRIBUNAL KPK PESHAWAR

Service Appeal No 390 /2019

Dr. Naqeeb Ur Rehman, Deputy DHO Sub Division Dara Zinda District, Khyber Pakhtunkhwa Service Tribunal
D. I KhanAppellant

Diary No. 336
Dated 13/3/2019

VERSUS

- ✓ 1. Government of KPK through Chief Secretary Civil Secretariat Peshawar.
- 2. The Additional Chief Secretary FATA (Merged Areas).
- ✓ 3. Secretary, Health Department, Govt. of KPK Peshawar.
- 4. Director Health Services, FATA Khyber Pakhtunkhwa, Peshawar. (Merged Areas)
- 5. Dr. Naik Muhammad Management Cadre under transfer as Deputy DHO Darazinda D.I Khan.

.....Respondents

APPEAL U/S 4 OF THE KPK SERVICE TRIBUNAL ACT 1974 AGAINST THE ORDER DATED 12-11-2018 WHEREBY RESPONDENT No. 05 of MANAGEMENT CADRE BPS-18 ATTACHED TO AGENCY SURGEON F.R TANK HAS BEEN POSTED / TRANSFERRED AGAINST THE POST OF DEPUTY DHO SUB DIVISION DARA ZINDA D.I KHAN WHICH HAS ALREADY BEEN OCCUPIED BY THE APPELLANT AND NEITHER THE APPELLANT HAS BEEN TRANSFERRED NOR RELIEVED FORM THE SAID POST AGAINST WHICH DEPARTMENTAL APPEAL DATED 19.11.2018 HAS NOT BEEN RESPONDED WITHIN THE STATUTORY PERIOD OF 90 DAYS.

Filed to-day
Registrar
13/3/2019

PRAYER:-

Re-submitted to -day
and filed.

Registrar
21/3/19

ON ACCEPTANCE OF THIS SERVICE APPEAL ORDER 12-11-2018 MAY KINDLY BE SET-ASIDE AND THE APPELLANT MAY BE ALLOWED TO CONTINUE HIS DUTIES ON HIS ALREADY OCCUPIED POST AT SUB DIVISION DARA ZINDA D.I.KHAN.

Respectfully Submitted:-

I very humbly submit few lines for your kind and sympathetic consideration.

- 1. That the appellant has been initially appointed as Medical Officer (BPS-17) vide order dated 19-10-1987 and has been regularized vide order dated 23-01-1998. (Copy of appointment order dated 19.10.1987 is attached as annexure A).

2. That ever since appointment the appellant had performed his duties as assigned with great zeal and devotion and there was no complaint what so ever regarding his performance.
3. That later the appellant was promoted as Senior Medical Officer (BPS-18) vide order dated 16-04-2008 and was posted at South Waziristan Wana vide order dated 26.04.2008. *(Copy of order dated 26.04.2008 is attached as annexure B).*
4. That the appellant was later posted as Medical Superintendent in his own pay scale vide order dated 24-12-2010 and was posted at Agency Headquarter Hospital where he perform his duties till 2013.
5. That the appellant in his service career have been frequently transferred and posted at different station by the competent authority without adhering to the transferred posting policy on each occasion the appellant was constrained to knock the doors of High Court and Services Tribunal and thereafter the said transferring posting order was cancelled by the authority.
6. That lastly, the appellant was transferred from agency surgeon F. R. D. I Khan to South Wazirstan as SMO vide order dated 07-11-2016. and the appellant was constrained to challenge the said order in Service Appeal No. 227/2017 before Hon'ble Service Tribunal Peshawar which was subsequently allowed and premature transferred order dated 07-11-2016 was set aside and the appellant was retained on this post vide order & judgment dated 21-09-2017. *(Copy of transfer order dated 07.11.2016 & Order and judgment dated 21.09.2017 is attached as annexure C, D).*
7. That even then the appellant was not given charge of his post and the appellant filed implementation petition No. 204/2017 before the Hon'ble Service Tribunal Peshawar and on the directions of the Hon'ble Service Tribunal vide order dated 29.02.2018, the department accepted his charge report and subsequently his charge assumption report was accepted by the department vide office order dated 15-05-2018. *(Copies of order dated 29.02.2018 & office order 15.05.2018 are attached as annexure E & F).*
8. That in the mean time the Government of Khyber Pakhtunkhwa through notification dated 30-07-2018 re-designate the post of agency surgeon of F.Rs as deputy District Officers in pursuant to the merger of erstwhile FATA in the province of Khyber Pakhtunkhwa. *(Copy of notification dated 30.07.2018 is attached as annexure G).*
9. That it is pertinent to mention here that appellant still performing his duty on the said post as a Deputy DHO Sub Division Dara Zinda D. I Khan.

10. That recently respondent No. 03, 04 quite illegally, transferred respondent No. 04 Management cadre BPS-18 attached to Agency Surgeon F.R Tank against the post of Deputy DHO Sub Division Dara Zinda D. I Khan vide office order dated 12-11-2018. It is pertinent to mention here the post against which the said doctor has been transferred is already occupied by the appellant. *(Copy of order dated 12.11.2018 is attached as annexure H).*
11. That felling aggrieved from the office order dated 12.11.2018, the appellant filed his departmental appeal dated 19.11.2018 however the same has not been responded within the statutory period of 90 days. *(Copy of order dated 19.11.2018 is attached as annexure I).*
12. That the impugned transfer order is illegal, against the facts, constitutional and liable to be set-aside inter alia on the following grounds.

GROUND OF SERVICE APPEAL :

1. That the appellant has not been treated in accordance with law, hence his rights guaranteed and secured under the constitution are badly violated.
2. That in fact there exist no exigencies of service nor the order of transfer cannot be termed as the public interest and does not tenable in the eye of law.
3. That the appellant is at the verge of his retirement and on this score alone the impugned transfer order is not tenable.
4. That it is pertinent to mention that the posting transferred order of the appellant on the direction of service tribunal is still infield and up till now the appellant is performing his duties on the said post neither he has been transferred nor relieved from the said post so the impugned transferred order cannot be sustained in the eye of law.
5. That the said order has badly affected the working environment in the office in the sense that the appellant is already working on the said post and the new incumbent is forcing to occupy the post.
6. That the impugned transfer order is also illegal in the sense that the appellant has performing his duties on the said post for hard the 05 months and if the impugned orders is not cancelled the valuable rights of the appellant would be violated as he would be forced to prematurely leave his post
7. That the impugned order is illegal, unlawful without lawful authority and passed with malafide intention in just to put the appellant in stress and mental & physical torture not in the prescribed period in violation

of transfer posting policy the impugned order is passed is thus nality in the eye of law and thus not tenable.

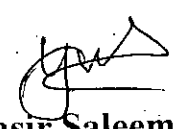
- 8. That the appellant has not yet completed the normal tenure of his posting therefore the impugned order is also in violation of posting and transfer policy of the Provincial Government and also against the judgment of Apex Court reported in PLD 1995 Supreme Court Page 530 and 2013 PLD Supreme Court page 195.
- 9. That even otherwise it is not in the interest of department to make its employees rolling stone on one hand and the working atmosphere of the department is disturbed on the other hand and the employees are humiliated in their family life got disturbed.
- 10. That in the whole of service career of the appellant there is not a single complain regarding his duties which could be made basis of his frequent, premature transfer order. Albeit the appellant has been transferred every now and then without loving him to complete his normal tenure of posing.
- 11. That the appellant seeks leave of this Hon'ble Tribunal to take additional grounds at the time of arguments.

It is therefore, humbly requested that On acceptance of this service appeal order 12-11-2018 may kindly be set-aside and the appellant may be allowed to continue his duties on his already occupied post at sub division Dara Zinda D.I.khan.

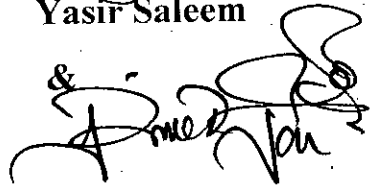
Dated: 15-02-2019

Appellant

Through



Yasir Saleem

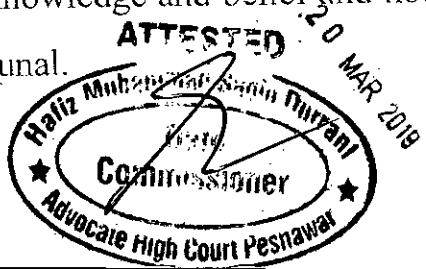


Jawad ur Rehman

Advocate, Peshawar

AFFIDAVIT

It is solemnly affirm and declare on oath that the contents of this Appeal are true and correct to the best of my knowledge and belief and nothing has been concealed from this honorable Tribunal.



NR J...
DEPONENT

5

BEFORE THE SERVICE TRIBUNAL KPK PESHAWAR

Service Appeal No _____/2019

Dr. Naqeeb Ur Rehman,Appellant

VERSUS

Government of KPK through Chief Secretary Civil Secretariat Peshawar & othersRespondents

APPLICATION FOR THE SUSPENSION OF IMPUGNED TRANSFER ORDER DATED 12.01.2018 AND RELEASE OF SALARY OF THE APPLICANT / APPELLANT ILLEGALLY STOPPED / WITHHELD BY THE RESPONDENTS TILL THE FINIAL DISPOSAL OF THE CASE.

Respectfully Sheweth:

The applicant / appellant humbly submits as under;

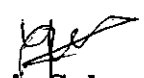
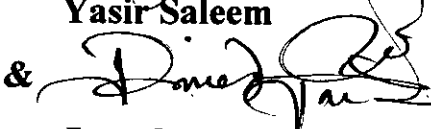
1. That the instant service appeal is pending disposal before this Hon'ble Tribunal.
2. That the contents of the appeal may be considered as integral part of the instant application.
3. That applicant / appellant has not been informed nor he has relinquished his charge.
4. That all the three ingredient necessary the grant of status quo strongly lies in form of the applicant / appellant.
5. That despite of above facts the official respondents have stopped withheld the salary of the applicant / appellant from December 2018, which is illegal and unlawful.

It is, therefore, prayed that the impugned transfer order dated 12.11.2018 may be suspended till the disposal of the appeal with further direction to the official respondents to release the salary of the appellant.

Dated: 15-02-2019

Appellant

Through


Yasir Saleem
 & 
Jawad ur Rehman
Advocate, Peshawar

A (5)

GOVERNMENT OF N.W.F.P.,
HEALTH & SOCIAL WELFARE DEPARTMENT.
Dated Peshawar the 8th Oct, 1987.

NOTIFICATION

No. SO(M)IV/1-5/72-. On the recommendation of Departmental Selection Committee, the Govt. of NWFP is pleased to appoint the following Doctors as Medical Officers, (BPO-17) on adhoc basis for a period of six months or till the availability of regular selectees of the NWFP Public Service Commission, Peshawar whichever is earlier, with immediate effect on the usual terms and conditions:-

Sl. No.	NAME WITH FATHER'S	DOMICILE.
1.	Dr. Abdul Khaliq S/O Abdul Haque	Mansehra.
2.	Dr. Shah Zaman S/O Khan Afzal Khan	FR Kohat.
3.	Dr. Humayun Khan S/O Zakir Shah	Mardan.
4.	Dr. Abdul Waheed S/O Abdul Ghafoor	Bannu.
5.	Dr. Shahid Iqbal S/O M. Yousaf Khan	Peshawar.
6.	Dr. Afsar Jan S/O Shah Nawaz	Peshawar.
7.	Dr. Iftikhar Ahmad S/O Abdul Khaliq	Hazara.
8.	Dr. Muhammad Zahid S/O Anwar Hussain.	Bannu.
9.	Dr. Noor Ahmad S/O Sher Mat Khan	Kohat.
10.	Dr. Nageebur Rehman S/O Muhammad Yar.	S.W. Agency.
11.	Dr. Aminullah Jan S/O Saeeedullah Jan	Peshawar.
12.	Dr. Farooq Khattak S/O Moinullah	Karak.
13.	Dr. Khair Muhammad S/O Khanon Khan.	S.W. Agency.
14.	Dr. (Capt.) Wazir S/O Ali Chulani	Kurram.
15.	Dr. Gul Amin S/O Gul Khan.	Dir.
16.	Dr. Muhammad Rahman S/O Mahmood Jan.	Dir.
17.	Dr. Habib-ur-Rehman S/O Khatab Gul.	Mardan.

56/-
DR. ALI SHER KHAN
SECRETARY HEALTH.

ENDORSE EVEN NO. AND DATE:

Copy forwarded for information and necessary action to:-

1. The Director Health Services, NWFP Peshawar.
2. The Accountant General NWFP Peshawar.
3. The SO to Secretary Health.

Sd/-
(CHIEF, MULL. WEL. DEPT. NWFP)
SECTION OFFICER (HEALTH) IV.

OFFICE OF THE DIRECTOR HEALTH SERVICES, NWFP, PESHAWAR.

NO. 24022-47 /E.I. DATED PESHAWAR THE 19 /10/1987.

Copy forwarded to the:-

1. All Divisional Deputy Director Health Services, in N.W.F.P.
2. All Distt; Accounts Officers in N.W.F.P.
3. All Agency Accounts Officers in N.W.F.P.

for information and necessary action.

for
Deputy Director (Admin)
Director Health Services,
N.W.F.P. Province, Peshawar.

Kilayat

M. ANWAR KHAN
ADMINISTRATIVE

[Handwritten signatures]

B

7

Ministry of Health & Population Welfare, PWT, Peshawar
P.A. Secretariat, Warsak Road, Peshawar.

NOTICE

Public promotion from BPS-17 to BPS-18 vide Government of NWFP, Health Department Notification No. SO/HE/VA-13/07 Dated 16.4.2008. Dr. Naqibul Rehman at S. No. 148 of the said notification is hereby posted in the AHQ Hospital SW Wana against the vacant post of SMO (General) 10.4.2008 (FN) in the interest of public service.

14034-38

IAF V Adnan

Sd/-
Director Health & Population,
Wellfare, PWT, Peshawar

Dated 25/04/2008

Copy forwarded to the:-

1. Secretary to Govt of NWFP, Health Department, Peshawar for information & for his
action as referred to above.

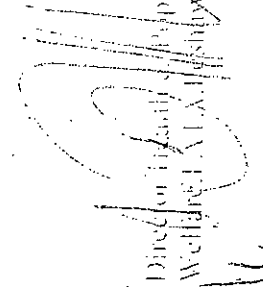
2. Director General Health Services, NWFP, Peshawar.

3. Government AHQ Hospital SW Wana.

4. Director of Health & SW Wana at Tank.

Director concerned

1 - Post & recruitment
1 - Director General Health Services
1 - Director of Health & SW Wana at Tank
1 - Director of Health & SW Wana at Tank
1 - Director of Health & SW Wana at Tank


Director of Health & Population,
Wellfare, PWT, Peshawar

Answer





8

DIRECTORATE OF HEALTH SERVICES
FATA SECRETARIAT, WARSAK ROAD, PESHAWAR

Ph# 091-9210212, Fax # 091-9212110.

No. _____/DHS/FATA/Admn

Dated: ____/11/2016.

OFFICE ORDER:

The competent authority has been pleased to order the following postings/transfers in the best interest of public with immediate effect.

S#	Name & Designation	From	To	Remarks
1	Dr. Naqeeb Ur Rahman, BS-18, G. Cadre	Agency Surgeon FR D.I.Khan	SMO SWA	Against the Vacant Post
2	Dr. Naik Muhammad BS-17, G. Cadre	MO FR D.I.Khan	Agency Surgeon FR D.I.Khan	Vice No. 1

Sd/xxx

Additional Chief Secretary FATA.

No. 18266-75 /DHS/FATA/Admn; dated 07 /11/2016.

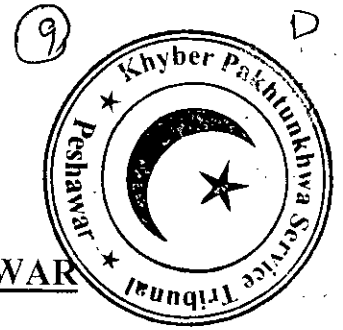
Copy for information:

1. The Secretary Social Sectors Department FATA, Peshawar.
2. The Political Agents, South Waziristan & FR D.I.Khan.
3. The Agency Surgeons, South Waziristan & FR D.I.Khan.
4. The AGPR Sub Office, Peshawar.
5. The Agency Accounts Officers, South Waziristan & FR D.I.Khan.
6. The P.S to Additional Chief Secretary FATA, Peshawar.
7. Officers concerned.

For information and necessary action.

Director of Health Services,
FATA Peshawar

[Handwritten signatures]



BEFORE THE KPK SERVICE TRIBUNAL PESHAWAR

APPEAL NO. 227 /2017

Dr. Naqeeb-ur Rehman,
Agency Surgeon F.R Dera Ismail Khan.

Khyber Pakhtunkhwa
Service Tribunal

Diary No. 233

Dated 07-3-2017

(Appellant)

VERSUS

1. Govt: of KPK through Chief Secretary KPK, Peshawar.
2. The Addl: Chief Secretary, FATA Secretariat, Peshawar.
3. The Secretary Health KPK, Peshawar.
4. The Director Health service (FATA) FATA secretariat, Peshawar.
5. Dr. Naik Muhammad Medical Officer, F.R D.I.Khan.

(Respondents)

APPEAL UNDER SECTION 4 OF THE KPK SERVICE TRIBUNALS ACT, 1974 AGAINST THE ORDER DATED 07.11.2016, WHEREBY THE APPELLANT WAS PREMATURELY TRANSFERRED AND NOT TAKING ACTION ON THE DEPARTMENTAL APPEAL OF THE APPELLANT WITHIN THE STATUTORY PERIOD OF NINETY DAYS.

PRAYER:


THAT THE ACCEPTANCE OF THIS APPEAL, THE IMPUGNED ORDER DATED 07.11.2016 MAY BE SET ASIDE PASSED PREMATURALLY AND IN THE VIOLATION OF POSTING/TRANSFER POLICY. THE RESPONDENT DEPTT: MAY FURTHER PLEASE BE DIRECTED NOT TO TRANSFER THE APPELLANT BEING PREMATURELY AND IN VIOLATION OF LAW AND RULES. ANY OTHER REMEDY WHICH THIS AUGUST TRIBUNAL DEEMS FIT AND APPROPRIATE


Filed to-day

Registrar

7/3/2017

ATTESTED



REGISTRAR
Khyber Pakhtunkhwa
Service Tribunal
Peshawar

Sr. No	Date of order/proceedings	Order or other proceedings with signature of Judge or Magistrate
1	2	3
<div data-bbox="1201 315 1502 617" style="text-align: right;">  </div> <p style="text-align: center;"><u>BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL</u></p> <p style="text-align: center;">Service Appeal No. 227/2017</p> <p style="text-align: center;">Date of Institution ... 07.03.2017 Date of Decision ... 21.09.2017</p> <p>Dr. Naqeeb-ur-Rehman Agency Surgeon F.R Dera Ismail Khan.....Appellant</p> <p style="text-align: center;">Versus</p> <p style="text-align: right;"><i>through</i></p> <ol style="list-style-type: none"> 1. The Government of Khyber Pakhtunkhwa / Chief Secretary KPK, Peshawar. 2. The Additional Chief Secretary, FATA Secretariat, Peshawar. 3. The Secretary Health KPK, Peshawar. 4. The Director Health Service (FATA) FATA Secretariat, Peshawar. 5. Dr. Naik Muhammad Medical Officer, F.R D.I.Khan. <p style="text-align: right;">Respondents</p> <p style="text-align: center;"><u>JUDGMENT</u></p> <p style="text-align: center;"><u>MUHAMMAD HAMID MUGHAL, MEMBER:</u> - Learned counsel for the appellant. Learned Deputy District Attorney present.</p> <ol style="list-style-type: none"> 2. The appellant has filed the present appeal u/s 4 of the Khyber Pakhtunkhwa Service Tribunal Act, 1974 against the respondents and made impugned therein his transfer order dated 07.11.2016 whereby he was transferred from the post of Agency Surgeon F.R Dera Ismail Khan to South Waziristan Agency as Senior Medical Officer. 3. Arguments heard. File perused. 		

21.09.17

21.09.2017

ATTESTED


EXAMINER
 Khyber Pakhtunkhwa
 Service Tribunal,
 Peshawar

Certified true copy
Khyber Pakhtunkhwa
Service Tribunal,
Peshawar

ANNOUNCED
21.09.2017

(GUL ZIAB KHAN)
MEMBER
SD/-

(MUHAMMAD HAMID MUGHAI)
MEMBER
SD/-

4. Learned counsel for the appellant contended that the appellant was transferred & posted as Agency Surgeon F.R D.I.Khan vide order dated 31.05.2016 but only after five months the appellant was again transferred from the post of Agency Surgeon F.R.D.I.Khan to the post of Senior Medical Officer South Waziristan Agency vide the impugned transfer order. Further argued that the impugned premature transfer order is in total violation of government posting/transfer policy. Further argued that the appellant was subjected to frequent transfers/posting in the last one and a half year. Further argued that the impugned order was issued to adjust blue eyed person on the post of appellant. Further argued that the appellant has been subjected to discrimination, injustice and nepotism, hence the impugned transfer order is liable to be struck down.

5. Learned Deputy District Attorney remained unable to defend the impugned premature transfer order by assigning any valid reason. Nothing material was brought before this Tribunal to rebut the claim of the appellant that the impugned premature transfer order was made to accommodate blue eyed person. Consequently the present appeal is accepted and the impugned order dated 07.11.2016 is set aside. Parties are left to bear their own costs. File be consigned to the record room after its completion.

awr

Date of Presentation of Application 13-10-2017

Number of Words 1200

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Urgent 2-0

Total 10-0

Name of Copyist [Signature]

Date of Completion of Copy 13-10-2017

Date of Delivery of Copy 13-10-2017

12

E

BEFORE THE KPK, SERVICE TRIBUNAL, PESHAWAR.

Khyber Pakhtunkhwa
Service Tribunal

Execution Petition No. 204 /2017
In Service Appeal No.227/2017

No. 896
Dated 30-10

Dr. Naqeeb-ur-Rehamn,
Agency Surgeon F.R, D.I Khan.



PETITIONER

VERSUS

1. Govt: of KPK through Chief Secretary KPK, Peshawar.
2. The Addl: Chief Secretary, FATA Secretariat, Peshawar.
3. The Secretary Health KPK, Peshawar.
4. The Director Health Service (FATA) FATA Secretariat, Peshawar.
5. DR. Naik Muhammad Medical Officer, F.R D.I. Khan The secretary

RESPONDENTS

EXECUTION PETITION FOR DIRECTING THE RESPONDENTS TO IMPLEMENT THE JUDGMENT DATED 21.09.2017 OF THIS HONOURABLE TRIBUNAL IN LETTER AND SPIRIT.

RESPECTFULLY SHEWETH:

1. That the petitioner filed Service Appeal No.227//2017 in this august Tribunal against the order dated 07.11.2016, whereby the petitioner was prematurely transferred and not taking action on the departmental appeal of the appellant within the statutory period of ninety days.
2. That the said appeal was finally heard on 21.09.2017 by this august Tribunal and the Honourable Tribunal was kind enough to accept the appeal and set aside the impugned order dated 07.11.2016. (Copy of Judgment is attached as Annexure-A)
3. That the petitioner has filed an application for implementation of judgment dated 21.09.2017 of this Honourable Tribunal. (Copy of application is attached as Annexure-B)
4. That since the announcement of the judgment, the petitioner waited for more than one month to implement judgment dated 21.09.2017 of this Honourable Tribunal, but the department did not take any action on the judgment dated 21.09.2017.

ATTESTED

ESTABLISHED
Khyber Pakhtunkhwa
Service Tribunal,
Peshawar



Execution Petition No. 204/2017
Dr. Nasseeb-ur-Rehman vs Govt.

29.03.2018

Petitioner alongwith counsel and Addl. AG alongwith Hazrat Shah, Superintendent and Faiz Muhammad, Asstt. for the respondents present. Reply to the petition submitted.

The learned AAG argued that the present petitioner cannot be adjusted against the post because some notification of promotion was issued on 05.06.2017. The judgment sought to be implemented was passed on 21.09.2017 after the said notification and this Bench being executing court cannot go beyond the order. Learned AAG further submitted that there is no post of BPS-19 in FATA.

All these issues were to be decided at the time of deciding the appeal as observed above. The petitioner is directed to assume the charge of the post and the department is directed to accept the charge report. To come up for implementation report on 07.06.2018 before the S.B.

Sd/- Chairman

Certified to be true copy

[Signature]
Peshawar Pakhtunkhwa
Service Tribunal,
Peshawar

Ⓟ

4105/10

541

Date of Presentation of Application 29-3-78
 Number of Words 800
 Copying Fee 6
 Urgent 2
 Total 8
 Name of Copyist [Signature]
 Date of Copying 29-3-78
 Date of Delivery of C... 29-3-78



DIRECTORATE OF HEALTH SERVICES FATA

FATA SECRETARIAT WARSAK ROAD PESHAWAR

PH # 091-9210212 FAX # 091-9212110

19 F

OFFICE ORDER

In light of Khyber Pakhtunkhwa Service Tribunal Peshawar order dated 29-03-2018 in Execution Petition No.204/2017, the charge assumption report of **Dr. Naqeeb ur Rehman as FR Surgeon (BS-18) FR DI Khan**, is hereby accepted.

Consequent upon the services of Dr. Naik Muhammad FR Surgeon FR DI Khan, is placed at the disposal of FR Surgeon FR Tank for further posting against the post of SMO (BS-18).

--sd--

Additional Chief Secretary,
FATA Secretariat.

No. 11869-78 /DHS/FATA/Admin

Dated 15 / 05 / 2018

Copy forwarded to the:-

1. Registrar Service Tribunal Khyber Pakhtunkhwa Peshawar.
2. Secretary Health, Khyber Pakhtunkhwa Peshawar.
3. Director General Health Services Khyber Pakhtunkhwa Peshawar.
4. FR Surgeon FR DI Khan.
5. FR Surgeon FR Tank.
6. District Accounts Officers DI Khan & Tank.
7. PS to Additional Chief Secretary, FATA.
8. PS to Secretary Social Sector Department, FATA.
9. Doctors concerned.

For information and further necessary action.

Director Health Services,
FATA, Peshawar



GOVERNMENT OF KHYBER PAKHTUNKHWA
HEALTH DEPARTMENT

15 9

NOTIFICATION

Dated Peshawar the 30th July, 2018

NO. E&A(Health)/3-74/2018 (F): Pursuant to the merger of erstwhile FATA in the Province of Khyber Pakhtunkhwa and to the annexation former Frontier Regions (FRs) as Sub-divisions of respective districts by the Revenue and Estate Department vide its Notification No. Rev:VI/FATA Merging, dated 19-07-2018, the Chief Secretary Khyber Pakhtunkhwa has been pleased to direct that for the former Frontier Regions shall report to respective District Polio Control Rooms (DPCRs) and EOC Khyber Pakhtunkhwa. Polio Eradication Initiative, moreover their target shall be included with that of the respective district.

2. The erstwhile Agency Surgeons of FRs stand re-designated as Deputy District Health Officers in their respective Districts and shall report to respective District Health Officers. The Coordinators, ancillary and other staff of the former Agency Surgeon office shall immediately report to respective District Health Officers for further assignment(s).

SECRETARY HEALTH
Govt. of Khyber Pakhtunkhwa

Endst. No. & Date Even

Copy to the:-

1. Chief Secretary, Khyber Pakhtunkhwa
2. Additional Chief Secretary ex-FATA
3. Principal Secretary to Governor Khyber Pakhtunkhwa
4. Principal Secretary to Chief Minister Khyber Pakhtunkhwa
5. Divisional Commissioner Peshawar, Kohat, Bannu, DI Khan.
6. Coordinator Emergency Operations Centre (EOC) Khyber Pakhtunkhwa
7. Coordinator, Coordination Unit for Tribal Districts (EOC Khyber Pakhtunkhwa)
8. Director General Health Services Khyber Pakhtunkhwa
9. Deputy Commissioners Peshawar, Kohat, Bannu, Lakki Marwat, DI Khan, Tank
10. Director EPI Khyber Pakhtunkhwa
11. District Health Officers Peshawar, Kohat, Bannu, Lakki Marwat, DI Khan, Tank

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(Arsalan Ahmed)
SECTION OFFICER (GENERAL)



GOVERNMENT OF KHYBER PAKHTUNKHWA

HEALTH DEPARTMENT

Dated Peshawar the 12th November, 2018

NOTIFICATION

NO.SOH(E-V)7-570/2018 The Competent Authority is pleased to order posting/transfer of Dr.Naik Muhammad Management Cadre BS-18 attached to Agency Surgeon FR Tank against the post of Agency Surgeon FR DIKhan/Deputy DHO Sub Division Darazinda DIKhan, with immediate effect in the public interest.

SECRETARY HEALTH
Govt. of Khyber Pakhtunkhwa

Enclst. No. & Date Even

Copy to the:-

1. Accountant General Khyber Pakhtunkhwa, Peshawar
2. Director General, Health Services, Khyber Pakhtunkhwa.
3. Director Health Services Tribal Districts.
4. Agency Surgeon/Deputy DHO Tank/DIKhan
5. District Accounts Officer Tank/DIKhan
6. PS to Minister Health Khyber Pakhtunkhwa.
7. PS to Secretary Health Department.
8. Computer Programmer Health Department
9. DHIS Cell DGHS Office, Peshawar.
10. Doctor concerned.

(MUHAMMAD IRFANUDDIN)
SECTION OFFICER (E-V)

To

The Chief Secretary
Khyber Pakhtunkhwa
Peshawar

Subject;

DEPARTMENTAL APPEAL AGAINST THE ORDER DATED 12-11-2018 WHEREBY ONE MR. NAIK MUHAMMAD MANAGEMENT CADRE BPS-18 ATTACHED TO AGENCY SURGEON F.R TANK HAS BEEN POSTED / TRANSFERRED AGAINST THE POST OF DEPUTY DHO SUB DIVISION DARA ZINDA D.I KHAN WHICH HAS ALREADY BEEN OCCUPIED BY THE UNDERSIGNED AND NEITHER THE UNDERSIGNED HAS BEEN TRANSFERRED NOR RELIEVED FORM THE SAID POST.

Prayer:

ON ACCEPTANCE OF THIS DEPARTMENTAL APPEAL ORDER 12-11-2019 MAY KINDLY BE SET-ASIDE AND THE UNDERSIGNED MAY KINDLY BE SET ASIDE AND THE UNDERSIGNED MAY BE ALLOWED TO CONTINUE HIS DUTIES ON HIS ALREADY OCCUPIED OST AT SUB DIVISION DARA ZINDA DI KHAN.

Respected sir,

I very humbly submit few lines for your kind and sympathetic consideration.

1. That the undersigned has been initially appointed as Medical Officer (BPS-17) vide order dated 18-10-1987 and has been regularized vide order dated 23-01-1998.
2. That ever since my appointment I had performed my duties as assigned with great zeal and devotion and there was no complaint what so ever regarding my performance.
3. That later the undersigned was promoted as senior medical officer (BPS18) vide order dated 16-04-2008 and was posted at South Waziristan Wana.
4. That the undersigned was later posted as Medical Superintendent in his own pay scale vide order dated 24-12-2010 and was posted at Agency Headquarter Hospital where he perform his duties till 2013.
5. That the undersigned in his service career have been frequently transferred and posted at different station by the competent authority without adhering to the transferred posting policy on each occasion the undersigned was constrained to knock the doors of High Court and services Tribunal and thereafter the said transferring posting order was cancelled by the authority.

6. That lastly, the undersigned was transferred from agency surgeon F. R. D. I Khan to South Waziristan as SMO vide order dated 07-11-2016. and the undersigned was constrained to challenge the said order in Service Appeal No. 227/2017 before Hon'ble Service Tribunal Peshawar which was subsequently allowed and premature transferred order dated 07-11-2016 was set aside and the undersigned was retained on this post vide order & judgment dated 21-09-2017. *(Copy of transfer order dated 07.11.2016 & Order and judgment dated 21.09.2017 is attached).*
7. That even then the undersigned was not given charge of his post and the undersigned filed implementation petition No. 204/2017 before the Hon'ble Service Tribunal Peshawar and on the directions of the Hon'ble Service Tribunal vide order dated 29.02.2018, the department accepted his charge report and subsequently his charge assumption report was accepted by the department vide office order dated 15-05-2018.
8. That in the mean time the Government of Khyber Pakhtunkhwa through notification dated 30-07-2018 re-designate the post of agency surgeon of F.Rs as deputy District Officers in pursuant to the merger of erstwhile FATA in the province of Khyber Pakhtunkhwa.
9. That the undersigned still performing his duty on the said post as a Deputy DHO Sub Division Dara Zinda D. I Khan.
10. That recently one Dr. Naik Muhammad Management cadre BPS-18 attached to Agency Surgeon F.R Tank has been posted / transferred against the post of Deputy DHO Sub Division Dara Zinda D. I Khan vide order dated 12-1-2018. it is pertinent to mention here the post against which the said doctor has been transferred is already occupied by me.
11. That thus the impugned order is illegal, against the facts, constitutional and liable to be set-aside inter alia on the following grounds.

GROUND:

1. That I will be not treated in accordance with law, hence my rights guaranteed and secured under the constitution are badly violated.
2. That in fact there exist no exigencies of service nor the order of transfer cannot be termed as the public interest and does not tenable in the eye of law.
3. That the undersigned is at the verge of his retirement and on this score alone the impugned transfer order is not tenable.
4. That it is pertinent to mention that the posting transferred order of the undersigned on the direction of service tribunal is still infield and up

till now the undersigned is performing his duties on the said post neither he has been transferred nor relieved from the said post so the impugned transferred order cannot be sustained in the eye of law.

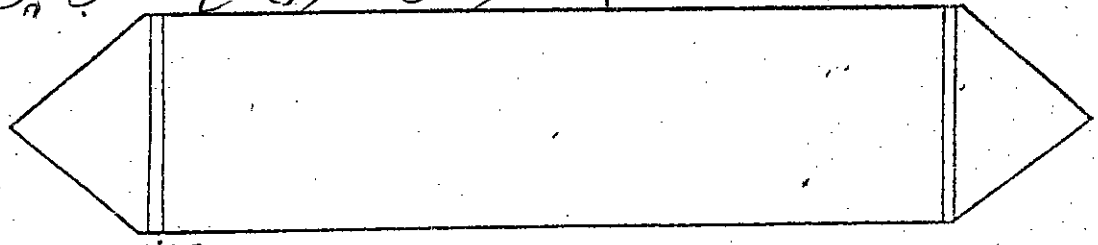
5. That the said order has badly affected the working environment in the office in the sense that the made basis of my frequent, premature transfer order, Albeit I have been transferred every now and then without allowing me to complete my normal tenure of posting.
6. That the impugned transfer order is also illegal in the sense that the undersigned has performing his duties on the said post for hard the 05 months and if the impugned orders is not cancelled the valuable rights of the undersigned would be violated as he would be forced to prematurely leave his post.
7. That the impugned order is illegal, unlawful without lawful authority and passed with malafide intention in just to put the undersigned in stress and mental & physical torture not in the prescribed period in violation of transfer posting policy the impugned order is passed is thus nality in the eye of law and thus not tenable.
8. That the undersigned has not yet completed the normal tenure of his posting therefore the impugned order is also in violation of posting and transfer policy of the Provincial Government and also against the judgment of Apex Court reported in PLD 1995 Supreme Court Page 530 and 2013 PLD Supreme Court page 195.
9. That even otherwise it is not in the interest of department to make its employees rolling stone on one hand and the working atmosphere of the department is disturbed on the other hand and the employees are humiliated in their family life got disturbed.
10. That in the whole of service career of the undersigned there is not a single complain regarding his duties which could be made basis of his frequent, premature transfer order. Albeit the undersigned has been transferred every now and then without allowing him to complete his normal tenure of posing.

It is therefore, humbly requested that on acceptance of this departmental appeal the impugned order of my transfer may kindly be set aside and the undersigned may allowed in retain on my post.

NR

Applicant
Dr. Naqeeb Ur Rehman
Deputy DHO Sub Division Dara Zinda
District D. I Khan

بجالات جناب سرورس ٹیونل حج صاحب پشاور
حسب منہ



موزخہ	-----
مقدمہ	-----
دعویٰ	-----
جرم	-----

2، پنجاب

ڈاکٹر نصیب الرحمن بنام گورنمنٹ

باعث تحریر آنکے

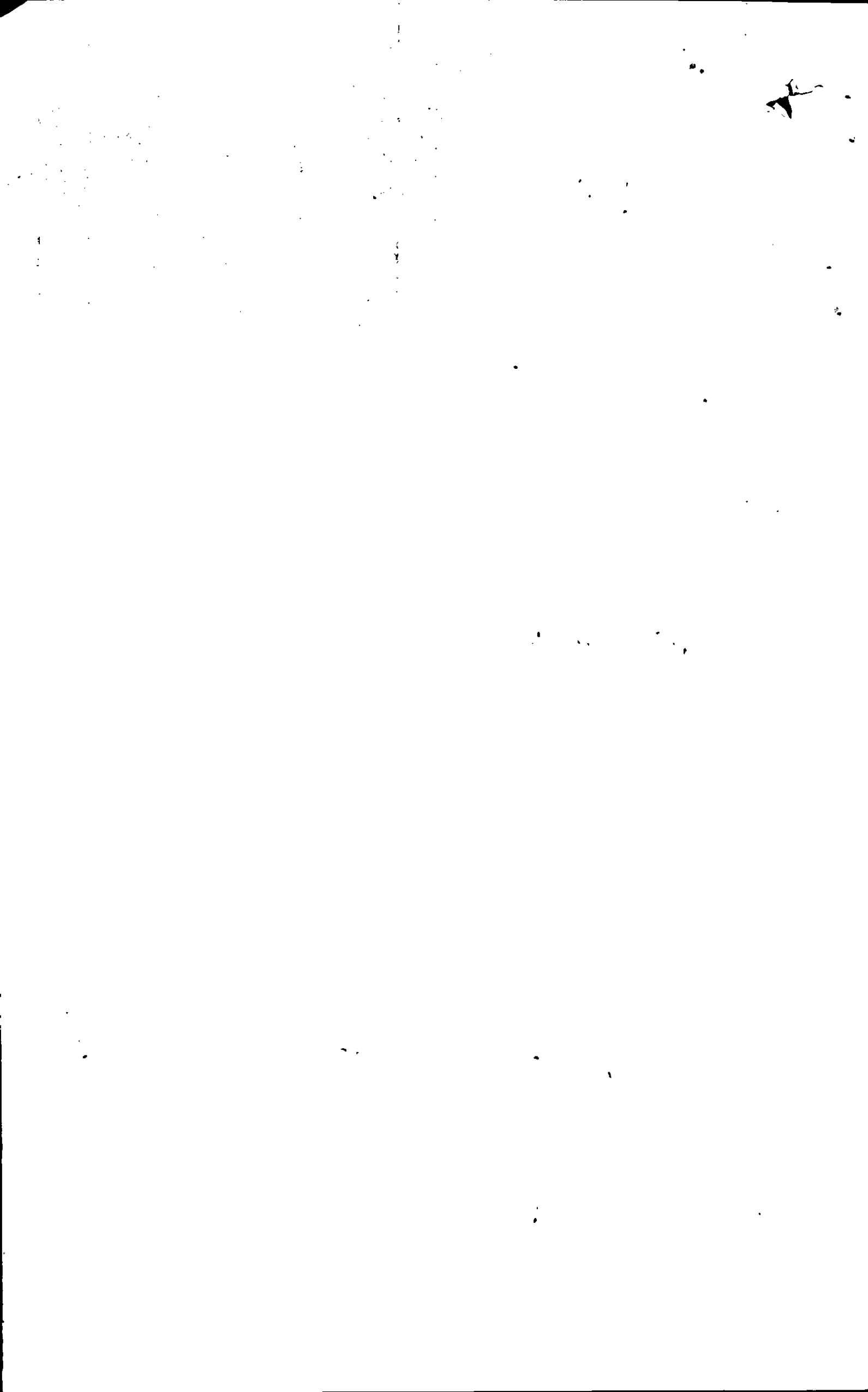
مقدمہ مندرجہ عنوان بالا میں اپنی طرف سے واسطے پیروی و جواب دہی وکل کاروائی متعلقہ
 آن مقام پشاور کیلئے یاسر سلیم ایف جواد الحقوی ایڈووکیٹ
 مقرر کر کے اقرار کیا جاتا ہے۔ کہ صاحب موصوف کو مقدمہ کی کل کاروائی کا کامل اختیار ہوگا۔ نیز
 وکیل صاحب کو راضی نامہ کرنے و تقرر ثالثہ فیصلہ برحلف دیئے جواب دہی اور اقبال دعویٰ اور
 بصورت ڈگری کرنے اجراء اور وصولی چیک و روپیہ ارضی دعویٰ اور درخواست ہر قسم کی تصدیق
 زرائیں پر دستخط کرانے کا اختیار ہوگا۔ نیز صورت عدم پیروی یا ڈگری یکطرفہ یا اپیل کی برآمدگی اور منسوخی
 نیز دائر کرنے اپیل نگرانی و نظر ثانی و پیروی کرنے کا اختیار ہوگا۔ از بصورت ضرورت مقدمہ مذکور
 کے کل یا جزوی کاروائی کے واسطے اور وکیل یا مختار قانونی کو اپنے ہمراہ لیا اپنے بجائے تقرر کا اختیار
 ہوگا۔ اور صاحب مقرر شدہ کو کبھی وہی جملہ مذکورہ باختیارات حاصل ہوں گے اور اس کا ساختہ
 پرواختہ منظور قبول ہوگا۔ دوران مقدمہ میں جو خرچہ ہر جانب التوائے مقدمہ کے سبب سے ہوگا۔
 کوئی تاریخ پیشی مقام دورہ پر ہو یا حد سے باہر ہو تو وکیل صاحب پابند ہوں گے۔ کہ پیروی
 مذکورہ کریں۔ لہذا وکالت نامہ لکھ دیا کہ سندر ہے۔

الرقوم 13 ماہ 3 2019

بمقام پشاور کے لئے منظور ہے۔
 (Signature)

Accepted
 (Signature)

(Signature)



BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

CM No:- _____/2019

In

Service Appeal No. 390/2019

Dr. Nageeb ur Rehman

Put up to the court with
relevant appmt.

Versus

Government of KPK & others

2/4/19

APPLICATION FOR FIXATION AN
EARLY DATE OF HEARING IN ABOVE
TITLED CASE.

Respectfully Sheweth:-

Petitioner submits as under:-

1. That the above noted case is pending in this Honourable Court in which next date of hearing is 08/04/2019 is fixed.
2. That content of service appeal is neither the applicant is transferred nor retired from his salary is also stopped.

It is, therefore, requested that on acceptance of this application, an early date of hearing may kindly be fixed in the above noted service appeal.

Dated:- 02-April-2019

Through

petitioner

Yasir Saleem

Yasir Saleem
Advocate, High Court,
Peshawar

Shall remain
posted on 8/4/19.

Im
3/4/19

Leadu

BEFORE THE SERVICE TRIBUNAL KPK, PESHAWAR.

S.A.No.390/2019

Dr.Naqeeb-ur-Rehman Appellant

Versus

Govt. of K.P. through Chief Secretary & others..... Defendants

REPLY ON BEHALF OF RESPONDENT NO.5.

Respectfully Sheweth;

Preliminary objections:

- I. That appellant has got no cause of action.
- II. That the respondent No.5 has took over the charge and the appellant has relinquish the charge, thus, the appellant was relieved from the said post.
- III. That the said post is a management cadre post of BPS-18 whereas the appellant was promoted BPS-19 vide notification No.SOH(E-V)4-22/2017 dated 05.06.2017.
- IV. That the appeal is barred by law.

REPLY ON FACTS:

- 1-4) Para No.1-4 need no reply
- 5) para-5 being matter of record, needs no reply.
- 6) In reply to para-6 it is submitted that the appellant was promoted in the general cadre and the appellant was placed at the disposal of DHO D.I.Khan. It is further submitted that respondent No.5 belongs to management

cadre and thus was rightly posted to the present assignment as per his right and according to law. It is further stated that the said post is of BPS-18 cadre whereas the appellant is promoted to BPS-19 thus, cannot be posted to a post of lower cadre, hence para is denied as incorrect.

- 7) Para-7 needs no reply being matter of record.
- 8-9) Para-8 and 9 need no reply.
- 10) In reply to para 10 it is submitted that respondent No.5 is in BPS-18 and of management cadre, who was rightly posted as Deputy DHO Sub Division, Dara Zinda D.I.Khan to the designated post. The appellant is in BPS-19 and cannot be retained and posted to a lower cadre post that of BPS-18 hence, para is incorrect.
- 11-12) Paras 11 and 12 are incorrect as per following reply to the grounds:

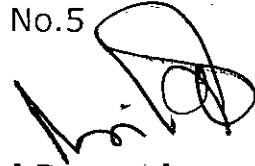
REPLY ON GROUNDS:

- 1-2) Grounds 1 and 2 are incorrect. The posting of respondent No.4 is legal and lawful in the best public interest.
- 3) Ground 3 is incorrect.
- 4) Ground 4 is incorrect.
- 5) Ground 5 is incorrect. The respondent No.5 has been posted to his original cadre post and no illegality has been committed by the department.
- 6-11) Grounds 6 to 11 are incorrect.

It is, therefore, prayed that the appeal of the appellant being devoid of merits, unlawful and illegal may please be dismissed with costs.

Respondent No.5

Through

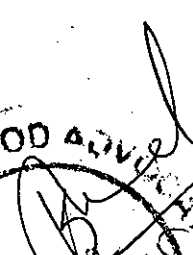
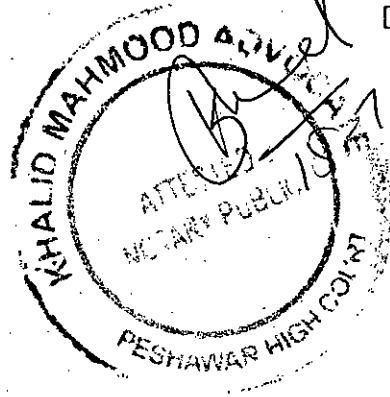


Bilal Ahmad Durrani
Advocate High Court

Dated: 15.07.2019

AFFIDAVIT

I, do hereby affirm and declare on oath that the contents of the accompanying **Reply** are true and correct to the best of my knowledge and belief and nothing has been concealed from this Hon'ble Tribunal.

 Deponent
15-7-19


①

BEFORE THE SERVICES TRIBUNAL

KHYBER PAKHTUNKHWA PESHAWAR

Appeal No. 390/2019

Dr. Naqeeb ur Rehman Petitioner

VS

Govt: of Khyber Pakhtunkhwa and others Respondents

Parawise comments / reply on behalf of Respondent No. 4

Respectfully Sheweth;

Preliminary objections

1. That the petitioner has got no locus standi to file the instant petition
2. That the petitioner has not come to this Honorable Court with clean hands
3. That the petitioner has got no cause of action to file the instant petition.
4. That the appeal is also incompetent on account of laches.

ON FACTS

1. Correct.
2. Pertains to record.
3. Correct to the extent of promotion of the appellant from Medical Officer (BS-17) to Senior Medical Officer (BS-18) in the general cadre and his services were placed at the disposal of this Directorate.
4. Correct.
5. Pertains to record.
6. Correct. But it is pertinent to mention here that:
 - The post of Agency Surgeon BS-18 is a management cadre post while the appellant was working against the same post being a general cadre doctor of BS-18. Then he was transferred to his original post of SMO BS-18 in South Waziristan Agency.
 - The appellant before filing the appeal 227/2017, applied for NOC for transfer to settled area which was granted vide letter at **Annex-A**.
7. Correct to the extent of implementation of the court order and the appellant being General Cadre doctor, was retained on the post of Agency Surgeon BS-18 (Management Cadre) FR D.I.Khan. Meanwhile the appellant was promoted to Principal Medical Officer (PMO) BS-19 in General Cadre by the Provincial Health

2


Department and his services were placed at the disposal of DHO DIKhan due to non-availability of vacant post of PMO BS-19 in Merged Area vide Notification dated 05.06.2017 at **Annex-B**.

8. Correct.
9. Correct.
10. Correct to the extent of posting of Dr. Naik Muhammad (BS-18) on the post of Deputy DHO Sub Division Darazinda DIKhan being a Management Cadre doctor while the appellant is in BS-19 of General Cadre, therefore, his services were placed at the disposal of DHO DIKhan due to non-availability of vacant post of PMO BS-19 in Merged Area vide Notification dated 05.06.2017.

GROUND

1. Incorrect, there is no violation and the appellant has been treated as per law and rules.
2. Incorrect, as stated in para-10 above.
3. Pertains to record. However, it is stated that the post of PMO BS-19 is not available in merged area, therefore, the appellant has been transferred to his original post in District DIKhan.
4. Incorrect, the appellant has been transferred to his original post of PMO BS-19 under the control of DHO DIKhan and the new incumbent is working against the post of Deputy DHO Sub Division Darazinda DIKhan because of the same post is a management cadre post of BS-18.
5. Incorrect as stated above.
6. Incorrect as stated above.
7. Incorrect as stated above.
8. Incorrect, as the post of PMO BS-19 is not available in merged area, therefore, the appellant has been transferred to his original post in District DIKhan.
9. Incorrect as stated above.
10. No comments.
11. No comments.

It is, therefore, most humbly prayed that instant appeal may kindly be dismissed with cost.


Director Health Services,
FATA Peshawar
Respondent No. 4 3

A

8356
30-12-16

To,

The Honourable Secretary Health Services
Khyber Pakhtunkhwa Peshawar.

Subject: REQUEST FOR TRANSFER FROM FATA TO KHYBER
PAKHTUNKHWA PROVINCE

Through Proper Channel Honourable ACS FATA

Respected Sir,

It is to be intimated in your honour that I have completed 29 years services in Health department FATA South Waziristan Agency, FR Tank & FR D.I.Khan.

Sir, I recently posted at agency surgeon post FR D.I.Khan on 31 May 2016, and again transfer to South Waziristan Agency.

Sir, I have also completed all codal formalities for promotion from BS-18 to BS-19.

Therefore you are humbly requested to adjust me at suitable post in D.I.Khan district (division).

Thanking you, sir

Dated: 24 /12/2016.

Your humble
NR
Dr. Naqib ur Rehman
Agency Surgeon FR D.I.Khan

NR
28-12-16
ACS (FATA)
S/KD

Dr. Naqib ur Rehman
9/12/16
28/12

30/12/16

DHS

NR
30/12

A.C.S D/No. 10309

Date 28/12/16

(3) (4) (A)

DIRECTORATE OF HEALTH SERVICES
FATA SECRETARIAT, WARSAK ROAD, PESHAWAR

Ph# 091-9210212, Fax# 091-9212110.

No. 101-2/ADA/DHS/FATA/personnel 370 Dated: 02/03/2017.

To

The Secretary Health Department,
Government of Khyber Pakhtunkhwa, Peshawar.

Subject:- **REQUEST FOR TRANSFER FROM FATA TO SETTLED AREA.**

Dear Sir,

The Provincial Health Department has appointed a number of MOs/WMOs on regular basis vide Notification No. SO (E)H-II/3-18/2016/1069 (FATA) dated 01st August, 2016 and placed their services at the disposal of this Directorate for further posting.

A letter bearing No. SO(E) H-II/4-1/2016 (FATA) dated July 27, 2016 addressed to this Directorate, wherein it has vividly been expressed that the recent appointed doctors be considered as substitutes for those who have submitted their applications requesting for transfer from FATA to Provincial Health Department.

I have the honour to forward herewith application in respect of Dr. Naqeeb-Ur-Rehman, SMO (BS-18) attached to Agency Surgeon, SW Agency requesting for transfer from FATA to Settled area for favour of further necessary action and the Doctor at S.No.14 of Notification dated August 1, 2016 is considered as his substitute.

Copy to the:-

1. Director General Health Services, Khyber Pakhtunkhwa.
2. Agency Surgeon, SW Agency.
3. PS to Secretary SSD, FATA Secretariat.
4. Officer concerned.

Director Health Services, FATA

Director Health Services, FATA

PMO (BS-19)	Dr. Jamil Rahman	AHO Hospital Mirpur	PMO (BS-19) DHO Office	Against the vacant post of
PMO (BS-19)	Dr. Zahid Khan	THD Hospital Sindh	DHO Hospital Charsada	Against the vacant post of
PMO (BS-19)	Dr. Abid Khan PMO	Hospital Mansera	King Abdul Teaching Hospital Mansera	Against the vacant post of
PMO (BS-19)	Dr. Syed Saif PMO	PMO	PMO (BS-19) DHO Office	Against the vacant post of
PMO (BS-19)	Dr. Amirul-Haq PMO	PMO	DHO Hospital Nowshera	Against the vacant post of
PMO (BS-19)	Dr. Khan Badshah PMO	Agency	Agency	Against the vacant post of
PMO (BS-19)	Dr. Saad Muhammad	Mohamed Agency	AHO Hospital G. Khan	Against the vacant post of
PMO (BS-19)	Dr. Abid Hussain Shah	Hospital Mansera	King Abdul Teaching Hospital Mansera	Against the vacant post of
PMO (BS-19)	Dr. Faisal Rahman PMO	DHO Hospital Kohat	DHO Hospital KDA Kohat	Against the vacant post of
PMO (BS-19)	Dr. Sher Afzal Khan	RHC Jwell Buner	Buner	Against the vacant post of
PMO (BS-19)	Dr. Muhammad Saad	Hafiz	Govt Hospital Rehwa	Against the vacant post of
PMO (BS-19)	Dr. Saib Dad Khan	PMO	PMO (BS-19) DHO Office	Against the vacant post of
PMO (BS-19)	Dr. Amir Rahman	PMO	PMO (BS-19) DHO Office	Against the vacant post of

SECRETARY HEALTH
Govt of Khyber Pakhtunkhwa

Encl. No. & Date Even

Copy to the:-

1. Accountant General Khyber Pakhtunkhwa, Peshawar
2. Director General, Health Services, Peshawar
3. Director Health Services FATA, Peshawar
4. District Health Officers mentioned above.
5. Medical Superintendents of the DHO Hospitals mentioned above.
6. District Accounts Officer/Agency Accounts Officers mentioned above.
7. PS to Secretary Health Department.
8. PS to Minister for Health Khyber Pakhtunkhwa.
9. Computer Programmer Health Department.
10. Doctors concerned.

SECTION OFFICER (F.V)

BEFORE THE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL.

Service Appeal No.390/2019.

Dr. Naqibur Rehman.

VERSUS

Government of Khyber Pakhtunkhwa and others.

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SECTION OFFICER (Lit-II)
GOVT: OF KHYBER PAKHTUNA
HEALTH DEPARTMENT

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

Appeal No.390/2019

Dr. Naqeebur Rehman.....**Appellant**

Versus

1. Govt of Khyber Pakhtunkhwa through Secretary Health.
2. Director General Health Services Khyber Pakhtunkhwa... **Respondents**

Written comments on behalf of Respondent No.1 and 3

PRELIMINARY OBJECTIONS.

1. That the appellant has neither cause of action nor locus standi.
2. That the appeal is not maintainable in its present form.
3. That the appellant has not come to the court with clean hands.
4. That the appeal is bade due to mis-joinder and non-joinder of necessary party.
5. That the appeal is time barred.

FACTS.

1. Correct to the extent that the appellant is regular employee of the Health Department in BS-19 in the General Cadre (**Annex-I**).
2. Pertains to record
3. Correct to the extent that the appellant was promoted to BS-18 in the General Cadre in the year 2008 and his services were placed at the disposal of the then Director Health Services FATA (now Director Health Services Merged Districts).
4. Pertains to record.
5. Pertains to record
6. Incorrect. The appellant while working against the post of Agency Surgeon FR DIKhan (Management Cadre) was promoted to BS-19 in the General Cadre and the services of the appellant were placed at the disposal of DHO DKhan due to the non-availability of vacant post of PMO BS-19 in then FATA (**Annex-II**). It is further added here that there is only two PMO BS-19 posts in the whole Merged Districts and both these posts are occupied by the PMO BS-19 since 2015.

7. Incorrect. The judgment of the Khyber Pakhtunkhwa Service Tribunal was accepted/honored by Health Department and the appellant was retain as Agency Surgeon FR DIKhan, however as mentioned in Para-6 the appellant belongs to the General Cadre in BS-19 while the post of Agency Surgeon FR DIKhan falls to the share of Health Management Cadre in BS-18 (**Annex-III**).
8. Correct to the extent that the post of Agency Surgeon FR DIKhan re-designated as Deputy DHO in pursuant to the merger of erstwhile FATA in the Province of Khyber Pakhtunkhwa.
9. Correct to the extent that the appellant was performed his duty as Deputy DHO Sub division Dar Zinda DIKhan as per the judgment of the Khyber Pakhtunkhwa Service Tribunal wherein the honorable Service Tribunal directed Health Department that the appellant may be retained on the earlier post.
10. Incorrect after more than a year Dr.Naik Muhamamd Management Cadre BS0-18 was posted as Deputy DHO Sub Division Dara Zinda DIKhan on the ground that the appellant belongs to the General Cadre in BS-19 while the subject post is in BS-18 in the Management Cadre. As mentioned above Health Department promoted the appellant alongwith Senior Medical Officers BS-18 to the post of Principal Medical Officers BS-19 wherein the services of the appellant were placed at the disposal of DHO DIKhan. Posting of the higher grade officer on lower grade is against the law and rules.
11. No comments.
12. Incorrect. The impugned order is legal and tenable in the eye of law.

GR OUN D S.

1. Incorrect. The appellant has been treated as per law and rules.
2. Incorrect. As mentioned in Para-10 the respondent No.03 was posted against the post of Management Cadre in BS-18.
3. As replied above.
4. Incorrect. The judgment of the Khyber Pakhtunkhwa Service Tribunal in Service Appeal No 227/2017 dated 21.09.2017 was honored by Health Department and the appellant was retained as Deputy DHO Sub Division Dara Zinda DIKhan.
5. Incorrect. The respondent No,03 (Dr.Naik Muhammad Management Cadre BS-18) has been posted on his original cadre post and there is no illegality in the subject case.
6. Incorrect there is no illegality in the subject order.
7. Incorrect. The impugned Notification is legal and lawful in the eye of law and there is no violation and has been issued as per posting/transfer policy.

8. Incorrect. As mentioned in Para-10 above the appellant belongs to the General Cadre in BS-19 while the post of Deputy DHO Dara Zinda DIKhan falls to the share of Health Management Cadre in BS-18.
9. As replied above.
10. As replied above.
11. The respondents seek leave to raise additional ground at the time of arguments.

It is therefore, requested that the appeal of the appellant may kindly be dismissed with cost.



Alfa
30/7/19

Secretary to Govt. of Khyber Pakhtunkhwa
Health Department
(Respondent No.3) *[Signature]*

OFFICE OF THE DISTRICT HEALTH OFFICER
DERA ISMAIL KHAN



Phone No. 0966-9280199
Fax No. 0966-9280200

No. _____ /

Dated 30 /11/2017.

To Whom It May Concern:

It is certified that at present there is no vacant post of PMO BPS-19 is available under the control of this office to adjust Dr. Naqeeb Ur Rehman PMO BPS-19.

District Health Officer
Dera Ismail Khan.

30.11.2017



GOVERNMENT OF KHYBER PAKHTUNKHWA
HEALTH DEPARTMENT

Dated Peshawar, the 5th June, 2017.

NOTIFICATION

NO.SOH(E-V)4-22/2017

Upon promotion to BS-19 in the General Cadre vide this Department Notification of even number dated 14.04.2017, the competent authority (Chief Minister Khyber Pakhtunkhwa) is pleased to order postings/transfers of the following Principal Medical Officers (BS-19) with immediate effect in the public interest:

S#	Name of Doctor	FROM	TO	Remarks
1	Dr. Naema Sadia PMO (BS-19)	Demonstrator Gomal Medical College, Dikhan	PMO (BS-19) DHO Office Dikhan	Against the vacant post of PMO (BS-19)
2	Dr. Ahmad Zeb Wazir PMO (BS-19)	Civil Hospital Shewa NW Agency	DHO Hospital Bannu	Against the vacant post of PMO (BS-19)
3	Dr. Dawood Khan PMO (BS-19)	Civil Hospital, Alkhal Mohamard Agency	PMO (BS-19) DHO Office Charsadda	Against the vacant post of PMO (BS-19)
4	Dr. Sabir Hussain PMO (BS-19)	AHO Parachinar Hospital Agency Kurram	DHO Hospital Buner	Against the vacant post of PMO (BS-19)
5	Dr. Tahira Shamim PMO (BS-19)	Khyber Teaching Hospital Peshawar	PMO (BS-19) DHO Office Peshawar	Against the vacant post of PMO (BS-19)
6	Dr. Muhammad Rauf PMO (BS-19)	Attached to Director Health Services FATA	PMO (BS-19) DHO Office Peshawar	He will actualize his promotion and will continue work at FATA
7	Dr. Zafar Ali Shah PMO (BS-19)	AHO Hospital Wana SW Agency	PMO (BS-19) DHO Office Dikhan	Against the vacant post of PMO (BS-19)
8	Dr. Nasir Ali PMO (BS-19)	AHO Parachinar Hospital Agency Kurram	DHO Hospital Hangu	Against the vacant post of PMO (BS-19)
9	Dr. Amjad Ghias PMO (BS-19)	MMM Teaching Hospital Dikhan	Civil Hospital Yank Dikhan	Against the vacant post of PMO (BS-19)
10	Dr. Muhammad Hashim Khan PMO (BS-19)	THO Hospital Shabandar Charsadda	PMO (BS-19) DHO Office Charsadda	Against the vacant post of PMO (BS-19)
11	Dr. Omar Iqbal PMO (BS-19)	BRU Budhani Dikhan	PMO (BS-19) DHO Office Dikhan	Against the vacant post of PMO (BS-19)
12	Dr. Iqbal Khan PMO (BS-19)	Type-D Hospital Paharpur, Dikhan	Type-D Hospital Paharpur, Dikhan	Against the vacant post of PMO (BS-19)
13	Dr. Binayya PMO (BS-19)	King Abdullah Teaching Hospital Mansehra	King Abdullah Teaching Hospital Mansehra	Against the vacant post of PMO (BS-19)
14	Dr. Ghulam Rahman PMO (BS-19)	MS DHO Hospital, Dir (Upper)	DHO Hospital Balkhela, Malsand	Against the vacant post of PMO (BS-19)
15	Dr. Shaukat Ali Khan PMO (BS-19)	Saidu Group of Teaching Hospital Swat	Saidu Group of Teaching Hospital Swat	Against the vacant post of PMO (BS-19)

16	Dr. Saif-ur-Rahman Malik PMO (BS-19)	Lady Reading Hospital Peshawar	Lady Reading Hospital Peshawar	Against the vacant post of PMO (BS-19)
17	Dr. Hashim Jani PMO (BS-19)	Civil Hospital Mardan Peshawar	PMO (BS-19) DHO Office Peshawar	Against the vacant post of PMO (BS-19)
18	Dr. Muhammad Nawaz PMO (BS-19)	Govt. Nasserullah Baber Memorial Hospital Peshawar	Govt. Nasserullah Baber Memorial Hospital Peshawar	Against the vacant post of PMO (BS-19)
19	Dr. Zahir Hussain PMO (BS-19)	DHO Hospital Haripur	PMO (BS-19) DHO Office Haripur	Against the vacant post of PMO (BS-19)
20	Dr. Gul Ameen PMO (BS-19)	Civil Hospital Lundkhwar Mardan	PMO (BS-19) DHO Office Mardan	Against the vacant post of PMO (BS-19)
21	Dr. Saif Malik PMO (BS-19)	DTO Chitral	PMO (BS-19) DHO Office Chitral	Against the vacant post of PMO (BS-19)
22	Dr. Muhammad Imran PMO (BS-19)	Hayatabad Medical Complex Peshawar	PMO (BS-19) DHO Office Peshawar	Against the vacant post of PMO (BS-19)
23	Dr. Abdur Rashid PMO (BS-19)	DHO Hospital Dikhan	PMO (BS-19) DHO Office Dikhan	Against the vacant post of PMO (BS-19)
24	Dr. Naqeeb-ur-Rahman PMO (BS-19)	AHQ Hospital WANA SW Agency	PMO (BS-19) DHO Office Dikhan	Against the vacant post of PMO (BS-19)
25	Dr. Taj-ud-Haq PMO (BS-19)	Attached to Provincial TB Control Program Health Department	PMO (BS-19) DHO Office Peshawar	Against the vacant post of PMO (BS-19)
26	Dr. Khair Muhammad PMO (BS-19)	DHO Hospital Tank	DHO Hospital Tank	Against the vacant post of PMO (BS-19)
27	Dr. Inayatullah	RHC Dasso Kohistan	PMO (BS-19) DHO Office Kohistan	Against the vacant post of PMO (BS-19)
28	Dr. Muhammad Essa Khan PMO (BS-19)	DHO Hospital Batkhela	DHO Hospital Batkhela	Against the vacant post of PMO (BS-19)
29	Dr. Arafat Yas Khan PMO (BS-19)	Khalifa Gulnawaz Teaching Hospital Bannu	PMO (BS-19) DHO Office Bannu	Against the vacant post of PMO (BS-19)
30	Dr. Mir Alam Khan Afridi PMO (BS-19)	Demonstrator Saidu Medical College Swat	Saidu Group of Teaching Hospital Swat	Against the vacant post of PMO (BS-19)
31	Dr. Muhammad Shakoor PMO (BS-19)	Saidu Group of Teaching Hospital Swat	Saidu Group of Teaching Hospital Swat	Against the vacant post of PMO (BS-19)
32	Dr. Fazle Maula PMO (BS-19)	Demonstrator Saidu Medical College Swat	Saidu Group of Teaching Hospital Swat	Against the vacant post of PMO (BS-19)
33	Dr. Jigar Ali PMO (BS-19)	BBS Teaching Hospital Abbottabad	BBS Teaching Hospital Abbottabad	Against the vacant post of PMO (BS-19)
34	Dr. Muhammad Farid PMO (BS-19)	DHO Hospital Buner	DHO Hospital Buner	Against the vacant post of PMO (BS-19)
35	Dr. Asghar Hassan PMO (BS-19)	Category-D Hospital Pacht Buner	DHO Hospital Buner	Against the vacant post of PMO (BS-19)
36	Dr. Asghar Hassan PMO (BS-19)	DHO Hospital Chitral	Category-D Hospital Bont Chitral	Against the vacant post of PMO (BS-19)
37	Dr. Asghar Hassan PMO (BS-19)	DHO Hospital Mardan	DHO Hospital Mardan	Against the vacant post of PMO (BS-19)

[Handwritten signature and scribbles]

	Against the vacant post of PMO	Hospital	Reading	Against the vacant post of PMO	
38	Dr. Azizur Rehman PMO (BS-19)	Demonstrator Medical College Dikhan	Gomal	PMO (BS-19) DHO Office Dikhan	Against the vacant post of PMO (BS-19)
39	Dr. Sahib Dad Khan PMO (BS-18)	Demonstrator Medical Peshawar	Khyber College	PMO (BS-19) DHO Office Peshawar	He will actualize his promotion and will continue work at KMC, Peshawar
40	Dr. Muhammad Saeed PMO (BS-19)	Civil Hospital Haripur	Rehana	Civil Hospital Haripur	Against the vacant post of PMO (BS-19)
41	Dr. Sher Abullah Khan PMO (BS-19)	RHC Juwal Buner		PMO (BS-19) DHO Office Buner	Against the vacant post of PMO (BS-19)
42	Dr. Fazal Rehman PMO (BS-19)	DHO Hospital Kohat		DHO Hospital KDA Kohat	Against the vacant post of PMO (BS-19)
43	Dr. Abid Hussain Shah PMO (BS-19)	King Abdullah Teaching Hospital Mansehra		King Abdullah Teaching Hospital Mansehra	Against the vacant post of PMO (BS-19)
44	Dr. Shad Muhammad PMO (BS-19)	AHQ Hospital Ghallani Mohamand Agency		DHO Hospital Buner	Against the vacant post of PMO (BS-19)
45	Dr. Khan Badshah PMO (BS-19)	AHQ Hospital Bajaur Agency		Type-D Hospital Sammar Bagh Dir (lower)	Against the vacant post of PMO (BS-19)
46	Dr. Amin-ul-Haq PMO (BS-19)	Mian Rasheed Hospital Pabbi Nowshera		DHO Hospital Nowshera	Against the vacant post of PMO (BS-19)
47	Dr. Syed Shah PMO (BS-19)	Lady Reading Hospital Peshawar		PMO (BS-18) DHO Office Peshawar	Against the vacant post of PMO (BS-18)
48	Dr. Abid Khan PMO (BS-19)	King Abdullah Teaching Hospital Mansehra		King Abdullah Teaching Hospital Mansehra	Against the vacant post of PMO (BS-19)
49	Dr. Zahirullah Khan PMO (BS-19)	THQ Hospital Shabqadar Charsadda		DHO Hospital Charsadda	Against the vacant post of PMO (BS-19)
50	Dr. Jamilur Rehman PMO (BS-19)	AHQ Hospital Miranshah		PMO (BS-19) DHO Office Bannu	Against the vacant post of PMO (BS-19)

SECRETARY HEALTH
Govt. of Khyber Pakhtunkhwa

Endst. No. & Date Even

Copy to the:-

1. Accountant General Khyber Pakhtunkhwa, Peshawar
2. Director General, Health Services, Peshawar.
3. Director Health Services FATA, Peshawar.
4. District Health Officers mentioned above.
5. Medical Superintendents of the DHO Hospitals mentioned above.
6. District Accounts Officer/Agency Accounts Officers mentioned above.
7. PS to Secretary Health Department.
8. PS to Minister for Health Khyber Pakhtunkhwa.
9. Computer Programmer Health Department.
10. Doctors concerned.

SECTION OFFICER (E)

EXTRAORDINARY
GOVERNMENT



REGISTERED NO. PIII
GAZETTE

KHYBER PAKHTUNKHWA

Published by Authority

PESHAWAR, MONDAY, 29th May, 2017.

GOVERNMENT OF KHYBER PAKHTUNKHWA
HEALTH DEPARTMENT

NOTIFICATION

Dated: 10th May, 2017.

NO.SOHIE-V)4-20/2017 In exercise of the powers conferred by Section 26 of the Khyber Pakhtunkhwa Civil Servants Act, 1973 (Khyber Pakhtunkhwa Act No.XVIII of 1973), the Chief Minister of the Khyber Pakhtunkhwa is pleased to direct that in the Khyber Pakhtunkhwa Health (Management) Service Rules, 2008, the following amendments shall be made, namely:

AMENDMENTS.

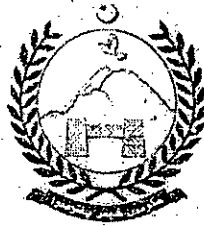
1. In rule 10, in sub-rule (2), the full stop appearing at the end of the first proviso shall be replaced by colon and thereafter, the following second proviso shall be added, namely:

"Provided further that for a period of two years, from the date of issuance of this amending Notification, the officers of the General Cadre, who are in regular and continuous service and holding posts as such, shall be required to improve their qualification as per the Khyber Pakhtunkhwa Health (Management) Service Rules, 2008 in exercise of the power under this rule."

818 KHYBER PAKHTUNKHWA GOVT: GAZETTE, EXTRAORDINARY, 29th May, 2017

- Monitoring and supervision;
- Primary and Healthcare, Hospital Management, Waste disposal quality Management;
- Vertical programs and their linkages within the Health System.
- Rules of Business.
- Auditing and Accountant, General Financial Rules, ESTA Code etc. and
- The Khyber Pakhtunkhwa Civil Servant Act, 1973 "Fundamental rules and supplementary rules".

SECRETARY TO
GOVERNMENT OF KHYBER PAKHTUNKHWA
HEALTH DEPARTMENT.



KHYBER PAKHTUNKHWA

Published by Authority

PESHAWAR, WEDNESDAY, 2nd NOVEMBER, 2016.

GOVERNMENT OF THE NORTH-WEST FRONTIER PROVINCE NWFP HEALTH DEPARTMENT

NOTIFICATION

Dated: 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;

(h) "PHSA" means Provincial Health Services Academy;

- (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 be 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.
9. **General rule.**--- In all matters not expressly provided for in these rules, Members of Service shall be governed by such rules as have been or may hereafter be prescribed by Government from time to time.

Provided that in case of a dispute the Government shall have the final authority to decide the matter in any manner it deems fit.

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

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) DGIIS NWFP Peshawar	01
3	Director Health Services DGIIS NWFP Peshawar	01
4	Medical Superintendent Govt. LRI/KTH/FIMC Peshawar	03
5	Medical Superintendent DIIQ.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 Public 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.	DDHIOs/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 Manshra	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, Manshra, 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
22.	Course Directors (PH/CDC and Management, Trg.& Development) PHSA NWFP	02
23.	DD IIRD / Vice Principals DHDC Bannu, Chitral, Mardan, Abbottabad and Swat	05
24.	DMS, Khalifa Gul Nawaz Hospital Bannu	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.

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.

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 DIIDC (02 each) in Mardan, Kohat, Bannu, DIKhan, Abbottabad, Swat and Chitral	14
4.	Instructors in PIISA, 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)			By transfer, on the basis of selection on merit, from amongst the ten senior most Members of the Service in (BS-20). Note: Preference will be given to those having additional postgraduate relevant qualifications or specialized courses.
2	Members of Service (BS-20)			(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 (b) Four months advance in-service training in Management from a recognized institution or PHSA NWFP.
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.

SCHEDULE - III**(HEALTH MANAGEMENT CADRE)****Syllabus and Standard for competitive exam for initial recruitment in BS-17**

1. The Examination shall include General Compulsory and Specialized Compulsory Subjects, and every candidate will take all the compulsory subjects.
2. A candidate shall answer the papers in English unless otherwise directed. However, the paper in Islamiyat may be answered in Urdu or English.
3. The total marks of General Compulsory Subjects are 350 while there should be two Specialized Compulsory Papers of 300 marks each covering 150 marks.
4. Psychological aptitude test 50 Marks
5. Viva Voce 200 Marks
6. The general compulsory and specialized compulsory subjects and maximum marks fixed for each subject shall be as shown in the statement below:

General Compulsory Subjects (350 Marks)

Serial No.	Subjects	Maximum Marks
1.	English	100
2.	English Essay	50
3.	General Knowledge / Everyday science	50
4.	Current affairs	50
5.	Pakistan affairs	50
6.	Islamiyat	50

Specialized Compulsory Subjects (400 Marks)

I. Health Planning and Management (Single Paper)	200
Topics: Planning, Planning Cycle, Strategic Planning, Management, Project Management, Hospital Administration, Financial / Stock Management, Human Resource Management, Total Quality Management, Leadership, Decision Making, Organization, Effective Organization and Culture, Organizational Behavior, Human Factor and Motivation, Social Responsibility and Ethics, Management and Society (External Environment), Management of Training and HRD, Communication, Management Information System, etc.	

2. Epidemiology, Health System Research, Public Health and Disease Control (Single Paper)	100
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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 besit 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 institutp, NIMS, IMSciences etc.

Topics:

- ¼ Relationship of Management with Behaviour
- ¼ Principles of Management and planning
- ¼ Leadership
- ¼ Communication and advocacy
- ¼ Motivation.
- ¼ Team building
- ¼ Project management
- ¼ Donor coordination
- ¼ Health policies
- ¼ Human resource management
- ¼ Public private partnership.
- ¼ Decentralization.
- ¼ Use of information.
- ¼ Role of Provincial and district government in context of Local Government Ordinance.
- ¼ Medical ethics
- ¼ Healthcare financing
- ¼ Disease surveillance
- ¼ Basics of Epidemiology and epidemic control
- ¼ Monitoring and supervision
- ¼ Primary health care
- ¼ Hospital management
- ¼ Waste disposal
- ¼ Quality Management
- ¼ Vertical programmes and their linkages with in the health system.
- ¼ Health system research

- ¼ Rules of business
- ¼ Auditing & Accounting
- ¼ General Financial rules
- ¼ 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 II 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.