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KHYBER PAKHTUNKHWA SERVICE TRIBUNAL

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SCANNED
KPST
Peshawar

Ahmad Zamir

VS

Govt of KPK

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Muharir Compilation

Incharge Judicial Branch

24/5/24

00524242 SHAMID
 CNIC: 1350308009819 Desig: (00000002) - Grade: 09 - NTN: Duckle No.: Casetted/Non-Casetted: N

0001 Basic Pay	8,100.00	3109 CPF Subscription - Rs	524.00-
1000 House Rent Allowance	1,346.00	3501 Benevolent Fund	180.00-
1210 Convey Allowance 20	1,150.00	3511 Addl Group Insurance	7.00-
1300 Medical Allowance	1,000.00	3600 Group Insurance	67.00-
1523 OAS-OTHER 2011(1-15)	1,000.00	3640 Emp. Edu. Fund	15.00-
1948 Adhoc Allowance 2010	2,370.00		
1570 Adhoc Relief Allow 2	711.00		
PAYMENTS	15,477.00	DEDUCTIONS	793.00-

Branch Code: 721387

BAFFA

RABIB BANK LIMITED

BAFFA

NET PAY
 HANSEHRA

14,684.00 01.01.2017 31.01.2017
 Accont.No: 7100045603

(Signature)
 District Accounts Officer
 Bahawalpur

(5) *(Handwritten scribble)*

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①

Service Appeal No. 1070/2023 titled "Ahmad Zameer Vs. Government of Khyber Pakhtunkhwa through Chief Secretary, Khyber Pakhtunkhwa and others"

ORDER


06.03.2024

RASHIDA BANO MEMBER (J):- Learned counsel for the appellant present. Mr. Asif Masood Ali Shah, Deputy District Attorney for respondents present.

2. Arguments heard and record perused.
3. Instant appeal has been filed under section 4 of the Khyber Pakhtunkhwa Service Tribunal Act, 1974 against the omission and anomalies in the service rules with prayer that on acceptance of the appeal, the notification dated 16.04.2019 may be struck down and the respondents may be directed to amend the notification dated 16.04.2019 and remove the anomalies in the service rules by segregating the seniority of Education Cadre and Technical Cadre while providing separate promotion prospects to the post of Director (FED).
4. Perusal of comments and notification dated 05.07.2023 reveals that an anomaly committee has been constituted to remove the difficulties faced by the employees of Pakistan Forest Institute regarding seniority that arose due to their promotion under the existing notified service rules of PFI. Therefore, it will be just and fair to dispose of the instant appeal on merit and let the Government remove the difficulties/anomalies and decide this case through the committee constituted for this purpose within a period of four months positively after receipt of copy of this order. The appeal in hand is disposed of on the above terms. Consign.

5. *Pronounced in open court at Peshawar and given under our hands and seal of the Tribunal on this 6th day of March, 2024.*


(Fareeha Paul)
Member (E)


(Rashida Bano)
Member (J)

(2)

8th Nov. 2023 1. Learned counsel for the appellant present. Mr. Habib Anwar, Additional Advocate General for the respondents present.


2. On the reply submitted on behalf of respondents No.1 to 3, there is no name under their signatures besides no authority letter of the officers signing the comments or the one swearing in the affidavit are annexed. Therefore, the office shall return the comments to respondents for removal of deficiencies pointed out above and to resubmit within seven days. To come up for reply/comments on 13.12.2023 before S.B. P.P given to the parties.


(Kalim Arshad Khan)
Chairman

Mutazem Shah

13th Dec. 2023 1. Appellant in person present. Mr. Asad Ali Khan, Assistant Advocate General for the respondents present.

2. Reply on behalf of the respondents has been submitted through office. To come up for arguments on 17.04.2024 before D.B. P.P given to the parties.


(Kalim Arshad Khan)
Chairman

Mutazem Shah

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SA 1070/23

02nd Oct. 2023

SCANNED
KPST
Peshawar

01. Counsel for the appellant present. Mr. Asif Masood Ali Shah, DDA alongwith Farhan Ahmad, Superintendent for the respondents present.

02. Reply/comments on behalf of the respondents not submitted. Representative of the respondents requested for further time. Another chance is given to the respondents to submit reply/comments on 19.10.2023 before the S.B. PP given to the parties.



(FAREEHA PAUL)
Member (E)

Fazle Subhan, PS

19th Oct, 2023

1. Appellant alongwith his counsel present. Mr. Asif Masood Ali Shah, Deputy District Attorney alongwith Mr. Farhan, Superintendent for the respondents present.

2. Reply/comments on behalf of respondents not submitted. Representative of the respondents requested for time to submit reply/comments. Last opportunity is granted. To come up for implementation report on 08.11.2023 before S.B.P.P given to the parties.


(Muhammad Akbar Khan)
Member (E)

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Peshawar

27th June, 2023

01. Counsel for the appellant present. Preliminary arguments heard and record perused.

02. Points raised need consideration. The appeal is admitted for regular hearing subject to all legal objections.

The appellant is directed to deposit security within 10 days.

Hereafter, respondents be served through ordinary mode.

To come up for written reply/comments on 17.08.2023 before the S.B. Parcha Peshi given to learned counsel for the appellant.



(Fareeha Paul)
Member(E)

Fazle Subhan, P.S

17.08.2023

1. Appellant in person present. Mr. Fazal Shah Mohmand learned Additional Advocate General alongwith Mohammad Naseem, Assistant for the respondents present.

2. Written reply not submitted. Representative of respondent seeks time for submission of written reply. Adjourned. To come up for written reply/comments on 02.10.2023 before S.B. P.P given to parties.


(Rashida Bano)
Member (J)

KaleemUllah

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Peshawar

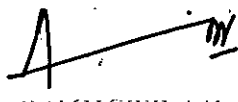

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Peshawar

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FORM OF ORDER SHEET

Court of _____

Case No.- 1070/2023

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	10/05/2023	<p>The appeal of Mr. Ahmad Zamir presented today by Mr. Zartaj Khan Advocate. It is fixed for preliminary hearing before Single Bench at Peshawar on <u>22-05-2023</u></p> <p>By the order of Chairman</p> <p> For REGISTRAR</p> <p>22nd May, 2023</p> <p>Clerk of counsel for the appellant present and requested for adjournment on the ground that learned counsel for the appellant is not available today due to strike of lawyers. Adjourned.</p> <p>To come up for preliminary hearing on 27.06.2022 before the S.B. Parcha Peshi given to clerk of learned counsel for the appellant.</p> <p> (FAREEHA PAUL) Member (E)</p> <p><i>*Fazle Subhan, P.S*</i></p>

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Peshawar

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Peshawar

(6)

KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

Case Title: Ahmad Jamil D Soa CHECK LIST

S#	CONTENTS	YES	NO
1	This Appeal has been presented by:	✓	
2	Whether Counsel/Appellant/Respondent/Deponent have signed the requisite documents?	✓	
3	Whether appeal is within time?	✓	
4	Whether the enactment under which the appeal is filed mentioned?	✓	
5	Whether the enactment under which the appeal is filed is correct?	✓	
6	Whether affidavit is appended?	✓	
7	Whether affidavit is duly attested by competent Oath Commissioner?	✓	
8	Whether appeal/annexures are properly paged?	✓	
9	Whether certificate regarding filing any earlier appeal on the subject, furnished?	✓	
10	Whether annexures are legible?	✓	
11	Whether annexures are attested?	✓	
12	Whether copies of annexures are readable/clear?	✓	
13	Whether copy of appeal is delivered to AG/DAG?	✓	
14	Whether Power of Attorney of the Counsel engaged is attested and signed by petitioner/appellant/respondent?	✓	
15	Whether numbers of referred cases given are correct?	✓	
16	Whether appeal contains cutting/overwriting?	✓	
17	Whether list of books has been provided at the end of the appeal?	✓	
18	Whether case relate to this court?	✓	
19	Whether requisite number of spare copies attached?	✓	
20	Whether complete spare copy is filed in separate file cover?	✓	
21	Whether addresses of parties given are complete?	✓	
22	Whether index filed?	✓	
23	Whether index is correct?	✓	
24	Whether Security and Process Fee deposited? On	✓	
25	Whether in view of Khyber Pakhtunkhwa Service Tribunal Rules 1974 Rule 11, notice along with copy of appeal and annexures has been sent to respondents? On	✓	
26	Whether copies of comments/reply/rejoinder submitted? On	✓	
27	Whether copies of comments/reply/rejoinder provided to opposite party? On	✓	

It is certified that formalities/documentation as required in the above table have been fulfilled.

Name: Zubty Ahmad

Signature: _____

Dated: _____

7

BEFORE THE KHYBER PAKHTUNKHWA
SERFVICE TRIBUNAL PESHAWAR

Appeal No. 1070/2023

SCANNED
KPST
Peshawar

Ahmad Zamir, Assistant Professor of Forestry (BS-18)
Pakistan Forest Institute Peshawar.

(Appellant)

VERSUS

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

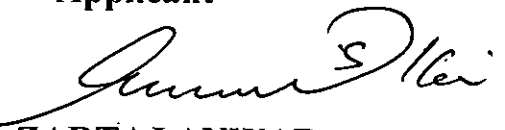
(Respondents)

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Applicant

Through



ZARTAJ ANWAR

Advocate High Court

Office FR, 3-4 Forth

Floor Bilour Plaza

Peshawar Cantt.

Cell: 0331-9399185

Email: Zartaj9@yahoo.com

BEFORE THE KHYBER PAKHTUNKHWA
SERVICE TRIBUNAL PESHAWAR

Appeal No. 1070/2023

Khyber Pakhtunkhwa
Service Tribunal

Diaty No. 5259

Dated 10/5/2023

Ahmad Zamir, Assistant Professor of Forestry (BS-18)
Pakistan Forest Institute Peshawar.

(Appellant)

VERSUS

1. Government of Khyber Pakhtunkhwa through Chief Secretary, Civil Secretariat, Peshawar.
2. Secretary to the Govt of Khyber Pakhtunkhwa Forestry, Environment & Wildlife Department, Civil Secretariat Peshawar.
3. Director General, Pakistan Forest institute, Khyber Pakhtunkhwa Peshawar. ✓

(Respondents)

Filed to-day

Registrar

Appeal under Section-4 of the Khyber Pakhtunkhwa Service Tribunal Act, 1974, against the flaws, defects, errors, omission & anomalies in the service rules against which the departmental appeal dated 29.03.2023 was filed by the appellant which was turn down vide office order 11.04.2023,

Prayer in Appeal:

On acceptance of this appeal, the impugned Notification dated 16.04.2019 may graciously be struck down being ultra vires, discriminatory, unreasonable and this Tribunal may further be pleased to direct the Respondents to act in the matter in accordance with law and to amend the impugned Notification dated 16.04.2019, the flaws, defects, errors, omission & anomalies in the service rules, initially combining the seniority of Education Cadre with the Technical Cadre in newly promulgated service rules with entirely

different job description and cadre, against the natural justice and also blocking the future prospects of the appellant in the Educational Cadre, is thus to be declared illegal, unlawful and violative upon the rights of the appellant with necessary amendments in the service rules by segregating the seniority of Education cadre and technical cadre, while providing separate promotion prospects to the post of Director (Forest Education Division).

OR any remedy deems just and proper may also be allowed in favor of the appellant.

Respectfully Submitted:

- 1) That the appellant was initially the employee of Federal Govt, he was appointed in the Pakistan Forest Institute Peshawar (hereinafter to be referred as PFI) as Lecturer (BPS-17).
- 2) That the next post in the channel of promotion from the post of Lecturer BPS 17 is Professor of Forestry BPS 18 Re designated as Assistant Professor (BPS-18) PFI. As per the recruitment rules the persons eligible for the post of Lecturer "2nd class mater degree in forestry with 5 years research teaching experience relating to forestry, while for promotion Lecturer in forestry and assistant silviculturist (BPS 17)".
- 3) That on the reorganization of the Federal Secretariat in pursuance of the Constitution (Eighteen amendment) the employees of PFI were transferred to Govt of Khyber Pakhtunkhwa on Deputation under section 10 of the Civil Servant Act, 1973 on their existing posts vide notification dated 30.06.2011. Vide notification dated 13.08.2011, the PFI was given the status of attached department of the Environment Department Khyber Pakhtunkhwa until further orders.
- 4) That provincial Govt vide letter dated 13.12.2011 conveyed the decision of the federal Govt that till such time the Federal Govt make appropriate legislation about the permanent absorption of the transferred employees of PFI to the Province of Khyber Pakhtunkhwa, their status was held to be that of deputationist till the period as admissible under the rules.

- 5) That the Federal Govt pledged formulation of enabling law for permanent absorption and dealing with service matters of devolved employees. But due to failure of the concerned Govt offices, no legislation has been made in this regard despite the lapse of three years and the case is still in doldrums.
- 6) That due to lack of the requisite legislation, senior officers of PFI is suffering and is kept deprived of promotion. The appellant is serving as Assistant Professor of Forestry (BS-18) Pakistan Forest Institute Peshawar with great zeal and devotion and to the entire satisfaction of his superiors.
- 7) That the respondent department promulgated service rules notified by the Govt of Khyber Pakhtunkhwa, Forest, Environment and wildlife Department vide Notification dated 16.04.2019.(copy of notification dated 16.04.2019 is attached as annexure A)
- 8) That Consequently upon submission of various appeal as well as observation on combined seniority in reference to the service rules, the competent authority constituted anomaly committee vide dated 14.06.2019 to remove the anomalies contained in the notified service rules, the anomaly committee while through ToRs, returned as the case of the appellant does not fall in the ambit of the anomaly committee. (TORs of committee and suggestions/recommendations are attached as annexure B)
- 9) That Consequent upon the conclusion of anomaly committee the office of the Hon,ble Secretary, Forestry Environment and wild life Department was approached and written application was submitted followed by written request to be heard in person by DG PFI, as the case was sent back the Secretary, Forestry Environment and wild life Department for comments to the DG PFI but all in vain, and the departmental appeal of the appellant was rejected vide dated 11.04.2023.(copy of rejection latter is attached as B1)
- 10) That the appellant prays for the acceptance of the instant appeal inter alia on the following grounds:

Grounds:

- A. Because Respondents have not treated appellant in accordance with law, rules and policy on subject and acted in violation of Article 4 of the Constitution of Islamic Republic of Pakistan, 1973 and unlawfully issued the impugned Notification, which is unjust, unfair and hence not sustainable in the eye of law.

- B. Because the present combined Seniority status in BPS-18 adopted by Respondent has completely blocked the future prospects of promotion for education cadre from BPS-18 onwards, and different cadre i.e Technical been included in Education Cadre with different job description.
- C. Because the notification for the amended rules were formulated on the basis of malafide and ulterior motives as the beneficiary of the same notification being the Deputy Director was also member of the committee reconstituted for framing / amendments in the rules for the post in BPS 16 and above.(Copy of Office Order dated 26.01.2016 is attached as annexure C)
- D. Because the possession of Director (Forest Education Division) relates to the Education Cadre while malafidely amalgamating the same to the technical cadre and employees of education cadre who got experience in the same cadre and there legitimate expectancy is to be promoted in the same cadre.
- E. Because the job description of both the cadres are different as one belong to technical aspect of study while the other relates to education cadre, whereas the main responsibility of the director forest education division as to delivering lectures to MSc and BS forestry classes and trainee of forest and wild life department secondly planning and organizing field tours of students etc. (Copy of Job description is attached as annexure D)
- F. Because the appellant has been meted out a discriminatory treatment in violation of Article 25 & 27 of the Constitution of Islamic Republic of Pakistan, 1973 in as much as other similarly placed Officers counterparts of the appellant serving in identical circumstances in other Departments of the Provincial Government have been earmarked specific quota for their career progression which has been denied to the appellant without any justification much less lawful. The classification made by the Respondents is not based on any intelligible differentia and therefore ultra vires and thus liable to be struck down.
- G. Because the appellant has suffered a lot as he has served the Department for long and remained deprived of career advancement and it was lately when the Department realized the Rules were amended and appellant got the first opportunity of promotion to the next higher grade.

- H. Because in case the impugned Notification is maintained, the appellant will never get a second chance of promotion to the next higher grade as he is at the twilight of his service career. The other counterparts of the appellant serving in other Departments have got numerous opportunities of promotion to BPS-18 and even BPS-19 but the appellant has been deprived of it in violation of law. Thus the impugned Notification is arbitrary, unfair, unjust and thus not maintainable under any canons of law, justice and fair-play.
- I. Because the Provincial Government has adopted a highly discriminatory attitude in respect of its officers as on the one hand the appellant and his other colleagues have been refused the channel of promotion to the next higher grade by means of the impugned Notification whereas other Officers serving in other Departments of the Provincial Government have been provided such opportunity which is against the law of the land and thus not maintainable.
- J. Because numerous colleagues of the appellant serving in the C&W Department after serving for the whole of their lives stood retired without any substantial career advancement inspite of long meritorious services. In the same way, the appellant would also stand retire after more than 40 years of their service without any meaningful career advancement, if the impugned Notification is not set aside.
- K. That appellant would like to offer some other grounds during the course of arguments.

It is therefore, humbly prayed that on acceptance of this appeal, the impugned Notification dated 25.11.2022 may graciously be struck down being ultra vires, discriminatory, unreasonable and this Tribunal may further be pleased to direct the Respondents to act in the matter in accordance with law and to amend the impugned Notification dated 25.11.2022 in line with the recommendations of the high level committee and reserve separate promotion quota of 20% to the B.Tech. (Hons) Degree holder SDOs/Assistant Engineers (BPS-17) to the post of Executive Engineer (BPS-18) in the C&W Department.

Any other relief as deemed appropriate in the circumstances of case not specifically asked for, may also be granted to appellant.

Appellant *[Signature]*

Through *[Signature]*

ZARTAJ ANWAR
Advocate, Supreme Court
Of Pakistan
&

IMRAN KHAN
Advocate High Court
Peshawar

NOTE:

Certified that no appeal on the same subject and between the same parties has been filed previously or concurrently.

Appellant *[Signature]*

AFFIDAVIT

Handwritten: 10-5-23

I, *Ahmad Zamir Assistant Professor*
of F.O. City (B5-18), do hereby
solemnly affirm and declare on oath that the contents of
the above appeal are true and correct and that nothing has
been kept back or concealed from this Honourable
Tribunal.



Deponent *[Signature]*



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Government of Khyber Pakhtunkhwa
Forestry, Environment and Wildlife Department



Pakistan Forest Institute

14 Approved - A
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Recruitment and Promotion Rules

ATTESTED

2019

**GOVERNMENT OF THE KHYBER PAKHTUNKHWA
FORESTRY, ENVIRONMENT AND WILDLIFE DEPARTMENT**

NOTIFICATION

Extension Specialist
Pakistan Forest Institute
Peshawar.

PESHAWAR DATED THE 16TH APRIL, 2019

No. SO(Estt)FE&WD/V-20/2019/3891-3904:- In pursuance of the provisions contained in sub-rule (2) of rule 3 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989, the Forestry, Environment and Wildlife Department, in consultation with the Establishment Department and the Finance Department, hereby lays down the method of recruitment, qualification and other conditions which shall be applicable to the following posts borne on the Pakistan Forest Institute specified in Column No. 3 to 5 of the table below:

#	Nomenclature of the posts	Minimum qualification for appointment by initial recruitment	Age limit	Method of recruitment
1	2	3	4	5
1)	Director General (BPS-20)			<p>(i) By promotion on the basis of joint seniority-cum-fitness, from the Additional Director General (Forestry Research) (BPS-20), Additional Director General (Education) (BPS-20) and Additional Director General (Biological Sciences) (BPS-20) having seventeen (17) years service in BPS-17 and above; and</p> <p>(ii) Eight (08) Research Publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p> <p>(iii) Successful completion of Senior Management Course for promotion to the post of Director General, PFI.</p> <p>Note:- A joint seniority list of Additional Director General (Forestry Research) (BPS-20), Additional Director General (Education) (BPS-20) and Additional Director General (Biological Science) (BPS-20) shall be maintained for the purpose of promotion.</p>

PFI Service Rules

ABDUL JALIL
Section Officer (Estt.)
Forestry, Environment
& Wildlife Department

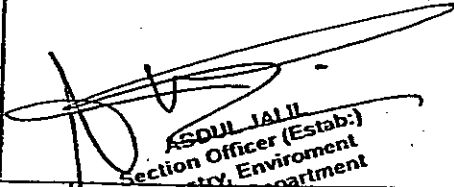
ATTESTED

2)	Additional Director General (Forestry Research) (BPS-20)		<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Director (Forestry Research Division) (BPS-19) and Director (Biodiversity Division) (BPS-19) having seventeen (17) years service in BPS-17 and above; and</p> <p>(ii) seven (07) Research Publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p> <p>Note:- A joint seniority list of Director (Forestry Research Division) (BPS-19) and Director (Biodiversity Division) (BPS-19) shall be maintained for the purpose of promotion.</p>
3)	Additional Director General (Education) (BPS-20)		<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Director (Forest Education Division) (BPS-19) and Director (Forest Products Research Division) (BPS-19) having seventeen (17) years service in BPS-17 and above; and</p> <p>(ii) seven (07) Research Publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p> <p>Note:- A joint seniority list of Director (Forest Education Division) (BPS-19) and Director (Forest Products Research Division) (BPS-19) shall be maintained for the purpose of promotion.</p>
4)	Additional Director General (Biological Sciences) (BPS-20)		<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst Director (Biological Sciences Research Division) and Director (Non Timber Forest Produce Division) (BPS-19) having seventeen (17) years service in BPS-17 and above; and</p> <p>(ii) seven (07) Research Publications of the officer in Pakistan Journal of Forestry(PJF) or Higher Education Commission recognized Journals.</p> <p>Note:- A joint seniority list of Director (Biological Sciences Research Division) (BPS-19) and Director (Non Timber Forest Produce Division) (BPS-19) shall be maintained for the purpose of promotion.</p>

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PFI Service Rules
ATTESTED

ABDUL JALIL
 Section Officer (Estab.)
 Forestry, Environment
 & Wildlife Department

5)	Director (Biological Sciences Research Division) (BPS-19)		<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Forest Botanist (BPS 18), Forest Chemist (BPS-18), Soil Chemist (BPS-18) and Forest Pathologist (BPS-18) having twelve (12) years service in BPS-17 and above; and</p> <p>(ii) five (05) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p> <p>Note:- A joint seniority list of Forest Botanist (BPS 18), Forest Chemist (BPS 18), Soil Chemist (BPS-18) and Forest Pathologist (BPS-18) shall be maintained for the purpose of promotion.</p>
6)	Director (Forest Education Division) (BPS-19)		<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Professor of Forestry (BPS-18) and Deputy Director (Technical) (BPS-18) having twelve (12) years service in BPS-17 or in case where initial recruitment takes place in BPS-18, seven (07) years service in (BPS-18); and</p> <p>(ii) five (05) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p> <p>Note:- A joint seniority list of Assistant Professor of Forestry (BPS-18) and Deputy Director (Technical) (BPS-18) shall be maintained for the purpose of promotion.</p>
7)	Director (Forest Products Research Division) (BPS-19)	 <p>ASDUL JALLIL Section Officer (Estab.) Forestry, Environment & Wildlife Department</p>	<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Logging Officer (BPS-18), Forest Economist (BPS-18), Wood Seasoning and Preservation Officer (BPS-18) and Senior Pulp and Paper Officer (BPS-18) having twelve (12) years service in BPS-17 and above; and</p> <p>(ii) five (05) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p> <p>Note:- A joint seniority list of Logging Officer (BPS-18), Forest Economist (BPS-18), Wood Seasoning and Preservation Officer (BPS-18) and Senior Pulp and Paper Officer (BPS-18) shall be maintained for the purpose of promotion.</p>

ATTESTED

Extension Specialist
Pakistan Forest Institute
Peshawar.

8)	Director (Forestry Research Division) (BPS-19)		<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Forest Mensuration Officer (BPS-18), Watershed Management Specialist (BPS-18), Central Silviculturist (BPS-18) and Senior Research Officer (BPS-18) having twelve (12) years service in BPS-17 and above; and</p> <p>(ii) five (05) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p> <p>Note:- A joint seniority list of Forest Mensuration Officer (BPS-18), Watershed Management Specialist (BPS-18), Central Silviculturist (BPS-18) and Senior Research Officer (BPS-18) shall be maintained for the purpose of promotion.</p>
9)	Director (Non Timber Forest Produce Division) (BPS-19)		<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Senior Research Officer (Silkworm Breeding) (BPS-18), Senior Research Officer (Silkworm Pathology) (BPS-18), Forest Entomologist (BPS-18) and Medicinal Plants Botanist (BPS-18) having twelve (12) years service as such in BPS-17 and above; and</p> <p>(ii) five (05) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p> <p>Note:- A joint seniority list of Senior Research Officer (Silkworm Breeding) (BPS-18), Senior Research Officer (Silkworm Pathology) (BPS-18), Forest Entomologist (BPS-18) and Medicinal Plants Botanist (BPS-18) shall be maintained for the purpose of promotion.</p>
10)	Director (Biodiversity Division) (BPS-19)	<p>ABDUL JALIL Section Officer (Estab.) Forestry, Environment & Wildlife Department</p>	<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Forest Geneticist (BPS-18), Range Management Officer (BPS-18), Extension Specialist (BPS-18) and Wildlife Management Specialist (BPS-18) having twelve (12) years service as such in BPS-17 and above; and</p> <p>(ii) five (05) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p> <p>Note:- A joint seniority list of Forest Geneticist (BPS-18), Range Management Officer (BPS-18), Extension Specialist (BPS-18) and Wildlife Management Specialist (BPS-18) shall be maintained for the purpose of promotion.</p>

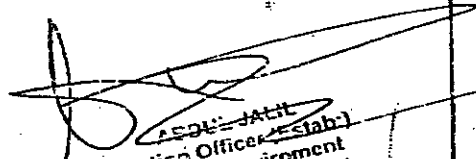
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11)	Assistant Professor of Forestry (BPS-18)	At least Ph.D Degree in Forestry from Higher Education Commission recognized University.	25 to 40 years.	(i) seventy five percent (75%) by promotion on the basis of Seniority-cum-fitness, from amongst the Lecturer in Forestry (BPS-17) having five (05) years service as such in BPS-17; and (ii) two (02) Research Publications of the officer in Pakistan Journal of Forestry(PJF) or Higher Education Commission recognized Journals; and (iii) twenty five (25%) by initial recruitment.
12)	Central Silviculturist (BPS-18)		-	(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Silviculturist (Silva) (BPS-17) having five (05)years service as such in BPS-17; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry or Higher Education Commission recognized Journals.
13)	Deputy Director (Technical) (BPS-18)		-	(i) By promotion on the basis of seniority-cum-fitness, from amongst the Executive Officer (BPS-17) and Forest Manager (BPS-17) having five (05)years service as such in BPS-17; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry(PJF) or Higher Education Commission recognized Journals. Note:- A joint seniority list of Executive Officer (BPS-17) and Forest Manager (BPS-17) shall be maintained for the purpose of promotion.
14)	Extension Specialist (BPS-18)		-	(i) By promotion on the basis of seniority-cum-fitness, from amongst the Research Officer Watershed Sociology (BPS-17) having five (05)years service as such in BPS-17; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.
15)	Forest Botanist (BPS-18)		-	(i) By promotion on the basis of seniority-cum-fitness, from amongst the Plant Physiologist (BPS-17) and Assistant Forest Ecologist (BPS-17) having five (05)years service as such in BPS-17; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals. Note:- A joint seniority list of Plant Physiologist (BPS-17) and Assistant Forest Ecologist (BPS-17) shall be maintained for the purpose of promotion.

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16)	Forest Chemist (BPS-18)		<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Forest Chemist (BPS-17) and Bio-Chemist (BPS-17) having five (05) years service as such in BPS-17; and</p> <p>(ii) two (02) research publications of the officering Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p> <p>Note:- A joint seniority list of Assistant Forest Chemist (BPS-17) and Bio-Chemist (BPS-17) shall be maintained for the purpose of promotion.</p>
17)	Forest Economist (BPS-18)		<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Forest Economists (BPS-17) having five (05) years service as such in BPS-17; and</p> <p>(ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p>
18)	Forest Entomologist (BPS-18)		<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Forest Entomologist (BPS-17) having five (05) years service as such in BPS-17; and</p> <p>(ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p>
19)	Forest Geneticist (BPS-18)		<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Forest Geneticist (BPS-17) having five (05) years service as such in BPS-17; and</p> <p>(ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p>
20)	Forest Mensuration Officer(BPS-18)		<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Silviculturists (Mensuration) (BPS-17) having five (05) years service as such in BPS-17; and</p> <p>(ii) two (02) Research Publications of the officering Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p>

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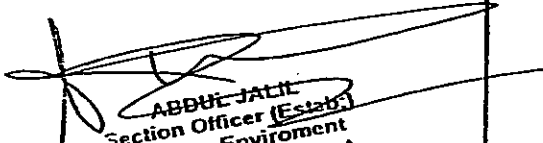
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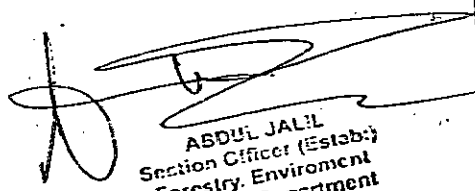
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21)	Forest Pathologist (BPS-18)	-	(i) By promotion on the basis of seniority-cum-fitness, from amongst the Research Officer (Pathology) (BPS-17) having five (05) years service as such in BPS-17; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.
22)	Medicinal Plants Botanist (BPS-18)	-	(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Economic Botanist (BPS-17) having five (05) years service as such in BPS-17; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.
23)	Range Management Officer (BPS-18)	-	(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Silviculturist (Range) (BPS-17) having five (05) years service as such in BPS-17; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.
24)	Medical Officer (BPS-18)	-	By promotion on the basis of seniority-cum-fitness, from amongst the Medical Officers (BPS-17) having five (05) years service in BPS-17 as such.
25)	Senior Pulp and Paper Officer (BPS-18)	-	(i) By promotion on the basis of seniority-cum-fitness, from amongst the Pulp and Paper Officer (Chemistry) (BPS-17) and Pulp and Paper Officer (Technology) having five (05) years service in BPS-17 as such; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals. Note:- A joint seniority list of Pulp and Paper Officer (Chemistry) (BPS-17) and Pulp and Paper Officer (Technology) shall be maintained for the purpose of promotion.
26)	Senior Research Officer (BPS-18)	-	(i) By promotion on the basis of seniority-cum-fitness, from amongst the Research officer (Farm Forestry) (BPS-17) having five (05) years service as such in BPS-17; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.


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27)	Senior Research Officer (Silkworm Breeding)(BPS-18)		<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Research Officer (Silkworm Rearing) (BPS-17) having five (05)years service as such in BPS-17; and</p> <p>(ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p>
28)	Senior Research Officer (Silkworm Pathology)(BPS-18)		<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Research Officer (Cocoon and Silk Technology) (BPS-17) having five (05)years service as such in BPS-17; and</p> <p>(ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p>
29)	Soil Chemist (BPS-13)		<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Research Officer (Soil) (BPS-17) having five (05)years service as such in BPS-17; and</p> <p>(ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p>
30)	Watershed Management Specialist (BPS-18)		<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Silviculturist (Watershed) BPS-17 having five (05)years service as such in BPS-17; and</p> <p>(ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p>
31)	Wildlife Management Specialist (BPS-18)	 ABDUL JALIL Section Officer (Estab.) Forestry, Environment & Wildlife Department	<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Wildlife Biologist (BPS-17) and Wildlife Ecologist (BPS-17) having five (05)years service as such in BPS-17; and</p> <p>(ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p> <p>Note:- A joint seniority list of Wildlife Biologist (BPS-17) and Wildlife Ecologist (BPS-17) shall be maintained for the purpose of promotion.</p>

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32)	Wood Seasoning and Preservation Officer (BPS-18)			(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Wood Seasoning Officer (BPS-17) and Assistant Composite Wood Officer (BPS-17) having five (05) years service as such in BPS-17; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals. Note:- A joint seniority list of Assistant Wood Seasoning Officer (BPS-17) and Assistant Composite Wood Officer (BPS-17) shall be maintained for the purpose of promotion.
33)	Logging Officer (BPS-18)			(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Wood Technologist (BPS-17) and Assistant Wood Technology Officer (BPS-17) having five (05) years service as such in BPS-17; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals. Note:- A joint seniority list of Assistant Wood Technologist (BPS-17) and Assistant Wood Technology Officer (BPS-17) shall be maintained for the purpose of promotion.
34)	Assistant Silviculturist (Silva) (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Forestry from a Higher Education Commission recognized University.	22 to 32 years.	(i) Fifty percent (50%) by promotion on the basis of seniority-cum-fitness, from amongst the Forest Rangers (Silva) (BPS-16) with seven (07) years service as such; and (ii) fifty percent (50%) by initial recruitment.
35)	Assistant Silviculturist (Mensuration) (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Forestry or Statistics from a Higher Education Commission recognized University.	22 to 32 years.	(i) Fifty percent (50%) by promotion on the basis of seniority-cum-fitness, from amongst the Forest Rangers (Mensuration) (BPS-16) and Computer Gr-1 (BPS-16) with seven (07) years experiences such in BPS-16; and (ii) Fifty percent (50%) by initial recruitment. Note:- A joint seniority list of Forest Ranger (Mensuration) (BPS-16) and Computer Gr-1 (BPS-16) shall be maintained for the purpose of promotion.

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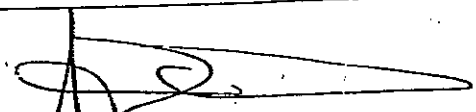
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36)	Assistant Silviculturist (Range) (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Forestry or Range Management from a Higher Education Commission recognized University.	22 to 32 years.	(i) Fifty percent (50%) by promotion on the basis of seniority-cum-fitness, from amongst the Forest Ranger (Range) (BPS 16) with seven (07) years service as such in BPS-16; and (ii) Fifty percent (50%) by initial recruitment.
37)	Assistant Silviculturist (Watershed) (BPS-17)			By promotion on the basis of seniority-cum-fitness, from amongst the Forest Rangers (Watershed) (BPS-16) with seven (07) years service as such in BPS-16.
38)	Assistant Composite Wood Officer (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Organic or Physical Chemistry or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
39)	Assistant Economic Botanist (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Botany or Agronomy or Plant Breeding and Genetics or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
40)	Research Officer (Watershed Sociology) (BPS-17)	At least Second-class Master or Bachelor of Science four (04) years Degree in Forestry or Watershed or Forest Sociology or Sociology or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
41)	Assistant Forest Chemist (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Chemistry from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.

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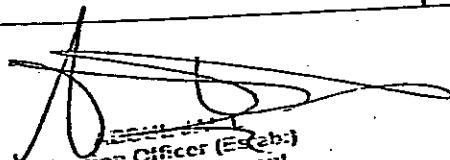
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42)	Assistant Forest Economist (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Forest Economics or Agricultural Economics or Economics from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
43)	Assistant Forest Engineer (BPS-17)	At least Second Class Bachelor Degree of Engineering (Civil or Mechanical) from a Higher Education Commission recognized University	22 to 32 years.	(i) Fifty percent (50%) by promotion on the basis of seniority-cum-fitness, from amongst the Technical Assistant (BPS-16) with seven (07) years service as such in BPS-16; and (ii) fifty percent (50%) by initial recruitment.
44)	Assistant Forest Entomologist (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Agricultural Entomology from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
45)	Assistant Forest Geneticist (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Forest Genetics or Plant Breeding and Genetics or Bio-Technology from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
46)	Assistant Forest Ecologist (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Forest Ecology or Botany from a Higher Education Commission recognized University	22 to 32 years.	By initial recruitment.
47)	Research Officer (Farm Forestry) (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Forestry from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.


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48)	Research Officer (Pathology) (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Forest Pathology or Agricultural Pathology or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
49)	Research Officer (Soil)(BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Soil Science from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
50)	Research Officer (Silkworm Rearing) (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Agricultural Entomology or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
51)	Research Officer (Cocoon and Silk Technology) (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Agricultural Entomology or Chemical Technology or Chemistry or Textile Engineering or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
52)	Assistant Wood Technology Officer (BPS-17)			By promotion on the basis of seniority-cum-fitness, from amongst the Research Assistants (BPS 16) having five (05) years service as such.
53)	Assistant Wood Technologist (BPS-17)			By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Wood Working Officers (BPS-16) having three (03) years Diploma in Wood Technology with five (05) years experience as such.
54)	Bio-Chemist (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Bio-Chemistry or Chemistry or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.

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55)	Executive Officer (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Forestry or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
56)	Lecturer in Forestry (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Forestry or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
57)	Women Medical Officer (BPS-17)	At least Second Class MBBS Degree or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
58)	Plant Physiologist (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Botany or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
59)	Pulp and Paper Officer (Chemistry) (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Pulp and Paper or Chemical Technology or Chemical Engineering or Industrial Engineering or Chemistry or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
60)	Pulp and Paper Officer (Technology) (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Pulp and Paper or Chemical Technology or Chemical Engineering or Industrial Engineering or Chemistry or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.



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61)	Wildlife Ecologist (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Wildlife Management or Zoology or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
62)	Forest Manager (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Forestry or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
63)	Wildlife Biologist (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Wildlife Management or Zoology from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
64)	Librarian (BPS-17)			By promotion on the basis of seniority-cum-fitness, from amongst Assistant Librarian (BPS-16) with five (05) years services as such.
65)	Assistant Wood Seasoning Officer (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Chemistry or Forestry or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.

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 Section Officer (Estab),
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66)	Administrative Officer(BPS-17)			By promotion on the basis of seniority-cum-fitness, from amongst the Superintendent (BPS-17) with three (03)years service as such.
67)	Superintendent (BPS-17)			By promotion on the basis of seniority-cum-fitness, from amongst the Assistant (BPS-16) with five (05) years service as such.
68)	Assistant Wood Working Officer (BPS-16)			By promotion on the basis of seniority-cum-fitness, from amongst the Foremen (Wood Workshop) (BPS-12) with seven (07)years service as such having Post-Matric three (03) years Diploma in Wood Working Technology.
69)	Computer Gr-1 (BPS-16)	At least Second Class Bachelor's Degree in Statistics, Mathematics or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
70)	Forest Ranger (Watershed) (BPS-16)	At least Second Class Bachelor's Degree in Forestry or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
71)	Forest Ranger (Mensuration) (BPS-16)	At least Second Class Bachelor's Degree in Forestry or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
72)	Forest Ranger (Silva)(BPS-16)			By promotion on the basis of seniority-cum-fitness, from amongst the Foresters(BPS-08) with seven (07) years services as such.
73)	Forest Ranger (Range)(BPS-16)			By promotion on the basis of seniority-cum-fitness, from amongst the Field Assistant (BPS-08) with seven (07)years experience as such.

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 Section Officer (BPS-16)
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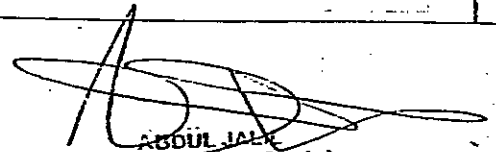
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74)	Research Assistant (BPS-16)	At least Second Class Bachelor's Degree in Forestry, Biological Sciences or equivalent qualification from a Higher Education Commission recognized University	22 to 32 years.	(i) Sixty seven percent (67%) by promotion on the basis of seniority-cum-fitness, from amongst the Lab. Technicians (BPS-11) with seven (07)years service as such; and (ii) thirty three percent (33%) by initial recruitment.
75)	Technical Assistant (BPS-16)	At least Second Class Bachelor's Degree in Forestry, Biological Sciences or equivalent qualification from a Higher Education Commission recognized university	22 to 32 years.	(i) Thirty three percent (33%) by promotion on the basis of seniority-cum-fitness, from amongst the Ropeway Operator (BPS-12), Technician (BPS-12) and Technical Assistant (BPS-12) with seven (07)years service as such; and (ii) Sixty seven percent (67%) by initial recruitment. Note:- A joint seniority list of Ropeway Operator (BPS-12), Technician (BPS-12) and Technical Assistant (BPS-12) shall be maintained for the purpose of promotion.
76)	Assistant Librarian (BPS-16)	At least Second Class Master or Bachelor of Science four (04) years Degree in Library and Information Sciences or equivalent qualification from a Higher Education Commission recognized University or Degree Awarding Insitution.	22 to 32 years.	By initial recruitment.
77)	Assistant (BPS-16)	(i) At least Second Class Bachelor's Degree or equivalent qualification from a Higher Education Commission recognized University. (ii) A speed of thirty (30) words per minute in typing; and (iii) Knowledge of computer in using MS Word and MS Excel.	22 to 32 years.	(i) Seventy five percent (75%) by promotion on the basis of seniority-cum-fitness, from amongst the Senior Clerks (BPS-14) with seven (07) years service as Junior and Senior Clerk as such with basic knowledge of Computer and typing speed of thirty (30) words per minute; and (ii) Twenty five (25%) by initial recruitment.

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78)	Assistant Private Secretary (BPS-16)			By promotion on the basis of seniority-cum-fitness, from amongst the Steno Typist (BPS-14) with five (05) years service as such with basic knowledge of Computer and typing speed of thirty (30) words per minute.
79)	Male Nurse (BPS-16)			By promotion on the basis of seniority-cum-fitness, from amongst the Clinical Technician Pharmacy (BPS-07) with seven (07) years service as such.
80)	Female Nurse (BPS-16)			By promotion on the basis of seniority-cum-fitness, from amongst the PHC Technician (BPS-07) with seven (07) years service as such.
81)	Steno typist (BPS-14)	(iv) At least Second Division in Intermediate or equivalent qualification from a recognized Board; and (v) A speed of fifty (50) words per minute in shorthand in English and thirty five (35) words per minute in typing; and (vi) Knowledge of computer in using MS Word and MS Excel.	18 to 30 years.	By initial recruitment.
82)	Senior Clerk (BPS-14)			By promotion on the basis of seniority-cum-fitness, from amongst the Junior Clerks (BPS-11) with at least five (05) years service as such.
83)	Technician (BPS-12)	Three (03) years Post Matric Diploma of Telecommunication or three (03) years Post Matric Diploma in Associate Engineering (Civil and Electrical).	18 to 30 years.	By initial recruitment.
84)	Technical Assistant (BPS-12)	At least Second Class Bachelor Degree in Science from a Higher Education Commission recognized University.	18 to 30 years.	By initial recruitment.

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85)	Foreman (Vehicle Workshop) (BPS-12)	At least Second Division in Matric or equivalent qualification with three (03) years Diploma in Associate Engineering (Automobile) from a recognized Board of Technical Education.	18 to 30 years.	(i) Fifty percent (50%) by promotion on the basis of seniority-cum-fitness, from amongst the Motor Mechanic (BPS-07) and Mechanic (BPS-07) having Secondary School Certificate from recognized Board with seven (07) years service as such; and (ii) fifty percent (50%) by initial recruitment. Note:- A joint seniority list of Motor Mechanic (BPS-07) and Mechanic (BPS-07) shall be maintained for the purpose of promotion.
86)	Foreman (Wood Workshop) (BPS-12)	At least Second Division Intermediate in Science with two (02) years Diploma in Woodworks from a Government Recognized Vocational Training Institute.	18 to 30 years.	(i) Fifty percent (50%) by promotion on the basis of seniority-cum-fitness, from amongst the Sawyer (BPS-07), Polisher (BS-07) and Carpenter (BPS-07) having Diploma in Wood Workshop with seven (07) years service as such; and (ii) fifty percent (50%) by initial recruitment. Note:- A joint seniority list of Sawyer (BPS-07), Polisher (BS-07) and Carpenter (BPS-07) shall be maintained for the purpose of promotion.
87)	Museum Assistant (BPS-12)			By promotion on the basis of seniority-cum-fitness, from amongst the Herbarium Keeper (BS-07) having Intermediate in Science with seven (07) years service as such.
88)	Ropeway Operator (BPS-12)	Three (03) years Post Matric Diploma of Associate Engineering (Automobile) from a recognized Board of Technical Education.	18 to 30 years.	By initial recruitment.
89)	Senior Store Keeper (BPS-12)			By promotion on the basis of seniority-cum-fitness, from amongst the Store Keepers (BS-07) having Secondary School Certificate from a recognized Board with seven (07) years service as such.

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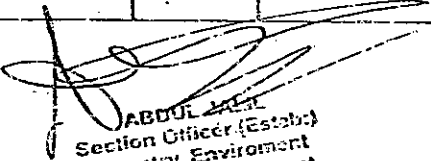
90)	Pesh Imam (BPS-11)	(i) At least Second Class Shahadat-e-Alaalamia from Wafaq-ul-Madaress or Master Degree in Arabic or Islamiyat or equivalent qualification from a Higher Education Commission recognized University or Degree Awarding Institution. (ii) Preference will be given to Hafiz-e-Quran with proficiency in Qirat.	21 to 30 years.	By initial recruitment.
91)	Lab. Technician (BPS-11)	At least Second Class Bachelor Degree in Science or equivalent qualification from a Higher Education Commission recognized University.	18 to 30 years.	(i) Fifty percent (50%) by promotion on the basis of seniority-cum-fitness, from amongst the holder of the post of Lab. Assistant (BS-08) having Intermediate in Science with seven (07) years service as such; and (ii) Fifty percent (50%) by initial recruitment.
92)	Photographer (BPS-11)	(i) At least Second Class Intermediate or equivalent qualification from a recognized Board. (ii) Two (02) years experience in still and movie photography and operation of Movies and Slide Projectors.	18 to 30 years.	By initial recruitment.
93)	Junior Clerk (BPS-11)	(i) At least Second Division Secondary School Certificate or equivalent qualification from a recognized Board. (ii) A speed of thirty (30) words per minute in typing	18 to 30 years.	(i) Thirty three percent (33%) by promotion on the basis of seniority-cum-fitness, amongst the Daftari (BS-04), Naib Qasid (BS-03) and Khalasi (BS-03) including holders of other equivalent posts with seven (07) years service as such, and who have passed Secondary School Certificate examination; and (ii) sixty seven percent (67%) by initial recruitment. Note:- For the purpose of promotion, there shall be maintained a common seniority list of Daftari's, Naib Qasids and Khalasi, with reference to the date of their acquiring the Secondary School Certificate.


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				<p>(a) If two or more officials have acquired the Secondary School Certificate in the same session, the inter se seniority in the lower post shall be maintained for the purpose of determining seniority in the higher post; and</p> <p>(b) Where a senior official does not possess the requisite qualification at the time of filling up a vacancy the official next junior to him possessing the requisite qualification shall be promoted in preference to the senior official or officials</p>
94)	Accountant (BPS-10)	At least Second Class Bachelors Degree in Business Administration or Bachelor of Commerce or equivalent qualification from a recognized University with basic knowledge of Computer in using MS Word and MS Excel.	18 to 30 years.	<p>By initial recruitment.</p> <p>Note:- Their promotion line will be fixed in Ministerial Staff according to upgradation made by the Government.</p>
95)	Field Assistant (BPS-08)	At least Second Class Intermediate in Science or equivalent qualification from a recognized Board	18 to 30 years.	<p>(i) Five percent (05%) by promotion on the basis of seniority-cum-fitness, from amongst the Garden Supervisor (BPS-07) having Secondary School Certificate from a recognized Board with Forester Course and five (05) years service as such; and</p> <p>(ii) ninety five percent (95%) by initial recruitment.</p> <p>Note:- The selected candidates shall undergo and successfully complete training at Forest School Thai leading to training two (02) years Forester's Course. Those already having two (02) years Forester's Course from Forest School, Thai shall be exempted from such training.</p>
96)	Forester (BPS-08)	(i) At least Second Class Bachelor's Degree with Intermediate in Science or equivalent qualification from a Higher Education Commission recognized University.	18 to 30 years.	<p>(i) Twenty percent (20%) by promotion on the basis of seniority-cum-fitness, from amongst the Forest Guards (BPS-07) having Secondary School Certificate from a recognized Board with five (05) years service as such; and</p>


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		<p>(ii) Physical fitness:</p> <p>(a) Height (5-6ft minimum)</p> <p>(b) Chest size (34-36 inches minimum)</p> <p>Note: The candidates shall qualify Marathon race of two (02) km within 20 minutes.</p>		<p>(ii) eighty percent (80%) by initial recruitment.</p> <p>Note:-The selected candidates shall undergo and successfully complete training at Forest School Thai leading to training two (02) years Forester's Course. Those already having two (02) years Forester's Course from Forest School Thai shall be exempted from such training.</p>	
81	97)	Laboratory Assistant (BPS-08)	At least Second Class Intermediate in Science or equivalent qualification from a recognized Board.	18 to 30 years.	<p>(i) Fifty percent (50%) by promotion on the basis of seniority-cum-fitness, from amongst the Lab. Attendants (BPS-04) with seven(07)years service as such; and</p> <p>(ii) Fifty percent (50%) by initial recruitment.</p>
35	98)	Plant Operator (BPS-08)	At least Second Class Intermediate Certificate in Science or equivalent qualification from a recognized Board.	18 to 30 years.	By initial recruitment.
	99)	Masson (BPS-08)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board with five (05) years practical experience in the line.	18 to 30 years.	By initial recruitment.
	100)	Driver-cum Mechanic (BPS-08)			By promotion on the basis of seniority-cum-fitness, from amongst the Drivers/Tractor Driver (BPS-06) with five (05) years service as such.
	101)	Foreman (Civil)(BPS-08)	At least Second Class post Matric three (03) years Diploma in Associate Engineering (Civil) or equivalent qualification from recognized Board of Technical Education.	18 to 30 years.	By initial recruitment.

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102)	Foreman (Electrical) (BPS-08)	At least Second Class post Matric three (03) years Diploma in Associate Engineering (Electrical) or equivalent qualification from recognized Board of Technical Education.	18 to 30 years.	By initial recruitment.
103)	Storekeeper (BPS-07)			By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Store Keepers (BPS-07) and Assistant Curators (BPS-07) with five (05) years service as such. Note:-A joint seniority list of Assistant Store Keepers (BPS-07) and Assistant Curators (BPS-07) shall be maintained for the purpose of promotion.
104)	PHC Technician (BPS-07)	At least Second Class Secondary School Certificate with Science or equivalent qualification from a recognized Board and two (02) years Diploma in LHV or Midwifery from recognized Nursing Board or Medical Faculty.	18 to 30 years.	By initial recruitment.
105)	Clinical Technician Pharmacy (BPS-07)	At least Second Class Secondary School Certificate with science or equivalent qualification with two (02) years Diploma in Paramedical Technology from a recognized nursing Board or Medical Faculty.	18 to 30 years.	By initial recruitment.
106)	Physical Training Instructor (BPS-07)	Ex-Army man with at least Second Class Intermediate Certificate from a recognized Board.	18 to 30 years.	By initial recruitment.
107)	Mechanic (BPS-7)			By promotion on the basis of seniority-cum-fitness, from amongst the Fitters (BPS-05) with five (05) years service as such.
108)	Motor Mechanic (BPS-7)	Certificate in the relevant field from recognized Institution with seven (07) years practical experience preferably in a Government workshop.	18 to 30 years.	By initial recruitment.

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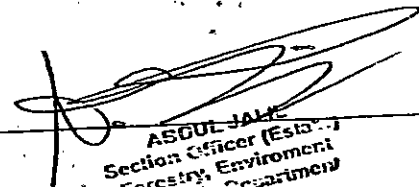
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109)	Garden Supervisor (BPS-07)		18 to 30 years.	By promotion on the basis of seniority-cum-fitness, from amongst the Head Malis (BPS-04) with ten (10) years service as such who possess Secondary School Certificate.
110)	Assistant Storekeeper (BPS-07)	At least Second Class Intermediate Certificate in Science or equivalent qualification from a recognized Board.	18 to 30 years.	By initial recruitment.
111)	Assistant Curator (BPS-07)	At least Second Class Intermediate Certificate in Science or equivalent qualification from a recognized Board.	18 to 30 years.	By initial recruitment.
112)	Carpenter (BPS-07)	At least Second Class Matric Certificate or equivalent qualification from a recognized Board with one (01) year Diploma from a Government Vocational Training Center or Institute.	18 to 30 years.	By initial recruitment.
113)	Electrician (BPS-07)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board with one (01) year Diploma from a Government Vocational Training Center or Institute	18 to 30 years.	(i) Sixty seven percent (67%) by promotion on the basis of seniority-cum-fitness, from amongst the Lineman (BPS-06) and Pump Operator (BPS-06) with five (05) years service as such; and (ii) thirty three percent (33%) by initial recruitment. Note:- A joint seniority list of Lineman (BPS-06) and Pump Operator (BPS-06) shall be maintained for the purpose of promotion.
114)	Forest Guard (BPS-07)	At least Second Class in Intermediate with Secondary School Certificate in Science from a recognized Board. Physical fitness: (a) Height (5-6 ft minimum) (b) Chest size (34-36 inches minimum) Note: The candidates shall qualify Marathon race of two (02) km within twenty (20) minutes.	18 to 30 years.	By initial recruitment. Note:- The candidate who has been recruited shall have to undergo one year training course of Forest Guards at Khyber Pakhtunkhwa Forest School Thai Abbottabad. Those already having one (01) year Forest Guard Course from Forest School Thai shall be exempted from such training.


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115)	Gas Plant Mechanic (BPS-07)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board with one (01) year Diploma in Mechanical - from a Government Vocational Training Center or Institute.	18 to 30 years.	By initial recruitment.
116)	Herbarium keeper (BPS-07)	At least Second Class Intermediate (Pre-Medical) in Science from a recognized Board.	18 to 30 years.	By initial recruitment.
117)	Polisher (BPS-07)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board with one (01) year Diploma from a Government Vocational Training Center or Institution.	18 to 30 years.	(i) Fifty percent (50%) by promotion on the basis of seniority-cum-fitness, from amongst the Workshop Attendant (BPS-03) with ten (10) years service as such; and (ii) fifty (50%) percent by Initial recruitment.
118)	Sawyer (BPS-07)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board with one (01) year Diploma in the trade from a Government Vocational Training Center or Institution.	18 to 30 years.	By initial recruitment.
119)	Welder (BPS-07)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board with one (01) year Diploma in the trade from Government Vocational Training Center.	18 to 30 years.	By initial recruitment.
120)	Lineman (LT) (BPS-06)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board with one (01) year Diploma in Electrician from Government Vocational Training Center.	18 to 30 years.	By initial recruitment.
121)	Driver/Tractor Driver (BPS-06)	Literate having LTV/HTV driving license issued by the competent authority.	18 to 30 years.	(i) Twenty five percent (25%) by promotion on the basis of seniority-cum-fitness, from amongst the Cleaners (BPS-03) having ten (10) years experience with LTV/HTV license; and

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		Note:-Preference will be given to those who have sufficient experience in driving, repair and maintenance of vehicles.		(ii) seventy five (75%) by initial recruitment.
122)	Pump Operator (BPS-06)	At least Second Class Secondary School Certificate from a recognized Board with one (01) year Diploma in the trade from a Governmental Vocational Training Center.	18 to 30 years.	By initial recruitment.
123)	Fitter (BPS-05)	At least Second Class Secondary School Certificate from a recognized Board with one (01) year Diploma in the trade from a Governmental Vocational Training Center.	18 to 30 years.	By initial recruitment.
124)	Assistant Photographer (BPS-05)			By Promotion on the basis of seniority-cum-fitness, from amongst the holders of the post of Museum Attendant (BPS-3) and Library Attendant (BPS-3) with five (05) years service as such. Note:-A joint seniority list of Museum Attendant (BPS-3) and Library Attendant (BPS-3) shall be maintained for the purpose of promotion.
125)	Tennis Marker (BPS-05)			By promotion on the basis of seniority-cum-fitness, from amongst the Sports Attendant (BPS-03) with five (05) years service as such.
126)	Daftari (BPS-04)			By promotion on the basis of seniority-cum-fitness, from amongst the Naib Qasids with two years service as such.
127)	Havildar Armed Guard (BPS-04)			By promotion on the basis of seniority-cum-fitness, from amongst the holders of the post of Armed Guard (BPS-03) with five (05) years service as such.
128)	Jamadar Armed Guard (BPS-04)			By promotion on the basis of seniority-cum-fitness, from amongst the Armed Guards (BPS-03) with five (05) years service as such.

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129)	Laboratory Attendant (BPS-04)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board	18 to 40 years.	(i) Twenty five percent (25%) by promotion on the basis of seniority-cum-fitness, from amongst the Plant Collectors (BPS-03) and Plant Mounters (BPS-03) with five (05) years service as such; and (ii) Seventy five percent (75%) by initial recruitment. Note:-A joint seniority list of Plant Collectors (BPS-03) and Plant Mounters (BPS-03) shall be maintained for the purpose of promotion.
130)	Head Mali (BPS-04)			By promotion on the basis of seniority-cum-fitness, from amongst the Malis (BPS-03) with seven (07) years service as such.
131)	Jamadar Sanitary Worker (BPS-04)			By promotion on the basis of seniority-cum-fitness from amongst the Sanitary Workers (BPS-03) with five (05) years service as such.
132)	Armed Guard (BPS-03)	Ex-Army Man with at least Second Class Secondary School Certificate from a recognized Board.	18 to 40 years.	By initial recruitment.
133)	Bearer (BPS-03)	Literate with two years practical experience in any Hotel or Guest House as Waiter or Bearer.	18 to 40 years.	By initial recruitment.
134)	Butler (BPS-03)	Literate with two years practical experience in any Hotel or Guest House as Waiter or Bearer.	18 to 40 years.	By initial recruitment.
135)	Cleaner (BPS-03)	Literate having LTV Driving license issued by the competent authority. Preference will be given to those who have sufficient experience in driving and maintenance of vehicles.	18 to 40 years.	By initial recruitment.
136)	Cook (BPS-03)	Literate with three years practical experience in any Hotel or Guest House as Cook	18 to 40 years.	By initial recruitment.

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ABDUL JALIL
Section Officer (Estab.)
Forestry, Environment
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137)	Cook for Guest House(BPS-03)	Literate with three years practical experience in any Hotel or Guest House as Cook.	18 to 40 years.	By initial recruitment.
138)	Dai (BPS-03)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board with one (01) year Midwife Certificate from recognized Nursing Board or Medical Faculty.	18 to 40 years.	By initial recruitment.
139)	Khalasi (BPS-03)	Preferably literate.	18 to 40 years.	By initial recruitment.
140)	Library Attendant (BPS-03)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board.	18 to 40 years.	By initial recruitment.
141)	Mali (BPS-03)	Literate with two years working experience in gardening.	18 to 40 years.	By initial recruitment.
142)	Dishwasher/ Masaalchi (BPS-03)	Literate with three years practical experience in any Hotel or Guest House as Cook.	18 to 40 years.	By initial recruitment.
143)	Museum Attendant (BPS-03)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board with two years experience in the trade.	18 to 40 years.	By initial recruitment.
144)	Naib Qasid (BPS-03)	Literate.	18 to 40 years.	By initial recruitment.
145)	Plant Collector (BPS-03)	At least Second Class Secondary School Certificate or equivalent qualification in Science from a recognized Board.	18 to 40 years.	By initial recruitment.
146)	Plant Mounter (BPS-03)	At least Second Class Secondary School Certificate or equivalent qualification in Science from a recognized Board.	18 to 40 years.	By initial recruitment.

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147)	Sweeper (BPS-03)	Literate.	18 to 40 years.	By initial recruitment.
148)	Sanitary Worker (BPS-03)	Literate.	18 to 40 years.	By initial recruitment.
149)	Sports Attendant (BPS-03)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board.	18 to 40 years.	By initial recruitment.
150)	Workshop Attendant (BPS-03)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board.	18 to 40 years.	By initial recruitment.

SECRETARY TO GOVT: OF KHYBER PAKHTUNKHWA
FORESTRY, ENVIORNMENT & WILDLIFE
DEPARTMENT

Peshawar Dated the 16th April, 2019

Endst: No. SO (Estt)FE&WD/V-10/2019/3891-3904

Copy is forwarded for information to: -

- 1) All Administrative Secretaries, Govt: of Khyber Pakhtunkhwa.
- 2) Accountant General, Khyber Pakhtunkhwa.
- 3) Secretary to Ministry of Climate Change, Government of Pakistan, Islamabad.
- 4) Director General, Pakistan Forest Institute, Peshawar.
- 5) Chief Conservator of Forests, Central Southern Forest Region-I, Peshawar.
- 6) Chief Conservator Wildlife Khyber Pakhtunkhwa.


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Section Officer (Estt.)
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- 7) Registrar Peshawar High Court/Service Tribunal, Khyber Pakhtunkhwa.
- 8) Secretary, Khyber Pakhtunkhwa Public Service Commission.
- 9) Director Budget & Accounts Cell, FE&W Department.
- 10) Librarian, Government of Khyber Pakhtunkhwa, Establishment Department.
- 11) Manager Government Printing Press, Khyber Pakhtunkhwa, Peshawar for publication in the Official Gazette with the request that twenty printed copies of the notification, as & when published may be furnished to this department.
- 12) PS to Secretary, FE&W Department Khyber Pakhtunkhwa.
- 13) Master file.
- 14) Concerned file.


HAFIZ ABDUL JALIL
SECTION OFFICER (ESTT) 16/4/2019

ABDUL JALIL
Section Officer (Estab-)
Forestry, Environment
& Wildlife Department

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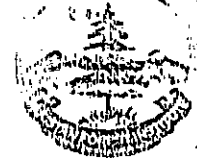
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(SAY NO TO CORRUPTION)

Dated 14/6/2019

OFFICE ORDER

No. 101 /F.VI(179)-Estt: In order to rectify the anomalies and to address grievances of the employees of Pakistan Forest Institute (PFI) related to the fresh service rules of PFI, notified on 16-04-2019, the following anomaly committee is hereby constituted:

- | | |
|-------------------------------------------------------------------------|----------|
| 1. Mr. Ayaz Khan Marwat , Director, Forestry Research Division (BPS-19) | Chairman |
| 2. Mr. Ahmed Zamir, Assistant Professor of Forestry (BPS-18) | Member |
| 3. Mr. Yousaf Shah, Administrative Officer (B&A) (BPS-17) | Member |
| 4. Mst. Sanam Zarif, Bio-Chemist (BPS-17) | Member |

TORs of the committee

- To examine all the applications of the concerned employees of PFI, Peshawar regarding their grievances / reservations.
- To point out anomalies (if any) in the service rules of PFI.
- To propose revision / amendment in the cases of anomalies, where necessary with justification.
- To propose bifurcation / re-designation or change of nomenclature, where necessary, with justification.
- Preparation of draft letters / summaries / cases / working papers for bifurcation / re-designation or change of nomenclature accordingly.
- Preparation of cases / working papers for submission to SSRC.
- Already settled cases / rules will not be discussed on the forum of the committee meeting.

The Committee will submit the genuine cases with viable solutions within 15 days. Administrative Officer (G) will provide the relevant documents to the committee, as and when demanded.

Director General

No. 571 /F.VI (179)-Estt dated 14/6/2019

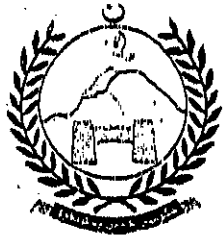
CC:

1. All Additional Director Generals, PFI, Peshawar.
2. All Directors, PFI, Peshawar.
3. Chairman of the committees.
4. Deputy Director (Tech), PFI, Peshawar.
5. All members of the committee.
6. Administrative Officer (G), PFI with the instructions to provide relevant record to the chairman of the committee, as and when needed.
7. Notice Board.

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GOVERNMENT OF KHYBER PAKHTUNKHWA
FORESTRY, RESEARCH DIVISION
PAKISTAN FOREST INSTITUTE, PESHAWAR

Phone No. 091-9221224 Fax: +92 91 9221233



NO. 326 / ESTT (15) / 1919

Dated 29 August, 2019

To

The Director General
Pakistan Forest Institute
Peshawar

Subject: SUGGESTIONS/ RECOMMENDATIONS

Kindly refer to your office order No.101/F.VI(179)-Estt dated 14.06.2019,
and to enclose herewith suggestions/ recommendations of the anomaly committee
regarding settlement of the grievances of the employees related to recruitment and
promotion rules of PFI, 2019.

*DDT/Ao (6)
The process is to circulate it
to all individuals for
their views.
Am
03/09/19*

Chairman,
Anomaly Committee/
Director
Forestry Research Division
Pakistan Forest Institute
Peshawar

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GOVERNMENT OF KHYBER PAKHTUNKHWA
Forestry, Environment & Wildlife Department
Forestry Research Division
Pakistan Forest Institute, Peshawar
Phone No. 091-9221224 Fax: +92 91 9221233



**SUGGESTIONS OF THE ANOMALY COMMITTEE
FOR ADDRESSING THE APPLICATIONS/ GRIEVANCES OF THE EMPLOYEES OF PFI, PESHAWAR**

In pursuance of office Order No.101/F.VI(179)-Estt dated 14.06.2019, issued by Director General, PFI, where the anomaly committee was constituted to thoroughly check/ examine the grievances/ applications of the employees of PFI. The committee examined each and every case of the employees and suggested the following.

APPLICATIONS OF THE NON-GAZATTED STAFF

S.#	Application No.	Name	Suggestions	Remarks
1.	01	Abdul Basit, Museum Attendant (BS-03)	The case was examined and it is suggested that the post of Museum Attendant (BPS-03), S.No.143 of Recruitment Rules may be put in the promotion line of Herbarium Keeper (BPS-07), S.No.116. The post of Herbarium Keeper may be put in 50% promotion quota instead of initial recruitment. Qualifications for promotion for the post of Museum Assistant (BPS-12), S.No.87 of Recruitment Rules may be amended as Metric with Science.	
2.	02-06	Khalid Javed, Muhammd. Iqbal Field Assistant, and others (BS-08)	Different opinions were received from the applicants relating to Field Assistant and Forester. The rules are very clear and no anomaly was found. Therefore applications are suggested to be filed.	
3.	07	Muhammd Shafiq, Welder (BS-07)	The case of Welder (BPS-07) was examined. There was found no opening in promotion line for him. Therefore, it is suggested that he may be placed in promotion line in the panel line with Sawyer (BPS-07), Polisher (BPS-07) and Carpenter (BPS-07) against the post of Foreman Wood Workshop (BPS-12) S.No.86 of Recruitment Rules. Diploma in Wood Workshop may be exempted in promotion line.	
4.	08	Muhammad Nasim, Lab Assistant (BS-08) and others	The case of applicant was examined and it is suggested that the sentence i.e. "OR having Metric in Science with 12 Years Service" may be added in the rules to avoid the frustrations of the applicants waiting for promotion against the post of Lab Technician (BPS-11), S.No.91 of Recruitment Rules.	

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09	Fazal Dad, Armed Guard (BPS-03)	As there is no opening line of promotion of the applicant. Therefore it is suggested that the post of Jamadar Armed Guard (BPS-04) and Havildar Armed Guard (BPS-04), S.NO.128 and S.NO.127 of the recruitment rules may be upgraded to the BPS-07 and BPS-08 respectively.		
6.	10	Bushra Akhtr, Dal (BPS-03)	The case of Bushra Akhtar, Dal (BPS-03) was examined. She does not fulfill the qualification for any higher post to be promoted. Therefore application may be filed.	
7.	11	Shakeel Ahmd Herbarium Keeper (BPS-07)	The case was examined and it is suggested that the sentence "OR matriculation with 12 Years experience" may also be added with the existing rules for promotion to the post of Museum Assistant (BPS-12), S.No.87 of the Recruitment Rules.	
8.	12-25	Fazal Mabood N.Q (BPS-03) and others	The nature of the grievance of all the applicants is same i.e. that some posts should be excluded from the promotion line for Junior Clerk (BPS-11), S.No. 93 of the recruitment rules. The case was examined, no anomaly was there and the rules were found clear about it. Therefore the case may be filled.	
9.	26	Muhammd Bilal, Foreman (BPS-08)	The case was examined. It is suggested that opening for the post of Foreman (Electrical)(BPS-08), S.No.102 of the Recruitment Rules may be made for promotion to the post of Technician (BPS-12), S.No.83 of the Recruitment Rules and it may be put in 50% promotion line instead of initial recruitment.	
10.	27	Muhammd Tufail, Plant Operator (BPS-08)	The case was examined and it was found that no opening exists for the applicant in the new rules. Therefore, it is suggested to include the post of Plant Operator (BS-08), S.No.98 of the Recruitment Rules in the promotion line of Research Assistant (BPS-16), S.No.74 of the Recruitment Rules.	As Promotion line was oversighte d therefore his case for promotion may be initiated accordingly
11.	28	Muhammd Sohail, Mechanic (BPS-07)	The case was examined and it is stated that for promotion to the post of Foreman (Vehicle Workshop) (BPS-12), S.No.85 of the Recruitment Rules, the sentence i.e "literate with 10 years service" may be added to the rules.	
12.	29	Khairul Hasan, Male Nurse (BPS-14)	The case was examined. The BPS of Male Nurse in the recruitment & promotion Rules 2019 is BPS-16 whereas the applicant is working as Male Nurse in BPS-14. It is suggested that his application may be entertained and he may be considered in BPS-16 as mentioned in Rules 2019 at S.No 79.	
13.	30	Rahmullah, Photographer (BPS-11)	The case was examined and it is stated that Photographer (BS-11) S.No.92 of the Recruitment Rules has no opening line of promotion therefore it is suggested that personal upgradation to BS-14 may be given. In Government of KP, Information & Public Relations Department, the post of Photographer also exist with BPS-14.	

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14.	31	Wasim Ahmd, Assistant (BPS-16)	The case was examined; the request of applicant does not fall in the ambit of the anomaly committee. Therefore it is suggested that the case may be filed.	
15.	32	Shah Nawaz PTI (BPS-07)	The case was examined. There is no promotion line open for the post of PTI (BS-07), S.No. 106 of the Recruitment Rules. It is suggested that the post of PTI (BPS-07), S.No.106 of the Recruitment Rules may be upgraded from BPS-07 to BPS-12, as in Social Welfare, Special Education and Women Empowerment Department, Government of Khyber Pakhtunkhwa.	
16.	33	Manzar Khan Mardani, Pesh Imam (BPS-11)	The case was examined. There is no promotion line for the applicant. Since 2003, the applicant has been working in the same pay scale 11, having Ph.D degree. Therefore it is suggested that the applicant, Pesh Imam (BPS-11), S.No.90 of the Recruitment Rules, may be granted personal upgradation from (BPS-11) to (BPS-16) like in University of Peshawar.	
17.	34	Tariq Mahmood, Technician (BPS-12)	The case was examined. It is suggested that the requested may be considered and the quota for promotion to the Technical Assistant (BPS-16) S.No.75 of the recruitment rules, may be increased from 33% to 50%.	
18.	35	Muhammad Safeer, Assistant Curator (BPS-07)	The post of Assistant Curator (BPS-07), S.No.111 of the recruitment rules is in BPS-16 In Sports, Culture, Tourism, Archaeology, Museums and Youth Affairs Department, Govt: of Khyber Pakhtunkhwa. Therefore it is suggested that the post of Assistant Curator at the strength of PFI may be upgraded on the same analogy. Note: It is also suggested that the post of Assistant Curator (BPS-7) may also be deleted from the list of promotion for the post of storekeeper (BPS-7), S.No. 103 of the recruitment rules.	
19.	36	Fazal Rehman Tennis Marker (BPS-05)	No opening exists in the rules for the promotion of the applicant. After examining the case, it is suggested that the post of Tennis Marker (BPS-05), S.No. 125 of the recruitment rules, may be included in the promotion line for Assistant Storekeeper (BPS-07), S.No.110 of the recruitment rules. It is also suggested that the post of Assistant Storekeeper be put in promotion quota instead of initial recruitment.	
20.	37	Muhammad Tariq Sports Attendant (BPS-03)	The applicant has no opening for promotion in the rules. Therefore it is suggested that the post of Sports Attendant (BPS-03), S.No. 149 of the recruitment rules, may be included in the promotion line against the post of Tennis Marker (BPS-05), S.No. 125 of the recruitment rules.	
21	38	Muhammad Aslam, Accountant (BPS-	The case was examined and in the light of the guidelines, provided by administrative department, it is suggested	his case for promotion

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	14)		that amendments may be made in the service rules 2019 and the post of Accountant (BPS-14) S.No.94 and Senior Clerk (BPS-14), S.No. 82 of the recruitment rules may be clubbed for the purpose of promotion and a joint seniority list of Accountant and Senior clerk may be maintained for promotion to the post of Assistant (BPS-16), S.No.77 of the recruitment rules. Note: The post of the Accountant has been reflected in BPS-10, which may be corrected as BPS-14.	may be initiated accordingly
22	38-B	Gul Rehman, mali	The case was examined and it is suggested that the condition of the eligibility for promotion to the Garden Supervisor (BPS-07), S.No.109 of the recruitment rules may be considered as "Literate persons with 15 years experience as Head mali (BPS-04)" as reflected in old recruitment rules instead of "10 years service with secondary school certificate".	
23	38-C	Said Akhtar Khan, Assistant Wood Working Officer (BPS-16)	<p><u>Post of Polisher (BPS-07)</u></p> <p>The Incharge of Wood Workshop/Mechanical and Vehicle Workshop Suggested that there is no Polisher Diploma is available in any vocational Training Centre or Institute in the country for direct appointment to the post of Polisher (BPS-07), S.No 117 of the recruitment rules.</p> <p>In light of the above it is suggested that 1 year diploma reflected in the present rules, for direct appointment may be exempted and prescribed qualifications of " At least Second class Secondary School Certificate with 5 years experience in wood, lacker and natural spirit polishing/painting and distempering" may be added.</p> <p><u>Post of Sawyer (BPS-07)</u></p> <p>The Incharge of workshop also Suggested that there is no Sawyer Diploma is available in any vocational Training Centre or Institute in the country for direct appointment to the post of Sawyer (BPS-07), S.No 118 of the recruitment rules.</p> <p>In light of the above it is suggested that 1 year diploma reflected in the present rules, for direct appointment may be exempted and prescribed qualifications of " At least Second class Secondary School Certificate with 5 years experience in wood sawing and basic knowledge of Saw mill" may be added.</p>	

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APPLICATIONS OF THE GAZATTED STAFF

S.#	Application No.	Name	Suggestions	Remarks
24.	38-A	Aamir Shakeel, GIS Specialist (BPS-18)	The Service rules of the GIS staff have not yet been framed. As the nature of the work of GIS staff is totally different from other job description of existing posts in PFI. It is therefore proposed that separate service rules may be devised for these posts.	
25.	39	Dr. Ainul Hussain, Medical Officer (BPS-18)	The case of applicant, Medical Officer (BPS-18), S.No. 24 of the recruitment rules, was examined and It was found that he has no opening for further promotion in his career, having the age of 57 years. Therefore it is suggested that amendment may be incorporated in the service rules for promotion or personal upgradation may be given to him.	
26.	40	Dr. Qudsiya Woman Medical Officer (BPS-17)	The case of applicant, Woman Medical Officer (BPS-17), S.No. 57 of the recruitment rules was examined. There is already opening for her promotion to the post of Medical Officer (BPS-18) and she will be promoted on her turn.	
27.	41	Anwar Ali FMO (BPS-18)	The case was examined and the job description of DFRD (BPS-19) was also studied. The job description of DFRD is conducting meaningful research in his own capacity of important forestry subjects like silviculture and forest mensuration is also included. Therefore there is weightage in his request and therefore it is suggested that M.Sc Forestry qualifications may be included in the eligibility criteria for promotion to the post of i. Director Forestry Research Division (BPS-19) ii. Additional Director General, Forestry Research (BPS-20)	
28.	42	Sanam Zarif Biochemist (BPS-17)	The case was examined and the pending promotion case may be expedited as special case, because PFI is suffering due to delay in promotion cases.	
29.	43	Zahid Mahmood, Executive Officer (BPS-17)	The case was examined and the applicant has shown his interest in research side and also improving his qualifications in this respect, therefore it is suggested that Mr. Zahid Mahmood, Executive Officer (BPS-17), S.No. 55 of the recruitment rules, may be redesignated/appointed by transfer to the post of Research Officer (watershed Sociology) BPS-17, S.No. 40 of the recruitment rules. After change of designation his seniority will be determined as per rules.	The case for promotion may be initiated accordingly.
30.	44	Khalid Hussain AWTO (BPS-17)	The case of Khalid Hussain, Assistant Wood Technology Officer (BPS-17), S.No. 52 of the recruitment rules, was examined. The post of Research Officer (Pathology) (BPS-17) is lying vacant for a very long time and he has already been working against this post, therefore it is suggested that he may be redesignated/appointed by transfer to the post of Research Officer (Pathology) (BPS-17), S.No. 48 of the recruitment rules in the best public interest. After change of designation his seniority will be	The case for promotion may be initiated accordingly.

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			determined as per rules.	
31	45-45 A	Yousaf Shah and Attaur Rehman (AOs) (BPS-17)	The cases of Administrative officer (B&A) and Administrative officer (G) were examined and it was found that no opening is there for further promotion of the applicants in present recruitment rules. Moreover, in the present set up the post of superintendent, the subordinate of Administrative officers has been upgraded to BPS-17 and Administrative officers are still working in the same grade i.e. BPS-17. Therefore it is suggested that the posts of Administrative Officers (BPS-17), S.No. 48 of the recruitment rules may be upgraded from BP-17 to BP-18 for smooth running the official work.	
32.	46	Billal Zia Forest Geneticist (BPS-18)	The case was thoroughly examined and it was found that the applicant had no eligibility for promotion to the post of DFRD (BPS-19) as he had no degree in Forestry, which was prerequisite for promotion Moreover, Genetics is a part of Biodiversity, there He has been rightly placed in Biodiversity Division because Genetics is part of Biodiversity. He has same opening for promotion to BPS-19 in Biodiversity Division. Therefore the case may be filed.	
33.	47-49	Abdul Karim Abbasi and others APS (BPS-16)	The cases were thoroughly studied and it was found that no further line of promotion is there. It is worth mentioning that recently three posts of Additional Director General have been created at PFI. Three (3) posts of personal Assistants (BPS-17) are suggested to be created for smoothly running of their office affairs.	
34.	50	Dr.Mamoona Wall, ApoF (BPS-18)	The case was examined. Officers in one division are not eligible for promotion to other division as per new rule. She has sufficient opening in her division i.e Forest Education Division for promotion to BPS-19 and then to BPS-20 as Additional Director General (Forest Education). Neither junior officers have been promoted to BPS-19, nor her seniority has been brought down. As for as old dysfunctional rules of PFI are concerned, these have been nullified when new rules were framed/ notified. Under the new rules, only officers working in different fields of Forestry Research Division, such as Central Silviculturist, watershed management Specialist and mensuration officers are eligible for promotion to the post of Director Forestry Research Division. In the same way Only relevant branches working on different components of biodiversity such as wildlife management, forest Genetics and Range Management were included in biodiversity Division purely on merit basis/technical ground.	

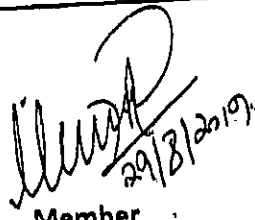
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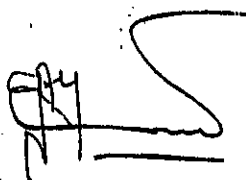
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			<p>In light of above facts, Assistant Professor of Forestry does not fulfill the criteria for promotion to the post of Director Forestry Research Division and Director Biodiversity.</p> <p>As for as the promotion case is concerned, education division is an important division and the promotion for Director Forest Education Division along with directors of other divisions, waiting for promotion may be initiated on priority basis.</p>
35.	51	Mr. Bilal Ahmed, Assistant Forest Engineer	<p>The case of the applicant was thoroughly studied and it was found that there is no opening for him for further promotion. Therefore it is suggested that Mr. Bilal Ahmed, Assistant Forest Engineer (BPS-17), S.No. 43 of the recruitment rules, may be redesignated/appointed by transfer to the post of Research Officer (Farm Forestry) BPS-17, S.No. 47 of the recruitment rules.</p> <p>After change of designation his seniority will be determined as per rules.</p>
36	52	Mr. Ahmad Zamir, Assistant Prof. of Forestry	The case was examined; the request of applicant does not fall in the ambit of the anomaly committee,
37.			*The applicants, whose designations are proposed to be changed, may be considered immediately for promotion. Zahid Mehmood (BPS-17) and Khalid Hussain (BPS-17) etc. are relative cases.
38.			*The title of the post lying in S.No. 69 of the recruitment rules may be corrected as Computer (BPS-16) instead of computer.


Member
AO(B&A), BPS-17


Member
Biochemist, BPS-17


Member
Assistant Professor of Forestry (BPS-18)


Chairman
Director Forestry Research Division (BPS-19)


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GOVERNMENT OF KHYBER PAKHTUNKHWA
CLIMATE CHANGE, FORESTRY, ENVIRONMENT
& WILDLIFE DEPARTMENT,
PAKISTAN FOREST INSTITUTE, PESHAWAR
Office of the Additional Director General (Education)



Phone: 091-9221088, Fax: 091-9221253 e-mail: adgenf@pfi.com

No.21 /ADG-EDU/ (E.19)/ 2023

Dated Peshawar the 29th March, 2023

To
The DIRECTOR General,
Pakistan Forest Institute,
Peshawar.

Subject: DEPARTMENTAL APPEAL ON FLAWS, DEFECTS, ERRORS, OMISSIONS AND ANOMALIES IN THE SERVICE RULES OF ASSISTANT PROFESSOR OF FORESTRY AND DEPUTY DIRECTOR (TECHNICAL) BY THE CLIMATE CHANGE, FORESTRY ENVIRONMENT & WILDLIFE DEPARTMENT, KHYBER PAKHTUNKHWA VIDE NOTIFICATION NO. S(ESTT)FE&WD/V-20/2019/3891-3904 DATED 16TH APRIL 2019

Kindly find enclosed herewith the subject appeal in favour of Mr. Ahmad Zamir, Assistant Professor of Forestry (BS-18), Pakistan Forest Institute, for further necessary action as may be deemed appropriate please.

Encl: As above

Safdar Ali Shah
Additional Director General
(Education)

ENDST: OF NO. AND EVEN DATE

✓ Copy is forward for information with reference to the above to the Director, Forest Education Division, PFI. Peshawar.

Ahmad Zamir
Additional Director General
(Education) 29/03/23

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A. Q. Khan
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To

The Director General
Pakistan Forest Institute,
Peshawar

Through: Proper Channel

Subject: DEPARTMENTAL APPEAL ON FLAWS, DEFECTS, ERRORS, OMISSIONS AND ANAMOLIES IN THE SERVICE RULES OF ASSISTANT PROFESSOR OF FORESTRY AND DEPUTY DIRECTOR (TECHNICAL) BY THE FORESTRY ENVIRONMENT & WILDLIFE DEPARTMENT, KHYBER PAKHTUNKHWA
VIDE NOTIFICATION NO SO(ESTT)FE&WD/V-20/2019/3891-3904 DATED 16TH APRIL 2019

Respected Sir,

With reference to the subject cited the undersigned wants to bring following points in your kind notice for proper solution on the combining of seniority of Assistant Professor of Forestry and Deputy Director Technical, in newly promulgated service rules notified by the Govt. of Khyber Pakhtunkhwa, Forestry, Environment and Wildlife Department No. SO(Estt)FE&WD/V-20/2019/3891-3904.

The aforementioned service rules contain several anomalies with respect to subject cited above such as combining of seniority of two different cadres, with entirely different job description, with entirely different reporting lines is against the natural justice and human rights with serving faculty of Forest Education Division.

Keeping in view the aforementioned deliberation it is requested that anomaly in the combining the service rules of Deputy Director Technical and Assistant Professor of Forestry may please be removed as suggest below please.

S. #	Designation	Existing rules From the rules	Proposed
	Assistant Professor of Forestry / Deputy Director Technical	(i). By promotion on the basis of seniority cum-fitness, from amongst the Assistant Professor of Forestry (BPS-18) and Deputy Director (Technical) (BPS-18) having twelve (12) years service in BPS-17 or in case where initial recruitment takes place in BPS-18, seven (07) years service in (BPS-18); and (ii). Five (05) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.	(i). By promotion on the basis of seniority cum-fitness, from amongst the Assistant Professor of Forestry (BPS-18) having twelve (12) years service in BPS-17 or in case where initial recruitment takes place in BPS-18, seven (07) years service in (BPS-18); and (ii). Five (05) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.

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Note: A joint seniority list of Assistant Professor of Forestry (BPS-18) and Deputy Director (Technical) (BPS-18) shall be maintained for the purpose of promotion.

Note: A joint seniority list of Assistant Professor of Forestry (BPS-18) shall be maintained for the purpose of promotion.

A.D.(E)

Forwarded please
 Faizh
 29/3/23

ACG
 29/3
 DFE

Ahmad Zamir
 29/03/23

Ahmad Zamir
 Assistant Professor of Forestry
 Forest Education Division
 PFI, Peshawar

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**GOVERNMENT OF KHYBER PAKHTUNKHWA
PAKISTAN FOREST INSTITUTE, PESHAWAR**

Ph: +92 91 9221224, Fax: +92 91 9221233

No. 370 /F.I(Per)-Estt(C)

Dated // April, 2023

To

1. Mr. Ahmad Zamir, Assistant Professor of Forestry (BS-18), PFI
2. Mr. Sohaib ahmed, Assistant Professor of Forestry (BS-18), PFI
3. Dr. Sajjad Saeed, Assistant Professor of Forestry (BS-18), PFI

SUBJECT: DEPARTMENTAL APPEAL ON FLAWS, DEFECTS, ERRORS, OMISSIONS AND ANOMALIES IN THE SERVICE RULES OF ASSISTANT PROFESSOR OF FORESTRY AND DEPUTY DIRECTOR (TECHNICAL) BY THE CLIMATE CHANGE, FORESTRY, ENVIRONMENT & WILDLIFE DEPARTMENT, KHYBER PAKHTUNKHWA VIDE NOTIFICATION NO. SO(ESTT)FE&WD/V-20/2019/3891-3904, DATED 16TH APRIL, 2019

I am directed to refer to your application / departmental appeal dated 29.03.2023 on the above noted subject and it is to inform you i.e. giving right of promotion to the incumbent of the post of Deputy Director (Technical) (BS-18) against the post of Director (BS-19), Forest Education Division has been considered and filed being not based on merit by the Admin: Department vide letter No. SO(ESTT)/FE&WD/V-10/2010, dated 10.02.2021, copy of the same letter is sent herewith for your information.


ADMINISTRATIVE OFFICER (G)


Cc:

1. The Addl: Director General (Edu.), Pakistan Forest Institute (PFI), Peshawar
2. APS to Director General, Pakistan Forest Institute (PFI), Peshawar.


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No. 167

Date: 21/11/2016

OFFICE ORDER

In supersession of this office order No 77 dated 13-06-2014 the committee consisting of the following officers is hereby reconstituted for framing / amendment of the proposed recruitment rules for the posts in BPS-16 & Above, and BPS-15 & Below of Pakistan Forest Institute (PFI), Peshawar with immediate effect and until further orders.

S. No.	Name & Designation	Status
1.	Dr. Ghulam Ali Bajwa, Coordinator Sericulture, PFI	Chairman
2.	Mr. Ghulam Mustafa Nasir, Director, Forest Products Research Division, PFI	Member
3.	Md. Imtiaz Ahmad, Deputy Director (Technical), PFI	Member
4.	Mr. Anwar Ali, Forest Mensuration Officer, PFI	Member

The committee is required to submit its report / recommendations within three days of receipt of the office order.

[Signature]
Director General

No. 167 / F. VI (179)-Estt

Dated 21/11/2016

A copy is forwarded to:

1. All Directors / Coordinator Sericulture, PFI, Peshawar.
2. Chairman of the committee.
3. Senior Medical Officer, PFI, Peshawar.
4. Extension Specialist, PFI, Peshawar.
5. Administrative Officer (B&A), PFI, Peshawar.
6. Administrative Officer (G), PFI, Peshawar, with the direction to please hand over all relevant record to the Chairman of the committee and provide him the necessary facilities and services as and when required.
7. All members of the committee.

[Signature]
Director General

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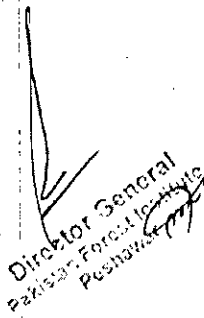
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JOB DESCRIPTION OF STAFF (BPS-17 TO BPS-20) OF PAKISTAN FOREST INSTITUTE


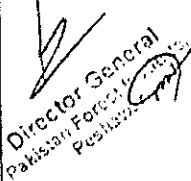
S.#	Designation	Job Description
1.	Director General (BPS-20)	<p>As head of the Institute he/she is responsible for initiation and implementation of overall policy and legislation, where needed. As head of Attached Department reporting directly to Secretary FEW, his major duties and responsibilities are to facilities Research; Education and Training in Forestry and allied Disciplines as follows:</p> <ol style="list-style-type: none"> 1. Control over Accounts, Finance, Human Resource, ADP Schemes and local/foreign funded Projects in the Institute. 2. Review performance of all officers of PFI to ensure quality service delivery. 3. Issuance of policy guidelines pertaining to research, education and training at PFI. 4. Liaison with other Provincial Governments, Sub-National Governments, and Federal Government in connection with PFI and Administrative Department with regard to research, training and education, in forestry and allied disciplines. 5. Ensuring timely publication of Pakistan Journal of Forestry and Annual Progress Report of PFI. 6. Any other task assigned by the Administrative Department.
2.	Additional Director General (Education) (BPS-20)	<p>As team leader for Forest Education and Forest Products Division, responsible for human and financial resources and efficient utilization of the resources under his control. His major duties and responsibilities are to facilitate the staff of the concerned Divisions as follows:</p> <ol style="list-style-type: none"> 1. Control over finance and accounts with regard to concerned Divisions. 2. Up-dating the DG, PFI about funding issues, submitting proposals and projects for development and improvement of concerned divisions and according sanction wherever required. 3. Facilitating Forest and Wildlife Departments of Provincial Governments of all federating units and other organizations in connection with pre-service training in forestry and wildlife. 4. Updating the DG PFI on the performance and assessment of the staff working under his supervision. 5. Coordination and liaison with all concerned organizations for various operations and student affairs regarding forestry education and products divisions and suggesting ways and means for course correction. 6. Monitoring the efficiency of faculty (both regular and visiting) for ensuring quality education and suggest remedial measures wherever required. 7. Devising and executing policy initiatives of the Government to improve Forestry Education curricula and update it with the emerging scenario in the natural resources management in line with the national and International perspective. 8. Ensuring timely execution of the activities as per planned schedule including development of admission criteria, conducting exams, tours, etc. 9. Supervising and monitoring of the activities, both in laboratory and field of the concerned Divisions. 10. Identifying and prioritizing the relevant research issues in consultation with respective Divisions and Organizations for efficient utilization of public money and to address the research issues faced by the concerned departments in managing the resources and its sustainable use. 11. Ensuring that staff of the concerned Divisions conduct tours periodically and accompany the students during relevant field tours. 12. Ensuring that the officers of concerned Divisions conduct research and deliver lectures to students and trainees.

Director General
 Pakistan Forest Institute

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S.#	Designation	Job Description
		13. Ensuring that the officers of concerned Divisions publish their research works in Pakistan Journal of Forestry and HEC recognized Journals on regular basis. 14. Any other task assigned by the DG, PFI.
3.	Additional Director General (Biological Sciences) (BPS-20)	As team leader for Biological Sciences and Non-Timber Forest Produce Divisions, responsible for human and financial resources, and efficient utilization of the resources under his control. His major duties and responsibilities are facilitate the staff of the concerned Divisions as follows: <ol style="list-style-type: none"> 1. Control over finance and accounts with regard to concerned Divisions. 2. Up-dating DG, PFI about funding issues, submitting proposals and projects for development and improvement of concerned divisions and accord sanction wherever required. 3. Updating DG PFI on the performance and assessment of the staff working under his supervision. 4. Supervising and monitoring of the activities, both in laboratory and field of NTFP & Biological Science Research Divisions. 5. Identifying and prioritizing the relevant research issues in consultation with respective Divisions and Organizations for efficient utilization of public money and to address the research issues faced by the concerned departments in managing the resources and its sustainable use. 6. Ensuring that staff of the concerned Divisions conduct tours periodically and accompany the students during relevant field tours. 7. Ensuring that the officers of concerned Divisions conduct research and deliver lectures to students and trainees. 8. Ensuring that the officers of concerned Davison publish their research works in Pakistan Journal of Forestry and HEC recognized Journals on regular basis. 9. Any other task assigned by the Director General, PFI.
4.	Additional Director General (Forestry Research) (BPS-20) 	As team leader for Forestry Research and Biodiversity Research Divisions, responsible for human and financial resources and efficient utilization of the resources under his control. His major duties and responsibilities are to facilitate the staff of the concerned Divisions as follows: <ol style="list-style-type: none"> 1. Control over finance and accounts with regard to concerned Divisions. 2. Up-dating DG, PFI about funding issues, submitting proposals and projects for development and improvement of concerned divisions and accord sanction wherever required. 3. Updating DG PFI on the performance and assessment of the staff working under his supervision. 4. Supervising and monitoring of the activities, both in laboratory and field of Forestry Research and Biodiversity Research Divisions. 5. Identifying and prioritizing the relevant research issues in consultation with respective Divisions and Organizations for efficient utilization of public money and to address the research issues faced by the concerned departments in managing the resources and its sustainable use. 6. Ensuring that staff of the concerned Divisions conduct tours periodically and accompany the students during relevant field tours. 7. Ensuring that the officers of concerned Divisions conduct research and deliver lectures to sludents and trainees. 8. Ensuring that the officers of concerned Divisions publish their research works in Pakistan Journal of Forestry and HEC recognized Journals on regular basis. 9. Any other task assigned by the Director General, PFI.


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S.#	Designation	Job Description
5.	Director, Bio-diversity Research Division (BPS-19)	<p>As head of Biodiversity Research Division, he will be responsible for efficient utilization of the human and financial resources under his control and maintain books of account and auditable record. His major duties and responsibilities are to facilitate the staff of the Biodiversity Division as follows:</p> <ol style="list-style-type: none"> 1. Preparation of research proposals and projects in consultation with Additional Director General (Forestry Research.) 2. Undertaking and facilitating tours of subordinate staff in the Biodiversity Research Division. 3. Conducting research pertaining to the field of biodiversity. 4. Delivering lectures to Forestry students and trainees. 5. Ensuring that his subordinate officers regularly publish their research work in Pakistan Journal of Forestry and HEC recognized Journals. 6. Publishing atleast one research article every year as Principle Author in HEC recognized Journals. 7. Providing material for disseminating among the concerned organizations, educational institutions, and general public. 8. Updating ADG (Forestry Research) about progress, issues and performance of the Division on regular basis. 9. Any other task assigned by the Director General, PFI and ADG (Forestry Research)
6.	<p>Director, Biological Sciences Research Division (BPS-19)</p>  	<p>As head of Biological Sciences Research Division, he will be responsible for efficient utilization of the human and financial resources under his control and maintain books of account and auditable record. His major duties and responsibilities are to facilitate the staff of the Biodiversity Division as follows:</p> <ol style="list-style-type: none"> 1. Preparing research proposals and projects in consultation with Additional Director General (Biological Sciences). 2. Undertaking and facilitate tours of subordinate staff in the Biological Sciences Research Division 3. Conducting research pertaining to Biological Sciences Research Division. 4. Delivering lectures to Forestry classes. 5. Ensuring that he and his subordinate officers regularly publish their research work in Pakistan Journal of Forestry as research articles on regular basis. 6. Publishing at least one research article each year as principal author in HEC recognized Journal. 7. Providing material for disseminating among the concerned organizations, educational institutions, and general public. 8. Updating ADG (Biological Sciences) about progress, issues and performance of the Division on regular basis. 9. Any other task assigned by the Director General, PFI and ADG (Biological Sciences)
7.	Director, Forest Education Division (BPS-19)	<p>As head of Forest Education Division, he will be responsible for efficient utilization of the human and financial resources under his control and maintain books of account and auditable record including the Students Fund. His major duties and responsibilities are to facilitate the staff of the Education Division as follows:</p> <ol style="list-style-type: none"> 1. Delivering lectures to M.Sc and BS Forestry Classes and trainee of forest and wildlife departments. 2. Planning and organizing field tours of students. 3. Assisting the Additional Director General (Edu) about funding issues, submit proposals and

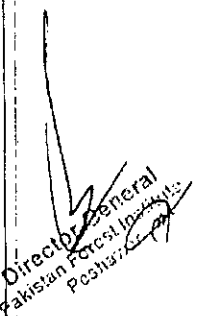
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S.#	Designation	Job Description
		<p>projects for development and improvement of Education division and accord sanctions wherever required.</p> <ol style="list-style-type: none"> 4. Conducting training of officers of Forest and Wildlife Departments in case of graduates of other universities and those incumbents elevated to officer's rank as provided in the prevailing service rules. 5. Assisting the ADG (Edu) for maintaining the efficiency of faculty (both regular and visiting) for ensuring quality education and suggest remedial measures wherever required. 6. Assisting ADG (Edu) in policy initiatives of the Government to improve Forestry Education curricula as updated with the emerging scenario in the natural resource management in line with the national and international perspectives. 7. Ensuring timely execution of the activities as per planned schedule including development of admission criteria, conducting exams, tours, etc. 8. Ensuring health and safety measures of students both in college and hostels and also guarantee discipline and sound moral behavior of students 9. Keeping ADG (Edu) up-dated about progress of the Division, issues and performance of staff. 10. Any other task assigned by the Director General, PFI and ADG (Education).
8.	<p>Director, Forest Products Research Division (BPS-19)</p>  <p>Director General Pakistan Forestry Research Peshawar</p>	<p>As head of Forest Products Research Division, he will be responsible for efficient utilization of the human and financial resources under his control and maintain books of account and auditable record. His major duties and responsibilities are to facilitate the staff of the Forest Products Research Division as follows:</p> <ol style="list-style-type: none"> 1. Preparation of research proposals and projects in consultation with Additional Director General (Education.) 2. Undertaking and facilitating tours of subordinate staff in the Forest Products Research Division. 3. Conducting research pertaining to the fields of Forest Products. 4. Delivering lectures to Forestry students and trainees. 5. Ensuring that his subordinate officers regularly publish their research work in Pakistan Journal of Forestry and HEC recognized Journals. 6. Publishing at least one research article every year as Principal Author in HEC recognized Journals. 7. Providing material for disseminating among the concerned organizations, educational institutions, and general public. 8. Updating ADG (Edu) about progress, issues and performance of the Division on regular basis. 9. Developing linkages with wood based industries and other stakeholders. 10. Ensuring safety measures of the staff working in different workshops of the division. 11. Operationalize and maintain all equipment installed in different workshops of Forest Products Research Division. 12. Designing and conducting training for relevant stakeholders for efficient utilization of wood. 13. Any other task assigned by the Director General, PFI and ADG (Edu).
9.	<p>Director, Forestry Research Division (BPS-19)</p>	<p>As head of Forestry Research Division, he will be responsible for efficient utilization of the human and financial resources under his control and maintain books of account and auditable record. His major duties and responsibilities are to facilitate the staff of the Forestry Research Division as follows:</p> <ol style="list-style-type: none"> 1. Preparation of research proposals and projects in consultation with Additional Director General (Forestry Research.)

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S.#	Designation	Job Description
		<ol style="list-style-type: none"> 2. Monitoring the activities of staff both in Laboratories, nurseries and field of Forestry Research Division 3. Undertaking and facilitating tours of subordinate staff in the Forestry Research Division. 4. Conducting research pertaining to the field of Forestry Research. 5. Delivering lectures to Forestry students and trainees. 6. Ensuring that his subordinate officers regularly publish their research work in Pakistan Journal of Forestry and HEC recognized Journals. 7. Publishing atleast one research article every year as Principle Author in HEC recognized Journals. 8. Providing material for disseminating among the concerned organizations, educational institutions, and general public. 9. Updating ADG (Forestry Research) about progress, issues and performance of the Division on regular basis. 10. Developing linkages with concerned Forest Departments for various silvicultural operations and suggest ways and means for course correction. 11. Any other task assigned by the Director General, PFI and ADG (Forestry Research).
10.	Director, Non-Timber Forest Produce Division (BPS-19) 	As Head of Non-Timber Forest Produce (NTFP) Division, he will be responsible for efficient utilization of the human and financial resources under his control. His major duties and responsibilities are as follows: <ol style="list-style-type: none"> 1. Monitoring the activities, both in Laboratory and field of the NTFP Division. 2. Preparation of research proposals and projects in consultation with Additional Director General (Biological Sciences). 3. Conduct research pertaining to NTFP Division. 4. Plan and facilitate tours of staff of the NTFP Division 5. Publish at least one research article per year as a Principal author in an HEC recognized journal. 6. Establish linkages and coordinate with other organizations in consultation with ADG (Bio. Sciences) 7. Deliver lectures to Forestry classes and other trainees. 8. Promote NTFP products for value addition. 9. Providing material for disseminating among the concerned organizations, educational institutions, and general public. 10. Up-date ADG (Bio. Sciences) regularly up-dated the progress of the Division. 11. Any other task assigned by the ADG (Bio. Sciences) and DG, PFI.
11.	Extension Specialist (BPS-18)	<ol style="list-style-type: none"> 1. Ensuring timely publication of Pakistan Journal of Forestry 2. Reporting upon the officers who fail to timely submit the research work. 3. Ensuring publicity of the main events of the Institute. 4. Publishing annual progress report. 5. Maintenance of the PFI Museum, Library and Website.
12.	Forest Botanist (BPS-18)	<ol style="list-style-type: none"> 1. To plan, organize, conduct, guide and supervise research in plant ecology, plant taxonomy and allied disciplines. 2. Teach plant taxonomy to MS/MSc and BS. Forestry classes. 3. Publishing at least one research article each year as principal author in HEC recognized Journals.
13.	Forest Chemist (BPS-18)	<ol style="list-style-type: none"> 1. Planning, guiding and supervising research projects of Bio-Chemistry and Soil Chemistry sections of the Branch. 2. Delivering lectures to Forestry Classes. 3. Writing research papers based on research findings.

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LIST SHOWING THE NAME WITH DESIGNATION, GRADE AND DUTIES OF THE OFFICERS OF THE PAKISTAN FOREST INSTITUTE, PESHAWAR

S. No.	Name of the post	Grade	Duties
1.	Director General	20	<ul style="list-style-type: none"> - Conducting research in his speciality such as Silviculture, afforestation, management, forestry, biomass production, desertification and fast growing species etc. - <i>agro</i> Conceiving and planning proposals and project for developing production oriented Forestry Research and Education in the country; attending to overall policy of wildland-use research to promote the cause of forestry and ancillary disciplines. - Dissemination of research results through scientific articles, technical notes, books, brochures, and popular articles. - Coordination of forest research and education and to affect liaison with similar Institute in the country as well as outside Pakistan. - Implementation of Annual Programmes of Research and to sponsor and further the cause of Forestry Education to bring it at par with international standards. - Efficient administration of the Institute. - Delivering lectures to Forestry classes in his field.
2.	Director, Biological Sciences Research Division	19	<p>Head of Biological Disciplines Branches, conceiving and planning research projects integrating multiple disciplines; co-ordinating work of applied disciplines and making it functional with principal Forestry disciplinary improving research facilities by equipping laboratories and making available field sites for experiments; liaison with other discipline in the Institute and also with Institutions,</p>

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3. Director Entomology 19

in the country; conducting research in one's specialty.

Plan, organize and conduct research in the field of Forest Ecology and Entomology; evolve effective methods of pest control; Organize and supervise research in laculture and apiculture.

4. Director, Forest Products Research Division 19

Planning research activities on various aspects of forest products utilization.

Conducting research and writing up of the scientific paper. Coordinating of the research work of different branches in the Forest Products Research Division. Mobilization of materials and manpower for producing good quality research work.

5. Director Forest Education Division 19

Administration and Teaching to M.Sc. and B.Sc. Forestry classes.

6. Director, Forestry Research Division (1 filled + 3 vacant) 19

Conceiving, planning/production-oriented research in Silviculture, Forest Mensuration, Wildlife Management and Forest Economics.

Conducting meaningful research in his own specialty. Co-ordinating work of various disciplines of Forestry Research. Being head of a Principal Research Division, implementation of approved research programme and attendant administration. Guiding Research in his Division.

7. Director/Coordinator Sericulture 19

Conduct research on cultivation of mulberry on scientific lines, silkworm rearing and evaluating of germ-plasm for production of F1 hybrid disease free silk seed. Provision of parents for F1 hybrid seed production to the provinces. In-service training to the staff of the provincial Sericulture Departments.

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- Coordination with FAO/UNDP Chief Technical Advisor for proper functioning of two development Sericulture projects as stipulated in the project.
- Over-all control of the project, supervision of research and guidance to the Senior Research Officers, Research Officers and other Technicians in Sericulture Research.

- | | | | |
|-----|--------------------------|----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 8. | Forest Botanist | 18 | Plan, organize, conduct, guide and supervise research in plant ecology, plant taxonomy and allied disciplines and teach plant taxonomy to M.Sc. Forestry classes. |
| 9. | Medicinal Plant Botanist | 18 | To guide research in the Branch on the following aspects; qualitative and quantitative surveys of medicinal plants; cultivation and regeneration of medicinal plants on research farms established at various locations in the forests; drug market to build up a herbarium and a museum containing drug specimens found in Pakistan; to disseminate knowledge and availability of medicinal plants to the interested public and the pharmaceutical industries. |
| 10. | Forest Chemist | 18 | <ul style="list-style-type: none"> - To plan, guide and supervise research projects of Bio-Chemistry and Soil Chemistry sections of the Branch. - Indexing of cards of related literature for the projects. - Write up of the research papers on research findings. - To furnish information to enquiries related to forest, bio, soil and wood chemistry. |
| 11. | Forest Pathologist | 18 | To plan, organize and conduct research on the Pathological problems relating to forest trees growing in different forest areas of Pakistan; survey of the tree diseases; determining of casual organisms and evolving of suitable remedial measures against the destructive pathologies. |

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| 12. | Composite Wood Officer | 18 | <ul style="list-style-type: none"> - Conceiving and planning research projects in the field of composite wood products. - Conducting research on the efficient utilization of local timber resource and agricultural waste in the manufacture of composite wood products. - Preparation of reports and scientific papers based on research findings. |
| 13. | Deputy Director (Technical) | 18 | <ul style="list-style-type: none"> - Compilation of Annual Research Programme and Progress reports for the Institute; Assistant to the Director General in the preparation of technical reports and in the disposal of technical enquiries; assisting individual Branch Officers in the preparation of Annual Research Programme, progress reports and queries; and rendering advice to various wild-land using private and public sector agencies. |
| 14. | Wildlife Management Specialist | 18 | <ul style="list-style-type: none"> - Conceiving the development of research in Wildlife Management. - Conducting meaningful research in Wildlife Management. - Implementation of approved research programme and administration of wildlife management branch. - Guiding researchers in studies in wildlife habitats population dynamics, surveys etc. - Publication of research findings and research report. - Teaching wildlife management at graduate and post graduate level in forestry. |
| 15. | Wildlife Management Officer | 18 | <ul style="list-style-type: none"> - Plan, supervise and conduct research for various wildlife species in the fields of wildlife management ecology and biology. |
| 16. | Logging Officer | 18 | <ul style="list-style-type: none"> - Conducting research on work studies, improved means of timber harvesting and transportation, labour productivity etc. - Writing up of the scientific reports and the research papers. |

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17. Watershed Management Specialist

18 - Conceiving and developing research in the field of Logging and Forest Engineering.
18 - Conceiving the development of research in Watershed Management, conducting meaningful research in Watershed Management; efficient administration of Watershed Management Branch.

18. Extension Specialist

18 - Conduct and associate in research in one's specialty; to give publicity to the main events of the Institute and publish the research findings; organising all aspects of extension cell for the transference of research findings in the Institute to field services.

19. Wood Seasoning and Preservation Officer

18 - Conceiving research needs in the field of wood seasoning and preservation.
- Conducting research in wood seasoning and preservation to improve the durability and life of the finished products.
- Preparation of progress reports for the government and the writing up of the scientific papers.

20. Forest Geneticist

18 - Conceiving and developing research in tree improvement and Forest Genetics.
- Conducting applied research on all important tree species for deterring better strains.
- Writing up of the technical reports and scientific papers.

21. Senior Research Officer (Silk Worm Breeding) Sericulture

18 - Rearing of imported hybrid silk seed, selection of various stages for tracing back these parents by inbreeding through successive generations.
- Proper maintenance of evolved pure races for production of hybrid to replace deteriorating stock.

22. Range Management Officer

18 - Conceiving the development of research in Range Management; conducting meaningful research in Range Management; efficient administration of Range Management Branch.

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23.	Forest Economist	18	Conceiving research in Forest Economics; conducting meaningful research in all aspects of Forest Economics; efficient administration of Forest Economic Branch.
24.	Central Silviculturist	18	- Planning and execution of research studies pertaining to Silviculture. - Extending consultancy services to the staff of Provincial Forest Departments and individuals in respect of afforestation problems. - Supervision of research work and imparting necessary guidance to the researchers. - Efficient administration of Silviculture Branch. - Implementation of approve research programme.
25.	Assistant Professor of Forestry-4	18	Teaching M.Sc. and B.Sc. Forestry classes.
26.	Senior Research officer (Two posts)	18	- Designing of research studies and their efficient execution. - Supervision of the staff in respect of conducting research experiments and collection of experimental data. - Analysis of data and preparation of research reports.
27.	Senior Pulp and Paper Officer	18	- Planning and organizing research on different aspects of Pulp and Paper in Pakistan. - Conducting research on the appropriate and economic pulping and paper making processes for different local raw materials. - Writing up of the scientific reports and the research papers.
28.	Senior Research Officer (Silkworm Pathology)	18	- Study viral, fungal, bacterial, protozoa and other diseases of silk worms, investigate the effect of climatic changes on disease occurrence and spread. - Develop disinfection methods of rearing houses and applicances for cure and prevention of the disease.
29.	Medical Officer	18	Incharge of the Pakistan Forest Institute,


ATTESTED

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Copy is forwarded to Assistant Private Secretary to the President (P/1) for perusal.

Administrative Officer (BSA)

[Signature]

The report received in the above mentioned subject is being reviewed in the light of the information furnished by the concerned departments. The report is being reviewed in the light of the information furnished by the concerned departments. The report is being reviewed in the light of the information furnished by the concerned departments.

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SUBJECT: FACT FINDING, ENQUIRY, REPORT - RECOVERY OF MISAPPROPRIATED AMOUNT

The report is being reviewed in the light of the information furnished by the concerned departments. The report is being reviewed in the light of the information furnished by the concerned departments. The report is being reviewed in the light of the information furnished by the concerned departments.

Page 31 of 8 / 2022



GOVERNMENT OF KARNATAKA
 Ministry, Government, Public Relations
 Government of Karnataka, Government



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GOVERNMENT OF KHYBER PAKHTUNKHWA
Forestry, Environment & Wildlife Department
Pakistan Forest Institute, Peshawar
Ph. +92 91 9221224, Fax. +92 91 9221233



No. ALWT/31/24

Dated 7th September 2022

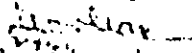
To

The Administrative Officer
(Budget and Accounts),
Pakistan Forest Institute,
Peshawar


Subject: Fact Finding Enquiry Report- Recovery of Misappropriated/ Embezzled Amount

Kindly refer to your letter No 1413 Accts. 2022, dated 31-08-2022 and find enclosed herewith Challan No 3596, dated 07-09-2022 (in original) regarding depositing Rs. 1,510,268/- in compliance with the letter mentioned above.

Encl: As above


Assistant Wood Technologist,
PFI, Peshawar

o/c


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PROVINCIAL

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PROVINCIAL

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CHALLAN FORM NO. T.R.6

(Treasury Rule-92) Treasury/Sub Treasury

Chalan of cash paid in to National Bank of Pakistan

State Bank of Pakistan

To be filled by the remitter

To be filled by the Departmental Officer or Treasury

By whom Tendered	Name (or Designation) and address of the person on whose behalf money is paid	Full particulars of the remittance and of authority (if any)	Amount	Head of Accounts	Order of the bank
Mr. Said Akhtar Khan Assistant Wood Technologist	Director General Pakistan Forest Institute, Peshawar	<i>Embezzlement / Misappropriation</i> Recovery of over payment incompliance with letter No.SO(Estt)FE&W D/V-30/2020/PF, dated 22-04-2022 read with letter NO.1413/Acctts/ 2022, dated 31/08/2022	Rs.1,510,268/-	C-03328 Recovery of over payment PR-4958	Date correct, receive and grant receipt signature and full designation of the officer ordering the money to be paid in
TOTAL			Rs.1,510,268/-		
Received Payment (in ward) one million five hundred ten thousand two hundred & sixty eight only.			To be used only in the case of remittance to the Bank through Departmental Officer or the Treasury		
Treasurer	Accountant	Date	Officer Head of Treasury, Peshawar 11 SEP 2022 Treasury Officer At Treasury Peshawar		

ATTESTED

CHALLAN FORM NO. T.R.6
 (Treasury Rule-92) Treasury/Sub Treasury
 Chalan of cash paid in to National Bank of Pakistan
 State Bank of Pakistan

S.NO	Particular	Amount	Remarks/Detail of Chalan
1.	<i>Embezzlement/Misappropriation</i> Recovery of over payment in compliance with letter No.SO(Estt)FE&WD/V-30/2020/PF, dated 22-04-2022 read with letter NO.1413/Acctts/2022, dated 31/08/2022	1,510,268/-	September, 2022

Note: amounting to Rs.1, 510,268/- (Rupees) one million five hundred ten thousand two hundred & sixty eight only.

[Signature]
 Administrative Officer (B&A)
 Pakistan Forest Institute
 Peshawar
 Administrative Office
 Pakistan Forest Institute,
 Peshawar

[Signature]
 ATTESTED

No. 572 07
Date: 23/10/2020
Address: Director General, PFI Office,
Pakistan Forest Institute



Dairy No: 1577
Dated: 23-10-2020
Director General Office
PFI, Peshawar

**GOVERNMENT OF KHYBER PAKHTUNKHWA
FORESTRY, ENVIRONMENT & WILDLIFE DEPARTMENT**

DATED PESHAWAR THE, 22nd OCTOBER, 2020

NOTIFICATION

No: SO(ESTT)FE&WD/V-50(16)/2019: The Competent Authority is pleased to authorize Dr. Mamoonah Wali Muhammad, Assistant Professor of Forestry (BS-18) to hold the look after charge of the post of Director Forest Education Division (BS-19) in Pakistan Forest Institute, Peshawar relieving Mr. Ahmad Zamir, Assistant Professor of Forestry from the look after of the post, with immediate effect, till further orders.

SECRETARY TO GOVT, OF KHYBER PAKHTUNKHWA
FORESTRY, ENVIRONMENT & WILDLIFE
DEPARTMENT

Order No: SO (Estt)FE&WD/V-50(16)/2019 Dated Pesh: 22nd October, 2020

Copy is forwarded to:-

- 1) Director General, Pakistan Forest Institute Peshawar.
- 2) Director Forest Education Division, PFI.
- 3) Director, Budget & Accounts Cell, FE&W department.
- 4) PS to Secretary, FE&W department, Khyber Pakhtunkhwa.
- 5) Officers concerned.
- 6) Personal files of the officers concerned.
- 7) Master file.
- 8) Office order file.

Zia-ur-Rahman
(ZIA-UR-RAHMAN)
SECTION OFFICER (ESTT)

ADG (CF)

DD (Tech.)

23/10/20

For info accordingly

[Signature]

23/10/20

ATTESTED

*Smt/Asst
off 18H*

*Recd
Charge
Report ready*

[Signature]
23/10/2020

**GOVERNMENT OF KHYBER PAKHTUNKHWA
FORESTRY, ENVIRONMENT & WILDLIFE DEPARTMENT**

Dated 28/01/2020

NOTIFICATION No. 40/A.V.C03/Est

NO.SO(EST)ENVT:V-40/2K19: In pursuance of Section 8(1) of the Khyber Pakhtunkhwa Civil Servant Act, 1973, read with Rule-17 Civil Servant (Appointment, Promotion and Transfer) Rules, 1989, the competent authority is pleased to notify/circulate tentative joint seniority list of Assistant Professor of Forestry (BPS-18) and Deputy Director (Technical) (BPS-18) in Pakistan Forest Institute (PFI), Peshawar as it stood on 31-12-2020 for general information.

TENTATIVE JOINT SENIORITY LIST OF ASSISTANT PROFESSOR OF FORESTRY (BPS-18) AND DEPUTY DIRECTOR (TECHNICAL) (BPS-18) IN PFI, PESHAWAR ON 31-12-2020

S:#	Name of Officer with academic qualification	Designation & BPS	Domicile	Date of Birth	Date of first entry into Govt. Service	Date of Present appointment
1.	Dr. Mamoona Wali Mohammad M.Sc Forestry Professional Master in FRD from Netherland Ph.D (Forest Management) from Malaysia	Assistant Professor of Forestry (BPS-18)	Taxila	26-04-1968	03-03-1992	30-12-2008
2.	Muhammad Atif Majeed M.Sc. Forestry	Deputy Director (Technical) (BPS-18)	Jhang	15-04-1972	16-06-1997 As RFO (BPS-16) in Punjab Forest Deptt.	03-02-2010
3.	Mr. Ahmed Zamir M.Sc. (Forestry)	Assistant Professor of Forestry (BPS-18)	Peshawar	20-11-1983	06-02-2007 (in BPS-16) 20-05-2011 (in BPS-17)	15-05-2019
4.	Mr. Sohaib Ahmed M.Sc. (Forestry) Master of Philosophy (Forestry and Range Management)	Assistant Professor of Forestry (BPS-18)	Toba Tek Singh	19-04-1982	26-05-2011 (PFI)	16-07-2020

Endst. of Even No. & Date:

Copy forwarded for information and necessary action to the:-

1. Dr. Mamoona Wali Mohammad, Assistant Professor of Forestry, PFI, Peshawar
2. Mr. Muhammad Atif Majeed, Deputy Director (Technical), PFI, Peshawar
3. Mr. Ahmad Zamir, Assistant Professor of Forestry, PFI, Peshawar
4. Mr. Sohaib Ahmad, Assistant Professor of Forestry, PFI, Peshawar

They are requested to please report their observations / omission, if any, within a period of fifteen days so that the seniority list could be sent to Administrative Department for issuance as final.

ADMINISTRATIVE OFFICER (G)

ATTESTED

**GOVERNMENT OF KHYBER PAKHTUNKHWA
FORESTRY, ENVIRONMENT & WILDLIFE DEPARTMENT**

NOTIFICATION

NO.SO(ESTT)ENVT:V-40/2K19: -In pursuance of Section 8(1) of the Khyber Pakhtunkhwa Civil Servant Act, 1973, read with Rule-17 Civil Servant (Appointment, Promotion and Transfer) Rules, 1989, the competent authority is pleased to notify/circulate tentative seniority list of Assistant Professor of Forestry (BPS-18) & Deputy Director (Technical) (BPS-18) in Pakistan Forest Institute (PFI), Peshawar as it stood on 31-12-2019 for general information.

**TENTATIVE SENIORITY LIST OF ASSISTANT PROFESSOR OF FORESTRY (BPS-18) & DEPUTY DIRECTOR (TECHNICAL) (BPS-18)
IN PFI, PESHAWAR ON 31-12 -2019**

S. #	Name of Officer with academic qualification	Designation & BPS	Domicile	Date of Birth	Date of first entry into Govt Service	Date of Present appointment
1.	Dr. Mamoona Wali Mohammad, M.Sc Forestry Professional Master in FRD from Netherland Ph.D (Forest Management) from Malaysia	Assistant Professor of Forestry (BPS-18)	Taxila	26-4-1968	03-03-1992	30-12-2008
2.	Muhammad Atif Majeed M.Sc Forestry	Deputy Director (Tech) (BPS-18)	Jhang	15-04-1972	16-06-1997 As RFO (BPS-16) in Punjab Forest Deptt.	03-02-2010
3.	Mr. Ahmed Zamir, M.Sc. (Forestry)	Assistant Professor of Forestry (BPS-18)	Peshawar	20-11-1983	06-02-2007 (in BPS-16) 20-05-2011 (in BPS-17)	15-05-2019

Dated — / — / 2020

NO. 311 /F.V (03)-Estt

Copy forwarded for information and necessary action to the:-

1. Dr. Mamoona Wali Mohammad, Assistant Professor of Forestry, PFI, Peshawar
2. Mr. Muhammad Atif Majeed, Deputy Director (Technical), PFI, Peshawar
3. Mr. Ahmad Zamir, Assistant Professor of Forestry, PFI, Peshawar

They are requested to please report their observations / omission, if any, within a period of fifteen days so that the seniority list could be sent to Administrative Department for issuance as final.

Deputy Director (Technical)

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To,
The Director General,
PFI Peshawar.

Subject: Seniority list of Assistant Professor of Forestry BS 18

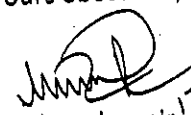
Respected sir,

Respectfully it is stated that as per Appointment Promotion and Transfer Rules, KP civil Servant Act, Seniority of every officer has to be notified on 31 December every year.

Therefore you are requested to kindly notify the subject seniority list of the undersigned please

Thanks

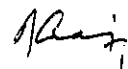
Yours obediently


Ahmad zamir 17/01/23

APOF, FED, PFI

ADG (E)

form attached please


18/1
DFE

ATTESTED



GOVERNMENT OF KHYBER PAKHTUNKHWA
 FORESTRY, ENVIRONMENT & WILDLIFE DEPARTMENT
 PAKISTAN FOREST INSTITUTE, PESHAWAR
 Ph: +92 91 9221224, 9216995, Fax: +92 91 9221233



(SAY NO TO CORRUPTION)

Dated 23/7/2019

OFFICE ORDER

No. 124 /F.VI(179)-Estt: Consequent upon approval of Service Rules for the posts of Pakistan Forest Institute (PFI), Peshawar, notified vide No.SO(Estt)FE&WDN/20/2019/3891-3904, dated 16-04-2019, as well as creation of new posts from time to time, the offices, directorates and branches of this Institute are hereby reorganized with immediate effect as per detail given below:

DIRECTOR GENERAL							
Dispensary	Central Office	Additional Director General (Forestry Research)		Additional Director General (Education)		Additional Director General (Biological Sciences)	
		Director, Forestry Research Division	Director, Biodiversity Research Division	Director, Forest Education Division	Director, Forest Products Research Division	Director, Biological Sciences Division	Director, Non Timber Forest Produce
Medical Officer	Deputy Director (Technical)						
Woman Medical Officer	<ul style="list-style-type: none"> i. Executive Officer ii. Administrative Officer (G) iii. Administrative Officer (B&A) 	<ul style="list-style-type: none"> i. Central Silviculturist ii. Watershed Management Specialist iii. Forest Mensuration Officer iv. Senior Research Officer v. GIS Specialist 	<ul style="list-style-type: none"> i. Wildlife Management Specialist ii. Forest Geneticist iii. Range Management Officer iv. Extension Specialist 	<ul style="list-style-type: none"> i. Assistant Professor of Forestry 	<ul style="list-style-type: none"> i. Senior Pulp & Paper Officer ii. Logging Officer iii. Wood Seasoning & Preservation Officer iv. Forest Economist 	<ul style="list-style-type: none"> i. Forest Chemist ii. Forest Pathologist iii. Forest Botanist iv. Soil Chemist 	<ul style="list-style-type: none"> i. Senior Research Officer (Silkworm Breeding) ii. Senior Research Officer (Silkworm Pathology) iii. Forest Entomologist iv. Medical Plant Botanist

No. 1058 /F.VI(179)-Estt

A copy is forwarded to:-

1. All Additional Director Generals, PFI, Peshawar
2. All Directors, PFI, Peshawar.

Dated 23rd July, 2019
 Director General

Seen and file

[Signature]
 23/7/2019

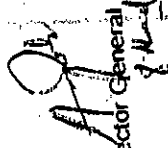
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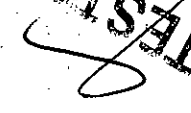
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Deputy Director (Technical), PFI, Peshawar.
Medical Officer, PFI, Peshawar.
All Branch Officers, PFI, Peshawar
Executive Officer, PFI, Peshawar
Administrative Officer (G), PFI, Peshawar
Administrative Officer (B&A), PFI, Peshawar.
Notice Boards.

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Director General

ATTESTED


**GOVERNMENT OF KHYBER PAKHTUNKHWA
FORESTRY, ENVIRONMENT & WILDLIFE DEPARTMENT**

Dated 27/01/2023

NOTIFICATION

NO. 150 /F.V(03)-Estt(A): In pursuance of Section 8(1) of the Khyber Pakhtunkhwa Civil Servant Act, 1973, read with Rule-17 Civil Servant (Appointment, Promotion and Transfer) Rules, 1989, the **tentative joint seniority list of Assistant Professor of Forestry (BPS-18) and Deputy Director (Technical) (BPS-18) in Pakistan Forest Institute (PFI), Peshawar as it stood on 31-12-2022, is hereby circulated** as under:

S.#	Name of Officer with academic qualification	Date of Birth & Domicile	Date of first entry into Govt. Service	Regular appointment / promotion to the present post			
				Date	BPS	Method of appointment	Present appointment
1.	Dr. Mamoona Wali Mohammad M.Sc Forestry Professional Master in FRD from Netherland Ph.D (Forest Management) from Malaysia	26-04-1968 (Taxila)	03-03-1992	30-12-2008	BPS-18	By promotion	Assistant Professor of Forestry (BPS-18)
2.	Muhammad Atif Majeed M.Sc. Forestry	15-04-1972 (Jhang)	16-06-1997. As RFO (BPS-16) in Punjab Forest Deptt.	03-02-2010	BPS-18	By Initial Recruitment	Deputy Director (Technical) (BPS-18)
3.	Mr. Ahmed Zamir M.Sc. (Forestry)	20-11-1983 (Peshawar)	06-02-2007 (in BPS-16) 20-05-2011 (in BPS-17)	15-05-2019	BPS-18	By Promotion	Assistant Professor of Forestry (BPS-18)
4.	Mr. Sohaib Ahmed M.Sc. (Forestry) Master of Philosophy (Forestry and Range Management)	19-04-1982 (Toba Tek Singh)	26-05-2011 (PFI)	16-07-2020	BPS-18	By promotion	Assistant Professor of Forestry (BPS-18)
5.	Dr. Sajjad Saeed, Ph.D (Forest Management), M. Phil (Forestry & Range Management)	01-05-1987 (Dir Lower)	25-06-2021	25-06-2021	BPS-18	By Initial Recruitment	Assistant Professor of Forestry (BPS-18)

-sd-
DIRECTOR GENERAL

Endst. Of Even No. & Date:

Copy forwarded for information and necessary action to the:-

1. Dr. Mamoona Wali Mohammad, Assistant Professor of Forestry, PFI, Peshawar
2. Mr. Muhammad Atif Majeed, Deputy Director (Technical), PFI, Peshawar
3. Mr. Ahmad Zamir, Assistant Professor of Forestry, PFI, Peshawar
4. Mr. Sohaib Ahmad, Assistant Professor of Forestry, PFI, Peshawar
5. Dr. Sajjad Saeed, Assistant Professor of Forestry, PFI, Peshawar
6. APS to DG, PFI, Peshawar

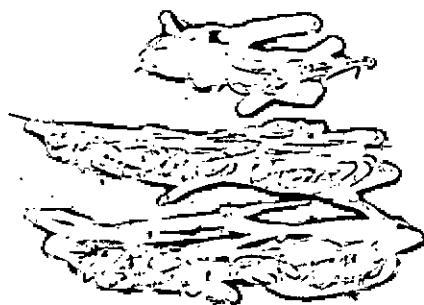
They are requested to please report their observations / omission, if any, within a period of fifteen days so that the seniority list could be sent to Administrative Department for issuance as final.

ADMINISTRATIVE OFFICER (G)

ATTESTED

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POWER OF ATTORNEY

In the Court of Khyber Pakhtunkhwa Session Tribunal
Abmad Jamis

} For Resplend
} Plaintiff
} Appellant
} Petitioner **KPS**
} Complainant

VERSUS

Govt of KPK and others

} Defendant
} Respondent
} Accused

§. Appeal/Revision/Suit/Application/Petition/Case No. _____ of 2023
Fixed for _____

I/W, the undersigned, do hereby nominate and appoint **ZARAJ ANWAR & IMRAN KHAN ADVOCATES**, my true and lawful attorney, for me in my same and on my behalf to appear at TECHAWAR to appear, plead, act and answer in the above Court or any Court to which the business is transferred in the above matter and is agreed to sign and file petitions. An appeal, statements, accounts, exhibits. Compromises or other documents whatsoever, in connection with the said matter or any matter arising there from and also to apply for and receive all documents or copies of documents, depositions etc, and to apply for and issue summons and other writs or subpoena and to apply for and get issued and arrest, attachment or other executions, warrants or order and to conduct any proceeding that may arise there out; and to apply for and receive payment of any or all sums or submit for the above matter to arbitration, and to employ any other Legal Practitioner authorizing him to exercise the power and authorizes hereby conferred on the Advocate wherever he may think fit to do so, any other lawyer may be appointed by my said counsel to conduct the case who shall have the same powers.

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

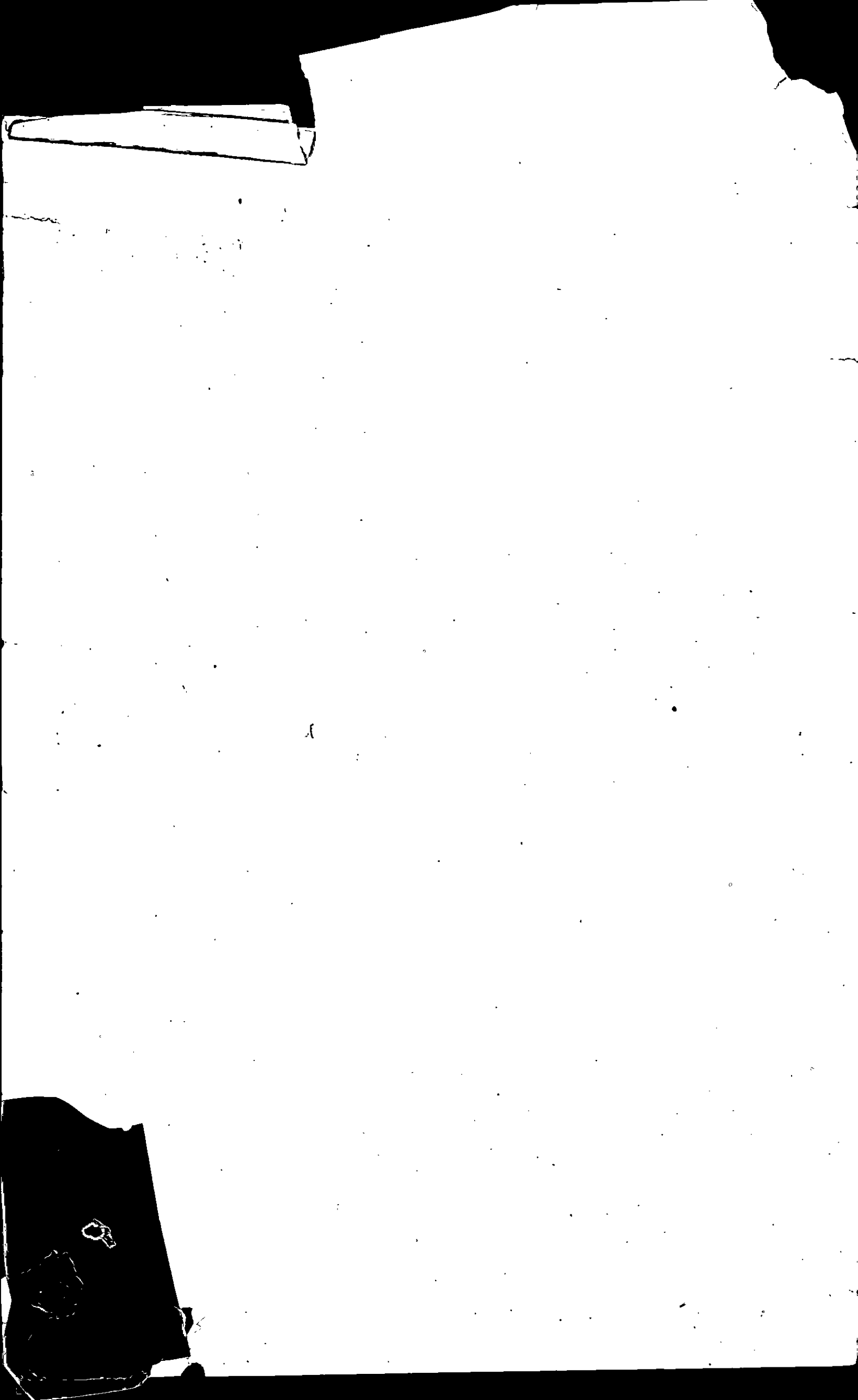
AND I/we hereby agree to ratify and confirm all lawful acts done on my/our behalf under or by virtue of this power or of the usual practice in such matter.

PROVIDED always, that I/we undertake at time of calling of the case by the Court/my authorized agent shall inform the Advocate and make him appear in Court, if the case may be dismissed in default, if it be proceeded ex-parte the said counsel shall not be held responsible for the same. All costs awarded in favour shall be the right of the counsel or his nominee, and if awarded against shall be payable by me/us

IN WITNESS whereof I/we have hereto signed at _____
the _____ day to _____ the year _____
Executant/Executants _____
Accepted subject to the terms regarding fee _____

Imran Khan
IMRAN KHAN
Advocate High Court
Mob: 0345-9090648

Zaraj Anwar
ZARAJ ANWAR
Advocate High Courts
ADVOCATES, LEGAL ADVISORS, SERVICE & LABOUR LAW CONSULTANT
FR-3, Fourth Floor, Bilour Plaza, Saddar Road, Peshawar Cantt
Mobile-0331-9399185
BC-10-9851
CNIC-17301-1610454-5



REPLY

80

SCANNED
KPST
Peshawar**BEFORE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR**

26/10/23

Service Appeal No.1070/2023Mr. Ahmed Zamir, Assistant Professor of Forestry (BS-18), Pakistan Forest Institute,
PeshawarSCANNED
KPST
Peshawar**VERSUS**Government of Khyber Pakhtunkhwa through Chief Secretary, Civil Secretariat, Peshawar
& others**RESPONDENTS****INDEX**

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Dependent

①

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SCANNED
KPST
Peshawar

26/10/23

BEFORE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
PESHAWAR

Service Appeal No.1070/2023

Mr. Ahmed Zamir, Assistant Professor of Forestry (BS-18), Pakistan Forest Institute,
Peshawar

SCANNED
KPST
Peshawar

APPELLANT 22/11/23

VERSUS

1. Government of Khyber Pakhtunkhwa through Chief Secretary, Civil Secretariat, Peshawar.
2. Secretary to the Government of Khyber Pakhtunkhwa, Climate Change, Forestry, Environment & Wildlife Department, Civil Secretariat, Peshawar
3. Director General, Pakistan Forest Institute, Khyber Pakhtunkhwa, Peshawar

RESPONDENTS

PARAWISE COMMENTS ON BEHALF OF RESPONDENTS NO.1 TO 3

PRELIMINARY OBJECTIONS

Khyber Pakhtunkhwa
Service Tribunal

Diary No. 8634

Dated 26-10-23

1. That the service appeal is not maintainable in its present form.
2. That the appellant has neither cause of action nor locus standi.
3. That the appellant has not come to the court with clean hands.
4. That the appeal is badly time barred.
5. That the petitioner has concealed material facts from this Hon'able court.
6. That the appeal is bad for mis-joinder and non-joinder of necessary parties.
7. The instant case is already under the consideration of anomaly committee constituted by the Secretary, Climate Change, Forestry, Environment & Wildlife Department vide notification No.SO(Estt)FE&WD/V-26/PFI under the Chairpersonship of Additional Secretary, CC,FE&W Department.

RESPECTFULLY SHEWETH:

1. That on the recommendation of Federal Public Service Commission, Islamabad, the appellant was appointed against the post of Lecturer in Forestry (BS-17) in Pakistan Forest Institute (PFI), Peshawar w.e.f. 20-05-2011.
2. Incorrect. That the appellant has quoted the service rules of Federal Government, which became dysfunctional after devolution of PFI, Peshawar to the Provincial Government of Khyber Pakhtunkhwa under 18th Constitutional Amendment w.e.f. 01-07-2011 (**Annex-A**). Therefore, presently the quoted

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service rules have no existence thus no legal value. Furthermore, it is also clarified that Provincial Government of Khyber Pakhtunkhwa formulated a fresh service rules for the employees of PFI including the appellant vide notification dated 16-04-2019 (**Annex-B**).

3. Correct. Pertain to record.
4. Correct. Pertain to record.
5. Incorrect. That after devolution of PFI, the Provincial Government immediately has taken number of steps for the solution of issues of devolved employees. Like, Finance Department Government of Khyber Pakhtunkhwa created 506 posts of various categories in the PFI, Peshawar on provincial side (**Annex- C**). Government of Khyber Pakhtunkhwa through notification dated 13th August, 2011, declared PFI, Peshawar, as an Attached Department of Environment (now Climate Change, Forestry, Environment & Wildlife) Department, Government of Khyber Pakhtunkhwa w.e.f. 1st July 2011, until further orders and allowed to continue its working mutatis mutandis as per standing on 30th June, 2011 (**Annex- D**). In the wake of devolution phenomena various quarries were raised by the devolved ministries / divisions including Pakistan Forest Institute (PFI), Peshawar, regarding issues cropped up in post devolution scenario. Therefore, Establishment Managements Service Wing Islamabad issued guidelines to address these issues accordingly (**Annex- E**), and in the 3rd paragraph of the guidelines, it has categorically been mentioned that all the promotion cases of the devolved employees may be withheld till promulgation of the enabling law. Therefore, the department did not process the promotion case of any employee of PFI including the appellant. Later on in pursuance of the insertions of Section 11(b) in the Khyber Pakhtunkhwa Act (KPK Act No. XVIII of 1973) w.e.f. 23-11-2015, all the employees (including the appellant) of PFI, Peshawar, have been permanently absorbed into Government of Khyber Pakhtunkhwa vide Forestry, Environment & Wildlife Department, Government of Khyber Pakhtunkhwa notification dated 09-01-2018 (**Annex- F**). Thereafter Government of Khyber Pakhtunkhwa after fulfilling all the requisite formalities formulated fresh service rules of PFI for the posts from BPS 3- BPS-20 vide notification dated 16-04-2019. Presently, in light of the said service rules of PFI, a number of PFI officers who have full filled the requisite criteria for promotion as mentioned in the said service rules of PFI, have been promoted accordingly. Furthermore, it is pertinent to mention that the appellant has also availed the benefit of promotion, as he has also been promoted against the post of Assistant Professor of Forestry (BS-18) in light of the fresh service rules of PFI w.e.f. 15-5-2019 (**Annex- G**).
6. Incorrect. As already explained in para-5 above.

7. As already explained in para-5 above.
8. Incorrect and misleading. That in order to rectify the anomalies and to address grievances of PFI employees related to fresh service rules, notified on 16/04/2021, a Committee was constituted within Institute level vide o/o dated 14/06/2019, and appellant was member of that committee (**Annex- H**). The committee did not find any anomaly in service rules regarding appellant. The appellant also signed the findings of the Committee (**Annex- I**).
9. Incorrect and misleading. That the appellant submitted an application / appeal to worthy Secretary, Forestry, Environment & Wildlife Department, Government of Khyber Pakhtunkhwa regarding combining seniority of Assistant Professor of Forestry (BS-18), PFI and Deputy Director (Technical) (BS-18), PFI for promotion against the post of Director, Forest Education Division (BS-19), PFI. In response, the Administrative Department vide letter dated 09-12-2019 requested DG, PFI, Peshawar to furnish a detailed report in the matter for taking further necessary action accordingly. In response, PFI, Peshawar vide letter dated 02-03-2020, furnish parawise reply of his application with preliminary objection that applicant has not process his application in accordance to the Khyber Pakhtunkhwa Civil Servants (Appeal) Rules, 1986 (**Annex- J**). Thereafter, the Administrative Department vide letter dated 10-02-2021, informed that the appeal of appellant regarding observations on giving right of promotion to the incumbent of the post of Deputy Director (Technical) (BS-18) against the post of Director, Forest Education in the service rules was considered and filed by the Competent Authority, being not based on merit (**Annex- K**). The said position was conveyed to the appellant vide PFI letter No.396/F.I(Per)-Estt, dated 17-03-2021 (**Annex-L**). However, the appellant did not submit any appeal / representation to the competent authority against the said letter within the prescribed time period. Later on, the appellant after the lapse of about 2 years, submitted another appeal on the same matter on 29-03-2023 to DG, PFI, Peshawar. In response, PFI, vide letter dated 11-04-2021, informed him that the same matter has already been decided by the Administrative Department vide letter dated 17-03-2021. In this regard, the appellant instead of approaching to competent authority for departmental representation / appeal filed the subject service appeal, which is not covered under Rule-4 of the Khyber Pakhtunkhwa Service Tribunal Act, 1974 (**Annex- M**).
10. That the Administrative Department recently notified an Anomaly Committee to remove the difficulties being faced by the few employees of PFI regarding seniority aroused due to their promotion under the existing notified Service Rules of PFI (**Annex-N**).

GROUNDS

- A. Incorrect and misleading: The appellant has been treated in accordance with the law.
- B. Incorrect and misleading. That Deputy Director (Technical) (BS-18) and Assistant Professor of Forestry (BS-18) both have opportunity of promotion to the post of Director, Forest Education Division (BPS-19). The Deputy Director (Technical) is not given any other promotion line in Service Rules of PFI, except to the post of Director Forest Education Division, so there is no violation of single line promotion. It is worth to mention that in the previous Service Rules of PFI, Deputy Director (Technical) was also eligible for the promotion to the post of Director, Forest Education Division (**Annex- O**). That no anomaly exists in combining the seniority of Deputy Director (Technical) (BS-18) and Assistant Professor of Forestry (BS-18) for promotion against the post of Director, Forest Education Division. Besides, appellant has already availed the promotion opportunity in May, 2019 under the existing Service Rules of PFI and then applied against the same service rules just to block the promotion rights of the incumbent of the post of Deputy Director (Technical) who is ten (10) years senior to him. Furthermore, as per judgment of Hon'ble Supreme Court of Pakistan reported in 2018 PLC (C.S) 657 "where an employee voluntarily accepted and received benefits under some arrangements with the employer out of his own free will then he could not turn around and seek benefit that were ordinary applicable to other employee" (**Annex- P**).
- C. Incorrect and misleading. There exists a specific procedure and rules for formulation and approval of Service Rules. Standing Service Rules Committee (SSRC), whose composition and TORs are annexed as (**Annex-Q**) is the competent forum for giving recommendations for approval of Service Rules by the Competent Authority. Chief Secretary is the Competent Authority to grant approval of the Service Rules. Before submitting the recommendations of the SSRC for approval of Competent Authority, the draft service rules and recommendations of SSRC are examined/ scrutinized by relevant stakeholders like Finance Department, Law Department, Khyber Pakhtunkhwa Public Service Commission, Establishment Department, etc. Even the Administrative Department (Climate Change, Forestry, Environment and Wildlife Department) examine the draft Service Rules and prepare working papers before convening the meeting of SSRC, which includes scrutiny by Section Officer (Estt.), Deputy Secretary (Admn.), Additional Secretary (Admn.), Special Secretary and


Secretary. After approval of the Competent Authority the rules are notified. The same procedure/ steps have also been followed in formulation and approval of PFI Service Rules. In this connection numbers of SSRC meetings were held followed by scrutiny by all stakeholders like Khyber Pakhtunkhwa Public Service Commission, Finance Department, Establishment Department, Law Department, etc. Chronological history of approval/ notification of service rules of PFI is attached as **Annex- R**. It is worth to mention that Deputy Director (Technical) have never been member of SSRC and have no role in scrutiny by relevant stake holders.

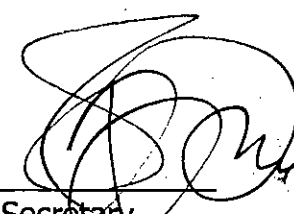
- D. Incorrect and misleading. All officers of Forest Education Division have opportunity of promotion in Service Rules of PFI.
- E. Incorrect and misleading. That the duties of Deputy Director (Technical) (BS-18) is to assist DG, PFI in Administrative and Technical matters of Central Office as well as all Divisions of PFI, which mainly includes to facilitate Research, Education and Training in the field of Forestry and Allied Disciplines, including teaching to the students of BSc, MSc and BS students of Forest Education Division of PFI. Whereas the Director, Forest Education Division has to control the administration of Forest Education Division and to teach the forestry students. The requisite qualification for recruitment/ promotion for the posts of Lecturer in Forestry, Assistant Professor of Forestry, Deputy Director (Technical) and Director, Forest Education Division is MSc. Forestry. Hence the duties and basic qualification of Director, Forest Education Division and Deputy Director (Technical) are of the similar nature. Furthermore, the promotion of Deputy Director (Technical) as per single line of promotion may likely be required to be adjusted in any suitable post accordingly, therefore, in light of above circumstances read with previous service rules (**Annex-O**) the competent authority placed / adjusted the post of Deputy Director (Technical) for promotion against the post of Director, Forest Education Division without any change of his place of duty. It is pertinent to mention that the incumbent of the post of Deputy Director (Technical) (BS-18), PFI, Peshawar having the qualification of M.Sc Forestry is also regularly teaching MSc., BS and BSc forestry students of PFI, Peshawar for last 13 years.
- F. Incorrect and misleading. The appellant has been given equal chances of career progression in the Service Rules as explained in Para- B & E of grounds.
- G. Incorrect and misleading. As explained in Para- B, D & E of grounds.
- H. Incorrect and misleading. As explained in Para- B, D & E of grounds. Furthermore, it is also clarified that the appellant has ample opportunities of career progressions to the next higher grades i.e. BPS-19 as well as to BPS-20 on

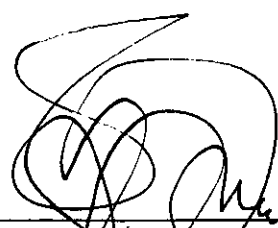
the basis that as per seniority list only one officer is senior to him i.e. Mr. Muhammad Atif Majeed, Deputy Director (Technical) (BPS-18), whose date of Birth is 15-04-1972 and his date of birth is 20-11-1983 (**Annex-S**).

- I. Incorrect and misleading. As explained in Para- B, D & E of grounds.
- J. Incorrect and misleading. As explained in Para- B, D & E of grounds. The officer has ample opportunities of career progressions in the existing service rules of BPS-19 and BPS-20, so his service appeal is frivolous and has no ground to stand on.
- K. That the respondents also seek permission to raise further points at the time of arguments.

It is, therefore, requested that on acceptance of the instant parawise comments the appeal of the appellant may kindly be dismissed.

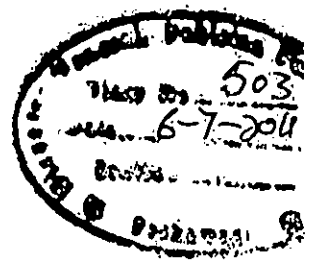

 Director General,
 Pakistan Forest Institute,
 Peshawar
Respondent No. 3
 Mr. Khalid Ilyas


 Secretary
 Climate Change Forestry, Environment & Wildlife
 Department, Govt. of KPK
Respondent No. 2
 Syed Nazam Hussain Shah


 Chief Secretary,
 Government of Khyber Pakhtunkhwa
Respondent No.1
 Syed Nazam Hussain Shah

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87 Annex-A



**TO BE PUBLISHED IN THE NEXT ISSUE
OF GAZETTE OF PAKISTAN PART-I**

No. 3-45/2011-Admn-I
**GOVERNMENT OF PAKISTAN
MINISTRY OF ENVIRONMENT**

Islamabad, the 30th June, 2011.

NOTIFICATION

On reorganization of Federal Secretariat in pursuance of Constitution (Eighteenth Amendment) Act, 2010 (Act No.X of 2010), the following office / organization alongwith employees (list attached) under the Ministry of Environment is transferred to the Government of Khyber Pakhtunkhwa on deputation under Section 10 of the Civil Servants Act, 1973 on their existing posts in the same Basic Scales of pay:-

1. Pakistan Forests Institute (PFI), Peshawar

(Akhtar Saeed)
Section Officer

The Manager,
Gazette of Pakistan
Printing Corporation Pakistan Press,
Karachi

CC: -

1. Secretary, Inter Provincial Coordination Division, Islamabad.
2. Secretary, Finance Division, Islamabad.
3. Secretary, Cabinet Division, Islamabad.
4. Secretary, Establishment Division, Islamabad.
5. Chief Secretary, Government of Khyber Pakhtoonkhwa, Peshawar
6. Director General (PFI), Peshawar
7. Mr. Attique Hussain Khokhar, Director General M.S Wing, Establishment Division, Islamabad.
8. Officer / Official concerned,
9. Office Copy.

Per. up to 577/11
AD(G) - 577/11

Akhtar Saeed
(Akhtar Saeed)
Section Officer

[Signature]
Administrative Officer (G)
Pakistan Forest Institute
Peshawar

8 Annex-B

EXTRAORDINARY
GOVERNMENT



REGISTERED NO. PIII
G A Z E T T E

KHYBER PAKHTUNKHWA

Published by Authority

PESHAWAR, THURSDAY, 25th AUGUST, 2022.

GOVERNMENT OF THE KHYBER PAKHTUNKHWA
FORESTRY, ENVIRONMENT AND WILDLIFE DEPARTMENT

NOTIFICATION

Dated Peshawar, the 16th April, 2019

No. SO(Estt)FE&WD/V-20/2019/3891-3904:- In pursuance of the provisions contained in sub-rule (2) of rule 3 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989, the Forestry, Environment and Wildlife Department, in consultation with the Establishment Department and the Finance Department, hereby lays down the method of recruitment, qualification and other conditions specified in Column No. 3 to 5 of the Appendix to this Notification which shall be applicable to the posts borne on the Pakistan Forest Institute specified in Column No. 3 to 5 of the said appendix:

APPENDIX

1	2	3	4	5
	Nomenclature of the posts	Minimum qualification for appointment by initial recruitment	Age limit	Method of recruitment
1)	Director General (BPS-20)	-	-	(i) By promotion on the basis of joint seniority-cum-fitness, from the Additional Director General (Forestry Research) (BPS-20), Additional Director General (Education) (BPS-20) and Additional Director General (Biological Sciences) (BPS-20) having seventeen (17) years service in BPS-17 and above; and (ii) Eight (08) Research Publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals. (iii) Successful completion of Senior Management Course for promotion to the post of Director General, PFI.

The rules amended by notification No. SO (Estt)FE&WD/V-20/2019 Dated 22nd June, 2022

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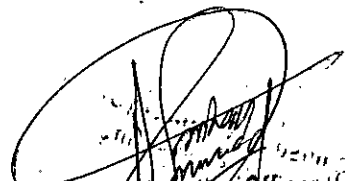
Administrative Officer (G)
Pakistan Forest Institute
Peshawar

			<p>Note:-A joint seniority list of Additional Director General (Forestry Research) (BPS-20), Additional Director General (Education) (BPS-20) and Additional Director General (Biological Sciences) (BPS-20) shall be maintained for the purpose of promotion.</p>
2)	Additional Director General (Forestry Research) (BPS-20)		<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Director (Forestry Research Division) (BPS-19) and Director (Biodiversity Division) (BPS-19) having seventeen (17) years service in BPS-17 and above; and</p> <p>(ii) seven (07) Research Publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p> <p>Note:- A joint seniority list of Director (Forestry Research Division) (BPS-19) and Director (Biodiversity Division) (BPS-19) shall be maintained for the purpose of promotion.</p>
3)	Additional Director General (Education) (BPS-20)		<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Director (Forest Education Division) (BPS-19) and Director (Forest Products Research Division) (BPS-19) having seventeen (17) years service in BPS-17 and above; and</p> <p>(ii) seven (07) Research Publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p> <p>Note:- A joint seniority list of Director (Forest Education Division) (BPS-19) and Director (Forest Products Research Division) (BPS-19) shall be maintained for the purpose of promotion.</p>
4)	Additional Director General (Biological Sciences) (BPS-20)		<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst Director (Biological Sciences Research Division) and Director (Non Timber Forest Produce Division) (BPS-19) having seventeen (17) years service in BPS-17 and above; and</p> <p>(ii) seven (07) Research Publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p> <p>Note:- A joint seniority list of Director (Biological Sciences Research Division) (BPS-19) and Director (Non Timber Forest Produce Division) (BPS-19) shall be maintained for the purpose of promotion.</p>

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5)	Director (Biological Sciences Research Division) (BPS-19)		<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Forest Botanist (BPS-18), Forest Chemist (BPS-18), Soil Chemist (BPS-18) and Forest Pathologist (BPS-18) having twelve (12) years service in BPS-17 and above; and</p> <p>(ii) five (05) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p> <p>Note:- A joint seniority list of Forest Botanist (BPS-18), Forest Chemist (BPS-18), Soil Chemist (BPS-18) and Forest Pathologist (BPS-18) shall be maintained for the purpose of promotion.</p>
6)	Director (Forest Education Division) (BPS-19)		<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Professor of Forestry (BPS-18) and Deputy Director (Technical) (BPS-18) having twelve (12) years service in BPS-17 or in case where initial recruitment takes place in BPS-18, seven (07) years service in (BPS-18); and</p> <p>(ii) five (05) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p> <p>Note:- A joint seniority list of Assistant Professor of Forestry (BPS-18) and Deputy Director (Technical) (BPS-18) shall be maintained for the purpose of promotion.</p>
7)	Director (Forest Products Research Division) (BPS-19)		<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Logging Officer (BPS-18), Forest Economist (BPS-18), Wood Seasoning and Preservation Officer (BPS-18) and Senior Pulp and Paper Officer (BPS-18) having twelve (12) years service in BPS-17 and above; and</p> <p>(ii) five (05) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p> <p>Note:- A joint seniority list of Logging Officer (BPS-18), Forest Economist (BPS-18), Wood Seasoning and Preservation Officer (BPS-18) and Senior Pulp and Paper Officer (BPS-18) shall be maintained for the purpose of promotion.</p>
8)	Director (Forestry Research Division) (BPS-19)		<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Forest Mensuration Officer (BPS-18), Watershed Management Specialist (BPS-18), Central Silviculturist (BPS-18) and Senior Research Officer (BPS-18) having twelve (12) years service in BPS-17 and above; and</p>


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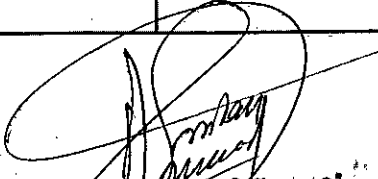
				<p>(ii) five (05) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p> <p>Note:- A joint seniority list of Forest Mensuration Officer (BPS-18), Watershed Management Specialist (BPS-18), Central Silviculturist (BPS-18) and Senior Research Officer (BPS-18) shall be maintained for the purpose of promotion.</p>
9)	Director (Non Timber Forest Produce Division) (BPS-19)		-	<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Senior Research Officer (Silkworm Breeding) (BPS-18), Senior Research Officer (Silkworm Pathology) (BPS-18), Forest Entomologist (BPS-18) and Medicinal Plants Botanist (BPS-18) having twelve (12) years service as such in BPS-17 and above; and</p> <p>(ii) five (05) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p> <p>Note:- A joint seniority list of Senior Research Officer (Silkworm Breeding) (BPS-18), Senior Research Officer (Silkworm Pathology) (BPS-18), Forest Entomologist (BPS-18) and Medicinal Plants Botanist (BPS-18) shall be maintained for the purpose of promotion.</p>
10)	Director (Biodiversity Division) (BPS-19)		-	<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Forest Geneticist (BPS-18), Range Management Officer (BPS-18), Extension Specialist (BPS-18) and Wildlife Management Specialist (BPS-18) having twelve (12) years service as such in BPS-17 and above; and</p> <p>(ii) five (05) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p> <p>Note:- A joint seniority list of Forest Geneticist (BPS-18), Range Management Officer (BPS-18), Extension Specialist (BPS-18) and Wildlife Management Specialist (BPS-18) shall be maintained for the purpose of promotion.</p>
11)	Assistant Professor of Forestry (BPS-18)	At least Ph.D Degree in Forestry from Higher Education Commission recognized University.	25 to 40 years.	<p>(i) seventy five percent (75%) by promotion on the basis of Seniority-cum-fitness, from amongst the Lecturer in Forestry (BPS-17) having five (05) years service as such in BPS-17; and</p> <p>(ii) two (02) Research Publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals; and</p> <p>(iii) twenty five (25%) by initial recruitment.</p>

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12)	Central Silviculturist (BPS-18)	-	-	(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Silviculturist (Silva) (BPS-17) having five (05) years service as such in BPS-17; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry or Higher Education Commission recognized Journals.
13)	Deputy Director (Technical) (BPS-18)	-	-	(i) By promotion on the basis of seniority-cum-fitness, from amongst the Executive Officer (BPS-17) and Forest Manager (BPS-17) having five (05) years service as such in BPS-17; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals. Note:- A joint seniority list of Executive Officer (BPS-17) and Forest Manager (BPS-17) shall be maintained for the purpose of promotion.
14)	Extension Specialist (BPS-18)	-	-	(i) By promotion on the basis of seniority-cum-fitness, from amongst the Research Officer Watershed Sociology (BPS-17) having five (05) years service as such in BPS-17; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.
15)	Forest Botanist (BPS-18)	-	-	(i) By promotion on the basis of seniority-cum-fitness, from amongst the Plant Physiologist (BPS-17) and Assistant Forest Ecologist (BPS-17) having five (05) years service as such in BPS-17; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals. Note:- A joint seniority list of Plant Physiologist (BPS-17) and Assistant Forest Ecologist (BPS-17) shall be maintained for the purpose of promotion.
16)	Forest Chemist (BPS-18)	-	-	(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Forest Chemist (BPS-17) and Bio-Chemist (BPS-17) having five (05) years service as such in BPS-17; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals. Note:- A joint seniority list of Assistant Forest Chemist (BPS-17) and Bio-Chemist (BPS-17) shall be maintained for the purpose of promotion.

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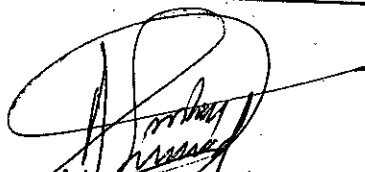
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17)	Forest Economist (BPS-18)	-	(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Forest Economists (BPS-17) having five (05)years service as such in BPS-17; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.
18)	Forest Entomologist (BPS-18)	-	(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Forest Entomologist (BPS-17) having five (05)years service as such in BPS-17; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.
19)	Forest Geneticist (BPS-18)	-	(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Forest Geneticist (BPS-17) having five (05)years service as such in BPS-17; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.
20)	Forest Mensuration Officer(BPS-18)	-	(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Silviculturists (Mensuration) (BPS-17) having five (05)years service as such in BPS-17; and (ii) two (02) Research Publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.
21)	Forest Pathologist (BPS-18)	-	(i) By promotion on the basis of seniority-cum-fitness, from amongst the Research Officer (Pathology) (BPS-17) having five (05)years service as such in BPS-17; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.
22)	Medicinal Plants Botanist (BPS-18)	-	(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Economic Botanist (BPS-17) having five (05)years service as such in BPS-17; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.
23)	Range Management Officer (BPS-18)	-	(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Silviculturist (Range) (BPS-17) having five (05)years service as such in BPS-17; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.

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24)	Medical Officer (BPS-18)		By promotion on the basis of seniority-cum-fitness, from amongst the Medical Officers (BPS-17) having five (05) years service in BPS-17 as such.
25)	Senior Pulp and Paper Officer (BPS-18)		(i) By promotion on the basis of seniority-cum-fitness, from amongst the Pulp and Paper Officer (Chemistry) (BPS-17) and Pulp and Paper Officer (Technology) having five (05) years service in BPS-17 as such; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals. Note:- A joint seniority list of Pulp and Paper Officer (Chemistry) (BPS-17) and Pulp and Paper Officer (Technology) shall be maintained for the purpose of promotion.
26)	Senior Research Officer (BPS-18)		(i) By promotion on the basis of seniority-cum-fitness, from amongst the Research officer (Farm Forestry) (BPS-17) having five (05) years service as such in BPS-17; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.
27)	Senior Research Officer (Silkworm Breeding) (BPS-18)		(i) By promotion on the basis of seniority-cum-fitness, from amongst the Research Officer (Silkworm Rearing) (BPS-17) having five (05) years service as such in BPS-17; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.
28)	Senior Research Officer (Silkworm Pathology) (BPS-18)		(i) By promotion on the basis of seniority-cum-fitness, from amongst the Research Officer (Cocoon and Silk Technology) (BPS-17) having five (05) years service as such in BPS-17; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.
29)	Soil Chemist (BPS-18)		(i) By promotion on the basis of seniority-cum-fitness, from amongst the Research Officer (Soil) (BPS-17) having five (05) years service as such in BPS-17; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.
30)	Watershed Management Specialist (BPS-18)		(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Silviculturist (Watershed) BPS-17 having five (05) years service as such in BPS-17; and (ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.


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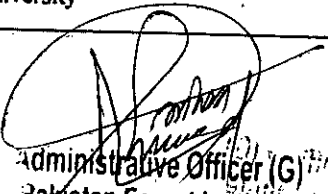
31)	Wildlife Management Specialist (BPS-18)		-	<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Wildlife Biologist (BPS-17) and Wildlife Ecologist (BPS-17) having five (05) years service as such in BPS-17; and</p> <p>(ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p> <p>Note:- A joint seniority list of Wildlife Biologist (BPS-17) and Wildlife Ecologist (BPS-17) shall be maintained for the purpose of promotion.</p>
32)	Wood Seasoning and Preservation Officer (BPS-18)		-	<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Wood Seasoning Officer (BPS-17) and Assistant Composite Wood Officer (BPS-17) having five (05) years service as such in BPS-17; and</p> <p>(ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p> <p>Note:- A joint seniority list of Assistant Wood Seasoning Officer (BPS-17) and Assistant Composite Wood Officer (BPS-17) shall be maintained for the purpose of promotion.</p>
33)	Logging Officer (BPS-18)		-	<p>(i) By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Wood Technologist (BPS-17) and Assistant Wood Technology Officer (BPS-17) having five (05) years service as such in BPS-17; and</p> <p>(ii) two (02) research publications of the officer in Pakistan Journal of Forestry (PJF) or Higher Education Commission recognized Journals.</p> <p>Note:- A joint seniority list of Assistant Wood Technologist (BPS-17) and Assistant Wood Technology Officer (BPS-17) shall be maintained for the purpose of promotion.</p>
34)	Assistant Silviculturist (Silva) (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Forestry from a Higher Education Commission recognized University.	22 to 32 years.	<p>(i) Fifty percent (50%) by promotion on the basis of seniority-cum-fitness, from amongst the Forest Rangers (Silva) (BPS-16) with seven (07) years service as such; and</p> <p>(ii) fifty percent (50%) by initial recruitment.</p>
35)	Assistant Silviculturist (Mensuration) (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Forestry or Statistics from a Higher Education Commission recognized University.	22 to 32 years.	<p>(i) Fifty percent (50%) by promotion on the basis of seniority-cum-fitness, from amongst the Forest Rangers (Mensuration) (BPS-16) and Computer Gr-I (BPS-16) with seven (07) years experiences such in BPS-16; and</p> <p>(ii) Fifty percent (50%) by initial recruitment.</p> <p>Note:- A joint seniority list of Forest Ranger (Mensuration) (BPS-16) and Computer Gr-I (BPS-16) shall be maintained for the purpose of promotion.</p>

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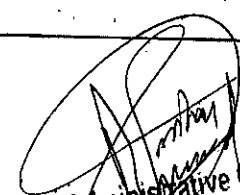
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36)	Assistant Silviculturist (Range) (BPS-17)	At least Second-Class Master or Bachelor of Science four (04) years Degree in Forestry or Range Management from a Higher Education Commission recognized University.	22 to 32 years.	(i) Fifty percent (50%) by promotion on the basis of seniority-cum-fitness, from amongst the Forest Ranger (Range) (BPS 16) with seven (07) years service as such in BPS-16; and (ii) Fifty percent (50%) by initial recruitment.
37)	Assistant Silviculturist (Watershed) (BPS-17)			By promotion on the basis of seniority-cum-fitness, from amongst the Forest Rangers (Watershed) (BPS-16) with seven (07) years service as such in BPS-16.
38)	Assistant Composite Wood Officer (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Organic or Physical Chemistry or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
39)	Assistant Economic Botanist (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Botany or Agronomy or Plant Breeding and Genetics or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
40)	Research Officer (Watershed Sociology) (BPS-17)	At least Second-class Master or Bachelor of Science four (04) years Degree in Forestry or Watershed or Forest Sociology or Sociology or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
41)	Assistant Forest Chemist(BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Chemistry from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
42)	Assistant Forest Economist (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Forest Economics or Agricultural Economics or Economics from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
43)	Assistant Forest Engineer (BPS-17)	At least Second Class Bachelor Degree of Engineering (Civil or Mechanical) from a Higher Education Commission recognized University	22 to 32 years.	(i) Fifty percent (50%) by promotion on the basis of seniority-cum-fitness, from amongst the Technical Assistant (BPS-16) with seven (07) years service as such in BPS-16; and (ii) fifty percent (50%) by initial recruitment.


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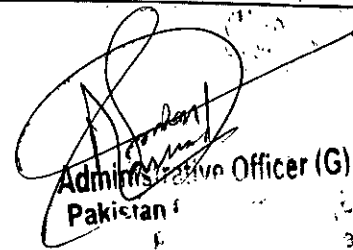
44)	Assistant Forest Entomologist (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Agricultural Entomology from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
45)	Assistant Forest Geneticist (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Forest Genetics or Plant Breeding and Genetics or Bio-Technology from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
46)	Assistant Forest Ecologist (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Forest Ecology or Botany from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
47)	Research Officer (Farm Forestry) (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Forestry from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
48)	Research Officer (Pathology) (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Forest Pathology or Agricultural Pathology or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
49)	Research Officer (Soil) (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Soil Science from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
50)	Research Officer (Silkworm Rearing) (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Agricultural Entomology or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.


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51)	Research Officer (Cocoon and Silk Technology) (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Agricultural Entomology or Chemical Technology or Chemistry or Textile Engineering or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
52)	Assistant Wood Technology Officer (BPS-17)	-	-	By promotion on the basis of seniority-cum-fitness, from amongst the Research Assistants (BPS 16) having five (05) years service as such.
53)	Assistant Wood Technologist (BPS-17)	-	-	By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Wood Working Officers (BPS-16) having three (03) years Diploma in Wood Technology with five (05) years experience as such.
54)	Bio-Chemist (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Bio-Chemistry or Chemistry or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
55)	Executive Officer (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Forestry or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
56)	Lecturer in Forestry (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Forestry or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
57)	Woman Medical Officer (BPS-17)	At least Second Class MBBS Degree or equivalent qualification from a Higher Education Commission recognized University	22 to 32 years.	By initial recruitment.
58)	Plant Physiologist (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Botany or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
59)	Pulp and Paper Officer (Chemistry) (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Pulp and Paper or Chemical Technology or Chemical Engineering or Industrial Engineering or Chemistry or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.


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60)	Pulp and Paper Officer(Technology (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Pulp and Paper or Chemical Technology or Chemical Engineering or Industrial Engineering or Chemistry or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
61)	Wildlife Ecologist (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Wildlife Management or Zoology or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
62)	Forest Manager (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Forestry or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
63)	Wildlife Biologist (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Wildlife Management or Zoology from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
64)	Librarian (BPS-17)		-	By promotion on the basis of seniority-cum-fitness, from amongst Assistant Librarian (BPS-16) with five (05)years services as such.
65)	Assistant Wood Seasoning Officer (BPS-17)	At least Second Class Master or Bachelor of Science four (04) years Degree in Chemistry or Forestry or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
66)	Administrative Officer(BPS-17)		-	By promotion on the basis of seniority-cum-fitness, from amongst the Superintendent (BPS-17) with three (03)years service as such.
67)	Superintendent (BPS-17)		-	By promotion on the basis of seniority-cum-fitness, from amongst the Assistant (BPS-16) with five (05) years service as such.
68)	Assistant Wood Working Officer (BPS-16)		-	By promotion on the basis of seniority-cum-fitness, from amongst the Foremen (Wood Workshop) (BPS-12) with seven (07)years service as such having Post-Matric three (03) years Diploma in Wood Working Technology.

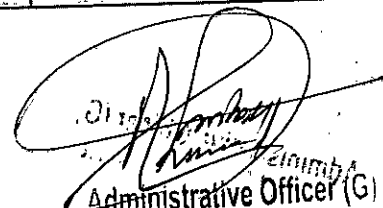

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69)	Computer Gr-I (BPS-16)	At least Second Class Bachelor's Degree in Statistics, Mathematics or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
70)	Forest Ranger (Watershed) (BPS-16)	At least Second Class Bachelor's Degree in Forestry or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
71)	Forest Ranger (Mensuration) (BPS-16)	At least Second Class Bachelor's Degree in Forestry or equivalent qualification from a Higher Education Commission recognized University.	22 to 32 years.	By initial recruitment.
72)	Forest Ranger (Silva)(BPS-16)			By promotion on the basis of seniority-cum-fitness, from amongst the Foresters (BPS-08) with seven (07) years services as such.
73)	Forest Ranger (Range)(BPS-16)			By promotion on the basis of seniority-cum-fitness, from amongst the Field Assistant (BPS-08) with seven (07) years experience as such.
74)	Research Assistant (BPS-16)	At least Second Class Bachelor's Degree in Forestry, Biological Sciences or equivalent qualification from a Higher Education Commission recognized University	22 to 32 years.	(i) Sixty seven percent (67%) by promotion on the basis of seniority-cum-fitness, from amongst the Lab. Technicians (BPS-11) with seven (07) years service as such; and (ii) thirty three percent (33%) by initial recruitment.
75)	Technical Assistant (BPS-16)	At least Second Class Bachelor's Degree in Forestry, Biological Sciences or equivalent qualification from a Higher Education Commission recognized university	22 to 32 years.	(i) Thirty three percent (33%) by promotion on the basis of seniority-cum-fitness, from amongst the Ropeway Operator (BPS-12), Technician (BPS-12) and Technical Assistant (BPS-12) with seven (07) years service as such; and (ii) Sixty seven percent (67%) by initial recruitment. Note:- A joint seniority list of Ropeway Operator (BPS-12), Technician (BPS-12) and Technical Assistant (BPS-12) shall be maintained for the purpose of promotion.


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76)	Assistant Librarian (BPS-16)	At least Second Class Master or Bachelor of Science four (04) years Degree in Library and Information Sciences or equivalent qualification from a Higher Education Commission recognized University or Degree Awarding Institution.	22 to 32 years.	By initial recruitment.
77)	Assistant (BPS-16)	(i) At least Second Class Bachelor's Degree or equivalent qualification from a Higher Education Commission recognized University. (ii) A speed of thirty (30) words per minute in typing; and (iii) Knowledge of computer in using MS Word and MS Excel.	22 to 32 years.	(i) ² Seventy five percent (75%) by promotion on the basis of seniority-cum-fitness, from amongst the holders of the of Senior Clerks (BPS-14) with seven (07) years service as Junior and Senior Clerk as such with basic knowledge of Computer and typing speed of thirty (30) words per minute; and (ii) Twenty five (25%) by initial recruitment.
78)	Assistant Private Secretary (BPS-16)	-	-	² By promotion on the basis of seniority-cum-fitness, from amongst the Steno Typist (BPS-14) with five (05) years service as such with basic knowledge of Computer and typing speed of thirty (30) words per minute.
79)	Male Nurse (BPS-16)	-	-	By promotion on the basis of seniority-cum-fitness, from amongst the Clinical Technician Pharmacy (BPS-07) with seven (07) years service as such.
80)	Female Nurse (BPS-16)	-	-	By promotion on the basis of seniority-cum-fitness, from amongst the PHC Technician (BPS-07) with seven (07) years service as such.
81)	Steno typist (BPS-14)	(i) At least Second Division in Intermediate or equivalent qualification from a recognized Board; and (ii) A speed of fifty (50) words per minute in shorthand in English and thirty five (35) words per minute in typing; and (iii) Knowledge of computer in using MS Word and MS Excel.	18 to 30 years.	By initial recruitment.
82)	Senior Clerk (BPS-14)	-	-	By promotion on the basis of seniority-cum-fitness, from amongst the Junior Clerks (BPS-11) with at least five (05) years service as such.

² The rules amended by notification No. SO(Estt) FE&WD/V-20/2019, Dated 22nd June, 2022

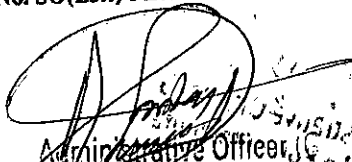
³ The rules amended by notification No. SO(Estt) FE&WD/V-20/2019, Dated 22nd June, 2022

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83)	Technician (BPS-12)	Three (03) years Post Matric Diploma of Telecommunication or three (03) years Post Matric Diploma in Associate Engineering (Civil and Electrical).	18 to 30 years.	By initial recruitment.
84)	Technical Assistant (BPS-12)	At least Second Class Bachelor Degree in Science from a Higher Education Commission recognized University.	18 to 30 years.	By initial recruitment.
85)	Foreman (Vehicle Workshop) (BPS-12)	At least Second Division in Matric or equivalent qualification with three (03) years Diploma in Associate Engineering (Automobile) from a recognized Board of Technical Education.	18 to 30 years.	(i) ⁴ Fifty percent (50%) by promotion on the basis of seniority-cum-fitness, from amongst the Motor Mechanic (BPS-07) and Mechanic (BPS-07) having Secondary School Certificate from recognized Board with seven (07) years service as such; and (ii) fifty percent (50%) by initial recruitment. Note:- A joint seniority list of Motor Mechanic (BPS-07) and Mechanic (BPS-07) shall be maintained for the purpose of promotion.
86)	Foreman (Wood Workshop) (BPS-12)	At least Second Division Intermediate in Science with two (02) years Diploma in Woodworks from a Government Recognized Vocational Training Institute.	18 to 30 years.	(i) Fifty percent (50%) by promotion on the basis of seniority-cum-fitness, from amongst the Sawyer (BPS-07), Polisher (BS-07) and Carpenter (BPS-07) having Diploma in Wood Workshop with seven (07) years service as such; and (ii) fifty percent (50%) by initial recruitment. Note:- A joint seniority list of Sawyer (BPS-07), Polisher (BS-07) and Carpenter (BPS-07) shall be maintained for the purpose of promotion.
87)	Museum Assistant (BPS-12)		-	⁵ By promotion on the basis of seniority-cum-fitness, from amongst the Herbarium Keeper (BS-07) having Intermediate in Science with seven (07) years service as such.
88)	Ropeway Operator (BPS-12)	Three (03) years Post Matric Diploma of Associate Engineering (Automobile) from a recognized Board of Technical Education.	18 to 30 years.	By initial recruitment.
89)	Senior Store Keeper (BPS-12)		-	By promotion on the basis of seniority-cum-fitness, from amongst the Store Keepers (BS-07) having Secondary School Certificate from a recognized Board with seven (07) years service as such.

⁴ The rules amended by notification No. SO(Estt) FE&WD/V-20/2019, Dated 22nd June, 2022

⁵ The rules amended by notification No. SO(Estt) FE&WD/V-20/2019, Dated 22nd June, 2022


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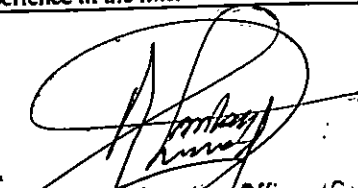
	Pesh Imam (BPS-11)	(i) At least Second Class Shahadat-e-Alaalamia from Wafaq-ul-Madaress or Master Degree in Arabic or Islamiyat or equivalent qualification from a Higher Education Commission recognized University or Degree Awarding Institution. (ii) Preference will be given to Hafiz-e-Quran with proficiency in Qirat.	21 to 30 years.	By initial recruitment.
91)	Lab. Technician (BPS-11)	At least Second Class Bachelor Degree in Science or equivalent qualification from a Higher Education Commission recognized University.	18 to 30 years.	(i) Fifty percent (50%) by promotion on the basis of seniority-cum-fitness, from amongst the holder of the post of Lab. Assistant (BS-08) having Intermediate in Science with seven (07) years service as such; and (ii) Fifty percent (50%) by initial recruitment.
92)	Photographer (BPS-11)	(i) At least Second Class Intermediate or equivalent qualification from a recognized Board. (ii) Two (02) years experience in still and movie photography and operation of Movies and Slide Projectors.	18 to 30 years.	By initial recruitment.
93)	Junior Clerk (BPS-11)	(i) At least Second Division Secondary School Certificate or equivalent qualification from a recognized Board. (ii) A speed of thirty (30) words per minute in typing	18 to 30 years.	(i) Thirty three percent (33%) by promotion on the basis of seniority-cum-fitness, amongst the Daftari (BS-04), Naib Qasid (BS-03) and Khalasi (BS-03) including holders of other equivalent posts with seven (07) years service as such, and who have passed Secondary School Certificate examination; and (ii) sixty seven percent (67%) by initial recruitment. Note:- For the purpose of promotion, there shall be maintained a common seniority list of Daftari's, Naib Qasids and Khalasi, with reference to the date of their acquiring the Secondary School Certificate. Provided that: (a) If two or more officials have acquired the Secondary School Certificate in the same session, the inter se seniority in the lower post shall be maintained for the purpose of determining seniority in the higher post; and (b) Where a senior official does not possess the requisite qualification at the time of filling up a vacancy the official next junior to him possessing the requisite qualification shall be promoted in preference to the senior official or officials

⁶ The rules amended by notification No. SO(Estt) FE&WD/V-20/2019, Dated 22nd June, 2022

⁷ The rules amended by notification No. SO(Estt) FE&WD/V-20/2k19, Dated 07th December, 2020

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94)	Accountant (BPS-10)	At least Second Class Bachelors Degree in Business Administration or Bachelor of Commerce or equivalent qualification from a recognized University with basic knowledge of Computer in using MS Word and MS Excel.	18 to 30 years.	By initial recruitment. Note:- Their promotion line will be fixed in Ministerial Staff according to upgradation made by the Government.
95)	Field Assistant (BPS-08)	At least Second Class Intermediate in Science or equivalent qualification from a recognized Board	18 to 30 years.	(i) Five percent (05%) by promotion on the basis of seniority-cum-fitness, from amongst the Garden Supervisor (BPS-07) having Secondary School Certificate from a recognized Board with Forester Course and five (05) years service as such; and (ii) ninety five percent (95%) by initial recruitment. Note:- The selected candidates shall undergo and successfully complete training at Forest School Thai leading to training two (02) years Forester's Course. Those already having two (02) years Forester's Course from Forest School. Thai shall be exempted from such training.
96)	Forester (BPS-08)	(i) At least Second Class Bachelor's Degree with Intermediate in Science or equivalent qualification from a Higher Education Commission recognized University. (ii) Physical fitness: (a) Height (5-6ft minimum) (b) Chest size (34-36 inches minimum) Note: The candidates shall qualify Marathon race of two (02) km within 20 minutes.	18 to 30 years.	(i) Twenty percent (20%) by promotion on the basis of seniority-cum-fitness, from amongst the Forest Guards (BPS-07) having Secondary School Certificate from a recognized Board with five (05) years service as such; and (ii) eighty percent (80%) by initial recruitment. Note:-The selected candidates shall undergo and successfully complete training at Forest School Thai leading to training two (02) years Forester's Course. Those already having two (02) years Forester's Course from Forest School Thai shall be exempted from such training.
97)	Laboratory Assistant (BPS-08)	At least Second Class Intermediate in Science or equivalent qualification from a recognized Board.	18 to 30 years.	(i) Fifty percent (50%) by promotion on the basis of seniority-cum-fitness, from amongst the Lab. Attendants (BPS-04) with seven(07) years service as such; and (ii) Fifty percent (50%) by initial recruitment.
98)	Plant Operator (BPS-08)	At least Second Class Intermediate Certificate in Science or equivalent qualification from a recognized Board.	18 to 30 years.	By initial recruitment.
99)	Masson (BPS-08)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board with five (05) years practical experience in the line.	18 to 30 years.	By initial recruitment.


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100)	Driver-cum Mechanic (BPS-08)			By promotion on the basis of seniority-cum-fitness, from amongst the Drivers/Tractor Driver (BPS-06) with five (05) years service as such.
101)	Foreman (Civil)(BPS-08)	At least Second Class post Matric three (03) years Diploma in Associate Engineering (Civil) or equivalent qualification from recognized Board of Technical Education.	18 to 30 years.	By initial recruitment.
102)	Foreman (Electrical) (BPS-08)	At least Second Class post Matric three (03) years Diploma in Associate Engineering (Electrical) or equivalent qualification from recognized Board of Technical Education.	18 to 30 years.	By initial recruitment.
103)	Storekeeper (BPS-07)			By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Store Keepers (BPS-07) and Assistant Curators (BPS-07) with five (05) years service as such. Note:-A joint seniority list of Assistant Store Keepers (BPS-07) and Assistant Curators (BPS-07) shall be maintained for the purpose of promotion.
104)	PHC Technician (BPS-07)	At least Second Class Secondary School Certificate with Science or equivalent qualification from a recognized Board and two (02) years Diploma in LHV or Midwifery from recognized Nursing Board or Medical Faculty.	18 to 30 years.	By initial recruitment.
105)	Clinical Technician Pharmacy (BPS-07)	At least Second Class Secondary School Certificate with science or equivalent qualification with two (02) years Diploma in Paramedical Technology from a recognized nursing Board or Medical Faculty.	18 to 30 years.	By initial recruitment.
106)	Physical Training Instructor (BPS-07)	Ex-Army man with at least Second Class Intermediate Certificate from a recognized Board.	18 to 30 years.	By initial recruitment.
107)	Mechanic (BPS-7)			By promotion on the basis of seniority-cum-fitness, from amongst the Fitters (BPS-05) with five (05) years service as such.
108)	Motor Mechanic (BPS-7)	Certificate in the relevant field from recognized Institution with seven (07) years practical experience preferably in a Government workshop.	18 to 30 years.	By initial recruitment.
109)	Garden Supervisor (BPS-07)		18 to 30 years.	By promotion on the basis of seniority-cum-fitness, from amongst the Head Malis (BPS-04) with ten (10) years service as such who possess Secondary School Certificate.

⁵ The rules amended by notification No. SO(Estt) FE&WD/V-20/2019, Dated 22nd June, 2022

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110)	Assistant Storekeeper (BPS-07)	At least Second Class Intermediate Certificate in Science or equivalent qualification from a recognized Board.	18 to 30 years.	⁹ By initial recruitment.
111)	Assistant Curator (BPS-07)	At least Second Class Intermediate Certificate in Science or equivalent qualification from a recognized Board.	18 to 30 years.	By initial recruitment.
112)	Carpenter(BPS-07)	At least Second Class Matric Certificate or equivalent qualification from a recognized Board with one (01) year Diploma from a Government Vocational Training Center or Institute.	18 to 30 years.	By initial recruitment.
113)	Electrician (BPS-07)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board with one (01) year Diploma from a Government Vocational Training Center or Institute	18 to 30 years.	(i) Sixty seven percent (67%) by promotion on the basis of seniority-cum-fitness, from amongst the Lineman (BPS-06) and Pump Operator (BPS-06) with five (05)years service as such; and (ii) thirty three percent (33%) by initial recruitment. Note:-A joint seniority list of Lineman (BPS-06)and Pump Operator (BPS-06) shall be maintained for the purpose of promotion.
114)	Forest Guard (BPS-07)	At least Second Class in Intermediate with Secondary School Certificate in Science from a recognized Board. Physical fitness: (a) Height (5-6 ft minimum) (b) Chest size (34-36 inches minimum) Note: The candidates shall qualify Marathon race of two (02)km within twenty (20) minutes.	18 to 30 years.	By initial recruitment. Note:- The candidate who has been recruited shall have to undergo one year training course of Forest Guards at Khyber Pakhtunkhwa Forest School Thai Abbottabad. Those already having one (01) year Forest Guard Course from Forest School Thai shall be exempted from such training.
115)	Gas Plant Mechanic (BPS-07)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board with one (01) year Diploma in Mechanical from a Government Vocational Training Center or Institute.	18 to 30 years.	By initial recruitment.
116)	Herbarium keeper (BPS-07)	At least Second Class Intermediate (Pre-Medical) in Science from a recognized Board.	18 to 30 years.	¹⁰ By initial recruitment.

⁹ The rules amended by notification No. SO(Estt) FE&WD/V-20/2019, Dated 22nd June, 2022

¹⁰ The rules amended by notification No. SO(Estt) FE&WD/V-20/2019, Dated 22nd June, 2022

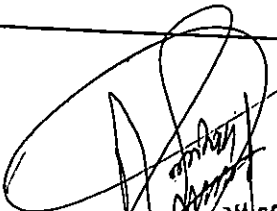
Director of Public Health
Khyber Pakhtunkhwa

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117)	Polisher (BPS-07)	¹¹ At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board with one (01) year Diploma from a Government Vocational Training Center or Institution.	18 to 30 years.	(i) - Fifty percent (50%) by promotion on the basis of seniority-cum-fitness, from amongst the Workshop Attendant (BPS-03) with ten (10) years service as such; and (ii) fifty (50%) percent by Initial recruitment.
118)	Sawyer (BPS-07)	¹² At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board with one (01) year Diploma in the trade from a Government Vocational Training Center or Institution.	18 to 30 years.	By initial recruitment.
119)	Welder (BPS-07)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board with one (01) year Diploma in the trade from Government Vocational Training Center.	18 to 30 years.	By initial recruitment.
120)	Lineman (LT) (BPS-06)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board with one (01) year Diploma in Electrician from Government Vocational Training Center.	18 to 30 years.	By initial recruitment.
121)	Driver /Tractor Driver (BPS-06)	Literate having LTV/HTV driving license issued by the competent authority. Note:-Preference will be given to those who have sufficient experience in driving, repair and maintenance of vehicles.	18 to 30 years.	(i) ¹³ Twenty five percent (25%) by promotion on the basis of seniority-cum-fitness, from amongst the Cleaners (BPS-03) having ten (10) years experience with LTV/HTV license; and (ii) seventy five (75%) by initial recruitment.
122)	Pump Operator (BPS-06)	At least Second Class Secondary School Certificate from a recognized Board with one (01) year Diploma in the trade from a Governmental Vocational Training Center.	18 to 30 years.	By initial recruitment.
123)	Fitter (BPS-05)	At least Second Class Secondary School Certificate from a recognized Board with one (01) year Diploma in the trade from a Governmental Vocational Training Center.	18 to 30 years.	By initial recruitment.

¹¹ The rules amended by notification No. SO(Estt) FE&WD/V-20/2019, Dated 22nd June, 2022
¹² The rules amended by notification No. SO(Estt) FE&WD/V-20/2019, Dated 22nd June, 2022
¹³ The rules amended by notification No. SO(Estt) FE&WD/V-20/2019, Dated 22nd June, 2022


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124)	Assistant Photographer (BPS-05)	-	-	By Promotion on the basis of seniority-cum-fitness, from amongst the holders of the post of Museum Attendant (BPS-3) and Library Attendant (BPS-3) with five (05) years service as such. Note:-A joint seniority list of Museum Attendant (BPS-3) and Library Attendant (BPS-3) shall be maintained for the purpose of promotion.
125)	Tennis Marker (BPS-05)	-	-	By promotion on the basis of seniority-cum-fitness, from amongst the Sports Attendant (BPS-03) with five (05) years service as such.
126)	Daftari (BPS-04)	-	-	By promotion on the basis of seniority-cum-fitness, from amongst the Naib Qasids with two years service as such.
127)	Havildar Armed Guard (BPS-04)	-	-	By promotion on the basis of seniority-cum-fitness, from amongst the holders of the post of Armed Guard (BPS-03) with five (05) years service as such.
128)	Jamadar Armed Guard (BPS-04)	-	-	By promotion on the basis of seniority-cum-fitness, from amongst the Armed Guards (BPS-03) with five (05) years service as such.
129)	Laboratory Attendant (BPS-04)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board	18 to 40 years.	(i) Twenty five percent (25%) by promotion on the basis of seniority-cum-fitness, from amongst the Plant Collectors (BPS-03) and Plant Mounters (BPS-03) with five (05) years service as such; and (ii) Seventy five percent (75%) by initial recruitment. Note:-A joint seniority list of Plant Collectors (BPS-03) and Plant Mounters (BPS-03) shall be maintained for the purpose of promotion.
130)	Head Mali (BPS-04)	-	-	By promotion on the basis of seniority-cum-fitness, from amongst the Malis (BPS-03) with seven (07) years service as such.
131)	Jamadar Sanitary Worker (BPS-04)	-	-	By promotion on the basis of seniority-cum-fitness from amongst the Sanitary Workers (BPS-03) with five (05) years service as such.
132)	Armed Guard (BPS-03)	¹⁴ Ex-Army Man with at least Second Class Secondary School Certificate from a recognized Board.	18 to 40 years.	By initial recruitment.
133)	Bearer (BPS-03)	Literate with two years practical experience in any Hotel or Guest House as Waiter or Bearer.	18 to 40 years.	By initial recruitment.
134)	Butler (BPS-03)	Literate with two years practical experience in any Hotel or Guest House as Waiter or Bearer.	18 to 40 years.	By initial recruitment.

¹⁴ The rules amended by notification No. SO(Estt) FE&WD/V-20/2019, Dated 22nd June, 2022


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135)	Cleaner(BPS-03)	Literate having LTV Driving license issued by the competent authority. Preference will be given to those who have sufficient experience in driving and maintenance of vehicles.	18 to 40 years.	By initial recruitment.
136)	Cook (BPS-03)	Literate with three years practical experience in any Hotel or Guest House as Cook	18 to 40 years.	By initial recruitment.
137)	Cook for Guest House(BPS-03)	Literate with three years practical experience in any Hotel or Guest House as Cook.	18 to 40 years.	By initial recruitment.
138)	Dai (BPS-03)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board with one (01) year Midwife Certificate from recognized Nursing Board or Medical Faculty.	18 to 40 years.	By initial recruitment.
139)	Khalasi (BPS-03)	Preferably literate.	18 to 40 years.	By initial recruitment.
140)	Library Attendant (BPS-03)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board.	18 to 40 years.	By initial recruitment.
141)	Mali (BPS-03)	Literate with two years working experience in gardening.	18 to 40 years.	By initial recruitment.
142)	Dishwasher/ Masaalchi (BPS-03)	Literate with three years practical experience in any Hotel or Guest House as Cook.	18 to 40 years.	By initial recruitment.
143)	Museum Attendant (BPS-03)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board with two years experience in the trade.	18 to 40 years.	By initial recruitment.
144)	Naib Qasid (BPS-03)	Literate.	18 to 40 years.	By initial recruitment.
145)	Plant Collector (BPS-03)	At least Second Class Secondary School Certificate or equivalent qualification in Science from a recognized Board.	18 to 40 years.	By initial recruitment.
146)	Plant Mounter (BPS-03)	At least Second Class Secondary School Certificate or equivalent qualification in Science from a recognized Board.	18 to 40 years.	By initial recruitment.
147)	Sweeper (BPS-03)	Literate.	18 to 40 years.	By initial recruitment.

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148)	Sanitary Worker (BPS-03)	Literate.	18 to 40 years.	By initial recruitment.
149)	Sports Attendant (BPS-03)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board.	18 to 40 years.	By initial recruitment.
150)	Workshop Attendant (BPS-03)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board.	18 to 40 years.	By initial recruitment.

SECRETARY TO GOVT: OF KHYBER PAKHTUNKHWA
FORESTRY, ENVIORNMENT & WILDLIFE
DEPARTMENT

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Peshawar



GOVERNMENT OF
KHYBER PAKHTUNKHWA
FINANCE DEPARTMENT
NO. BO-II/F/D/1-4/Env/2011-12
Dated Peshawar the 28.07.2011

To

The Secretary to Govt. of Khyber Pakhtunkhwa,
Environment Department.

SUBJECT: **DEVOLUTION UNDER 18TH AMENDMENT BUDGET ESTIMATES
2011-12 IN R/O PAKISTAN FOREST INSTITUTE.**


Dear Sir,

I am directed to refer to your letter No.B&A/11-12/Bud/PFI/5595, dated 16.07.2011 on the subject noted above and to say that Finance Department agrees to the creation of Five Hundred and six (506) posts of various categories for the employees of Pakistan Forest Institute, transferred from Government of Pakistan Ministry of Environment Islamabad vide notification No. J-45/2011-Admn-I, dated 30.06.2011 to Khyber Pakhtunkhwa under 18th Constitution Amendment on their existing posts in the same basic pay scales, w.e.f 01.07.2011 as per following break-up:-

S. No.	Name of Post	BPS	No. of Posts
1.	Director General	20	1
2.	Director, Biological Sciences Research Division	19	1
3.	Director, Forest Products Research Division	19	1
4.	Director, Forest Education Division	19	1
5.	Director, Biological Sciences Research Division	19	1
6.	Coordinator Senculture	19	1
7.	Senior Research Officer	18	4
8.	Forest Botanist	18	1
9.	Incharge Medical Officer	18	1
10.	Wood Seasoning & Preservation Officer	18	1
11.	Forest Pathologist	18	1
12.	Forest Chemist	18	1
13.	Assistant Professor of Forestry	18	4
14.	Logging Officer	18	1
15.	Wildlife Management Specialist	18	1
16.	Extension Specialist	18	1
17.	Watershed Management Specialist	18	1
18.	Range Management Officer	18	1
19.	Deputy Director (Technical)	18	1
20.	Forest Geneticist	18	1
21.	Contral Silviculturist	18	1
22.	Forest Mensuration Officer	18	1
23.	Forest Economist	18	1
24.	Senior Pulp & Paper Officer	18	1
25.	Soil Chemist	18	1
26.	Medicinal Plant Botanist	18	1
27.	Forest Entomologist	18	1
28.	Librarian	17	1
29.	Assistant Forest Economist	17	1
30.	Bio-chemist	17	1
31.	Lady Medical Officer	17	1
32.	Assistant Silviculturist	17	7
33.	Executive Officer	17	1
34.	Lecturer in Forestry	17	3
35.	Assistant Wood Technologist	17	1
36.	Assistant Forest Entomologist	17	3
37.	Plant Physiologist	17	1
38.	Assistant Composite Wood Officer	17	1
39.	Assistant Economic Botanist	17	1
40.	Assistant Wood Seasoning Officer	17	1
41.	Assistant Wood Technology Officer	17	1

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42.	Assistant Forest Geneticist	17	1
43.	Pulp & Paper Officer (Technology)	17	1
44.	Pulp & Paper Officer (Chemistry)	17	1
45.	Research Officer (Silkworm Rearing)	17	1
46.	Research Officer (Farm Forestry)	17	5
47.	Research Officer (Cocoon & Silk Technology)	17	1
48.	Research Officer (Watershed Sociology)	17	1
49.	Assistant Forest Chemist	17	1
50.	Wildlife Biologist	17	1
51.	Assistant Forest Engineer	17	4
52.	Wildlife Ecologist	17	1
53.	Administrative Officer	17	2
54.	Forest Manager	17	1
55.	Assistant Forest Ecologist	17	1
56.	Forest Ranger	16	8
57.	Research Assistant	16	3
58.	Technical Assistant	16	5
59.	Superintendent	16	4
60.	Assistant Librarian	16	1
61.	Assistant Wood Working Officer	16	1
62.	Computer	16	3
63.	Stenographer	15	6
64.	Assistant	14	7
65.	Boiler man	14	1
66.	Female Nurse	14	1
67.	Stenotypist	12	5
68.	Male Nurse	11	1
69.	Senior Storekeeper	11	1
70.	Foreman	11	2
71.	Ropeway Operator	11	2
72.	Technician	11	6
73.	Technical Assistant	11	1
74.	Museum Assistant	11	1
75.	Khateeb-cum-Pesh-Imam	10	1
76.	Lab. Technician	10	2
77.	Photographer	10	2
78.	Accountant	09	7
79.	Upper Division Clerk	09	7
80.	Lower Division Clerk	07	27
81.	Forester	07	11
82.	Field Assistant	07	24
83.	Lab. Assistant	07	9
84.	Plant Operator	07	2
85.	Mason	07	1
86.	Driver-cum-Mechanic	07	1
87.	Midwife	06	1
88.	Storekeeper	06	1
89.	Compounder	06	1
90.	Assistant Storekeeper	05	1
91.	Herbarium keeper	05	1
92.	Polisher	05	2
93.	Motor Mechanic	05	2
94.	Sawyer	05	1
95.	Carpenter	05	4
96.	Mechanic	05	1
97.	Gas Plant Mechanic	05	1
98.	Forest Guard	05	2
99.	Physical Training Instructor	05	1


 Administrative Officer (G)
 Pakistan Forest Institute
 Peshawar

100.	Welder	05	1
101.	Assistant Curator	05	1
102.	Garden Supervisor	05	1
103.	Driver	04	20
104.	Tractor Driver	04	1
105.	Filter	03	1
106.	Tennis Marker	03	1
107.	Photographer Assistant	03	1
108.	Lab. Attendant	02	12
109.	Dallari	02	1
110.	Jamadar Armed Guard	02	1
111.	Hawaldar Armed Guard	02	1
112.	Library Attendant	01	1
113.	Sport Attendant	01	4
114.	Cook	01	2
115.	Cook for Guest House	01	1
116.	Masalchi	01	1
117.	Buller	01	2
118.	Bearer	01	14
119.	Workshop Attendant	01	1
120.	Dai	01	1
121.	Plant Collector	01	3
122.	Plant Mounter	01	2
123.	Khalasi	01	11
124.	Cleaner	01	5
125.	Jamadar Sanitary Worker	01	1
126.	Sanitary Worker	01	15
127.	Naib Qasid	01	58
128.	Museum Attendant	01	1
129.	Armed Guard	01	33
130.	Head Mali	01	1
131.	Mali	01	56
Total:			506

2. The Administrative Department may prepare necessary audit copy indicating therein total financial implications involved on account of pay & allowance and other necessary operating expenses and send to this department for authentication.

Yours faithfully,

(Signature)
 (SYED NOOR AHMAD SHAH)
 BUDGET OFFICER-II

Ends: of even No. & date:

Copy forwarded to:

1. The Accountant General, Khyber Pakhtunkhwa.
2. The Director General, Pakistan Forest Institute, Peshawar.
3. The Director FMU, Finance, Department with the request to create new DDO Code for the office Director General, Pakistan Forest Institute, Peshawar.

(Signature)
 Administrative Officer (G)
 Pakistan Forest Institute
 Peshawar

BUDGET OFFICER-II

(34)

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GOVT. OF KHYBER PAKHTUNKHWA
ESTABLISHMENT & ADMN: DEPARTMENT
'(REGULATION WING)

Dated Peshawar, the 13th August, 2011

NOTIFICATION

No. SO (O&M)/E&AD/2-7/2002: Consequent upon devolution of Pakistan Forest Institute (PFI), Peshawar to Government of Khyber Pakhtunkhwa, w.e.f. 1st July, 2011, vide Government of Pakistan, Cabinet Secretariat, Cabinet Division No. 4-9/2011-Min.1, dated 29th June, 2011 the Provincial Government is pleased to notify that Pakistan Forest Institute (PFI), Peshawar shall have the same status and working, mutatis and mutandis, as was on 30-06-2011, and will function as an Attached Department under the administrative control of Environment Department, Government of Khyber Pakhtunkhwa, until further orders:

2. The estate, building and physical assets shall be the property of the Environment Department and shall not be transferred to any other organization except for the official requirement of the attached formations of the Environment Department.

CHIEF SECRETARY,
GOVT. OF KHYBER PAKHTUNKHWA

Endst: No. & Date Even

Copy to:-

1. Additional Chief Secretary, P&D Department, Khyber Pakhtunkhwa.
2. Additional Chief Secretary, FATA.
3. All Administrative Secretaries to Govt. of Khyber Pakhtunkhwa.
4. The Secretary to Governor, Khyber Pakhtunkhwa.
5. The Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
6. All Divisional Commissioners in Khyber Pakhtunkhwa.
7. All Heads of Attached Departments, Khyber Pakhtunkhwa.
8. Director Information, Khyber Pakhtunkhwa.
9. Accountant General, Khyber Pakhtunkhwa.
10. Registrar Peshawar High Court, Peshawar.
11. Registrar Service Tribunal, Khyber Pakhtunkhwa Peshawar.
12. Secretary Public Service Commission, Khyber Pakhtunkhwa Peshawar.
13. Private Secretary to Governor, Khyber Pakhtunkhwa.
14. Private Secretary to Chief Minister, Khyber Pakhtunkhwa.
15. All PSs to Provincial Ministers in Khyber Pakhtunkhwa.
16. PS to Chief Secretary, Khyber Pakhtunkhwa.
17. Controller, Government Printing Press Peshawar.

15/8/11
Ao (G.)

A. H. Q. S. S. S.

Administrative Officer (G)
Pakistan Forest Institute
Peshawar

(Tabassum)
SECTION OFFICER (O&M)

Administrative Officer (G)
Pakistan Forest Institute
Peshawar

35 104 Annex-E Amers E

Government of Pakistan
Devolution Cell M/o Environment
PMI Hostel, Room No 8-B
Zero point Islamabad
<<<<<<>>

Subject: GUIDELINES TO ADDRESS THE ISSUES IN POST DEVOLUTION SCENARIO.

Please find enclosed herewith a copy of Establishment Division's letter No. 15(13)2012-MSW-IV, dated 2nd November, 2012 (copy enclosed) on the subject noted above for information / future references.

(Khalid Hanif)
Section Officer (Devolution Cell)

Director General, Pakistan Forest Institute, Peshawar
Section Officer (Devo.Cell) U.O.No.1(1)/2012-Devo/MoE, dated 12th November, 2012

Handwritten notes and stamps in the margin.

Director (G)
Pakistan Forest Institute
Peshawar

12.3

Government of Pakistan
Establishment Division
Management Services Wing

F. No.15(13)2012-MSW-IV

Islamabad the 2nd November, 2012

OFFICE MEMORANDUM

Subject:- GUIDELINES TO ADDRESS THE ISSUES IN POST DEVOLUTION SCENARIO

The undersigned is directed to refer to the above noted subject and say that various queries are being received from Ministries/Divisions/Departments to deal with issues cropped up in post devolution scenario and it has been decided that the following guidelines may be circulated among all the Ministries/Divisions to resolve these issues:-

- I) Processing the cases for employment of deceased Government servant's family members: The cases of employment of deceased government servant's family members belonging to the devolved Ministry/Division under the existing "Prime Minister's Assistance package for families of Government employees who die in Service" or who are retired on medical grounds for the contract employment may be processed by the Ministry/Division concerned in which the employees of the devolved Ministry/Division was last posted under the intimation to the Cabinet Division (Devolution Cell) and the Establishment Division (M.S Wing).
- II) Payment of claims to the retiring employees: The case for payment of Leave Encashment, TA/DA Baggage Allowance and all other relevant claims may be processed by the Ministry/Division in which the employee of the devolved Ministry/Division is posted with a copy to Cabinet Division (Devolution Cell) and Establishment Division (M.S Wing).
- III) Promotion cases of the employees of the devolved Ministries/Divisions/Departments: All the promotion cases may be withheld till the promulgation of the enabling law. The instructions/guidelines issued in this behalf on 02.04.2012 are reiterated. (Copy enclosed for ready reference)

Processing of leave cases: The cases of Ex-Pakistan leave, Extra Ordinary Leave, Leave on half average pay etc. of the employees of the devolved Ministries may be processed by the Ministries/Divisions concerned in which the employee of the devolved Ministry/Division is last posted with a copy to Cabinet Division (Devolution Cell). The standard terms & conditions of deputation of civil servants to Foreign Services in Pakistan is circulated vide Establishment Division's O.M No.1/13/87-R.I dated 03.12.1990 and as amended from time to time shall also apply to the employees of the devolved Ministries/Divisions placed on deputation as a result of the devolution process.

Office of the JS (Devolution)
Dairy No. 1722
Dated 27/11/12

2012-11-27
2-XI-12

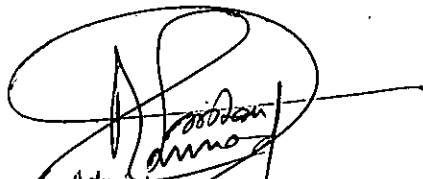
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S. M. Khan
6/11

Administrative Officer (G)
Pakistan Forest Institute
Peshawar

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TS/Qu

7-11-2012

- V) Processing of Nominations by the FPSC: Nominations against vacant posts advertised by the FPSC prior to devolution of the Offices/Ministries/Divisions shall be processed by the Cabinet Division (Devolution Cell) for appointment and thereafter placement of the nominee(s) in the concerned department devolved to the Provincial Government(s) under Section 10 of the Civil Servants Act, 1973 under intimation to the Establishment Division (M.S Wing). Offer of the appointment will be issued by the Cabinet Division (Devolution Cell).
- VI) Regularization of Contract/Contingent Paid/Daily Wages employees- Procedure thereof: The Admin Wing of the Establishment Division will issue necessary instructions to all the Ministries/Divisions to deal with such cases in order to maintain uniformity in processing of these cases.
- VII) Initiation of Disciplinary Proceedings against Employees of devolved Ministries/Divisions:
- The host Ministry/Division/Department may collect facts in respect of the employees of the devolved Ministries/Divisions against whom action under E&D Rules is required to be initiated.
 - The report alongwith charges may then be forwarded to the Devolution Cell concerned.
 - The Devolution Cell may with the approval of Competent Authority serve the charge sheet against the accused and complete the proceedings as per rules on the subject matter.
 - The Cabinet Secretary, in his capacity as Authority may authorize heads of departments as Authorized Officer to proceed under E&D Rules.
 - The final fate of the proceedings may also be communicated to the Ministry concerned and M.S Wing of the Establishment Division.


Administrative Officer (G)
Pakistan Forest Institute
Peshawar


(Mahmood-ul-Haq)
Director

All Ministries/Divisions

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**GOVERNMENT OF KHYBER PAKHTUNKHWA
FORESTRY, ENVIRONMENT & WILDLIFE DEPARTMENT**

Dated Peshawar, 09th January, 2018

NOTIFICATION

No: SO (Estt) FER/WD/VI-1/PFI/2k17. In pursuance of section 11B of the Khyber Pakhtunkhwa Civil Servants Act, 1973 (Khyber Pakhtunkhwa Act No XVIII of 1973), the following devolved employees of the Federal Government, holding various posts in Federal Government entities, on regular basis, before the commencement of the Eighteenth Constitution (Amendment) Act, 2010 (Act No. X of 2010) shall be deemed to be civil servants of the Province for all intents and purposes under the Act ibid:

#	Name	Designation	BPS
1	Hakim Shah	Additional Director General	20
2	Dr. Nasar Iqbal	Director, BSRD	19
3	Dr. Ainul Hussain	Incharge Medical Officer	18
4	Mr. Tanveer Ahmed Qureshi	Forest Chemist	18
5	Mr. Ghayas Ahmed	Assistant Professor of Forestry	18
6	Mr. Ghulam Mustafa Nasir	Logging Officer	18
7	Dr. Ghulam Ali Bajwa	Senior Research Officer	18
8	Dr. Memoona Wali Muhammad	Assistant Professor of Forestry	18
9	Mr. Muhammad Muslim	Wildlife Management Specialist	18
10	Mr. Ayaz Khan Marwat	Senior Research Officer	18
11	Mr. Ashar Farooq	Range Management Officer	18
12	Muhammad Atif Majeed	Deputy Director (Tech)	18
13	Muhammad Bilal Zia	Forest Geneticist	18
14	Mr. Aurangzeb Ashraf Awan	Central Silviculturist	18
15	Mr. Anwar Ali	Forest Mensuration Officer	18
16	Mr. Saz Muhammad	Assistant Forest Economist	17
17	Mst. Sanam Zarif	Bio Chemist	17
18	Mst. Qudsia Khanum	Lady Medical Officer	17
19	Mr. Nowsherwan Zarif	Assistant Silviculturist	17
20	Mr. Zahid Mahmood	Executive Officer	17
21	Mr. Tanveer Hussain	Assistant Wood Technologist	17
22	Dr. Muhammad Nawaz Rajpar	Lecturer in Forestry	17
23	Mr. Naveed Ahmed	Assistant Forest Entomologist	17
24	Mr. Ghansham Das	Assistant Composite Wood Officer	17
25	Mr. Zahid Rauf	Assistant Wood Seasoning Officer	17
26	Mr. Khalid Hussain	Assistant Wood Technology Officer	17
27	Mr. Ahmed Zamir	Lecturer in Forestry	17
28	Mr. Saheb Ahmad	Lecturer in Forestry	17
29	Mr. Atta-ur-Rehman	Superintendent	17
30	Mr. Yousaf Shah	Superintendent	17

**SECRETARY TO GOVT. OF KHYBER PAKHTUNKHWA
FORESTRY, ENVIRONMENT & WILDLIFE
DEPARTMENT**

Endst: No: SO (Estt) FER/WD/VI-1/PFI/2k17.

Dated Peshawar the 09th January, 2018

Copies forwarded to:

- Secretary to Govt. of Pakistan, Climate Change Division, Islamabad w/r to his Notification No: 3-45/2011 Admn-I dated 30th June, 2011.
- Secretary to Govt. of Pakistan Information Technology & Telecommunication Division, Islamabad.

They are requested to kindly direct the officers at 5 No: 14 & 24 above namely Mr. Aurangzeb Ashraf Awan, presently working as Assistant Inspector General of Forest Ministry of Climate Change Division, Islamabad & Mr. Ghansham Das, presently working as Section Officer in Ministry of Information Technology & Telecommunication Division.

Administrative Officer (G)
Pakistan Forest Institute
Peshawar

Islamabad to immediately report/join their duties in Pakistan Forest Institute, Peshawar for actualization their Provincialization.

- 3. Secretary to Govt. of Pakistan Cabinet Secretariat (Cabinet Division) Islamabad.
- 4. Secretary to Govt. of Pakistan Inter Provincial Coordination Division Islamabad.
- 5. Secretary to Govt. of Khyber Pakhtunkhwa Establishment Department.
- 6. Secretary to Govt. of Khyber Pakhtunkhwa Finance Department.
- 7. Secretary to Govt. of Khyber Pakhtunkhwa Law Department.
- 8. Secretary to Govt. of Khyber Pakhtunkhwa Inter Provincial Coordination Department.
- 9. PSO to Chief Secretary, Khyber Pakhtunkhwa.
- 10. Director General, Pakistan Forest Institute, Peshawar w/r to his letter No. 1503/F-VI-(200) Estt. dated 19th December 2017. He is directed that Provincialization orders in respect of the employees upto BPS-16 and below in PFI may be issued on prescribed format, being appointing authority under the rules.

Moreover, the Provincialization orders in respect of the Officers at S. No. 02, 14 & 24 above may also send to the officers concerned through TCS on their Official/home addresses under intimation to this Department. In case of failure to join duty in PFI within stipulated period, necessary action may be taken under Rule 9 of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011.

- 11. Chief Conservator of Forests, Central and Southern Forest Region-I, Peshawar.
- 12. Director Budget & Accounts Cell, Forestry, Environment & Wildlife Department.
- 13. Programmer, B&A Cell of FE&W Department.
- 14. PS to Secretary FE&W Department, Khyber Pakhtunkhwa.
- 15. All Officers concerned C/o DG PFI.
- 16. Personal file of the officers concerned.
- 17. Master file.
- 18. Office order file.

(Signature)
 (TARIQ JAMAL)
 SECTION OFFICER (ESTT)

DDJ

(Signature)
11/31/18

(Signature)
 Administrative Officer (G)
 Pakistan Forest Institute
 Peshawar

151-168

Pakistan Forest Institute
 Peshawar
 Administrative Officer (G)

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27-6
27/5/19

**GOVERNMENT OF KHYBER PAKHTUNKHWA
FORESTRY, ENVIRONMENT & WILDLIFE DEPARTMENT**

Dated Peshawar the, 15th May, 2019

NOTIFICATION

No.SO(Estt)FE&WD/V-2/2k19: The Competent Authority in consultation with the Provincial Selection Board is pleased to promote Mr. Ahmad Zamir, Lecturer in Forestry (BPS-17) to the post of Assistant Professor of Forestry (BS-18) on regular basis, in Pakistan Forest Institute, Peshawar, with immediate effect.

2. The officer on promotion shall remain on probation for a period of one year in terms of Section-6(2) of Khyber Pakhtunkhwa Civil Servants Act, 1973 read with Rule 15(1) of Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989 and extendable for another year with the specific orders of appointing authority within two month of the expiry of first year of probation period as specified in Rule 15(2) of rules ibid.

**SECRETARY TO GOVT OF KHYBER PAKHTUNKHWA
FORESTRY, ENVIRONMENT & WILDLIFE
DEPARTMENT**

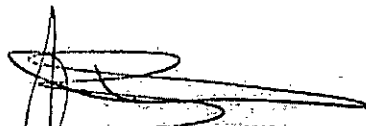
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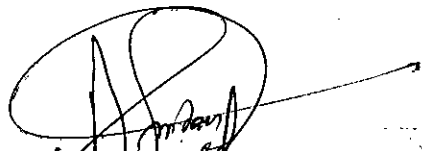
Dated Peshawar, 15th May, 2019

Copy is forwarded to:-

- 1) Director General, Pakistan Forest Institute Peshawar.
- 2) Director, Budget and Accounts Cell, Forestry, Environment & Wildlife Department.
- 3) Programmer, B&A Cell of FE&W Department.
- 4) PS to Secretary, Forestry, Environment & Wildlife Department
- 5) Officer concerned
- 6) Personal file of the officer.
- 7) Master file.
- 8) Office order file.


(Hafiz Abdul Jalil)
SECTION OFFICER (ESTT)

Ac (G)
Ar 23/5/19


Administrative Officer (G)
Pakistan Forest Institute
Peshawar



GOVERNMENT OF KHYBER PAKHTUNKHWA
FORESTRY, ENVIRONMENT & WILDLIFE DEPARTMENT
PAKISTAN FOREST INSTITUTE, PESHAWAR
Ph: +92 91 9221224, 9216995, Fax: +92 91 9221233



(SAY NO TO CORRUPTION)

Dated 14/6/2019

OFFICE ORDER

No. 101 /F.VI(179)-Estt: In order to rectify the anomalies and to address grievances of the employees of Pakistan Forest Institute (PFI) related to the fresh service rules of PFI, notified on 16-04-2019, the following anomaly committee is hereby constituted:

- | | |
|-------------------------------------------------------------------------|----------|
| 1. Mr. Ayaz Khan Marwat , Director, Forestry Research Division (BPS-19) | Chairman |
| 2. Mr. Ahmed Zamir, Assistant Professor of Forestry (BPS-18) | Member |
| 3. Mr. Yousaf Shah, Administrative Officer (B&A) (BPS-17) | Member |
| 4. Mst. Sanam Zarif, Bio-Chemist (BPS-17) | Member |

TORs of the committee

- To examine all the applications of the concerned employees of PFI, Peshawar regarding their grievances / reservations.
- To point out anomalies (if any) in the service rules of PFI.
- To propose revision / amendment in the cases of anomalies, where necessary with justification.
- To propose bifurcation / re-designation or change of nomenclature, where necessary, with justification.
- Preparation of draft letters / summaries / cases / working papers for bifurcation / re-designation or change of nomenclature accordingly.
- Preparation of cases / working papers for submission to SSRC.
- Already settled cases / rules will not be discussed on the forum of the committee meeting.

The Committee will submit the genuine cases with viable solutions within 15 days. Administrative Officer (G) will provide the relevant documents to the committee, as and when demanded.

Director General

No. 571 /F.VI (179)-Estt dated 14/6/2019

CC:

- All Additional Director Generals, PFI, Peshawar.
- All Directors, PFI, Peshawar.
- Chairman of the committees.
- Deputy Director, (Tech), PFI, Peshawar.
- All members of the committee.
- Administrative Officer (G), PFI with the instructions to provide relevant record to the chairman of the committee, as and when needed.
- Notice Board.

Administrative Officer (G)
Pakistan Forest Institute
Peshawar

Director General

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Annex-I

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GOVERNMENT OF KHYBER PAKHTUNKHWA
FORESTRY, RESEARCH DIVISION
PAKISTAN FOREST INSTITUTE, PESHAWAR

Phone No. 091-9221224 Fax: +92 91 9221233



NO. 326 / Estt. (13) / DFR

Dated 29 August, 2019

To

The Director General
Pakistan Forest Institute
Peshawar

Subject: SUGGESTIONS/ RECOMMENDATIONS

Kindly refer to your office order No.101/F.VI(179)-Estt dated 14.06.2019, and to enclose herewith suggestions/ recommendations of the anomaly committee regarding settlement of the grievances of the employees related to recruitment and promotion rules of PFI, 2019.

Administrative Officer (G)
Pakistan Forest Institute
Peshawar

Chairman,
Anomaly Committee/
Director
Forestry Research Division
Pakistan Forest Institute
Peshawar



GOVERNMENT OF KHYBER PAKHTUNKHWA
 Forestry, Environment & Wildlife Department
Forestry Research Division
 Pakistan Forest Institute, Peshawar
 Phone No. 091-9221224 Fax: +92 91 9221233



SUGGESTIONS OF THE ANOMALY COMMITTEE
FOR ADDRESSING THE APPLICATIONS/ GRIEVANCES OF THE EMPLOYEES OF PFI, PESHAWAR

In pursuance of office Order No.101/F.VI(179)-Estt dated 14.06.2019, issued by Director General, PFI, where the anomaly committee was constituted to thoroughly check/ examine the grievances/ applications of the employees of PFI. The committee examined each and every case of the employees and suggested the following.

APPLICATIONS OF THE NON-GAZATTED STAFF

S.#	Application No.	Name	Suggestions	Remarks
1.	01	Abdul Basit, Museum Attendant (BS-03)	The case was examined and it is suggested that the post of Museum Attendant (BPS-03), S.No.143 of Recruitment Rules may be put in the promotion line of Herbarium Keeper (BPS-07), S.No.116. The post of Herbarium Keeper may be put in 50% promotion quota instead of initial recruitment. Qualifications for promotion for the post of Museum Assistant (BPS-12), S.No.87 of Recruitment Rules may be amended as Metric with Science.	
2.	02-06	Khalid Javed, Muhammd Iqbal Field Assistant, and others (BS-08)	Different opinions were received from the applicants relating to Field Assistant and Forester. The rules are very clear and no anomaly was found. Therefore applications are suggested to be filed.	
3.	07	Muhammd Shafiq, Welder (BS-07)	The case of Welder (BPS-07) was examined. There was found no opening in promotion line for him. Therefore, it is suggested that he may be placed in promotion line in the panel line with Sawyer (BPS-07), Polisher (BPS-07) and Carpenter (BPS-07) against the post of Foreman Wood Workshop (BPS-12) S.No.86 of Recruitment Rules. Diploma in Wood Workshop may be exempted in promotion line.	
4.	08	Muhammad Nasim, Lab Assistant (BS-08) and others	The case of applicant was examined and it is suggested that the sentence i.e. "OR having Metric in Science with 12 Years Service" may be added in the rules to avoid the frustrations of the applicants waiting for promotion against the post of Lab Technician (BPS-11), S.No.91 of Recruitment Rules.	

1
 Administrative Officer
 Pakistan Forest Institute
 Peshawar

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5.	09	Fazal Dad, Armed Guard (BPS-03)	As there is no opening line of promotion of the applicant. Therefore it is suggested that the post of Jamadar Armed Guard (BPS-04) and Havildar Armed Guard (BPS-04), S.NO.128 and S.NO.127 of the recruitment rules may be upgraded to the BPS-07 and BPS-08 respectively.	
6.	10	Bushra Akhtr, Dai (BPS-03)	The case of Bushra Akhtar, Dai (BPS-03) was examined. She does not fulfill the qualification for any higher post to be promoted. Therefore application may be filed.	
7.	11	Shakeel Ahmd Herbarium Keeper (BPS-07)	The case was examined and it is suggested that the sentence "OR matriculation with 12 Years experience" may also be added with the existing rules for promotion to the post of Museum Assistant (BPS-12), S.No.87 of the Recruitment Rules.	
8.	12-25	Fazal Mabood N.Q (BPS-03) and others	The nature of the grievance of all the applicants is same i.e. that some posts should be excluded from the promotion line for Junior Clerk (BPS-11), S.No. 93 of the recruitment rules. The case was examined, no anomaly was there and the rules were found clear about it. Therefore the case may be filed.	
9.	26	Muhammd Bilal, Foreman (BPS-08)	The case was examined. It is suggested that opening for the post of Foreman (Electrical)(BPS-08), S.No.102 of the Recruitment Rules may be made for promotion to the post of Technician (BPS-12), S.No.83 of the Recruitment Rules and it may be put in 50% promotion line instead of initial recruitment.	
10.	27	Muhammd Tufail, Plant Operator (BPS-08)	The case was examined and it was found that no opening exists for the applicant in the new rules. Therefore, it is suggested to include the post of Plant Operator (BS-08), S.No.98 of the Recruitment Rules in the promotion line of Research Assistant (BPS-16), S.No.74 of the Recruitment Rules.	As Promotion line was oversighte d therefore his case for promotion may be initiated accordingly
11.	28	Muhammd Sohail, Mechanic (BPS-07)	The case was examined and it is stated that for promotion to the post of Foreman (Vehicle Workshop) (BPS-12), S.No.85 of the Recruitment Rules, the sentence i.e "literate with 10 years service" may be added to the rules.	
12.	29	Khairul Hasan, Male Nurse-(BPS-14)	The case was examined. The BPS of Male Nurse in the recruitment & promotion Rules 2019 is BPS-16 whereas the applicant is working as Male Nurse in BPS-14. It is suggested that his application may be entertained and he may be considered in BPS-16 as mentioned in Rules 2019 at S.No 79.	
13.	30	Rahimullah, Photographer (BPS-11)	The case was examined and it is stated that Photographer (BS-11) S.No.92 of the Recruitment Rules has no opening line of promotion therefore it is suggested that personal upgradation to BS-14 may be given. In Government of KP, Information & Public Relations Department, the post of Photographer also exist with BPS-14.	

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Administrative Officer (G)
Pakistan Forest Institute
Peshawar

14.	31	Wasim Ahmd, Assistant (BPS-16)	The case was examined; the request of applicant does not fall in the ambit of the anomaly committee. Therefore it is suggested that the case may be filed.	
15.	32	Shah Nawaz PTI (BPS-07)	The case was examined. There is no promotion line open for the post of PTI (BS-07), S.No. 106 of the Recruitment Rules. It is suggested that the post of PTI (BPS-07), S.No.106 of the Recruitment Rules may be upgraded from BPS-07 to BPS-12, as in Social Welfare, Special Education and Women Empowerment Department, Government of Khyber Pakhtunkhwa.	
16.	33	Manzar Khan Mardani, Pesh Imam (BPS-11)	The case was examined. There is no promotion line for the applicant. Since 2003, the applicant has been working in the same pay scale 11, having Ph.D degree. Therefore it is suggested that the applicant, Pesh Imam (BPS-11); S.No.90 of the Recruitment Rules, may be granted personal upgradation from (BPS-11) to (BPS-16) like in University of Peshawar.	?
17.	34	Tariq Mahmood, Technician (BPS-12)	The case was examined. It is suggested that the requested may be considered and the quota for promotion to the Technical Assistant (BPS-16) S.No.75 of the recruitment rules, may be increased from 33% to 50%.	?
18.	35	Muhammad Safeer, Assistant Curator (BPS-07)	The post of Assistant Curator (BPS-07), S.No.111 of the recruitment rules is in BPS-16 in Sports, Culture, Tourism, Archaeology, Museums and Youth Affairs Department, Govt: of Khyber Pakhtunkhwa. Therefore it is suggested that the post of Assistant Curator at the strength of PFI may be upgraded on the same analogy. Note: It is also suggested that the post of Assistant Curator (BPS-7) may also be deleted from the list of promotion for the post of storekeeper (BPS-7), S.No. 103 of the recruitment rules.	
19.	36	Fazal Rehman Tennis Marker (BPS-05)	No opening exists in the rules for the promotion of the applicant. After examining the case, it is suggested that the post of Tennis Marker (BPS-05), S.No. 125 of the recruitment rules, may be included in the promotion line for Assistant Storekeeper (BPS-07), S.No.110 of the recruitment rules. It is also suggested that the post of Assistant Storekeeper be put in promotion quota instead of initial recruitment.	
20.	37	Muhammad Tariq Sports Attendant (BPS-03)	The applicant has no opening for promotion in the rules. Therefore it is suggested that the post of Sports Attendant (BPS-03), S.No. 149 of the recruitment rules, may be included in the promotion line against the post of Tennis Marker (BPS-05), S.No. 125 of the recruitment rules.	
21.	38	Muhammad Aslam, Accountant (BPS-	The case was examined and in the light of the guidelines, provided by administrative department, it is suggested	his case for promotion

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		14)	that amendments may be made in the service rules 2019 and the post of Accountant (BPS-14) S.No.94 and Senior Clerk (BPS-14), S.No. 82 of the recruitment rules may be clubbed for the purpose of promotion and a joint seniority list of Accountant and Senior clerk may be maintained for promotion to the post of Assistant (BPS-16), S.No.77 of the recruitment rules. Note: The post of the Accountant has been reflected in BPS-10, which may be corrected as BPS-14.	may be initiated accordingly
22	38-B	Gul Rehman, mali	The case was examined and it is suggested that the condition of the eligibility for promotion to the Garden Supervisor (BPS-07), S.No.109 of the recruitment rules may be considered as "Literate persons with 15 years experience as Head mali (BPS-04)" as reflected in old recruitment rules instead of "10 years service with secondary school certificate".	(9)
23	38-C	Said Akhtar Khan, Assistant Wood Working Officer (BPS-16)	<u>Post of Polisher (BPS-07)</u> The Incharge of Wood Workshop/Mechanical and Vehicle Workshop Suggested that there is no Polisher Diploma is available in any vocational Training Centre or Institute in the country for direct appointment to the post of Polisher (BPS-07), S.No 117 of the recruitment rules. In light of the above it is suggested that 1 year diploma reflected in the present rules, for direct appointment may be exempted and prescribed qualifications of "At least Second class Secondary School Certificate with 5 years experience in wood, lacker and natural spirit polishing/painting and distempering" may be added. <u>Post of Sawyer (BPS-07)</u> The Incharge of workshop also Suggested that there is no Sawyer Diploma is available in any vocational Training Centre or Institute in the country for direct appointment to the post of Sawyer (BPS-07), S.No 118 of the recruitment rules. In light of the above it is suggested that 1 year diploma reflected in the present rules, for direct appointment may be exempted and prescribed qualifications of "At least Second class Secondary School Certificate with 5 years experience in wood sawing and basic knowledge of Saw mill" may be added.	

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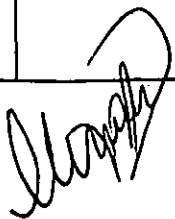
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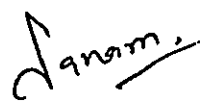
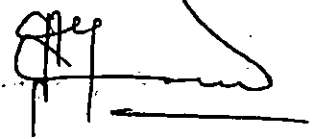
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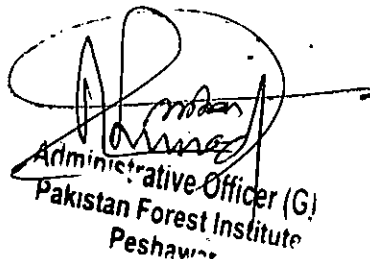
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 Administrative Officer (G)
 Pakistan Forest Institute
 Peshawar

APPLICATIONS OF THE GAZATTED STAFF

S.#	Application No.	Name	Suggestions	Remarks
24.	38-A	Aamir Shakeel, GIS Specialist (BPS-18)	The Service rules of the GIS staff have not yet been framed. As the nature of the work of GIS staff is totally different from other job description of existing posts in PFI. It is therefore proposed that separate service rules may be devised for these posts.	
25.	39	Dr. Ainul Hussain, Medical Officer (BPS-18)	The case of applicant, Medical Officer (BPS-18), S.No. 24 of the recruitment rules, was examined and it was found that he has no opening for further promotion in his career, having the age of 57 years. Therefore it is suggested that amendment may be incorporated in the service rules for promotion or personal upgradation may be given to him.	
26.	40	Dr. Qudsia Woman Medical Officer (BPS-17)	The case of applicant, Woman Medical Officer (BPS-17), S.No. 57 of the recruitment rules was examined. There is already opening for her promotion to the post of Medical Officer (BPS-18) and she will be promoted on her turn.	
27.	41	Anwar Ali FMO (BPS-18)	The case was examined and the job description of DFRD (BPS-19) was also studied. The job description of DFRD is conducting meaningful research in his own capacity of important forestry subjects like silviculture and forest mensuration is also included. Therefore there is weightage in his request and therefore it is suggested that M.Sc Forestry qualifications may be included in the eligibility criteria for promotion to the post of i. Director Forestry Research Division (BPS-19) ii. Additional Director General, Forestry Research (BPS-20)	
28.	42	Sanam Zarif Biochemist (BPS-17)	The case was examined and the pending promotion case may be expedited as special case, because PFI is suffering due to delay in promotion cases.	
29.	43	Zahid Mahmood, Executive Officer (BPS-17)	The case was examined and the applicant has shown his interest in research side and also improving his qualifications in this respect, therefore it is suggested that Mr. Zahid Mahmood, Executive Officer (BPS-17), S.No. 55 of the recruitment rules, may be redesignated/appointed by transfer to the post of Research Officer (watershed Sociology) BPS-17, S.No. 40 of the recruitment rules. After change of designation his seniority will be determined as per rules.	The case for promotion may be initiated accordingly.
30.	44	Khalid Hussain AWTO (BPS-17)	The case of Khalid Hussain, Assistant Wood Technology Officer (BPS-17), S.No. 52 of the recruitment rules, was examined. The post of Research Officer (Pathology) (BPS-17) is lying vacant for a very long time and he has already been working against this post, therefore it is suggested that he may be redesignated/appointed by transfer to the post of Research Officer (Pathology) (BPS-17), S.No. 48 of the recruitment rules in the best public interest. After change of designation his seniority will be	The case for promotion may be initiated accordingly.




 Administrative Officer (G)
 Pakistan Forest Institute
 Peshawar

			determined as per rules.
31.	45-45 A	Yousaf Shah and Attaur Rehman (AOs) (BPS-17)	The cases of Administrative officer (B&A) and Administrative officer (G) were examined and it was found that no opening is there for further promotion of the applicants in present recruitment rules. Moreover, in the present set up the post of superintendent, the subordinate of Administrative officers has been upgraded to BPS-17 and Admin officers are still working in the same grade i.e. PS-17. Therefore it is suggested that the posts of Administrativ Officers (BPS-17), S.No. 48 of the recruitment rules may be upgraded from BP-17 to BP-18 for smooth running the official work.
32.	46	Bilal Zia Forest Geneticist (BPS-18)	The case was thoroughly examined and it was found that the applicant had no eligibility for promotion to the post of DFRD (BPS-19) as he had no degree in Forestry, which was pre-requisite for promotion Moreover, Genetics is a part of Biodiversity, there He has been rightly placed in Biodiversity Division because Genetics is part of Biodiversity. He has same opening for promotion to BPS-19 in Biodiversity Division. Therefore the case may be filed.
33.	47-49	Abdul Karim Abbasi and others APS (BPS-16)	The cases were thoroughly studied and it was found that no further line of promotion is there. It is worth mentioning that recently three posts of Additional Director General have been created at PFI. Three (3) posts of personal Assistants (BPS-17) are suggested to be created for smoothly running of their office affairs.
34.	50	Dr.Mamoona Wali, ApoF (BPS-18)	The case was examined. Officers in one division are not eligible for promotion to other division as per new rule. She has sufficient opening in her division i.e Forest Education Division for promotion to BPS-19 and then to BPS-20 as Additional Director General (Forest Education). Neither junior officers have been promoted to BPS-19, nor her seniority has been brought down. As for as old dysfunctional rules of PFI are concerned, these have been nullified when new rules were framed/ notified. Under the new rules, only officers working in different fields of Forestry Research Division, such as Central Silviculturist, watershed management Specialist and mensuration officers are eligible for promotion to the post of Director Forestry Research Division. In the same way Only relevant branches working on different components of biodiversity such as wildlife management, forest Genetics and Range Management were included in biodiversity Division purely on merit basis/technical ground.

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 Administrative Officer (G)
 Pakistan Forest Institut
 Peshawar

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			In light of above facts, Assistant Professor of Forestry does not fulfill the criteria for promotion to the post of Director Forestry Research Division and Director Biodiversity. As for as the promotion case is concerned, education division is an important division and the promotion for Director Forest Education Division along with directors of other divisions, waiting for promotion may be initiated on priority basis.	
35.	51	Mr. Bilal Ahmed, Asstant Forest Engineer	The case of the applicant was thoroughly studied and it was found that here is no opening for him for further promotion. Therefore it is suggested that Mr. Bilal Ahmed, Asstant Forest Engineer (BPS-17), S.No. 43 of the recruitment rules, may be redesignated/appointed by transfer to the post of Research Officer (Farm Forestry) BPS-17, S.No. 47 of the recruitment rules. After change of designation his seniority will be determined as per rules.	
36	52	Mr. Ahmad Zamir, Assistant Prof. of Forestry	The case was examined; the request of applicant does not fall in the ambit of the anomaly committee,	
37.	-	-	*The applicants, whose designations are proposed to be changed, may be considered immediately for promotion. Zahid Mehmood (BPS-17) and Khalid Hussain (BPS-17) etc. are relative cases.	
38.	-	-	*The title of the post lying in S.No. 69 of the recruitment rules may be corrected as Computer (BPS-16) instead of computer.	



Member

JAO(B&A), BPS-17



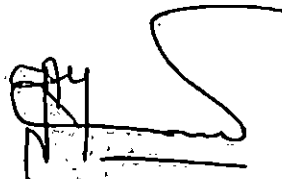
Member

Biochemist, BPS-17



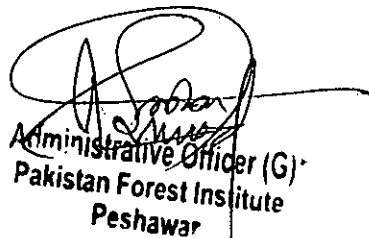
Member

Assistant Professor of Forestry (BPS-18)



Chairman

Director Forestry Research Division (BPS-19)


Administrative Officer (G)
Pakistan Forest Institute
Peshawar

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Annex - J

(129)



GOVERNMENT OF KHYBER PAKHTUNKHWA
FORESTRY, ENVIRONMENT & WILDLIFE DEPARTMENT
PAKISTAN FOREST INSTITUTE, PESHAWAR
Ph: +92 91 9221224, 9216995, Fax: +92 91 9221233



No. 426 / F.I(Per)-Estt

Dated 02 / 03 / 2020

To

Section Officer (Estt),
Forestry, Environment & Wildlife Department,
Government of Khyber Pakhtunkhwa

SUBJECT:

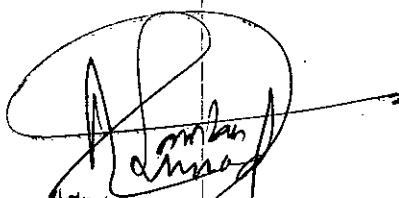
**PROMOTION SERVICE RULES OF ASSISTANT PROFESSOR OF FORESTRY
(BS-18) TO THE POST OF DIRECTOR FOREST EDUCATION DIVISION (BS-
19)**

I am directed to refer to your office letter No.SO(Estt)/FE&WD/V-10/2019/S.Rules/10191-92, dated 09-12-2019, on the subject cited above and to state that the preliminary objection is that the applicant has not processed his application in accordance to the Khyber Pakhtunkhwa Civil Servants (Appeal) Rules, 1986. However, the parawise reply on the subject matter is sent herewith for further necessary action as desired.


Administrative Officer (G)

Cc:

APS to Director General, Pakistan Forest Institute, Peshawar


Administrative Officer (G)
Pakistan Forest Institute
Peshawar

(51)

169 Annex-K



GOVERNMENT OF KHYBER PAKHTUNKHWA
FORESTRY, ENVIRONMENT & WILDLIFE DEPARTMENT

NO.SO(ESTT)/FE&WD/V-10/2019
Dated Peshawar the, 10th February, 2021

6914

To

The Director General,
Pakistan Forest Institute
Peshawar.

Diary No: 146
Date: 23/02/21
Section: P.F.I. Peshawar

Dairy No: 235
Dated: 18-2-2021
Director General Office
PFI, Peshawar

Subject:

PROMOTION OF ASSISTANT PROFESSOR OF FORESTRY BS-18
TO THE POST OF DIRECTOR FOREST EDUCATION DIVISION
BS-19 IN PAKISTAN FOREST INSTITUTE, PESHAWAR

I am directed to refer to your letter No: 65/F.I (Per)-Estt, dated 11th January, 2021 on the subject captioned above.

2. In this regard, it is to inform that the appeal of Mr. Ahmad Zamir, Assistant Professor of Forestry, Forestry Education Division, PFI wherein he raised observations on giving right of promotion to the incumbent of the post of Deputy Director (Technical) against the post of Director (Forest Education Division) in the existing service rules was considered and filed by the higher ups, being not based on merit, please.

(ZIA-UR-RAHMAN)
SECTION OFFICER (ESTT)

Endst: No: and date even

Copy is forwarded for information to PS to Secretary, Forestry, Environment & Wildlife department, Khyber Pakhtunkhwa.

SECTION OFFICER (ESTT)

ADG(E)

18/2 DDT — (original)

[Signature]
18/2/21

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18/2/21

[Signature]
Administrative Officer (I)
Pakistan Forest Institute
Peshawar

AD(G)

[Signature]

[Signature]
place on receipt of

(52)

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Annex-L



**GOVERNMENT OF KHYBER PAKHTUNKHWA
FORESTRY, ENVIRONMENT & WILDLIFE DEPARTMENT
PAKISTAN FOREST INSTITUTE, PESHAWAR**

Ph: +92 91 9221224, 9216995, Fax: +92 91 9221233



No. 396 /F.I(Per)-Estt

Dated 17/03/2021

To

Mr. Ahmed Zamir,
Assistant Professor of Forestry,
Pakistan Forest Institute,
Peshawar.

**SUBJECT: PROMOTION OF ASSISTANT PROFESSOR OF FORESTRY (BPS-18)
TO THE POST OF DIRECTOR FOREST EDUCATION DIVISION
(BPS-19), IN PAKISTAN FOREST INSTITUTE (PFI), PESHAWAR**

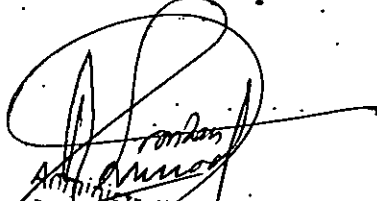
I am directed to refer to your application dated 22-01-2021, on the subject noted above and to enclose herewith a letter from Section Officer (Estt), Forestry, Environment & Wildlife Department, Government of Khyber Pakhtunkhwa bearing No. SO(Estt)/FE&WD/V-10/2019/6914, dated 10-02-2021 being self-explanatory for information please.

Encl: As Above


Administrative Officer (G)

Copy to:

1. Additional Director General (Education), PFI, Peshawar.
2. APS to Director General, Pakistan Forest Institute, Peshawar.


**Administrative Officer (G)
Pakistan Forest Institute
Peshawar**

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621
Annex-M.

NWFP-1 M

NWFP SERVICES TRIBUNAL ACT, 1974.
(NWFP ACT NO. I OF 1974)

First published after having received the assent of the Governor of the North-West Frontier Province in the Gazette of North-West Frontier Province.

AN

132 ACT

to provide for the establishment of Service Tribunal to exercise jurisdiction in respect of matters relating to the terms and conditions of service of civil servants.

Preamble:- WHEREAS it is expedient to provide for the establishment of Administrative Tribunals, to be called Service Tribunal, to exercise exclusive jurisdiction in respect of matters relating to the terms and conditions of service of civil servants, and for matters connected therewith or ancillary thereto;

It is hereby enacted as follows:-

1. **Short title, commencement and application:-**(1) This Act may be called the North-West Frontier Province Services Tribunal Act, 1974.

(2) It shall come into force at once.

(3) It applies to all civil servants wherever they may be.

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

(a) "Civil Servant" means a person who is, or has been, a civil servant within the meaning of the North-West Frontier Province Civil Servants Act, 1973 (NWFP Act NO. XVIII of 1973)";

(b) "Government" means the Government of the North-West Frontier Province'

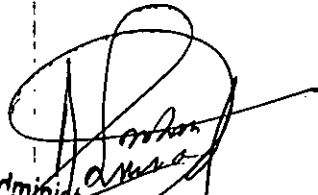
(c) "Province" means the North-West Frontier Province; and

(d) "Tribunal" means a Services Tribunal established under Section 3.

3. **Tribunal:-**(1) The Governor may, by notification in the official gazette, establish one or more Service Tribunals and, where there are established more than one Tribunal, the Governor shall specify in the notification the class or classes of civil servants in respect of whom or the territorial limits within which, each such Tribunal shall exercise jurisdiction under this Act.

¹² Published in the NWFP Government Gazette, Extraordinary, dated 28.3.1974 at Pages 600-606.

¹³ (a) of Section 2 substituted by NWFP Act No. IX of 1974.


Administrative Officer (L)
Pakistan Forest Institute
Peshawar

- (2) A Tribunal shall have exclusive jurisdiction in respect of matters relating to the terms and conditions of service of civil servants, including disciplinary matters.
- (3) A Tribunal shall consist of-
 - (a) a Chairman, being a person who ¹³⁴[is], has been, or is qualified to be, Judge of High Court; and
 - (b) not less than two and not more than four members each of whom is a person who has for a period of not less than fifteen years held a Class-I or an equivalent post under the Federal Government or a Provincial Government.
- (4) The Chairman and members of a Tribunal shall be appointed by the Governor on such terms and conditions as he may determine.
- (5) The Chairman or a member of a Tribunal may resign his office by writing under his hand addressed to the Governor.
- (6) The Chairman or a member of a Tribunal may be appointed by name or by designation.

¹³³3. A. **Ad hoc Appointment:-** The Governor, may if necessary or expedient, for a particular case or cases, make an ad hoc appointment on the Tribunal of person qualified to be Chairman or a member as the case may be".

4. **Appeal to Tribunal:-** Any civil servant aggrieved by any final order, whether original or appellate, made by a departmental authority in respect of any of the terms and conditions of his service may, within thirty days of the communication of such order to him ¹³⁶or within six months of the establishment of the appropriate Tribunal, whichever is later, prefer an appeal to the Tribunal having jurisdiction in the matter:

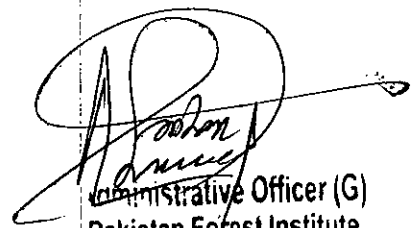
provided that-

- (a) where an appeal, review or a representation to a departmental authority as provided under the North-West Frontier Province Civil Servants Act, 1973, or any rules against any such order, no appeal shall lie to a Tribunal unless the aggrieved civil servant has preferred an appeal or application for review or representation to such departmental authority and a period of ninety days has elapsed from the date on which such appeal, application or representation was preferred;
- (b) no appeal shall lie to a Tribunal against an order or decision of a departmental authority determining-

¹³⁴ The word inserted by NWFP Ordinance No.XV of 1982 Section 2

¹³⁵ Section "3A" inserted by NWFP Act No.XIII of 1976.

¹³⁶ The words inserted by NWFP No.IV of 1974.


 Administrative Officer (G)
 Pakistan Forest Institute
 Peshawar

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- (i) the fitness or otherwise of a person to be appointed to or hold a particular post or to be promoted to a higher post or grade; or
- (ii) the quantum of departmental punishment or penalty imposed on a civil servant as a result of a departmental inquiry, except where the penalty imposed is dismissal from service, removal from service or compulsory retirement ¹³⁷(;and).

¹³⁸ (c) no appeal shall lie to a Tribunal against an order or decision of a departmental authority made at any time before the 1st July, 1969.

Explanation:- In this section, "departmental authority" means any authority, other than a Tribunal, which is competent to make an order in respect of any of the terms and conditions of service of civil servants.

5. **Constitution of Benches:-**(1) There may be constituted one or more Benches, each consisting of-

- (a) the Chairman alone; or
- (b) the Chairman and one or more members; or
- (c) one or more members,

to be nominated by the Chairman for the purpose of admitting appeals for hearing, or dismissing appeals in limini on grounds to be recorded in writing after having heard the applicant or his counsel;

Provided that, notwithstanding anything to the contrary contained in this Act, the Bench consisting of the Chairman and one or more members ¹³⁹(or two or more members), may finally hear and dispose of appeal on merits;

Provided further that no orders shall be made by the Bench under this sub-section before giving the appellant or, as the case may be; the parties and their counsel an opportunity of being heard.

(2) In case a Bench consisting of more than one member is unable to arrive at a unanimous decision, its decision shall be expressed in terms of the view of majority;


Provided that where no majority view can be formed, the appeal shall be referred to other member, to be nominated by the Chairman, and the decision of the Bench shall be expressed in terms of the view of the majority.

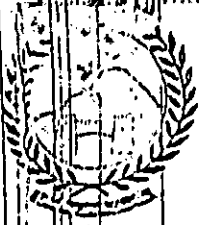
(3) The Chairman may, at any stage, transfer cases from one Bench to another Bench or to the Tribunal.

¹³⁷ The full stop replaced by semicolon and the word "and" inserted by NWFP Act No.IX of 1974.

¹³⁸ Clause (c) substituted by NWFP Act No.IX of 1974.

¹³⁹ The words inserted by act No.XIII of 1976.


 Administrative Officer (G)
 Pakistan Forest Institute
 Peshawar



GOVERNMENT OF KHYBER PAKHTUNKHWA
CLIMATE CHANGE, FORESTRY, ENVIRONMENT & WILDLIFE
DEPARTMENT

Dated Peshawar the, 5th July, 2023

NOTIFICATION

No. SO. Estt)FE&WD/V-⁴⁶ /JPF: An Anomaly Committee comprising the following officers is hereby constituted to remove the difficulties, being faced by the few employees of PFI regarding seniority aroused due to their promotion under the existing notified service rules of PFI:

- | | | |
|-------|-----------------------------------------------------------------------------------------------------------------------------------|----------|
| (i) | Miss Zuhra Nigar,
Additional Secretary (Admn),
CC,FE&W department. | Chairman |
| (ii) | Mr. Adnan Jamil,
Deputy Secretary (Admn),
CC,FE&W department. | Member |
| (iii) | The representative of Establishment Deptt:
Government of Khyber Pakhtunkhwa
(not below the rank of Deputy Secretary BPS-18) | Member |
| (iv) | Mr. Ghulam Ali Bajwa,
Additional Director General (Biological Sciences),
PFI, Peshawar. | Member |
| (v) | Director Forest Education Division,
PFI, Peshawar. | Member |

2. The Committee shall thoroughly examine such cases as per the existing notified service rules of PFI, relevant provisions of Khyber Pakhtunkhwa Civil Servants Act, 1973, Khyber Pakhtunkhwa Civil Servants (APT) Rules, 1989, Khyber Pakhtunkhwa Promotion Policy, 2009 and other relevant rules, policies etc, and submit its report with specific recommendations within thirty days.

Secretary to Govt: of Khyber Pakhtunkhwa
Climate Change, Forestry, Environment & Wildlife
Department

Enclst: No and date of even. / 05/06/23

Copy is forwarded to:-

- 1) Secretary, Establishment Department, Khyber Pakhtunkhwa. He is requested to kindly nominate a BPS-18 officer as member to facilitate the Anomaly Committee.
- 2) Additional Secretary (Admn), CC,FE&W department/Chairman of the Committee
- 3) Deputy Secretary (Admn), CC,FE&W department / Member of the Committee.
- 4) Additional Director General (Biological Sciences), PFI, Peshawar/Member of the Committee.
- 5) Director Forest Education Division, PFI, Peshawar/ Member of the Committee.

Administrative Officer (G)
Pakistan Forest Institute
Peshawar

(HAFIZ ABDUL JALIL)
SECTION OFFICER (ESTT) 5/7/23

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Annex - ①



Recruitment Rules for the Post B.P.S. No. 16 and above

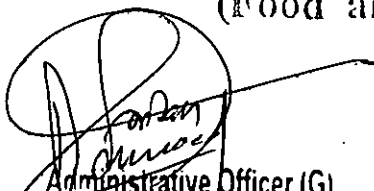
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GOVERNMENT OF PAKISTAN
MINISTRY OF FOOD AND AGRICULTURE
(Food and Agriculture Division)

Islamabad


Administrative Officer (G)
Pakistan Forest Institute
Peshawar

FOR REFERENCE ONLY

NOT TO BE ISSUED

GOVERNMENT OF PAKISTAN

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(58)

MINISTRY OF FOOD, AGRICULTURE AND

(Food and Agriculture Division)

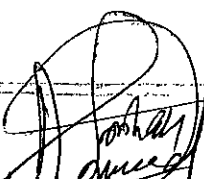
NOTIFICATION

Islamabad, the 11th October, 1984



S. R. O. 911 (D) 84.—In pursuance of sub-rule (2) of rule 3 of the Civil Servants (Appointment, Promotion and Transfer) Rules, 1973, the following methods, qualifications and other conditions are laid down for appointment to the following posts in Basic Pay Scales 16 and above in the Pakistan Forest Institute, Peshawar, under the Food and Agriculture Division, Government of Pakistan, Islamabad:—

S. No.	Name of Post	Basic Pay Scale
1	2	3
1.	Director General	20
2.	Director, Forestry Research Division	19
3.	Director, Biological Sciences Research Division	19
4.	Director, Forest Products Research Division	19
5.	Director, Forest Education Division	19
6.	Director, Watershed Management	19
7.	Co-ordinator (Sericulture)	19
8.	Central Silviculturist	18
9.	Watershed Management Specialist	18
10.	Range Management Officer	18
11.	Forest Mensuration Officer	18
12.	Wildlife Management Specialist	18
13.	Forest Economist	18
14.	Forest Entomologist	18
15.	Forest Chemist	18
16.	Forest Botanist	18
17.	Forest Pathologist	18
18.	Medicinal Plants Botanist	18
19.	Forest Geneticist	18
20.	Extension Specialist	18


 Administrative Officer (C)
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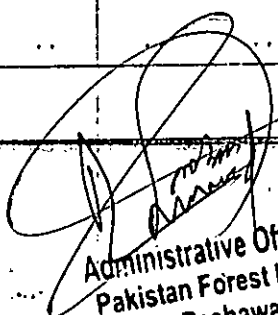
	2	3
21. Professor of Forestry		18
22. Reader-in-Forestry		18
23. Assistant Professor of Forest Engineering and Surveying		18
24. Deputy Director (Technical)		18
25. Medical Officer		18
26. Senior Research Officer (Watershed Economics)		18
27. Senior Research Officer (Range Hydrology)		18
28. Senior Research Officer		18
29. Senior Research Officer (Silk Worm Breeding)		18
30. Senior Research Officer (Silk Worm Pathology)		18
31. Senior Pulp and Paper Officer		18
32. Forest Engineer		18
33. Logging Officer		18
34. Wood Seasoning and Preservation Officer		18
35. Composite Wood Officer		18
36. Saw Milling and Wood Working Officer		18
37. Wildlife Management Officer		18
38. Assistant Silviculturist		17
39. Assistant Biometrician		17
40. Assistant Forest Economist		17
41. Assistant Soil Chemist		17
42. Assistant Forest Entomologist/Junior Forest Entomologist		17
43. Systematic Entomologist		17
44. Bio-Chemist		17
45. Assistant Wood Chemist		17
46. Assistant Forest Chemist		17
47. Plant Physiologist		17
48. Plant Taxonomist		17
49. Assistant Forest Ecologist		17
50. Assistant Forest Geneticist		17
51. Assistant Composite Wood Officer		17
52. Assistant Wood Technologist/Assistant Wood Technology Officer		17
53. Assistant Wood Seasoning Officer		17
54. Lecturer-in-Forestry		17
55. Administrative Officer		17

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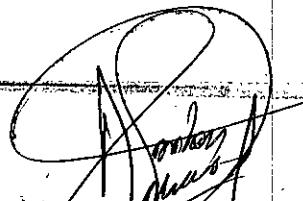
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1	2	
56.	Lady Medical Officer	17
57.	Assistant Economic Botanist	17
58.	Executive Officer	17
59.	Research Officer (Watershed Economics)	17
60.	Research Officer (Forest Hydrology)	17
61.	Research Officer (Watershed Sociology)	17
62.	Research Officer (Watershed Management)	17
63.	Research Officer (Soil Physics)	17
64.	Research Officer (Moriculture)	17
65.	Research Officer (Silkworm Rearing)	17
66.	Research Officer (Cocoon and Silk Technology)	17
67.	Pulp and Paper Officer (Chemistry)	17
68.	Pulp and Paper Officer (Technology)	17
69.	Wildlife Ecologist	17
70.	Wildlife Biologist	17
71.	Assistant Forest Engineer	17
72.	Forest Manager	17
73.	Research Assistant/Technical Assistant	16
74.	Forest Ranger	16
75.	Computer	16
76.	Assistant Wood Working Officer	16
77.	Librarian	16
78.	Assistant Librarian	16
79.	Superintendent	16
80.	Assistant Research Officer	16

METHOD OF APPOINTMENT

2. The posts shall be filled by the following methods :--
- (a) The post of Director General (BPS-20), shall be filled by promotion in accordance with Rule 3 :
 Provided that if no one is found suitable for promotion then the post shall be filled by initial appointment in accordance with Rule 4 and failing that by transfer in accordance with Rule 5.
 - (b) The posts of Directors/Co-ordinator (Sericulture) (BPS-19), shall be filled 80% by promotion and 20% by initial appointment. The ratio shall be so that if four posts being filled by promotion, the fifth shall be filled by initial appointment :


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Provided that if no one is found suitable for promotion then that post shall also be filled by initial appointment.

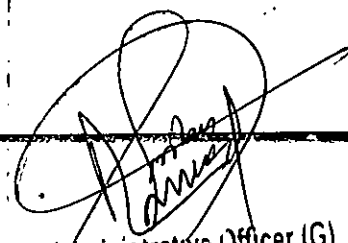
- (c) The posts in BPS-18 and BPS-17 and BPS-16, shall be filled 50% by promotion and 50% by initial appointment except the posts of Administrative Officer (BPS-17) and Superintendent (BPS-16) which will be filled 100% by promotion and the following posts which shall be filled by initial appointment only :—

Basic Pay Scale-18

1. Assistant Professor of Forest Engineering and Surveying.
2. Senior Research Officer (Silk Worm Pathology).
3. Senior Pulp and Paper Officer.
4. Forest Engineer.
5. Forest Pathologist.

Basic Pay Scale-17

6. Assistant Biometrician.
7. Assistant Forest Engineer.
8. Bio-Chemist.
9. Assistant Wood Chemist.
10. Plant Physiologist.
11. Plant Taxonomist.
12. Assistant Forest Ecologist.
13. Assistant Composite Wood Officer.
14. Assistant Wood Seasoning Officer.
15. Research Officer (Forest Hydrology).
16. Research Officer (Watershed Sociology).
17. Research Officer (Soil Physics).
18. Research Officer (Moriculture).
19. Research Officer (Silk Worm Rearing).
20. Research Officer (Cocoon and Silk Technology).
21. Pulp and Paper Officer (Chemistry).
22. Pulp and Paper Officer (Technology).
23. Wildlife Ecologist.
24. Wildlife Biologist.
25. Assistant Forest Economist.
26. Lady Medical Officer.


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Basic Pay Scale-16

- 27. Computer.
- 28. Librarian.
- 29. Assistant Librarian.

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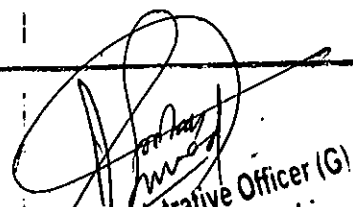
CONDITIONS FOR PROMOTION

3. Promotion to posts in column 2 below shall be made by selection from amongst the persons who hold the posts, specified in column 3 on a regular basis and possess the qualifications and experience prescribed in column 4.

S. No.	Name and Basic Pay Scale of the post	Persons eligible	Conditions of eligibility
1	2	3	4
1.	Director General (BPS-20).	Director (Forestry Division), Director (Education Watershed Management), Director (Biological Sciences Division), Director (Forest Products Research and Coordinator (Sericulture) (BPS-19).	(i) Degree in Forestry, and (ii) 17 years service in BPS-17 and above or 12 years service in BPS-18 in case of direct recruits in BPS-18 or 5 years service in BPS-19 in case of direct recruits in BPS-19.
2.	Director, Forestry Research Division (BPS-19).	Forest Geneticist, Forest Mensuration Officer, Watershed Management Specialist, Wildlife Management Specialist, Forest Economist, Central Silviculturist, Extension Specialist, Deputy Director (Technical), Reader-in-Forestry, Professor of Forestry, Senior Research Officer (Watershed Economics), Senior Research Officer (Range Hydrology), Senior Research Officers, Range Management Officer and Wildlife Management Officer (BPS-18).	(i) Degree in Forestry. (ii) 12 years service in BPS-17 and above or 7 years service in BPS-18, in case of direct recruits in BPS-18.
3.	Director, Forest Education Division (BPS-19).	Do.	Do.
4.	Director, Watershed Management, (BPS-19).	Watershed Management Specialist, Forest Economist, Central Silviculturist, Extension Specialist, Deputy Director (Technical), Reader-in-Forestry, Professor of Forestry, Senior Research Officer (Watershed Economics), Senior Research Officer (Range Hydrology), Senior Research Officers, Range Management Officer, Wildlife Management Officer and Forest Botanist (BPS-18).	Do.
5.	Director, Biological Sciences Research Division (BPS-19).	Forest Botanist, Forest Entomologist, Forest Chemist, Forest Pathologist, and Medicinal Plants Botanist, (BPS-18).	Do.

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	2	3	4	
6	Director, Forest Products Research Division (BPS-19).	Logging Officer, Wood Seasoning and Preservation Officer, Composite Wood Officer, Sawmilling and Woodworking Officer, Forest Engineer, Senior Pulp and Paper Officer and Assistant Professor of Forest Engineering and Surveying (BPS-18).	(i) Degree in Forestry. (ii) 12 years service in PBS-17 and above or 7 years service in BPS-18 in case of direct recruits in BPS-18.	21. 22.
7	Co-ordinator (Sericulture) (BPS-19).	Forest Entomologist, Senior Research Officer (Silkworm Breeding), and Senior Research Officer (Silkworm Pathology). (BPS-18).	Do.	23. 24. 25
8	Forest Economist (BPS-18).	Assistant Forest Economist (BPS-17).	5 years service in BPS-17.	
9	Forest Entomologist (BPS-18).	Assistant Forest Entomologists/Junior Forest Entomologist and Systematic Entomologist (BPS-17).	Do.	
10	Central Silviculturist (BPS-18).	Assistant Silviculturist (BPS-17).	Do.	
11	Professor of Forestry (BPS-18).	Lecturer-in-Forestry and Assistant Silviculturist (BPS-17).	Do.	
12	Forest Chemist (BPS-18).	Assistant Forest Chemist, Assistant Soil Chemist, Bio-Chemist and Assistant Wood Chemist (BPS-17).	Do.	25. 26.
13	Forest Botanist (BPS-18).	Plant Physiologist, Plant Taxonomist and Assistant Forest Ecologist (BPS-17).	5 years service in BPS-17.	27.
14	Forest Geneticist (BPS-18).	Assistant Forest Geneticist (BPS-17).	Do.	
15	Watershed Management Specialist (BPS-18).	Research Officer (Watershed Economics), Research Officer (Forest Hydrology), Research Officer (Watershed Sociology), Research Officer (Watershed Management), Research Officer (Soil Physics) and Assistant Silviculturists (BPS-17).	(i) Degree in Forestry : (ii) 5 years service in BPS-17.	28. 29.
16	Senior Research Officer (Watershed Economics) (BPS-18).	Do.	Do.	30
17	Senior Research Officer (Range Hydrology) (BPS-18).	Do.	Do.	31.
18	Senior Research Officers (BPS-18).	Do.	Do.	32. 33
19	Range Management Officer (BPS-18).	Assistant Silviculturist (BPS-17).	Do.	
20	Forest Mensuration Officer (BPS-18).	Assistant Silviculturist and Biometrician (BPS-17).	Do.	34

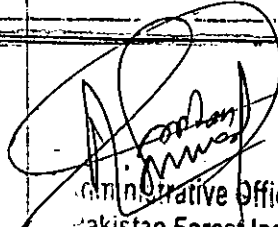

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1	2	3	4
21.	Wildlife Management Specialist (BPS-18).	Wildlife Ecologist, Wildlife Biologist Systematic Entomologist and Assistant Forest Entomologist/Junior Forest Entomologist (BPS-17).	(i) Degree in Forestry. (ii) 5 years service in BPS-17
22.	Wildlife Management Officer (BPS-18).	Do.	Do.
23.	Reader-in-Forestry (BPS-18).	Lecturer in Forestry and Assistant Silviculturist (BPS-17).	Do.
24.	Deputy Director (Technical) (BPS-18).	Assistant Composite Wood Officer, Assistant Forest Ecologist, Assistant Forest Entomologist, Systematic Entomologist, Assistant Wood Technology Officer, Assistant Wood Technologist, Assistant Silviculturist, Plant Physiologist, Lecturer-in-Forestry, Assistant Wood Seasoning Officer, Assistant Forest Geneticist, Assistant Forest Chemist, Assistant Soil Chemist, Assistant Wood Chemist, Bio-Chemist, Assistant Biometrician, Plant Taxonomist, Assistant Economic Botanist and Executive Officer.	5 years service in FPS-17.
25.	Extension Specialist (BPS-18).	Do.	Do.
26.	Medicinal Plants Botanist (BPS-18).	Assistant Economic Botanist (BPS-17).	Do.
27.	Senior Research Officer (Silkworm Breeding) (BPS-18).	Junior Forest Entomologist/Assistant Forest Entomologist, Research Officer (Moriculture), Research Officer Silkworm "(Rearing)" and Research Officer (Cocoon and Silk Technology) (BPS-17).	5 years service in BPS-17.
28.	Logging Officer (BPS-18).	Assistant Wood Technologist/Assistant Wood Technology Officer (BPS-17).	Do.
29.	Wood Seasoning and Preservation Officer (BPS-18).	Assistant Wood Seasoning Officer (BPS-17).	Do.
30.	Composite Wood Officer (BPS-18).	Assistant Composite Wood Officer (BPS-17).	Do.
31.	Sawmilling and Wood-working Officer (BPS-18).	Assistant Wood Technologist/Assistant Wood Technology Officer (BPS-17).	Do.
32.	Medical Officer (BPS-18).	Lady Medical Officer (BPS-17).	Do.
33.	Assistant Silviculturist (BPS-17).	Forest Ranger, Research Assistant and Technical Assistant (BPS-16).	(i) 2nd Class Bachelor's Degree in Forestry ; (ii) 3 years service in BPS-16.
34.	Assistant Soil Chemist (BPS-17).	Research Assistant and Technical Assistant (BPS-16).	(i) 2nd Class Bachelor's Degree in Chemistry or Agriculture ; (ii) 3 years service in BPS-16.

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1	2	3	4
35.	Assistant Forest Entomologist/Junior Forest Entomologist (BPS-17).	Research Assistant and Technical Assistant (BPS-16).	(i) 2nd Class Bachelor's Degree in Zoology or Agriculture ; (ii) 3 years service in BPS-16.
36.	Assistant Forest Geneticist (BPS-17).	Forest Ranger, Research Assistant and Technical Assistant (BPS-16).	(i) 2nd Class Bachelor's Degree in Botany or Forestry or Agriculture with specialization in Plant Breeding. (ii) 3 years service in BPS-16.
37.	Assistant Wood Technologist/Assistant Wood Technology Officer (BPS-17).	Assistant Wood Working Officer. <i>OR</i> Research Assistant, Technical Assistant & Forest Ranger (BPS-16).	(i) Diploma in Wood Working Technology ; and (ii) 3 years service in BPS-16.
38.	Administrative Officer (BPS-17).	Superintendent (BPS-16).	(i) Bachelor's degree Botany or Forestry ; ar (ii) 3 years service in BPS-16.
39.	Assistant Economic Botanist (BPS-17).	Research Assistant & Technical Assistant (BPS-16).	(i) 2nd Class Bachelor's Degree in Agriculture ; (ii) 3 years service in BPS-16.
40.	Executive Officer (BPS-17).	Forest Ranger (BPS-16).	(i) Bachelor's Degree Forestry. (ii) 3 years service in BPS-16.
41.	Lecture-in-Forestry (BPS-17).	Do.	Do.
42.	Research Officer (Watershed Economics) (BPS-17).	Computer, Forest Ranger, Research Assistant & Technical Assistant (BPS-16).	3 years service in BPS-16.
43.	Research Officer (Watershed Management) (BPS-17).	Forest Ranger, Research Assistant and Technical Assistant (BPS-16).	Do.
44.	Forest Manager (BPS-17).	Forest Ranger (BPS-16).	(i) Bachelor's degree Forestry ; (ii) 3 years service in BPS-16.
45.	Assistant Forest Chemist (BPS-17).	Research Assistant & Technical Assistant (BPS-16).	(i) 2nd Class Bachelor's Degree in Chemistry ; (ii) 3 years service in BPS-16.
46.	Systematic Entomologist (BPS-17).	Research Assistant & Technical Assistant (BPS-16).	(i) 2nd Class degree in Agriculture ; (ii) 3 years service in BPS-16.

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47. Research Assistant/ Technical Assistant (BPS-16).	Technical Assistant, Museum Assistant, Technician (BPS-11), Laboratory Technician (BPS-10), Plant Operator, Garden Overseer (BPS-7), Insect Collector, Sprayer (BPS-6), Forester, Field Assistant, Laboratory Assistant/Lab. Keeper, Herbarium Keeper and Logging Assistant (BPS-5).	10 years service for persons who are F. Sc. with Forester's certificate or 12 years service for persons who are F. Sc. or 14 years service for persons who are Matriculate with Forester's Certificate or 15 years service for persons who are Matriculate (experience will be counted from the date of appointment to BPS-5 and above).
48. Forest Ranger (BPS-16).	Forester and Field Assistant (BPS-5).	Matriculate with training certificate from Forester School and 14 years service in the Institute or 15 years service for persons who are Matriculate (experience will be counted from the date of appointment to BPS-5 and above).
49. Superintendent (BPS-16).	Assistant (BPS-11) and Stenographer (BPS-15).	Five years service in BPS-11 and above.
50. Assistant Research Officer (BPS-16).	Technical Assistant, Museum Assistant, Technician (BPS-11), Laboratory Technician (BPS-10), Plant Operator, Garden Overseer (BPS-7), Insect Collector, Sprayer (BPS-6), Forester, Field Assistant, Laboratory Assistant, Laboratory Keeper, Herbarium Keeper and Logging Assistant (BPS-5).	10 years service for persons who are F. Sc. with Forester's certificate or 12 years service for person who are F. Sc. or 14 years service for persons who are Matriculate with Forester's Certificate or 15 years service for persons who are matriculate (experience will be counted from the date of appointment to BPS-5 and above).
51. Assistant Working (BPS-16).	Wood Foreman (Wood Workshop) and Technician (BPS-11).	(i) 2nd. Class Post-Matric three years Diploma in Wood Working Technology. (ii) Five years service in BPS-11 and above.

QUALIFICATIONS, EXPERIENCE AND AGE-LIMITS FOR INITIAL APPOINTMENT

4. A candidate must possess the educational qualifications and experience and must be within the age-limits as mentioned against the posts concerned in the schedule to this Notification:


Provided that the maximum age limits shall be relaxed by 3 years in the case of candidates belonging to Scheduled Castes, Buddhist Community, recognized tribes of the Tribal Areas, Azad Kashmir, and Northern Areas (Districts of Gilgit, Skardu and Diamir), in accordance with the instructions issued by the Establishment Division:

Provided further that for Government Servants who have completed at least 2 years continuous Government Service, maximum age-limit may be relaxed by not more than 10 years upto the age of 55 years.

QUALIFICATIONS/CONDITIONS FOR TRANSFER

5. Appointment by transfer shall be made from amongst the persons holding appointment on a regular basis under the Federal Government in the same Basic

BPS-16.


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Pay Scale in which the post to be filled exists, provided the person concerned possesses the qualifications/experience prescribed for initial appointment.

PROBATION

6. Persons appointed shall be on probation for a period of one year. This period may be curtailed for good and sufficient reasons to be recorded, or, if considered necessary, it may be extended for a further period not exceeding one year as may be prescribed at the time of appointment. Appointment on probation shall be subject to the provisions of section 6 of the Civil Servants Act, 1973.

7. This Notification issues with the concurrence of the Establishment Division and the Federal Public Service Commission as contained in their O.M. No. F. 13/2/81-R. 5, dated 26th May, 1984 and letter No. F. 12-61/82-S, dated the 16th February, 1984, respectively.

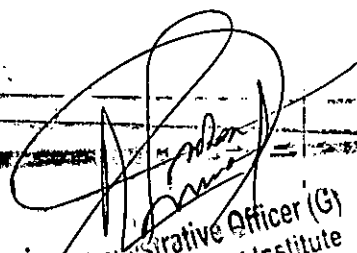
SCHEDULE

(See Rule-4)

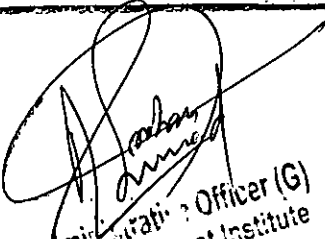
S. No.	Name of Post	Prescribed qualifications and experience	Age Limit	
			Min.	Max.
1	2	3	4	5
1.	Director General	2nd Class Master's Degree or equivalent qualifications in Forestry with 17 years teaching and research experience in the field of Forestry	40	50
2.	Director, Forestry Research Division	2nd Class Master's Degree or equivalent qualifications in Forestry or Silviculture or Range Management or Forest Genetics or Wildlife Management or Watershed Management with 12 years research and teaching experience in the respective field	35	45
3.	Director, Forest Education Division	Do.	35	45
4.	Director, Forest Products Research Division	2nd Class Master's Degree in any field of Forestry or Forest Products with 12 years research experience in Forest Products or 2nd Class Master's Degree in Physics or Chemistry with 12 years experience of the field of Forest Products.	35	45
5.	Director, Biological Sciences Research Division	2nd Class Master's Degree in Botany or Entomology/Zoology or Chemistry or Agriculture with 12 years research experience in the respective field	35	45
6.	Director, Watershed Management	2nd Class Master's Degree or equivalent qualifications in Forestry or Silviculture or Range Management or Watershed Management or Forest Ecology with 12 years research experience in the respective field	35	45
7.	Co-ordinator (Sericulture)	2nd Class Master's Degree or equivalent qualifications in Zoology or Agriculture with specialization in Entomology with 12 years research experience in Applied Entomology	35	45
8.	Forest Economist	2nd Class Master's Degree in Economics with 5 years experience in the field of economic research preferably relating to Forest	25	35

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	2	3	4	5
9. Forest Entomologist	..	2nd Class Master's Degree in Entomology or Zoology Agriculture with specialization in Entomology with 5 years research experience in the respective field	25	35
10. Forest Chemist	..	2nd Class Master's Degree in Chemistry with 5 years research experience in the field of Chemistry preferably in Forest Chemistry	25	35
11. Forest Botanist	..	2nd Class Master's Degree in Botany with 5 years research experience in the field of Botany preferably in the Forest Botany	25	35
12. Forest Pathologist	..	2nd Class Master's Degree in Botany with specialization in Plant Pathology with 5 years research experience in the field	25	35
13. Medicinal Plants Botanist	..	2nd Class Master's Degree in Botany or Agriculture with specialization in Plant Breeding or Agronomy with 5 years research experience in the field	25	35
14. Forest Geneticist	..	2nd Class Master's Degree in Forest Genetics, Botany or Agriculture with specialization in Plant Breeding with 5 years research experience in the field	25	35
15. Watershed Management Specialist.		2nd Class Master's Degree in Watershed Management or Forestry with 5 years research experience in the field	25	35
16. Senior Research Officer (water shed Economics).		2nd Class Master's Degree in Forestry or Forest Economics or Resource Economics, with 5 years research experience in any of these subjects.	25	35
17. Senior Research Officer (Range Hydrology).		2nd Class Master's Degree in Forestry or Watershed Management or Range Hydrology, or Soil Physics or B. Sc. Engineering (Civil) with specialization in Hydrology with 5 years research experience in any of these subjects	25	35
18. Senior Research Officers	..	2nd Class Master's Degree in Forestry or Watershed Management or Watershed Economics or Watershed Sociology or Forest/Range Hydrology or Soil Physics with 5 years research experience in any of these subjects	25	35
19. Range Management Officer.		2nd Class Master's Degree in Range Management or Forestry with 5 years research experience in any of the subjects	25	35
20. Forest Mensuration Officer.		2nd Class Master's Degree in Forest Mensuration or Forestry with 5 years research experience in any of the subjects	25	35
21. Wildlife Management Specialist.		2nd Class Master's Degree in Wildlife Management or Forestry or Zoology with 5 years research experience in any of the subjects	25	35
22. Wildlife Management Officer.		Do.	25	35
23. Extension Specialist	..	2nd Class Master's Degree in any field of Forestry with 5 years experience preferably in forest extension	25	35
24. Reader-in-Forestry	..	2nd Class Master's Degree in any field of Forestry with 5 years experience of Forestry practices, research or education relating to Forestry.	25	35


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1	2	3	4	5
25	Central Silviculturist ..	2nd Class Master's Degree in Forestry with 5 years research experience of Forestry practices ..	25	35
26	Assistant Professor of Forest Engineering and Surveying.	2nd Class Bachelor's Degree in Forestry or Civil Engineering with 5 years experience in Forest Engineering or Civil Engineering. Experience relaxable to 3 years with Master's Degree in Forest Engineering ..	25	35
27	Medical Officer ..	M.B.B.S. Degree or equivalent with 5 years experience ..	25	35
28	Senior Research Officer (Silkworm Pathology).	2nd Class Master's Degree in Zoology with specialization in Entomology or Agriculture Entomology with specialization in Insect Pathology with 5 years research experience in the respective specialization ..	25	35
29	Senior Pulp and Paper Officer.	2nd Class Master's Degree in Chemical Engineering or Chemical Technology or Pulp and Paper Technology or Chemistry with 5 years research experience in any of the subjects ..	25	35
30	Forest Engineer ..	2nd Class Bachelor's Degree or equivalent in Civil Engineering or 2nd Class Bachelors' Degree or equivalent in Forest Engineering with 5 years job experience in Civil or Forest Engineering ..	25	35
31	Saw Milling and Woodworking Officer.	2nd Class Master's Degree in Forestry or Bachelor's Degree in Mechanical Engineering with 5 years research/job experience in Saw Milling or Woodworking ..	25	35
32	Senior Research Officer (Silkworm Breeding).	2nd Class Master's Degree in Zoology with specialization in Entomology or Agriculture Entomology with 5 years research experience in Insect Ecology or Insect Breeding ..	25	35
33	Logging Officer ..	2nd Class Master's Degree in Forestry or Logging with 5 years research experience in Forestry or Logging ..	25	35
34	Wood Seasoning and Preservation Officer.	2nd Class Master's Degree in Forestry or Physics or Chemistry with 5 years research experience in any of these subjects ..	25	35
35	Composite Wood Officer ..	2nd Class Master's Degree in Physics or Chemistry with 5 years research experience in any of these subjects ..	25	35
36	Professor of Forestry ..	2nd Class Master's Degree in Forestry with 5 years research/teaching experience relating to Forestry ..	25	35
37	Deputy Director (Technical).	2nd Class Master's Degree in Forestry with 5 years research experience in Forestry ..	25	35
38	Assistant Silviculturist ..	2nd Class M.Sc. in Forestry ..	21	25
39	Assistant Biometrician ..	2nd Class Master's Degree in Mathematics or Statistics ..	21	25
40	Assistant Forest Economist.	2nd Class Master's Degree in Economics or Forest Economics ..	21	25
41	Assistant Soil Chemist ..	2nd Class Master's Degree in Agriculture with specialization in Soil Science ..	21	25


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42	Assistant Forest Entomologist/Junior Forest Entomologist.	2nd Class Master's Degree in Agriculture or Zoology with specialization in Entomology.	21	25
43	Systematic Entomologist ..	Do.	21	25
44	Bio-Chemist ..	2nd Class Master's Degree in Bio-Chemistry or Organic Chemistry	21	25
45	Assistant Wood Chemist ..	2nd Class Master's Degree in Organic Chemistry.	21	25
46	Assistant Forest Chemist ..	2nd Class Master's Degree in Chemistry ..	21	25
47	Plant Physiologist ..	2nd Class Master's Degree in Botany with specialization in Plant Physiology	21	25
48	Plant Taxonomist ..	2nd Class Master's Degree in Botany with specialization in Plant Taxonomy	21	25
49	Assistant Forest Ecologist.	2nd Class Master's Degree in Botany with specialization in Plant Ecology	21	25
50	Assistant Forest Geneticist.	2nd Class Master's Degree in Forestry or Agriculture with specialization in Plant Breeding ..	21	25
51	Assistant Composite Wood Officer.	2nd Class Master's Degree in Organic or Physical Chemistry	21	25
52	Assistant Wood Technologist.	2nd Class Master's Degree in Botany or Forestry.	21	25
53	Assistant Wood Technology Officer.	Do.	21	25
54	Assistant Wood Seasoning Officer.	2nd Class Master's Degree in Physics or Chemistry or Forestry	21	25
55	Lady Medical-Officer ..	M.B.B.S. Degree (in case the Medical Officer in B-18 is a Lady this post will be designated as Male Medical Officer and filled by Male Medical Officer)	21	25
56	Lecturer-in-Forestry ..	2nd Class M.Sc. (Forestry)	21	25
57	Research Officer (Soil Physics).	2nd Class Master's Degree in Soil Physics ..	21	25
58	Pulp and Paper Officer (Chemistry).	2nd Class Master's Degree in Pulp and paper, Chemical Engineering, Chemical Technology or Industrial Chemistry or Chemistry ..	21	25
59	Pulp and Paper Officer (Technology).	2nd Class Master's Degree in Pulp and Paper or Chemical Technology or Chemical Engineering or Industrial Chemistry or Chemistry ..	21	25
60	Wildlife Ecologist ..	2nd Class Master's Degree in Zoology with specialization in Wildlife Ecology or Animal Ecology	21	25
61	Wildlife Biologist ..	2nd Class Master's Degree in Zoology with specialization in Wildlife Biology or Animal Biology	21	25
62	Research Officer (Watershed Economics).	2nd Class Master's Degree in Forestry or Forest Economics or Agriculture Economics ..	21	25
63	Research Officer (Forest Hydrology).	2nd Class Master's Degree in Forestry or Watershed Management or Forest Hydrology or B.Sc. Engineering (Civil) with specialization in Hydrology	21	25

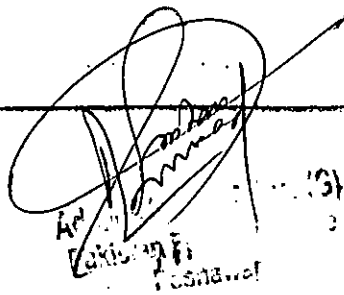
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	2	3	4	5
64.	Research Officer (Watershed Sociology).	2nd Class Master's Degree in Forestry or Watershed Management or Forest Sociology or Sociology	21	25
65.	Research Officer (Watershed Management).	2nd Class Master's Degree in Forestry or Watershed Management or Forest Hydrology	21	25
66.	Research Officer (Mori-culture).	2nd Class Master's Degree in Forestry or Forest Genetics.	21	25
67.	Research Officer (Silkworm Rearing).	2nd Class Master's Degree in Zoology with specialization in Entomology or Agriculture Entomology	21	25
68.	Research Officer (Cocoon and Silk Technology).	2nd Class Master's Degree in Chemical Technology or Chemistry	21	25
69.	Assistant Forest Engineers.	2nd Class Bachelor's Degree in Civil or Mechanical Engineering	21	25
70.	Forest Manager	2nd Class Master's Degree in Forestry	21	25
71.	Assistant Economic Botanist.	2nd Class Master's Degree in Agriculture with specialization in Economics	21	25
72.	Executive Officer	2nd Class Master's Degree in Forestry	21	25
73.	Assistant Research Officer	2nd Class Bachelor's Degree in Forestry	21	25
74.	Research Assistants/Technical Assistants.	2nd Class Bachelor's Degree in Forestry Agriculture or Physical or Biological Sciences.	21	25
75.	Forest Rangers	Bachelor's Degree in Forestry. Initially recruitment will be made of persons with 2nd Class F.Sc. with one or more of the following subjects : "Mathematics, Physics, Chemistry, Botany Zoology to be selected by Federal Public Service Commission and trained in B.Sc. (Forestry)."	21	25
76.	Librarian	Graduate with Diploma in Library Science	21	25
77.	Assistant Librarian	Do.	21	25
78.	Computer	2nd Class Bachelor's Degree in Statistics and Mathematics	21	25
79.	Assistant Wood working Officer.	2nd Class Post-Matric three years Diploma in wood-working with 5 years experience in Wood-working	21	25

Note: Candidates possessing higher academic qualifications/standard shall be preferred and length of experience shall be relaxable by two years in case of M. Phil. and four years in case of Ph. D. Degree.

A. M. KHATTAK,
Inspector General of Forests
Ex. Officio Additional
Secretary


A. M. Khattak
13/11/2013

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Annex - P

2018 P L C (C.S.) 657

[Supreme Court of Pakistan]

Present: Mian Saqib Nisar, C.J., Sardar Tariq Masood and Faisal Arab, JJ

MUHAMMAD RAFIULLAH and others

Versus

ZARAI TARAQIATI BANK LIMITED (ZTBL) through President, Islamabad and another

Civil Petitions Nos. 3078 to 3130, 3163 to 3180, 3184 to 3203, 3244 to 3258, 3263, 3285 and 3286 of 2016 and Civil Misc. Applications Nos. 6624 to 6626 of 2016 and 5569 of 2017, decided on 22nd November, 2017.

(Against the judgment dated 29.06.2016 of the Islamabad High Court, Islamabad, passed in I.C.As. Nos. 29, 30, 32, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 170 of 2014, 994, 998 of 2013 and 181 of 2018)

(a) Civil service---

---Terms and conditions of service, alteration in--- Terms and conditions of service could not be unilaterally altered by the employer to the disadvantage of the employees.

(b) Civil service---

---Service benefits---Where an employee voluntarily accepted and received benefits under some arrangement with the employer out of his own free will then he could not turn around and seek benefits that were ordinarily applicable to other employees.

Zarai Taraqati Bank Limited v. Said Rehman and others 2013 SCMR 642 ref.

(c) Agricultural Development Bank Employees Pension and Gratuity Regulations, 1981---

---Preamble---Zarai Taraqati Bank Limited (Staff Regulations), 2005, Preamble---Constitution of Pakistan, Art. 25---Plea of discrimination---Reasonable classification between two sets of employees---Employees of Agricultural Development Bank of Pakistan received their pensionary benefits computed on basis of pension factor of 2.33%---Before Agricultural Development Bank of Pakistan was converted into Zarai Taraqati Bank Limited, the bank issued a circular which reduced the pension factor to 1.15%---Said circular was applicable to those employees who opted for the Golden Handshake Scheme or were covered under the Zarai Taraqati Bank Limited (Staff Regulations), 2005 ("first set of employees")---Employees of the Bank, who had neither opted under the Golden Handshake Scheme nor under Zarai Taraqati Bank Limited (Staff Regulations), 2005 ("second set of employees"), upon their retirement were also given pensionary benefits on the basis of the revised pension factor of 1.15%, however on the orders of the High Court their pension factor was restored to 2.33%---First set of employees contended that their pension factor should also be restored to 2.33% as their terms and conditions of service could not be changed by the Bank unilaterally, and that they were being discriminated against in reference to the second set of employees; held, that the first set of employees received all benefits including pensionary benefits as provided in the scheme under which they exercised their option---Said employees on account of their own voluntary act considered the most beneficial option, which disentitled them from claiming pensionary benefits under Agricultural Development Bank Employees Pension and Gratuity Regulations, 1981---Said employees could be categorized distinctly from the second set of employees who had not opted either under the Golden Handshake Scheme of 2002 or under Zarai Taraqati Bank Limited (Staff Regulations), 2005---Plea of discrimination was, therefore, not available to the first set of employees being of distinct

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class---Petition for leave to appeal was dismissed accordingly.

National Bank of Pakistan v. Nasim Arif Abbasi 2011 SCMR 446 and State Bank of Pakistan v. Imtiaz Ali Khan 2012 SCMR 280 ref.

Abdur Rehman Khan, Advocate Supreme Court for Petitioners (in C.Ps. Nos. 3078, 3079, 3083, 3085 to 3091, 3093 and 3123 to 3130 of 2016).

Muhammad Ikram Chaudhry, Senior Advocate Supreme Court for Petitioners (in C.Ps. Nos. 3094 to 3121 of 2016).

Abdul Rahim Bhatti, Advocate Supreme Court for Petitioners (in C.Ps. Nos. 3092, 3080 to 3082, 3084, 3122, 3163 to 3180, 3184 to 3190 of 2016).

Muhammad Shoaib Shaheen, Advocate Supreme Court for Petitioners (in C.Ps. Nos. 3191 to 3203, 3244 to 3258, 3263, 3285 and 3286 of 2016).

Muhammad Ikram Chaudhry, Senior Advocate Supreme Court for Applicants (in C.M.As. Nos. 6624 to 6626 of 2016).

Ch. Imtiaz Ahmed, Advocate Supreme Court for Applicants (in C.M.A. No. 5569 of 2017).

Muhammad Shoaib Shaheen, Advocate Supreme Court for Respondents (in C.Ps. Nos. 3078 to 3130, 3163 to 3180, 3184 to 3190 of 2016).

Date of hearing: 22nd November, 2017.

JUDGMENT

FAISAL ARAB, J.---In the year 2002, the Government of Pakistan decided to reorganize Agricultural Development Bank of Pakistan, a state run enterprise and convert it into a public limited company. The first step that was taken by the respondent bank towards its reorganization was the revision of pay scales of all its employees. This was done under Circular Nos. PD/33/2001 and PD/34/2001 dated 05.12.2001 whereby new pay scales were introduced increasing the salaries of the bank employees substantially. While revising the pay scales, it was made clear that the pension and retirement benefits shall be decided after actual study. The next step that was to be taken was revising the pensionary and retirement benefits. A decision in this regard was taken by the Board of Directors, which is reflected in Circular No. PD/26/2002 dated 10.08.2002. The pension that was earlier being calculated on the basis of the factor of 2.33% payable in terms of the Agricultural Development Bank Employees Pension and Gratuity Regulations, 1981, after revision of the pay scales was brought down to factor of 1.15%. This decision of the Board was duly circulated.


2. After revising the pay scales and pensionary benefits as stated above, the next step towards reorganization was launching of the voluntary Golden Handshake Scheme on 19.08.2002 for all its regular employees offering pension, gratuity, compensation, leave encashment, general provident fund, benevolent fund, medical facilities and other benefits in terms thereof. As regards the pensionary benefits, which are the subject matter of the controversy in these proceedings, it was made clear in the Scheme that the same shall be calculated on the basis of the Circular No. PD/26/2002 dated 10.08.2002 which provided calculation on the basis of the revised pension factor of 1.15%. Being well aware that the new pension factor stated in the scheme would be on the basis of pension factor 1.15%, many employees opted for the Golden Handshake and left their jobs. Subsequently, on 04.10.2002, the President of Pakistan Promulgated Agricultural Development Bank of Pakistan (Re-organization and Conversion) Ordinance, 2002 whereby the Agricultural Development Bank of Pakistan was converted into a public limited company and was named as Zarai Taraqati Bank Limited and duly registered under the Companies Ordinance, 1984. Then in 2005 another set of employees, who voluntarily left their jobs after availing benefits under Zarai Taraqati Bank Limited (Staff Regulations) 2005, their pensionary benefits too were

Administrative Officer (G)
Pakistan Forest Institute
Peshawar

computed on the basis of pension factor of 1.15%.

3. The employees of the respondent bank, who had neither opted under the Golden Handshake Scheme of 2002 nor under Zarai Taraqiati Bank Limited (Staff Regulations), 2005, upon their retirement were also given pensionary benefits under the Circular No. PD/26/2002 dated 10.08.2002 i.e. on the basis of the revised pension factor of 1.15%. They protested by taking the stand that their terms and conditions cannot be revised unilaterally to their disadvantage and claimed pension to be computed on the basis of pension factor of 2.33% payable under the Agricultural Development Bank Employees Pension and Gratuity Regulations, 1981 which were applicable when they joined service. Upon such challenge, the two sets of employees who had earlier opted severance of their employment under the Golden Handshake Scheme of 2002 as well as under Zarai Taraqiati Bank Limited (Staff Regulations) 2005 also joined in to seek the same relief. When denied, they challenged the same in constitutional jurisdiction before the Islamabad High Court taking the plea that the reduction of pension factor from 2.33% to 1.15% amounts to adversely affecting their terms and conditions of service and hence be declared without lawful authority and of no legal effect. The learned Single Judge allowed the writ petitions vide judgment dated 16.05.2013 granting relief to all employees including those who opted under Golden Handshake Scheme of 2002 and Zarai Taraqiati Bank Limited (Staff Regulations), 2005. Being aggrieved by such decision, the respondent bank filed Intra Court Appeals before the Division Bench of the Islamabad High Court, which were allowed to the extent that except for those employees who opted under any of the two schemes stated above the rest were held to be entitled for computing their pension on the basis of factor 2.33%. It was held as follows:-

15. We, therefore, hold that the employees who had accepted the terms and conditions of Voluntary Golden Handshake Scheme offered vide Circular dated 19.8.2002 and had accepted the payments are not entitled to claim the benefits under the Regulations of 1981. To their extent the terms and conditions stipulated in Circular dated 19.8.2002 and in the other related documents have attained finality and thus have become past and closed transactions. As far as the employees who had voluntarily accepted the option given for adopting the Regulations of 2005 are concerned they are also at par with those who had accepted the terms and conditions and had availed the benefits under the Voluntary Golden Handshake Scheme. The option having been exercised voluntarily and out of free will has a contractual status and, therefore, is not covered under section 6 of the Ordinance of 2002 or section 13 of the Act of 1974. However, whether or not an employee had accepted the offer made by the appellant Bank vide Circular dated 30.12.2005 to adopt the Regulations of 2005 voluntarily and out of free will or it was a fait accompli raises disputed questions of fact which could not have been decided in exercise of powers vested in this Court under Article 199 of the Constitution. Nevertheless it shall be open for the respondents or other employees to approach the competent authority of the appellant Bank if it is their case that they had not adopted the Regulations of 2005 voluntarily or that it was a fait accompli. The competent authority in each case shall afford an opportunity of hearing and thereafter pass a speaking order. In case of voluntary acceptance and


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Pakistan Forest Institute
Peshawar

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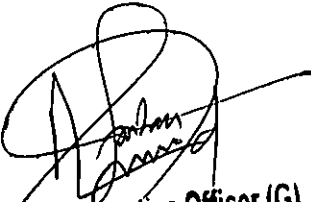
adoption of the Regulations of 2005 the employee shall not be entitled to claim any benefit under the Regulations of 1981.

4. As in the Intra Court Appeals, relief was not granted to those retired employees who neither opted under the Golden Handshake Scheme of 2002 nor under Zarai Taraqiati Bank Limited (Staff Regulations), 2005, they preferred these petitions seeking leave to appeal.

5. Learned counsel for the petitioners contended that in terms of proviso to section 39(2) of the Agricultural Development Bank Ordinance, 1961, no regulation relating to matters stated in clauses 'e' and 'f' shall take effect until it has been approved by the Federal Government. He stated that as the Voluntary Golden Handshake Scheme does not have the backing of Federal Government's approval, it is not enforceable in law. He next contended that while the relief of pensionary benefit in terms of pension factor 2.33% has been granted to other employees of the respondent Bank in the impugned judgment, denial of such relief to the present petitioners is discriminatory and their pensionary benefits also ought to have been calculated on the basis of factor of 2.33% instead of 1.15%. Learned counsel for the respondents, on the other hand, has defended the impugned judgment.

6. It is a well settled principle of law that the terms and conditions of service cannot be unilaterally altered by the employer to the disadvantage of the employees. Such protection is also recognized under section 6 of the Agricultural Development Bank of Pakistan (Reorganization and Conversion) Ordinance, 2002 and section 13 of the Banks (Nationalization) Act of 1974. However, where an employee voluntarily accepts and receives benefits under some arrangement with the employer out of his own free will then he cannot turn around and seek benefits that were ordinarily applicable to other employees. This principle has been recognized by this Court in the case of Zarai Taraqiati Bank Limited v. Said Rehman and others (2013 SCMR 642). In paragraph 14 it was held as follows:-

14. Notwithstanding the legal status of the impugned Circular we concluded that the employees who were protected under section 6 of the Ordinance of 2002 i.e. who were in service prior to conversion of the appellant Bank into an incorporated company and thus were governed under the Regulations of 1981 would not be affected in any manner whatsoever nor the Circular dated 10.8.2002 shall have any relevance to their extent. However, the case of the employees who had voluntarily and out of free will accepted and adopted the Regulations of 2005 or the offer of Golden Handshake Scheme vide Circular dated 19.8.2002 and pursuant thereto had accepted and received the benefits and payments thereunder are not entitled to claim protection either under section 6 of the Ordinance of 2002 nor under section 13 of the Act of 1974. Both the said statutory provisions are a clog or restraint on the employer not to alter or change the terms and conditions to the disadvantage of an employee. The protection under section 6 of the Ordinance of 2002 or section 13 of the Act of 1974 by no stretch of imagination can be extended to such employees who consciously, out of their free will and voluntarily accept or adopt altered or changed terms and conditions of service. If this was not the case then a person tendering his resignation out of free will could also turn around later and seek protection


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Pakistan Forest Institute
Peshawar

under section 6 of the Ordinance of 2002. When an employee accepts an offer voluntarily and the same is acted upon then he or she is estopped from resiling from the commitment later. The legislative intent behind section 6 of the Ordinance of 2002 or section 13 of the Act of 1974 is to ensure that the terms and conditions of the transferred employees remain protected and they are not altered or varied to their disadvantage unilaterally and without their consent. Consent, conscious decision or acting out of free will would obviously not attract the protection contemplated under section 6 of the Ordinance of 2002 or section 13 of the Act of 1974.

(Underlined to lay emphasis).

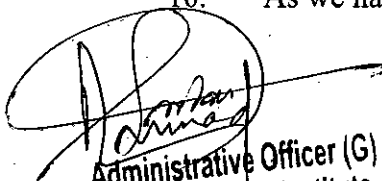
7. In the present case the petitioners in all the connected petitions belong to such categories of ex-employees of respondent No.1 who left their jobs long ago after opting either under the Golden Handshake Scheme of 2002 or under Zarai Taraqiati Bank Limited (Staff Regulations), 2005 and received all benefits including pensionary benefits as provided in the scheme under which they exercised their option. The petitioners on account of their own voluntary act considered the most beneficial option, which disentitled themselves from claiming pensionary benefits under Agricultural Development Bank Employees Pension and Gratuity Regulations, 1981. They can be categorized distinctly from the employees who had not opted either under the Golden Handshake Scheme of 2002 or under Zarai Taraqiati Bank Limited (Staff Regulations), 2005. The plea of discrimination was, therefore, not available to the petitioners being of distinct class, the Division Bench of the High Court rightly declined them the relief. Judgments of this Court rendered in the cases of National Bank of Pakistan v. Nasim Arif Abbasi (2011 SCMR 446) and State Bank of Pakistan v. Imtaiz Ali Khan (2012 SCMR 280), which have upheld similar kind of classification can be referred with considerable advantage. In paragraph 13 of the National Bank of Pakistan supra case, it is held that "a reasonable classification in terms of the law laid down by this Court in I. A. Sharwani v. Government of Pakistan (1991 SCMR 1041) did exist between the two categories of employees, i.e. those who had exercised the option and those who had not exercised the option. As such, the learned counsel for the respondents failed to point out discrimination prohibited under Article 25 of the Constitution." Hence, the question of discrimination does not arise.

8. Insofar as the restriction that no regulation relating to matters stated in clauses 'e' and 'f' shall take effect until it has been approved by the Federal Government contained in proviso to section 39(2) of the Agricultural Development Bank Ordinance, 1961 is concerned, it suffices to say that the Voluntary Golden Handshake Scheme has been recognized in various judicial pronouncements and the same was not challenged by any of the petitioners at the time of opting benefit thereunder. Hence, the same cannot be gone into at this stage of the proceedings.

9. The above are the detailed reasons of our short order dated 22.11.2017 whereby we dismissed all these connected petitions.

C.M.As. NOS. 6624 TO 6626 OF 2016 AND 5569 OF 2017

10. As we have dismissed the main petitions, these C.M.As. for impleadment as


Administrative Officer (G)
Pakistan Forest Institute
Peshawar

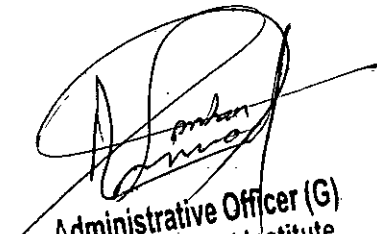
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party have become infructuous and are accordingly dismissed.

MWA/M-4/SC
dismissed.

Petitions


Administrative Officer (G)
Pakistan Forest Institute
Peshawar

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Annex-CL



**GOVERNMENT OF KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT**

Dated Peshawar, the March 25, 2022

NOTIFICATION

NO.SO(Policy)/E&AD/2-69/2022.- In continuation of this Department's Notification No. SO(Policy)/E&AD/2-69/2022 dated 09-02-2022 the Competent Authority is pleased to include the representative of Khyber Pakhtunkhwa Public Service Commission not below the rank of BS-18, as member of the Standing Service Rules Committee (SSRC), centralized in Establishment Department.

**CHIEF SECRETARY,
GOVT; OF KHYBER PAKHTUNKHWA.**

Endst: No. & Date Even.

Copy forwarded to the:

1. Additional Chief Secretary, Planning & Development Department.
2. Senior Member Board of Revenue, Revenue & Estate Department.
3. All Administrative Secretaries, Govt; of Khyber Pakhtunkhwa.
4. Principle Secretary to Governor, Khyber Pakhtunkhwa.
5. Principle Secretary to Chief Minister, Khyber Pakhtunkhwa.
6. All Divisional Commissioners in Khyber Pakhtunkhwa.
7. All Heads of the Attached Departments in Khyber Pakhtunkhwa.
8. All Autonomous/Semi-Autonomous Bodies in Khyber Pakhtunkhwa.
9. All Deputy Commissioners in Khyber Pakhtunkhwa.
10. Registrar, Peshawar High Court, Peshawar.
11. Registrar, Khyber Pakhtunkhwa Services Tribunal, Peshawar.
12. Secretary, Khyber Pakhtunkhwa Public Service Commission, Peshawar.
13. All Special Secretaries/Additional Secretaries/Deputy Secretaries/DD-IT/Section Officers in Establishment & Administrative Department.
14. PSO to Chief Secretary, Khyber Pakhtunkhwa.
15. Manager, Govt; Printing Press, Peshawar.

SECTION OFFICER (POLICY)

Administrative Officer (G)
Pakistan Forest Institute
Peshawar

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GOVERNMENT OF KHYBER PAKHTUNKHWA ESTABLISHMENT DEPARTMENT

Dated Peshawar, the February 09, 2022

NOTIFICATION

NO.SO(Policy)/E.&AD/2-69/2022.- In pursuance to Rule 3(2) of the Khyber Pakhtunkhwa, Civil Servants (Appointment, Promotion & Transfer) Rules, 1989 and in supersession of this Department's notification No. SOR-VI (E&AD) 2-69/2009/Vol-I, dated 04-02-2015, the Competent Authority is pleased to reconstitute the Standing Service Rules Committee (SSRC) as under: -

1.	Special Secretary (Regulation), Establishment Department.	Chairman
2.	Additional Secretary (Reg-II), Establishment Department.	Member
3.	Additional Secretary of the concerned Administrative Department.	Member
4.	Additional Secretary (Reg), Finance Department.	Member
5.	Additional Secretary, Law Department.	Member
6.	Deputy Secretary (Policy), Establishment Department.	Member/Secretary
7.	A technical expert working in a government department or a representative of the concerned University.	Co-opted Member

Terms of Reference:

- i. SSRC will frame service rules and make amendments thereto in respect of Provincial Government Departments.
- ii. Concerned Administrative Department will prepare working paper on proper format (copy attached) and will circulate to all concerned departments at least one week in advance.
- iii. Establishment Department will convene meeting of SSRC on a convenient date and time. Minutes of the meeting will be circulated after obtaining signatures of all the members of the SSRC.
- iv. Meetings of SSRC will be held monthly. However, in case of some emergent need, the meeting can be convened anytime.
- v. Administrative Department will prepare draft amendment notification and will get the same vetted by Law Department, send it to Secretary Establishment for approval on a Note for Secretary Establishment.
- vi. Rules or amendments thereto will be notified after obtaining approval of the Secretary Establishment.

Administrative Officer (G)
Institute

**CHIEF SECRETARY,
GOVT; OF KHYBER PAKHTUNKHWA.**

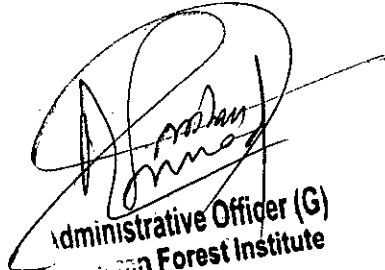
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Endst: No. & Date Even.

Copy forwarded to the:

1. Additional Chief Secretary, Planning & Development Department.
2. Senior Member Board of Revenue, Revenue & Estate Department.
3. All Administrative Secretaries, Govt; of Khyber Pakhtunkhwa.
4. Principle Secretary to Governor, Khyber Pakhtunkhwa.
5. Principle Secretary to Chief Minister, Khyber Pakhtunkhwa.
6. All Divisional Commissioners in Khyber Pakhtunkhwa.
7. All Heads of the Attached Departments in Khyber Pakhtunkhwa.
8. All Autonomous/Semi-Autonomous Bodies in Khyber Pakhtunkhwa.
9. All Deputy Commissioners in Khyber Pakhtunkhwa.
10. Registrar, Peshawar High Court, Peshawar.
11. Registrar, Khyber Pakhtunkhwa Services Tribunal, Peshawar.
12. Secretary, Khyber Pakhtunkhwa Public Service Commission, Peshawar.
13. All Special Secretaries/Additional Secretaries/Deputy Secretaries/DD-IT/Section Officers in Establishment & Administrative Department.
14. PSO to Chief Secretary, Khyber Pakhtunkhwa.
15. Manager, Govt; Printing Press, Peshawar.


Administrative Officer (G)
National Forest Institute
Peshawar


SECTION OFFICER (POLICY)

(81)

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CHRONOLOGICAL HISTORY OF APPROVAL / NOTIFICATION OF PFI SERVICE RULES

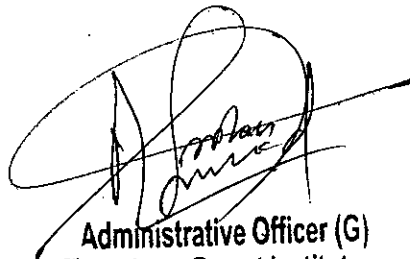
S.NO	DATE	PARTICULARS
1.	15-04-2014	Administrative Department requested to submit working paper for re-framing of service rules of PFI
2.	13-06-2014	After devolution of Pakistan Forest Institute (PFI), Peshawar, Director General, PFI, constituted a committee to formulate fresh Recruitment Rules
3.	20-06-2014	All BPS-16 & Above Officers are requested to attend the meeting on draft revised recruitment rules
4.	15-12-2015	Draft Recruitment Rules sent to Administrative Department
5.	22-12-2015	1 st Standing Service Rules Committee (SSRC) meeting held in the office of Secretary Forestry, Environment & Wildlife Department
6.	22-12-2015	SSRC minute of the meeting forwarded to Khyber Pakhtunkhwa Public Service Commission for views / advice
7.	29-12-2015	Khyber Pakhtunkhwa Public Service Commission give his concurrence and return the Recruitment Rules
8.	29-12-2015	Minutes of SSRC sent to Law Deptt for vetting
9.	06-01-2016	Law Department returned the case with observation and directions to re-examine the Service Rules and place before SSRC.
10.	08-01-2016	FE&WD returned the draft Service Rules to PFI for re-examination.
11.	26-01-2016	DG, PFI re-constituted a committee for framing / amendment in the purposed recruitments rules of PFI
12.	14-07-2016	PFI sent Revise Draft Service Rules to Administrative Department
13.	10 th and 13 th March, 2017	2 nd SSRC meeting meeting held in the office of Secretary Forestry, Environment & Wildlife Department
14.	24-03-2017	Minutes of 2 nd SSRC meeting sent to Khyber Pakhtunkhwa Public Service Commission for views / advice
15.	15-05-2017	Khyber Pakhtunkhwa Public Service Commission give his concurrence
16.	19-05-2017	Administrative Department send draft notification regarding Recruitment Rules of PFI to Law Department for vetting
17.	09-06-2017	Law Department made some observations
18.	14-06-2017	As per advice of Law Department, Administrative Department send a case regarding re-designation / change of nomenclature and bifurcation of some posts of PFI to Finance Department
19.	05-07-2017	Finance Department changed the nomenclature and bifurcated some posts of PFI
20.	11-07-2017	Administrative Department requested Law Department that as per your advice the nomenclature of some posts of PFI has been changed by Finance Department and in compliance of Chief Secretary, KP Directives the draft Service Rules of PFI may be vetted at an earliest
21.	28-08-2017	Law Department again make some observations on Draft Recruitment Rules
22.	12-09-2017	Administrative Department forwarded the observation to the PFI for clarification
23.	20-09-2017	PFI after clarification sent the case to Administrative Department
24.	26-10-2017	As per advice of Law Department, 3 rd SSRC meeting held in the office of Additional Secretary
25.	06-12-2017	Administrative Department forwarded minutes of the SSRC meeting held on 26-10-2017 to Law Deptt. with the request that an early action in the matter will highly be appreciated
26.	19-12-2017	Law Department requested to provide some documents to them for vetting
27.	21-12-2017	Minutes of 3 rd SSRC meeting sent to Khyber Pakhtunkhwa Public Service Commission for views / advice
28.	21-12-2017	Administrative Deptt forwarded the observation to PFI for clarification
29.	02-01-2018	Administrative Department submitted requisite documents to Law Department as required
30.	10-01-2018	Khyber Pakhtunkhwa Public Service Commission give his concurrence
31.	31-01-2018	Law Department made some observations
32.	15-02-2018	Administrative Department forwarded observation of Law Department to PFI for clarification
33.	13-02-2018	PFI submitted reply to Administrative Department regarding observations made by Law Department
34.	21-02-2018	Administrative Department forwarded reply / clarification of PFI to Law Department
35.	01-03-2018	Law Department requested to send revised Service Rules as desired
36.	07-03-2018	Administrative Department requested to PFI to submit revised Draft Service Rules in light of discussion with Law Department on 01-03-2018
37.	08-03-2018	As per discussion of Law Department on 01-03-2018, PFI requested to Administrative Department for change of nomenclature of the post of Technical Assistant (BPS-12)
38.	08-03-2018	As per discussion of Law Department on 01-03-2018, PFI requested to Director (B&A) for rectification / correction of the nomenclature or BPS of some post of PFI in the Budget Book
39.	12-03-2018	Administrative Department requested to Law Department that as per discussion on 01-03-2018 necessary action have been taken, therefore, requested revised Service Rules of PFI may kindly be vetted on priority basis
40.	27-03-2018	Law Department vetted the draft Service Rules of PFI, subject to the condition i.e. change

(Signature)
Administrative Officer (G)
Pakistan Forest Institute

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S.NO	DATE	PARTICULARS
		the nomenclature / and BPS of some of the posts of PFI in the Budget Book before issuance of notification
41.	13-04-2018	Administrative Department requested to Law Department that as per your observation on 27-03-2018 necessary action have been taken, therefore, requested that this Deptt. may be allowed to notify the Service Rules of PFI
42.	20-04-2018	Law Deptt. convey that he stands on the observation conveyed vide his office letter dated 27-03-2018.
43.	24-07-2018	Administrative Deptt. through note for Secretary, Estt to approve the draft service rules of PFI
44.	11-07-2018	Finance Department suggested to take up the matter with Establishment Department for O & M study vide letter No. BO-II/FD/1-8/PFI/Forest/2018-19 dated 11-07-2018.
45.	05-09-2018	Secretary, Estt. return the note with the remarks to clarify the observation of Finance Department.
46.	26-09-2018	Administrative Deptt. through note for Chief Secretary, requested to instruct Finance. Law & Estt Deptt. for early finalization of Service Rules of PFI
47.	27-09-2018	C.S sent the note to Finance, Law & Estt. Deptt
48.	20-11-2018	Secretary, Finance forwarded the note to Estt. Deptt. for further action
49.	03-12-2018	Secretary, Estt forwarded the note to Law Deptt. for views
50.	17-12-2018	Secretary, Law sent the note to C.S with the request to direct the Admin. Deptt to removing the all the anomalies in the service rules before submitting the case for approval
51.	02-01-2019	Admin. Deptt. through note approach Secretary, Estt. with the request that all the observation of Law Deptt. are removed therefore service rules notification may kindly be approved.
52.	09-01-2019	Secretary, Estt forwarded the note to Law Deptt. for views
53.	22-01-2019	Secretary, Law sent the note to C.S with the request that the requisite anomalies has not been responded by Admin. Deptt
54.	22-01-2019	C.S return the note to Secretary, Estt
55.	11-02-2019	Secretary, Estt forwarded the note to C.S with the request to return the note to Admin. Deptt. to do the needful as desired by the Law Deptt
56.	12-02-2019	C.S returned the note to Admin. Deptt. for necessary action
57.	11-03-2019	4th SSRC meeting held in the office of Special Secretary, Forestry, Environment & Wildlife Department
58.	15/04/2019	Secretary, Estt approved the notification of service rules of PFI
59.	16-04-2019	Notification of Service Rules Issued


 Administrative Officer (G)
 Pakistan Forest Institute
 Peshawar

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Annex-S

Dated 21/05/2023

NOTIFICATION

NO. 613 /F.V(03)-Estt(A): In pursuance of Section 8(1) of the Khyber Pakhtunkhwa Civil Servant Act, 1973, read with Rule-17 Civil Servant (Appointment, Promotion and Transfer) Rules, 1989, the tentative joint seniority list of Assistant Professor of Forestry (BPS-18) and Deputy Director (Technical) (BPS-18) in Pakistan Forest Institute (PFI), Peshawar as it stood on 10-05-2023, is hereby circulated as under:

Total sanctioned post of Deputy Director (Technical)(BS-18) =01
Total sanctioned post of Assistant Professor of Forestry (BS-18) =03

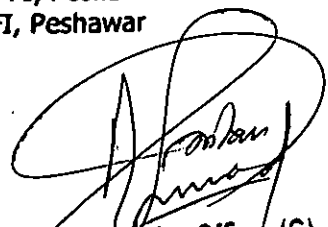
S.#	Name of Officer with academic qualification	Date of Birth & Domicile	Date of first entry into Govt. Service	Regular appointment / promotion to the present post			
				Date	BPS	Method of appointment	Present appointment
1.	Muhammad Atif Majeed M.Sc. Forestry	15-04-1972 (Jhang)	16-06-1997 As RFO (BPS-16) in Punjab Forest Deptt.	03-02-2010	BPS-18	By Initial Recruitment	Deputy Director (Technical) (BPS-18)
2.	Mr. Ahmed Zamir M.Sc. (Forestry)	20-11-1983 (Peshawar)	06-02-2007 (in BPS-16) 20-05-2011 (in BPS-17)	15-05-2019	BPS-18	By Promotion	Assistant Professor of Forestry (BPS-18)
3.	Mr. Sohaib Ahmed M.Sc. (Forestry) Master of Philosophy (Forestry and Range Management)	19-04-1982 (Toba Tek Singh)	26-05-2011 (PFI)	16-07-2020	BPS-18	By promotion	Assistant Professor of Forestry (BPS-18)
4.	Dr. Sajjad Saeed, Ph.D (Forest Management), M. Phil (Forestry & Range Management)	01-05-1987 (Dir Lower)	25-06-2021	25-06-2021	BPS-18	By Initial Recruitment	Assistant Professor of Forestry (BPS-18)


-sd-
DIRECTOR GENERAL

Endst. Of Even No. & Date:

- Copy forwarded for information and necessary action to the:-
1. Mr. Muhammad Atif Majeed, Deputy Director (Technical), PFI, Peshawar
 2. Mr. Ahmad Zamir, Assistant Professor of Forestry, PFI, Peshawar
 3. Mr. Sohaib Ahmad, Assistant Professor of Forestry, PFI, Peshawar
 4. Dr. Sajjad Saeed, Assistant Professor of Forestry, PFI, Peshawar

They are requested to please report their observations / omission, if any, within a period of fifteen days so that the seniority list could be sent to Administrative Department for issuance as final.


Administrative Officer (G)
Pakistan Forest Institute
Peshawar


ADMINISTRATIVE OFFICER (G)

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BEFORE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

Service Appeal No.1070/2023

Mr. Ahmed Zamir, Assistant Professor of Forestry (BS-18), Pakistan Forest Institute,
Peshawar

.....**APPELLANT**

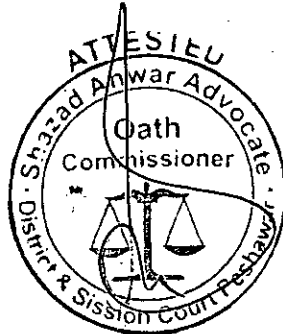
VERSUS

Government of Khyber Pakhtunkhwa through Chief Secretary & others

.....**RESPONDENTS**

AFFIDAVIT

I, Khalid Ilyas, Director General, Pakistan Forest Institute (PFI), Peshawar, (Respondent No.3) do hereby solemnly affirm and declare on oath that the contents of these parawise comments are true and correct to the best of my knowledge and belief and nothing has been concealed from this Hon'ble Court. It is further stated on oath that in this appeal the answering respondents have neither been placed ex-parte nor their defense has been struck off.



22 NOV 2023

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DEPONENT

Mr. KHALID ILYAS
CNIC: 17301-5173935-7
Cell No. 0345-3336070
Director General
Pakistan Forest Institute
Peshawar

146 (85)



GOVERNMENT OF KHYBER PAKHTUNKHWA
PAKISTAN FOREST INSTITUTE, PESHAWAR
Ph: +92 91 9221244, Fax: +92 91 9221233

No. 1202 /Service Appeal No. 1070/2023 (Ahmad Zamir)

Dated 21/10/2023

AUTHORITY

Mr. Farhan Ahmad, Administrative Officer (G), Pakistan Forest Institute (PFI), Peshawar, is hereby authorized to file parawise comments in Service Appeal No.1070/2023, filed by Mr. Ahmad Zamir, Assistant Professor of Forestry, PFI, Peshawar in Hon'ble Khyber Pakhtunkhwa Service Tribunal, Peshawar, on behalf of Respondents No. 1,2 &3.

(MR. KHALID ILYAS)
DIRECTOR GENERAL
RESPONDENT NO.3
Director General
Pakistan Forest Institute
Peshawar

**BEFORE THE HON'BLE SERVICE TRIBUNAL KHYBER
PAKHTUNKHWA PESHAWAR
PROFORMA FOR EARLY HEARING**

Judicial Branch

Form "A"

Khyber Pakhtukhwa
Service Tribunal

Diary No. 10531

Dated 12-1-2024

To be filled by the counsel

SCANNED
KPS
Peshawar

12/1/24

Case No.	Service Appeal No. 1070/2023					
Case Title	Ahmad Zamir.....Appellant VERSUS Govt of KPK & others.....Respondents					
Date of Institution	11.01.2024					
Bench	SB		DB			
Case Status	Fresh		Pending			
Stage	Notice		Reply		Argu- ments	
Urgency to be clearly stated	That the appellant in question the notification dated 16.04.2019 which has flaws, defects, errors, omission & anomalies, which is now fixed for final hearing, but the respondent's through ulterior motive, promoting their blue eyed one's on the noted impugned notification, hence the noted appeal need earlier fixation.					
Nature of the relief sought	That the matter pertains to Service of the Appellant					
Next date of hearing	17.04.2024					
Alleged Target Date	Within Week					
Counsel for	Petitioner		Respondent		In Person	

Application is accepted. The appeal is accelerated. Notices be issued to the respondents. For 06-03-2024

[Signature]
16/2/24

[Signature]

Signature of Counsel/Party

BEFORE THE HON'BLE SERVICE TRIBUNAL
KHYBER PAKHTUNKHWA PESHAWAR

CM.No. ____/2023

In

Service Appeal No. 1070/2023

Ahmad Zamir.....Appellant

VERSUS

Govt of KPK & others.....Respondents

APPLICATION FOR EARLY
HEARING / ACCELERATION OF
THE CAPTIONED SERVICE
APPEAL.

Respectfully Sheweth:

1. That the above noted case is pending adjudication before this Hon'ble Tribunal, which is fixed for 17.04.2024.
2. That the appellant in question the notification dated 16.04.2019 which has flaws, defects, errors, omission & anomalies, which is now fixed for final hearing, but the respondent's through ulterior motive, promoting their blue eyed one's on the noted impugned notification, hence the noted appeal need earlier fixation.
3. That the above noted Service Appeal need early fixation for the larger interest of justice.

- 4. That being sanguine about the success of Petition it is requested the case may be fixed for early date.
- 5. That there is no legal bar on acceptance of this application.

It is, therefore, most humbly prayed that on acceptance of this application, the above titled Service Appeal may kindly be fixed for an early date i.e within Week, with the larger interest of Justice.

Applicant / Appellant

Through

ZARTAJ ANWAR
Advocate, Supreme Court
Of Pakistan

BEFORE THE HON'BLE SERVICE TRIBUNAL
KHYBER PAKHTUNKHWA PESHAWAR

CM No. ____/2023

In

Service Appeal No. 1070/2023

Ahmad Zamir.....Appellant

VERSUS

Govt of KPK & others.....Respondents

AFFIDAVIT

I, **Ahmad Zamir, Assistant Professor of Forestry (BS-18) Pakistan Forest Institute, Peshawar**, do hereby solemnly affirm and declare on oath that the contents of the accompanying **Application** are true and correct to the best of my knowledge and belief and nothing has been kept concealed from this Hon'ble Court.

DEPONENT

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12/1
es


**BEFORE THE HON'BLE KHYBER PAKHTUNKHWA
SERVICE TRIBUNAL PESHAWAR**

CM NO. _____/2024

IN RE:

SERVICE APPEAL NO. 1070/2023

SC
K
Peshawar

Ahmad Zamir.....Applicant

Versus

Govt of KPK & others.....Respondents

I N D E X

S.No	Description of Documents	Annex	Pages
1.	Application for place on file		1-2
2.	Affidavit		3
3.	Copy of Relevant Document	A	4-52.

Applicant / Appellant

Through

**ZARTAJ ANWAR
Advocate, Supreme Court
Of Pakistan**

Peshawar

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BEFORE THE HON'BLE KHYBER PAKHTUNKHWA
SERVICE TRIBUNAL PESHAWAR

CM NO. _____/2024

IN RE:

SERVICE APPEAL NO. 1070/2023

Khyber Pakhtunkhwa
Service Tribunal

Diary No. 11571

Dated 04-03-2024

Ahmad Zamir.....Applicant

Versus

Govt of KPK & others.....Respondents

APPLICATION FOR PLACING ON FILE
NECESSARY AND IMPORTANT
DOCUMENTS FOR JUST DECISION OF THE
CASE, IN THE ABOVE NOTED CASE ON
BEHALF OF APPELLANT.

Respectfully Sheweth:

1. That the above noted case is pending adjudication before this Hon'ble Tribunal, which is fixed for 06.03.2024.
2. That at the time of filing of the Instant Appeal, some important and necessary documents were left, which are part and parcel of the instant case and are liable to be placed on file for just decision of the instant Appeal. **(Copies of all relevant documents are attached)**
3. That there is no legal bar to place on file the above mentioned document.

It is, therefore, most humbly prayed that on acceptance of this application the above mentioned documents may very kindly be placed on file.



Applicant / Appellant

Through



ZARTAJ ANWAR

**Advocate, Supreme Court
Of Pakistan**

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**BEFORE THE HON'BLE KHYBER PAKHTUNKHWA
SERVICE TRIBUNAL PESHAWAR**

CM NO. /2024

IN RE:

SERVICE APPEAL NO. 1070/2023

Ahmad Zamir.....Applicant

Versus

Govt of KPK & others.....Respondents

AFFIDAVIT

I, **Ahmad Zamir, Assistant Professor of Forestry (BS-18) Pakistan Forest Institute, Peshawar**, do hereby solemnly affirm and declare that the contents of the accompanying **Application** true and correct to the best of my knowledge and belief and nothing has been concealed from this Hon'ble Court.



[Handwritten Signature]
DEPONENT

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Research Publications

Mr. Ahmad Zamir

Assistant Professor

Pakistan Forest Institute Peshawar, KP
Pakistan

- 1. Journal of Xi'an-Shiyu University, Natural Science Edition(HEC Recognized journal)**
Study of targeted Bird species posing threat to Aircrafts at Bacha Khan International Airport, Peshawar
ISSN: 1673-064X
<https://www.xisdxxsu.asia/V18I10-43.pdf> (Online)
- 2. International Journal of Ecosystems and Ecology Science(HEC Recognized journal)**
Assesment Of Migratory And Resident Birds At Raghagan Dam, District Bajaur Tehsil Salarzai, Kpk
DOI:[10.31407/ijees12.420](https://doi.org/10.31407/ijees12.420)
<https://www.ijees.net/> (Online)
- 3. The Journal of American Science (international Journal)**
Exploration and comparison of the Untapped Utilization Potential of White Ash (Fraxinus excelsior)
<http://www.jofamericanscience.org>
DOI:[10.7537/marsjas191221.07](https://doi.org/10.7537/marsjas191221.07) (Online)
- 4. International Journal of Ecosystems and Ecology Science(HEC Recognized journal)**
Efficacy Of Some Medicinal Plant Extracts Against "Collectrotrichum Capsici" Causing Anthracnose Disease Of Chilli
DOI:[10.31407/ijees12.437](https://doi.org/10.31407/ijees12.437)
<https://www.ijees.net/> (Online)
- 5. Journal Of Pharmaceutical Negative Results(Hec Recognized Journal)**
Properties Of Kikar And Ash Species Grown In Quetta City
<https://pnrijournal.com/index.php/home/article/view/1088> (Online)

ATTESTED

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6. **International Journal of Ecosystems and Ecology Science(HEC Recognized journal)**
Comparative Analysis Of Physico-Chemical Properties Of Soil Under Different Agroforestry Systems Of District Charsada
DOI:[10.31407/ijees12.316](https://doi.org/10.31407/ijees12.316)
<https://www.ijees.net/> (Online)

7. **Ecology, Environment and Conservation (HEC Recognized journal)**
Assessment of Avian Biodiversity and Bird strikes to Aircrafts at Bacha Khan International Airport, Peshawar KP, Pakistan
DOI:[10.53550/EEC.2022.v28i04s.077](https://doi.org/10.53550/EEC.2022.v28i04s.077)
http://www.envirobiotechjournals.com/journal_details.php?jid=3 (Online)

8. **Journal of Wildlife and Biodiversity(HEC Recognized journal)**
A review on brood parasitism in Passeriformes, with an emphasis on Asian Koel (*Eudynamis scolopacea*) and House crow (*Corvus splendens*) in Pakistan Forest Institute Peshawar, Khyber Pakhtunkhwa
DOI:[10.5281/zenodo.6554570](https://doi.org/10.5281/zenodo.6554570)
<https://www.wildlife-biodiversity.com/index.php/jwb> (Online)

9. **International Journal of Ecosystems and Ecology Science(HEC Recognized journal)**
Role Of Village Organization In The Sustainable Management Of Natural Resources And their Constraints In Villages (Lilownai, Chorbut And Norepezw) Of District Shangla, Kpk Pakistan
DOI:[10.31407/ijees12.309](https://doi.org/10.31407/ijees12.309)
<https://www.ijees.net/> (Online)

10. **Journal of Wildlife and Biodiversity(HEC Recognized journal)**
Investigation of Bio-Physical and Chemical Characteristics of Wild Rose.
DOI: <https://doi.org/10.5281/zenodo.6555952>
<https://www.wildlife-biodiversity.com> (Online)

11. **International Journal of Zoology and Animal Biology (IZAB)(International journal)**
Conservation Recommendations and Identification of Nest Holes of Rose Ringed Parakeet (*Psittacula krameri*) in the Botanical Garden of Pakistan Forest institute Peshawar, KPK, Pakistan
<https://doi.org/10.23880/izab-16000337> <https://medwinpublishers.com/IZAB/> (Online)


ATTESTED

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12. International scholars' journals (International Journal)

Comparative analysis of carbon stocks in different agro-forestry systems of district Mardan
<https://www.internationalscholarsjournals.com/abstract/comparative-analysis-of-carbon-stocks-in-different-agroforestry-systems-of-district-mardan-88314.html> (Online)

13. International Journal of All Research Education & Scientific Methods

Calculation of Avian Biodiversity through Shannon Weiner Diversity Index and Simpson diversity Index in Research Garden of Pakistan Forest Institute, Peshawar, Khyber Pakhtunkhwa Pakistan

http://www.ijaresm.com/uploaded_files/document_file/Ahmad_ZamirgEST.pdf ISSN: 2455-6211 (Online)

14. Researcher - Marsland Press (International Journal)

Ethno botanical studies of Neelam Valley, Azad Kashmir, Pakistan

<http://www.sciencepub.net/researcher>
doi:10.7537/marsrsj140222.07. (Online)

15. International Journal of Formal Sciences: Current and Future Research Trends (IJFSCFRT)(International Journal)

Study of Electrocutation of Flying Fox / Megabat in Peshawar University, Kpk, Pakistan

https://ijfscfrtjournal.isrra.org/index.php/Formal_Sciences_Journal/article/view/590 (Online)

16. Bioscience Research (HEC Recognized journal)

Assessment of avian biodiversity in relation to fruit tree species in Peshawar University premises, KP Pakistan

[https://www.isisn.org/BR-19-3-2022/1512-1520-19\(3\)2022BR22-216.pdf](https://www.isisn.org/BR-19-3-2022/1512-1520-19(3)2022BR22-216.pdf)

17. Journal of Wildlife and Biodiversity (HEC Recognized journal)

Study on the response of common Myna (Acridotherestrictis) towards artificial nests in selected sites of Peshawar city

DOI: <https://doi.org/10.5281/zenodo.7069034>

<https://www.wildlife-biodiversity.com> (Online)

ATTESTED

18. Journal of Advanced zoology (HEC Recognized journal)

Management recommendations of wild boar in sub-tropical chir pine forest in siran forest division, tanglai reserve forest, district mansehra, khyber pakhtunkhwa

<http://jazindia.com/index.php/jaz/article/view/56/44> (Online)

DOI: <https://doi.org/10.5281/zenodo.7069034>

19. Journal of Xi'an Shiyou University, Natural Science Edition ISSN : 1673-064X (HEC Recognized journal)

Fuelwood Consumption Survey in Rural Areas of District Dera Ismail Khan Khyber Pakhtunkhwa, Pakistan

<https://www.xisdxixsu.asia/viewarticle.php?aid=1362> (Online)

20. Journal of Xi'an Shiyou University, Natural Science Edition ISSN : 1673-064X (HEC Recognized journal)

Habitat Assessment of Asiatic Black Bear (*Ursusthibetanus*) at Malakandi Reserved Forest District Mansehra, Khyber Pakhtunkhwa, Pakistan.

<https://www.xisdxixsu.asia/viewarticle.php?aid=1359> (Online)

21. Journal of Xi'an Shiyou University, Natural Science Edition ISSN : 1673-064X (HEC Recognized journal)

Study of population distribution of yellow-fronted woodpecker (*Melanerpes flavifrons*) in shinkari sub tropical chir pine forest, district Mansehra KP, Pakistan

<https://www.xisdxixsu.asia/viewarticle.php?aid=1348> (Online)

22. Journal of Xi'an Shiyou University, Natural Science Edition ISSN : 1673-064X (HEC Recognized journal)

Second Record of Asian Pied Starling (*Gracupica contra contra*) from Peshawar, KP, Pakistan.

<https://www.xisdxixsu.asia/viewarticle.php?aid=1349> (Online)



23. Jilin Daxue Xuebao (Gongxueban)/Journal of Jilin University (Engineering and Technology Edition) (HEC Recognized journal)

Micronutrient effects on the development and productivity of *Gossypium herbaceum*

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DOI:10.17605/OSF.IO/KB3V5 <https://www.researchgate.net/publication/364872296>

MICRONUTRIENT EFFECTS ON THE DEVELOPMENT AND PRODUCTIVITY OF GOSSYP
UM HERBACEUM (Online)

24. Bioscience Research Print ISSN: 1811-9506 Online ISSN: 2218-3973 Journal by Innovative Scientific Information & Services Network (HEC Recognized journal)

Study of carbon stocks in agro forestry systems of district Peshawar, Khyber pukhtunkhwa , Pakistan (Online)

25. Journal of Xi'an Shiyu University, Natural Science Edition ISSN:1673-064X(HEC Recognized journal)

Vegetation assessment of hazarganji chiltan national park quetta in the natural habitat of *Capra aegagrus chialtanensis* (online)

26. Jilin Daxue Xuebao (Gongxueban)/Journal of Jilin University (Engineering and Technology Edition) ISSN : 1671-5497 E-Publication Online Open Access Vol: 41 Issue: 11-2022 DOI 10.17605/OSF.IO/48NCZ (HEC Recognized journal)

Population assessment of highest relative abundancespecies (*Milvus migrant* and *Corves splendens*) at bacha khan international airport, Peshawar KP, Pakistan. (online)

27. International journal of chemical and biochemical sciences. (HEC Recognized Journals)

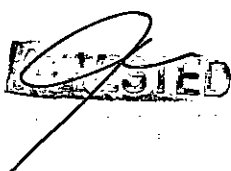
Study Of Pecking Behavior Of Birds At Selected Sites Of Peshawar City , KPK, Pakistan.

<https://www.iscientific.org/international-journal-of-chemical-and-biochemical-sciences/> 2) (Online)

28. Brazilian journal of Biology. (HEC Recognized Journals)

Significance of the Baluchistan (Wildlife protection, preservation, conservation, and management Act 2014.

<https://bjb.com.br/> (Accepted)



29. International Journal of Aquatic Biology. (HEC Recognized Journals)

Green turtle (*Chelonia mydas*) nesting area and hatchlings released at Daran Beach, Jiwani District, Gwadar, Balochistan, with some recommendations for its conservation.

<https://ij-aquaticbiology.com/> (Online)

30. Caspian Journal of Environmental Sciences (HEC Recognized Journals)

Artificial nesting success and nest building behavior of myna using paper/plastic.

<https://cjes.guilan.ac.ir/> (Online)

31. International journal of chemical and biochemical sciences. (HEC Recognized Journals)

The Study of Indian Flying Fox (*Pteropus giganteus*) In Selected Areas of Peshawar, Kpk, Pakistan.

<https://www.iscientific.org/international-journal-of-chemical-and-biochemical-sciences> (Online)

32. Journal of Positive School Psychology (HEC Recognized Journals)

M.Sc Forestry Student's Perceptions Regarding Hill Tour, Session (2020-22) Pakistan Forest Institute Peshawar, KP, Pakistan

<https://www.journalppw.com/index.php/jpsp/article/view/14062> (Online)

33. Journal of Xi'an Shiyou University, Natural Science Edition (HEC Recognized Journals).

ISSN: 1673-064X

Assessment Of Wild Boar (*Sus Scrofa*) Damages In Proximity Of Chir Pine (*Pinus Roxburgii*) Shinkiari Forest Range Of Siran Forest Division District Mansehra Khyber Pakhtunkhwa Pakistan

<https://www.xisdxxsu.asia/V18I11-77-1.pdf> (Online)

34. Journal of Tianjin University Science and Technology (HEC Recognized Journals).

Assessment of natural regeneration in enclosures established under 10-bttf of Mardan forest division by research & development directorate, Peshawar Khyber Pakhtunkhwa Forest department

DOI:10.17605/OSF.IO/QHAXV ISSN (Online):0493-2137

<https://tianjindaxuexuebao.com/details.php?id=DOI:10.17605/OSF.IO/QHAXV> (Online)

ATTESTED

35. Journal of Xi'an Shiyu University, Natural Science Edition(HEC Recognized Journals).

ISSN: 1673-064X

Farmers perception regarding production, protection, and marketing of date palm in district Panjgur

https://www.xisdixsu.asia/current_article.php (Online)

36. Journal of Tianjin University Science and Technology(HEC Recognized Journals), ISSN (Online): 0493-2137

Study of forest soil through linear regression between soc and soil properties in Shinklari-Mansehra, Khyber Pakhtunkhwa Pakistan

https://www.xisdixsu.asia/current_article.php (Online)

37. Journal of Tianjin University Science and Technology(HEC Recognized Journals), ISSN 1673-064X

A scale to measure communication of agricultural officers.

<https://www.xisdixsu.asia/viewarticle.php?aid=1470> (Online)

38. International Journal of Ecosystems and Ecology Science (IJEES) (HEC Recognized Journals) Comparative study of socio-economic factors responsible for the degradation of forest in Sherani district.

<https://sites.google.com/site/injournalofecosystems/template> (Accepted)

39. International Journal of Ecosystems and Ecology Science (IJEES) (HEC Recognized Journals) Ethno botanical study of medicinal plants used by indigenous communities of Tehsil Sarwakai, district South Waziristan, K.P.K, Pakistan

<https://sites.google.com/site/injournalofecosystems/template> (Online)

40. Journal of Xi'an Shi you University, Natural Science Edition(HEC Recognized Journals).

Study of Public perception of watershed management activities by KPK Forest Department Kashan Valley.

<https://www.xisdixsu.asia/>(Online).



SESSION WISE THESIS RESEARCH TOPICS SUPERVISED
BY MR. AHMAD ZAMIR, ASSISTANT PROFESSOR OF FORESTRY
PAKISTAN FOREST INSTITUTE, PESHAWAR

M.Sc Forestry (2012-14)

1	Muhammad Waqas Khan	Perception of Farmers Towards Farm Forestry in District Swabi	Mr. Ahmad Zamir APOF, Forest Education Division, PFI, Peshawar
2	Waseem Ullah	Perception of Farmers Towards Farm Forestry in District Swabi	
3	Rizwan Ullah	Perception of Farmers Towards Farm Forestry in District Swabi	
4	Arshad Ali Khan	Estimation of Soil Carbon in the Subtropical Chirpine Forests of District Mansehra and Battagram	
5	Arif Ullah	Estimation of Soil Carbon in the Subtropical Chirpine Forests of District Mansehra and Battagram	

M.Sc Forestry (2015-17)

1	Tariq Hussain	Comparative Studies of Regeneration Status Inside and Outside the Closure of Dry Temperate Forest of Kalam Forest Division	Mr. Ahmad Zamir APOF, Forest Education Division, PFI, Peshawar
2	Hafiz Ameer Muhammad Khan	Comparative Studies of Regeneration Status Inside and Outside the Closure in Siran Forest Division	
3	Babar Khan	Comparative Studies of Regeneration Status Inside and Outside the Closure of Moist Temperate Forest of Upper Dir Forest Division	
4	Obaid Ullah Khan	Comparative Studies of Regeneration Status Inside and Outside the Closure of Sub Tropical Forest of Swat Forest Division	
5	Nabeel Ahmad	Comparative Studies of Regeneration Status in Enclosure in Moist Temperate Forests of Kaghan Forest Division	
6	Muhammad Uzair	Comparative Studies of Regeneration Status Inside and Outside Closures in Kohat Forest Division	

ATTESTED

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M.Sc Forestry (2016-18)

1	Zohaib Khan	Assessment of Agroforestry in District Bannu	Mr. Ahmad Zamir APOF, Forest Education Division, PFI, Peshawar
2	Mian Huzaifa	Assessment of Agroforestry outputs in District Peshawar	

M.Sc Forestry (2018-20)

1	Muhammad Asad	Fuel Wood Consumption Survey in Rural Areas of District Dera Ismail Khan	Mr. Ahmad Zamir APOF, Forest Education Division, PFI, Peshawar
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M.Sc Forestry (2019-21)

1.	Fahad Ali	Comparative Analysis of Carbon Stocks in different Agroforestry Systems of District Mardan	Mr. Ahmad Zamir APOF, Forest Education Division, PFI, Peshawar
2.	Ali Uqba khalil	Comparative Analysis of Carbon Stocks in different Agroforestry Systems of District Peshawar	
3.	Usama khan	Comparative Analysis of Carbon Stocks in different Agroforestry Systems of District Manshera	
4.	Imran Khan	Comparative Analysis of Carbon Stocks in Agroforestry Systems of District Charsadda	

ACCEPTED

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M.Sc Forestry (2020-22)

1	Arz Muhammad	Study of Avian Biodiversity hazards to Aircraft and suggestion for preventive measure for minimizing Bird air strike at Bacha Khan International Airport	Mr. Ahmad Zamir APOF, Forest Education Division, PFI, Peshawar
2	Ehtisham	Impact of Tourism on distribution of Rhesus Monkey in Galyat Abbottabad	
3	Asim Haider	Human conflict with Grey Wolf (<i>Canis lupis</i>) in District Chitral	
4	Aqib Riaz	Assessment of Wild Bore (<i>Sus Scrofa</i>) damages in proximity of Chir Pine (<i>Pinus Roxburghii</i>) Shinkiyari Forest Range of Siran Forest Division District Mansehra Khuber Pakhtunkhwa Pakistan	
5	Muhammad Sajawal	Habitat assessment of Asiatic Black Bear (<i>Ursus thibetanus</i>) in Malakandi Reserved Forest District Mansehra KP	
6	Shabir Ahmad Jan	Assessing radial growth variation and carbon assimilation of <i>Cedrus deodara</i> in response to climatic factors in Dir Kohistan Forest Division	
7	Abdullah Khan	Role of NTFP's in poverty alleviation in Temperate Forest Kaghan Valley	
8	Hassan Yar	Ethno botanical survey of Tehsil Sarwakai, District South Waziristan, Pakistan	
9	Tabarak Ashraf	Comparison of difference of ecosystem services of mono-specific and mixed forest of Shinkiyari	
10	Shahid Khan	Assessment of Avian Biodiversity and its conservation recommendations in Chalghoza forest of Tehsil Birmal District South Waziristan	
11	Ali Gohar	Cheer pheasant Reintroduction Assessment in Tehsil Oghi District Mansehra	

POSTED

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بِسْمِ اللّٰهِ الرَّحْمٰنِ الرَّحِیْمِ

University of Peshawar Pakistan

This certifies that

Ahmad Zamir son of **Gul Zamir**

having fulfilled all the requirements is hereby admitted to the degree of

Master of Philosophy in Environmental Geosciences

and is entitled to all the rights, honours and privileges thereunto appertaining.

Given this 24th day of August, 2021.

Roll No: 607

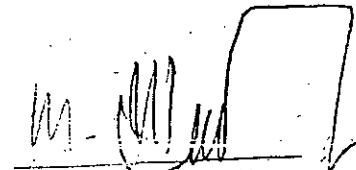
Session: 2016-2017

Reg. No: 2002-F-1893



190738


Registrar


Vice Chancellor

ATTESTED

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M.Sc Forestry (2021-23)

1	Naeem Ullah	Comparitive Analysis of Physiochemical properties of forest soil under plantation and Natural Forest in District Mardan.	Mr. Ahmad Zamir APOF, Forest Education Division, PFI, Peshawar
2	Nadeem Khalid	To evaluate the role of Peshawar Zoo in Ex-Situ conservation of indigenous wildlife species.	
3	Akif Habib	Exploring and Assessing Tourist Influx to Peshawar Zoo and Its Impacts On Captive Environment of Zoo Fauna	

BS (2013-17)

1	Muhammad Ibrahim	Comparative Studies of Regeneration status in Enclosures of Siran Forest Division	Mr. Ahmad Zamir APOF, Forest Education Division, PFI, Peshawar
2	Muhammad Adnan	Comparative Studies of Regeneration status in Enclosures of (Dir) Upper Forest Division	
3	Adnan-Kamal	Comparative Studies of Regeneration status in Enclosures of Kaghan Forest Division	
4	Zia Ullah	Comparative Studies of Regeneration status Inside & Outside Closure of Moist Temperate Forest of Kalam Forest Division	

BS (2018-22)

1	Umair Safdar	Assessment of frugivorous bird species and availability of fruit tree species in Pakistan Forest Institute, Peshawar.	Mr. Ahmad Zamir APOF, Forest Education Division, PFI, Peshawar
2	Talha Anwar	Study on the response of avian biodiversity towards artificial nesting in selected sites of Peshawar city.	
3	Imtiaz Ahmad	Assessment of avian biodiversity and anthropogenic disturbances at Raghagan Dam, Tehsil Salarzai, District Bajaur	

ATTESTED

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JUDGMENT SHEET
IN THE PESHAWAR HIGH COURT, D.I.KHAN BENCH
(Judicial Department)

W.P No. 1127-D/2017

Farman Ullah

Vs

**Government of Khyber Pakhtunkhwa through
Chief Secretary, Peshawar and 04 others**

For petitioner Muhammad Sajid Awan, Advocate

For respondents Mr. Kamran Hayat Miankhel Addl.
Advocate General
Mr. Umar Farooq Bhattani, Advocate

Date of hearing 25.01.2021

JUDGMENT

Sahibzada Asadullah, I.- Through this single judgment, we intend to decide the following cases, having identical facts and law points involved therein.

1. W.P No. 1127-D/2017
[Farmanullah
Vs
Govt. of Khyber Pakhtunkhwa and others]

2. W.P No. 702-D/2017
[Sharifullah
Vs
Govt. of Khyber Pakhtunkhwa and others]

ATTESTED

2. By virtue of these petitions filed under Article 199 of the Constitution of Islamic Republic of Pakistan 1973 it is averred

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Muhammad son of Yar Muhammad/respondent No. 5 and thereby by restoring the seniority of the petitioners, the promotion of respondent No. 5 may be recalled. They have further prayed that the petitioners have been deprived of promotion on the basis of fitness, therefore, the fitness criteria, as determined by official respondents is highly unjust, illegal and the policy in vogue of the Provincial Government, hence, this constitutional petition.

3. On direction of Court order, the comments were called from the respondents, which were submitted accordingly, wherein they submitted that the competent authority/Department had fulfilled all the codal formalities according to Rules and policy in vogue in the process of promotion for the post of Junior Clerk.

4. Heard. Record perused.

5. In this case facts admitted on the record reveal that there are 33% share of class-IV employees for the purpose of promotion to the post of Junior Clerk as per the recruitment policy of the provincial government. In every provincial department, the posts of Junior clerk are to be filled through 67% direct recruitment on the basis of open merits, whereas 33% posts are to be filled by way of promotion from amongst the holders of the posts of Naib Qasid, Chowkidar, etc on the basis of Seniority-cum-fitness. For the purpose of such promotion to the post of Junior Clerk, the Naib



ATTESTED

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(Female), Education Department, Tank and out of said posts 33% quota was reserved for the class-IV who possess minimum matric qualification. To this effect, the respondent No.4 issued an advertisement wherein applications have been invited from the class-IV for promotion against 33% quota to the post of Junior Clerk. The petitioners having higher education as well as seniority applied for the post of Junior Clerk on the basis of 33% share of Class-IV, ultimately, the petitioners were dropped from promotion to the post of Junior Clerk and respondent No. 5 was promoted on the basis of fitness.

6. The moot issue which requires consideration and determination before this Court is that whether the fitness criteria, as determined by the official respondents with regard to promotion for the post of Junior Clerk is highly unjust and against the policy in vogue of the Provincial Government?. Before answering to this question, it will be essential to highlight that '*Eligibility for promotion*' and '*determination of fitness*' are two different criteria. Eligibility primarily relates to the terms and conditions of service and their applicability to the civil servants whereas question of fitness is a subjective evaluation on the basis of objective criteria. Section 9(1) of the Civil Servants Act 1973 provides that civil servant has a right to be considered for promotion if eligible on account of possessing the prescribed minimum qualification etc. A civil servant however has no vested right to be promoted.


ATTESTED

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condition of the service has right to file appeal before appropriate tribunal established for such purposes within prescribed period. On the other hand in the matters relating to determination of fitness of a civil servant to be promoted to a higher post, the law does not provide any remedy of appeal or representation in view of section 22 of the Act of 1973. Petitioners in this case therefore have no right to appeal or representation against the impugned recommendations of Department/respondents for promotion of the post of Junior Clerk. In view of the specific bar contained in clause (b) of proviso to section 4(1) of Service Tribunals Act 1973 the petitioners lacking adequate efficacious remedy therefore has a right to seek the constitutional remedy. This petition therefore is not violative to the mandate of Article 199 and 212 of the Constitution of Islamic Republic of Pakistan 1973. Reliance be made upon *Miss Zubaida Khatoon Vs. Mrs. Tehmina Sajid Sheikh and others (2011 PLC (C.S.) 596) (Supreme Court of Pakistan)*.

7. In legal sphere, seniority-cum-fitness means that *due and equal regard should be paid both to seniority and to fitness, and, since fitness is a matter of degree, it would appear that a senior person can be overlooked in favour of a junior who is demonstrably more fit for the appointment that he is*. Thus, the provision for promotion on the basis of seniority-cum-fitness permits the respondents/Department to

TESTED

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only rejection of the unfit. There is certainly difference where the promotion is based on the pure seniority and promotion based on seniority-cum-fitness. Likewise, in cases of promotion based on seniority cum-fitness apart from pure seniority, the person's fitness, to hold the post to which he may be promoted, his physical fitness, *his acquirement of qualifications prescribed for the promoted post* or such other positive factors from which it would be obvious that he is unfit for promotion would have to be taken into account.

8. Shorn-of unnecessary detailed to the merits of the case, it is beneficial to refer the method of recruitment, qualifications and other conditions specified in column 3 to 5 which shall be applicable to pots of Junior Clerk in the Khyber Pakhtunkhwa Civil Secretariat as infra:

Junior Clerk	(i) Matriculation with second division or equivalent qualification from a recognized Board and (ii) A speed of 30 words per minute in typing.	18 to 30 years	a) Thirty-three percent by promotion on the basis of seniority-cum-fitness, from amongst Daftaris, Gestetner Operators, Qasids and Naib Qasids including holders of other equivalent posts in the Secretariat with two years' service as such, who have passed SSC examination; and b) Sixty-seven percent by initial requirement.
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ATTESTED

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From the bird's eye view of above tabulated criteria for the post of Junior Clerk, it is visible that minimum qualification for appointment or promotion to the post of Junior Clerk, a speed of 30 words per minute in typing is essential and sine qua non. Admittedly the petitioners have desperately failed in the typing test which is necessary requirement for promotion as Junior Clerk, therefore, the petitioners are not eligible according to the Rules and policy as they have failed in typing test.

9. Plea of malice or discrimination raised by the petitioners qua their deferment is not substantiated through any speck of material. We do not find any jurisdictional error, legal infirmity or material irregularity in the impugned recommendations made by the Departmental Promotion Committee, therefore, the same do not call for any interference by this Court in exercise of constitutional jurisdiction.

10. Adherence to the statutory rules and procedures for selection of public jobs is the only surest method to objectively select the best out of the best from a competing lot; it is rooted into the fundamentals of equal opportunity, equal treatment and equal protections; any deviation therefrom would rock the bottom of the Republic, resting upon equiponderance. State authority in every sphere of life is a sacred trust to be exercised fairly and justly by the functionaries to accomplish the purposes assigned to them by



TESTED

the promotion being failed candidates in typing test which is sine qua non for the post of Junior Clerk.

11. Even otherwise, there is no vested right accrued to the petitioners in case of promotion. Promotion against the non-selection post shall be made on the basis of seniority-cum-fitness and a civil servant cannot claim or ask for a promotion as a matter of right, as it is within the exclusive domain of the competent authority or departmental selection committee. Neither the promotion can take place automatically, nor the seniority alone is the deciding factor, as number of factors constitute fitness for promotion. Thus, the fitness criteria, as determined by the respondents/Department is just and in accordance with Policy in vogue by the provincial government and depriving the petitioners from award of promotion to the post of Junior Clerk on the basis of fitness is on compact ground, needs no interference to invoke the constitutional jurisdiction of this Court.

12. For the reasons *supra*, the instant writ petition as well as connected W.P No. 702-D/2017 are dismissed accordingly.

Announced
January 25, 2021

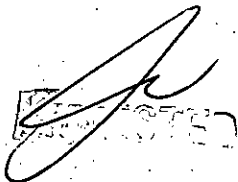
Hasnain/



JUDGE



JUDGE





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GOVERNMENT OF KHYBER PAKHTUNKHWA
FORESTRY, ENVIRONMENT & WILDLIFE DEPARTMENT

DATED PESHAWAR THE, 3rd November, 2021

NOTIFICATION

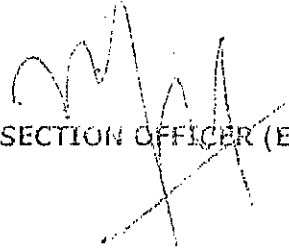
Ref: SO (Estt) FE&W/V-50(B)/2019/PF: Consequent upon proceeding of Dr. Mamoon Wali Muhammad, Assistant Professor of Forestry (BS-18)/Director Forest Education Division on two hundred and forty (240) days leave as granted vide this notification of even number dated 7.10.2021, Mr. Ahmad Zamir, Assistant Professor of Forestry (BS-18) is hereby authorized to hold the look after charge of the post of Director Forest Education Division BS-19 in Pakistan Forest Institute, Peshawar, with immediate effect, till further orders.

SECRETARY TO GOVT. OF KHYBER PAKHTUNKHWA
FORESTRY, ENVIRONMENT & WILDLIFE
DEPARTMENT

Encls: No. and date of even

Copy forwarded to:

- 1) Director General, PFI Peshawar w/r to his letter No.1297/F.IV(Per)-Estt dated 01.10.2021.
- 2) Additional Director General (Education), PFI, Peshawar.
- 3) Director Forest Education Division, PFI, Peshawar.
- 4) Director Budget & Accounts Cell, FE&W department.
- 5) Ps to Secretary, FE&W department, Khyber Pakhtunkhwa.
- 6) Officer concerned.
- 7) Master file.
- 8) Office order file.


SECTION OFFICER (ESTT)


ATTESTED

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S72 07

23/10/2020

Additional Secretary (FE&WD) office,
Pakistan Forest Institute, Peshawar



Dairy No: 1577
Dated: 23-10-2020
Director General Office
PFI, Peshawar

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**GOVERNMENT OF KHYBER PAKHTUNKHWA
FORESTRY, ENVIRONMENT & WILDLIFE DEPARTMENT**

DATED PESHAWAR THE, 22nd OCTOBER, 2020

NOTIFICATION

No: SO(Estt)FE&WD/V-50(16)/2019: The Competent Authority is pleased to authorize Dr. Mamoona Wali Muhammad, Assistant Professor of Forestry (BS-18) to hold the look after charge of the post of Director Forest Education Division (BS-19) in Pakistan Forest Institute, Peshawar relieving Mr. Ahmad Zamir, Assistant Professor of Forestry from the look after of the post, with immediate effect, till further orders.

SECRETARY TO GOVT, OF KHYBER PAKHTUNKHWA
FORESTRY, ENVIRONMENT & WILDLIFE
DEPARTMENT

Enlist: No: SO (Estt)FE&WD/V-50(16)/2019

Dated Pesh: 22nd October, 2020

Copy is forwarded to:-

- 1) Director General, Pakistan Forest Institute Peshawar.
- 2) Director Forest Education Division, PFI.
- 3) Director, Budget & Accounts Cell, FE&W department.
- 4) PS to Secretary, FE&W department, Khyber Pakhtunkhwa.
- 5) Officers concerned.
- 6) Personal files of the officers concerned.
- 7) Master file.
- 8) Office order file.

Zia-ur-Rahman
(ZIA-UR-RAHMAN)
SECTION OFFICER (ESTT)

ADG (F)

DD (Tech)

22/10

[Signature]

23/10/20

For up. acc. bill.

[Signature]

23/10/20

*Supp/Act
off NBT*

*Recare
change
report*
*all file
Relinquish
responsibility*

[Signature]
23/10/2020

TESTED

S72 07

23/10/2020

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Dairy No: 1577
Dated: 23-10-2020
Director General Office
PFI, Peshawar

Additional Director (FE&W) Office,
Pakistan Forest Institute, Peshawar



**GOVERNMENT OF KHYBER PAKHTUNKHWA
FORESTRY, ENVIRONMENT & WILDLIFE DEPARTMENT**

DATED PESHAWAR THE, 22nd OCTOBER, 2020

NOTIFICATION

No: SO(Estt)FE&WD/V-50(16)/2019: The Competent Authority is pleased to authorize Dr. Mamoonah Wali Muhammad, Assistant Professor of Forestry (BS-18) to hold the look after charge of the post of Director Forest Education Division (BS-19) in Pakistan Forest Institute, Peshawar relieving Mr. Ahmad Zamir, Assistant Professor of Forestry from the look after of the post, with immediate effect, till further orders.

SECRETARY TO GOVT; OF KHYBER PAKHTUNKHWA
FORESTRY, ENVIRONMENT & WILDLIFE
DEPARTMENT

Encl: No: SO (Estt)FE&WD/V-50(16)/2019 Dated Pesh: 22nd October, 2020

Copy is forwarded to:-

- 1) Director General, Pakistan Forest Institute Peshawar.
- 2) Director Forest Education Division, PFI.
- 3) Director, Budget & Accounts Cell, FE&W department.
- 4) PS to Secretary, FE&W department, Khyber Pakhtunkhwa.
- 5) Officers concerned.
- 6) Personal files of the officers concerned.
- 7) Master file.
- 8) Office order file.

ADG (F)

DD (Tech)

[Handwritten signature]

23/10/20

[Handwritten signature]
(ZIA-UR-RAHMAN)
SECTION OFFICER (ESTT)

For yr. ass. d/f

[Handwritten signature]

23/10/20

Sc/AD/Act
off/BSH

Rears
change
report
All p/c
Rel. p/c
ready to go.

[Handwritten signature]
23/10/2020

ATTESTED



GOVERNMENT OF KHYBER PAKHTUNKHWA
FORESTRY, ENVIRONMENT & WILDLIFE DEPARTMENT

Dated Peshawar the, 2nd September, 2020

NOTIFICATION

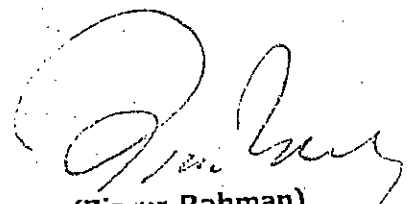
No: SO (E)/FE&WD/V-50(16)/2019/PF: In partial modification of this department Notification No: SO (Estt)/FE&WD/V-50(16)/2019/PF, dated 24th August, 2020, the competent authority is pleased to authorize Mr. Ahmad Zamir, Assistant Professor of Forestry (BS-18), PFI to hold the look after charge of the post of Director Forest Education Division, PFI instead of additional charge, till further orders.

Secretary to Govt: of Khyber Pakhtunkhwa
Forestry, Environment & Wildlife
Department

Endst: No: SO(E)/FE&WD/V-50(16)/2019/PF: Dated Pesh: the 2nd Sept, 2020

Copy is forwarded to:-

- 1) Director General, PFI.
- 2) Director Forest Education Division, PFI.
- 3) Assistant Professor of Forestry, PFI.
- 4) Director Budget and Accounts Cell, FE&W department, Khyber Pakhtunkhwa.
- 5) Officers concerned.
- 6) Personal file of the officers.
- 7) Master file.
- 8) Officer order file.


(Zia-ur-Rahman)
SECTION OFFICER (ESTT)

ATTESTED

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GOVERNMENT OF KHYBER PAKHTUNKHWA
FORESTRY, ENVIRONMENT & WILDLIFE DEPARTMENT
PAKISTAN FOREST INSTITUTE, PESHAWAR

Ph: +92 91 9221224, 9216995, Fax: +92 21 233



No. 1297 /F.IV (Per)-Estt.

Dated 14/10/ 2021

To

The Section Officer (Estt),
Government of Khyber Pakhtunkhwa,
Forestry, Environment & Wildlife Department,
Peshawar.

SUBJECT: LOOKAFTER CHARGE OF THE POST OF DIRECTOR, FOREST
EDUCATION DIVISION (BS-19), PFI, PESHAWAR

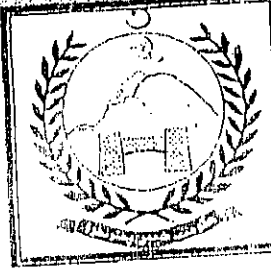
I am directed to refer to your office endorsement No. SO(Estt)/FE&WD/V-50(8)/PFI, dated 07-10-2021, on the above cited subject and to state that the charge of the post of Director, Forest Education Division (BS-19), PFI, Peshawar may be assigned to Mr. Ahmad Zamir, Assistant Professor of Forestry (BS-18), the senior most faculty member in the existing staff of the Division, during the leave period of the incumbent of the post of Director, Forest Education Division.

Alena
Administrative Officer (G)

Cc:

1. Additional Director General (Education), PFI, Peshawar.
2. APS to Director General, PFI, Peshawar.

[Signature]
ATTESTED



GOVERNMENT OF KHYBER PAKHTUNKHWA
FORESTRY, ENVIRONMENT & WILDLIFE DEPARTMENT

NO.50(Estt)FE&WD/V-6/PSC/2021
Dated Peshawar the, 29th January, 2021

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To

The Assistant Director-III,
Khyber Pakhtunkhwa,
Public Service Commission,
2-Fort Road, Peshawar Cantt.

Subject:

RECRUITMENT TO ONE POST OF ASSISTANT PROFESSOR OF FORESTRY (BS-18) IN PFI, FORESTRY, ENVIRONMENT & WILDLIFE DEPRATMETN (ADVT: NO: 10/2019 SR. NO: 43)

I am directed to refer to your letter No: PSC/SR-VI/016805, dated 25th January, 2021 on the above subject and to intimate that Mr. Ahmad Zamir, Assistant Professor of Forestry (BS-18) will assist the Commission in interviews of the candidates scheduled on 1st & 2nd February, 2021 at 9300 hours for selection of suitable candidates against one vacant post of Assistant Professor of Forestry (BS-18) in PFI.

(ZIA-UR-RAHMAN)
SECTION OFFICER (ESTT)

Endst:No.and date even.

Copy is forwarded for information to:-

1. Director General, Pakistan Forest Institute, Peshawar.
2. Mr. Ahmad Zamir, Assistant Professor of Forestry. He is requested to assist the commission in interviews of the candidates against the post of Assistant Professor of Forestry in PFI as per above schedule.
3. PS to Secretary, FE&W Department, Khyber Pakhtunkhwa.

*1/2 DDT
Already nominated A. S. Mangwana for the purpose
No need of Mr. Ahmad Zamir
to assist the Commission. We cannot
assist anyone else*

[Signature]
SECTION OFFICER (ESTT)

*1/2/21
DEPFI*

ATTESTED

180

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GOVERNMENT OF KHYBER PAKHTUNKHWA
 Forestry, Environment & Wildlife Department
 Forest Education Division, Pakistan Forest Institute, Peshawar
 Ph: +92 91 9221371, Fax: +92 91 9216790/9221233
 (SAY NO TO CORRUPTION)



No. 1801/FED/(47)19

Dated 12th September, 2019

Office Order

Mr. Ahmad Zamir, APOF (BS-18), is hereby appointed as incharge officer.
 (Examinations) with immediate effect.

On behalf of Director Forest Education, he will liaise with the office of the
 controller of Examination, University of Peshawar for the credible, efficient and timely conduct
 of all forestry examinations, announcement of results, etc.

[Signature]
 Director
 Forest Education Division
 12/9

Cc.

1. The Controller of Examination, University of Peshawar
2. APS to Director General, PFI
3. APS to Addl Director General (Education), PFI
4. Mr. Ahmad Zamir, (APOF), PFI
5. Mr. Siraj ud din LIF (retd) with the request to hand over to Mr. Ahmad Zamir (APOF), all official record and documents pertaining to forestry examination including original Degrees/DMC, answer sheets etc, if any, under proper receipt. He is also requested to submit a brief report on ongoing/ in pipeline activities of issues regarding forestry examinations.
6. Master File

[Signature]
 ATTESTED



GOVERNMENT OF KHYBER PAKHTUNKHWA
CLIMATE CHANGE, FORESTRY, ENVIRONMENT & WILDLIFE
DEPARTMENT

Dated Peshawar the, 5th July, 2023

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NOTIFICATION

No. SO (Estt) FE&WD/V-26/PF: An Anomaly Committee comprising the following officers is hereby constituted to remove the difficulties, being faced by the few employees of PFI regarding seniority aroused due to their promotion under the existing notified service rules of PFI

- | | | |
|-------|-----------------------------------------------------------------------------------------------------------------------------------|----------|
| (i) | Miss Zuhra Nigar,
Additional Secretary (Admn),
CC, FE&W department | Chairman |
| (ii) | Mr. Adnan Jamil,
Deputy Secretary (Admn),
CC, FE&W department. | Member |
| (iii) | The representative of Establishment Deptt:
Government of Khyber Pakhtunkhwa
(not below the rank of Deputy Secretary BPS-18) | Member |
| (iv) | Mr. Ghulam Ali Bajwa,
Additional Director General (Biological Sciences),
PFI, Peshawar. | Member |
| (v) | Director Forest Education Division,
PFI, Peshawar. | Member |

2 The Committee shall thoroughly examine such cases as per the existing notified service rules of PFI, relevant provisions of Khyber Pakhtunkhwa Civil Servants Act, 1973, Khyber Pakhtunkhwa Civil Servants (APT) Rules, 1989, Khyber Pakhtunkhwa Promotion Policy, 2009 and other relevant rules, policies etc, and submit its report with specific recommendations within thirty days.

Secretary to Govt. of Khyber Pakhtunkhwa
Climate Change, Forestry, Environment & Wildlife
Department

Encl: No and date of copy

Copy is forwarded to:-

- 1) Secretary Establishment Department, Khyber Pakhtunkhwa He is requested to kindly nominate a BPS-18 officer as member to facilitate the Anomaly Committee
- 2) Additional Secretary (Admn) CC, FE&W department/Chairman of the Committee
- 3) Deputy Secretary (Admn), CC FE&W department / Member of the Committee
- 4) Additional Director General (Biological Sciences) PFI, Peshawar/Member of the Committee
- 5) Director Forest Education Division, PFI, Peshawar/ Member of the Committee

ATTESTED

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S12 07

23/10/2020



Dairy No: 1577
Dated: 23-10-2020
Director General Office
PFI, Peshawar

Additional Director (Admin) FE&W office,
Peshawar

GOVERNMENT OF KHYBER PAKHTUNKHWA
FORESTRY, ENVIRONMENT & WILDLIFE DEPARTMENT

DATED PESHAWAR THE, 22nd OCTOBER, 2020

NOTIFICATION

No: SO(Estt)FE&WD/V-50(16)/2019: The Competent Authority is pleased to authorize Dr. Mamoonah Wali Muhammad, Assistant Professor of Forestry (BS-18) to hold the look after charge of the post of Director Forest Education Division (BS-19) in Pakistan Forest Institute, Peshawar relieving Mr. Ahmad Zamir, Assistant Professor of Forestry from the look after of the post, with immediate effect, till further orders.

SECRETARY TO GOVT; OF KHYBER PAKHTUNKHWA
FORESTRY, ENVIRONMENT & WILDLIFE
DEPARTMENT

Encl: No: SO (Estt)FE&WD/V-50(16)/2019

Dated Pesh: 22nd October, 2020

Copy is forwarded to:-

- 1) Director General, Pakistan Forest Institute Peshawar.
- 2) Director Forest Education Division, PFI.
- 3) Director, Budget & Accounts Cell, FE&W department.
- 4) PS to Secretary, FE&W department, Khyber Pakhtunkhwa.
- 5) Officers concerned.
- 6) Personal files of the officers concerned.
- 7) Master file.
- 8) Office order file.

Zia-ur-Rahman
(ZIA-UR-RAHMAN)
SECTION OFFICER (ESTT)

ADG (F)
DD (Tech)

22/10

[Signature]
22/10/20

For yr. acc. dly.

[Signature]
23/10/20

Sup/Act
off/18H

Please
change
report
ready to go
please
relieve
me

[Signature]
23/10/2020

ATTESTED

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GOVERNMENT OF KHYBER PAKHTUNKHWA
PAKISTAN FOREST INSTITUTE, PESHAWAR

Ph: +92 91 9221224, Fax: +92 91 9221233

Dated 06 July, 2023

OFFICE ORDER

No. 113 /F.V(28)-Estt(c): The following officers of Pakistan Forest Institute (PFI), Peshawar is hereby assigned additional duties as noted against their names for conducting specialized training courses for the officers of Forests and Wildlife Department, Government of Khyber Pakhtunkhwa at PFI, Peshawar with immediate effect:

S. No.	Name & Designation	Addition duties
1.	Mr. Ahmad Zamir, Assistant Professor of Forestry	Training Coordinator
2.	Mr. Bilal Ahmad, Lecturer-in-Forestry	Assistant Training Coordinator

-Sd-
DIRECTOR GENERAL

ENDS: NO. AND DATE EVEN:

A copy is forwarded to:

1. Additional Director General (Education), PFI, Peshawar.
2. Director, Forest Education Division, PFI, Peshawar.
3. Mr. Ahmad Zamir, Assistant Professor of Forestry, PFI, Peshawar.
4. Mr. Bilal Ahmad, Lecturer in Forestry, PFI, Peshawar.
5. Administrative Officer (B&A), PFI, Peshawar.
6. APS to Director General, PFI

Seen File

9/27/23
DFE

ADMINISTRATIVE OFFICER (G)

ATTESTED

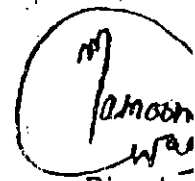


OFFICE ORDER

The following are duties/responsibilities of a program officer of forestry classes:

1. ✓ Maintain a complete record of students' academic activities including photographs (and pre service record if any). For this purpose Program officer will maintain a register for students for the entire academic period.
2. ✓ Apprise students about rules of college residency, the routine of the courses and provide a copy of the College Rules of Discipline and time to time instructions to each student for reading and compliance.
3. Ensure the compliance of the instructions by the students in letter & spirit particularly the attendance in classes, physical training and sports as well as to keep proper record of the same.
4. ✓ Manage necessary arrangements for special medical care of sick students, whenever required.
5. To act liaison officer between students and students' supervisor for writing up their term paper, research reports, and thesis.
6. ✓ To allow short leave (less than 12 hours) to the students and keep a record in the course file.
7. Manage and ensure proper utilization of vacant classes in case any teacher is not available.
8. Chalk out a complete program for every semester/ term in advance (e.g class lectures, excursions, study tours etc.).
9. To ensure daily attendance and punctuality of students/ trainees in classes.
10. ✓ To monitor proper decorum and discipline of students/ trainees at campus and tours.
11. To keep vigilant eye over teaching and program delivery by all subject teachers.
12. To get feedback of students/trainees on teaching and training on properly designed evaluation Performa.
13. ✓ In case, program officer is leaving the station for official or private purposes, He/she should assign the duties to other class teacher/ faculty member with the approval of Director Forest Education Division prior to leave the station.

All the nominated Program Officers are directed to execute the above mentioned duties/responsibilities in letter and spirit.


Director

Forest Education Division

Cc:

1. Additional Director General (Education), PFI, Peshawar.
2. APS to Director General, PFI, Peshawar.
3. All concerned Officers, Forest Education Division.
4. Master File.


TESTED



GOVERNMENT OF KHYBER PAKHTUNKHWA
Forestry, Environment & Wildlife Department
Forest Education Division,
Pakistan Forest Institute, Peshawar

Ph: +92 9221371 Fax: +92 91 9216790



No. 02 /F.Ed (47) 22

Dated 29th March, 2022

OFFICE ORDER

In partial modification office Order No. 153 dated 14th July 2021, with immediate effect the following faculty members of the Forest Education Division are assigned additional duties as Program Officer / Assistant Program Officer of Forestry Classes, in the public interest till further orders.

S.No.	Name & Designation	Duties	Class/ Session
1.	Mr. Ahmad Zamir, DFE	Program Officer	M.SC 3 rd Term (2019-21)
2.	Dr. Mamoona Wali Muhammad, APOF	Program Officer	M.Sc 1 st Term (2021-23)
3.	Dr. Sajjad Saeed, APOF	Program Officer	BS 5 th Semester(2020-24) BS 7 th Semester (2018-22)
4.	Syed Talha Kamil	Program Officer	BS 3 rd Semester (2020-24)
5.	Mr. Sohaib Ahmed APOF	Program Officer	BS 1 st Semester (2021-25)


Director

Forest Education Division

CC:

1. The Additional Director General (Edu). PFI, Peshawar
2. All Concerned officers, Forest Education Division, PFI, Peshawar
3. APS to Director General, Pakistan Forest Institute, Peshawar
4. All Notice Boards


Director


ATTESTED



Government of Khyber Pakhtunkhwa
Forestry, Environment & Wildlife Department
Forest Education Division
Pakistan Forest Institute, Peshawar
Ph: +92 91 9221371, Fax: +92 91 9221233

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35



OO 9 No. F (47) Edu.2022

Dated 19th September, 2022

OFFICE ORDER

In the light of decisions taken in the faculty meeting held on 06-09-2022, the following faculty members are assigned the duty of House Tutors of forestry Students hostels as noted against each name with immediate effect.

S.No	Hostel	House Tutor
1.	Girls Hostel	Dr. Mamoon Wali APOF
2	M.Sc Forestry	Mr. Ahmad Zamir APOF
3.	B Sc Forestry	Mr. Sohaib Ahmad APOF
4.	BS Forestry	Dr. Sajjad Saeed APOF


Director

Forest Education Division

Cc:

1. Additional Director General, (Edu), PFI, Peshawar.
2. All Faculty Members.


TESTED



186 (36)
36
Dated 19th September, 2022



OO/0 No. F (47) Edu.2022

OFFICE ORDER

In the light of decisions taken in the meeting of the Faculty held on 06-09-2022, the following college committees are constituted/ reconstituted with immediate effect:

S No	Name of the Committee	Chairperson/members	ToRs/Remarks
1	Examination Committee (EC)	Mr. Ahmad Zamir APoF (in charge)	On behalf of the DFE, the in charge EC will liaise with the office of the Controller of Examinations UoP for the conduct of all forestry examinations
2	Uniform Committee (UC) session 2021	Mr. Sohaib Ahmed APoF (Chair person) Dr. Sajjad Saeed APoF (member) Mr. Yousaf Shah AO (ex-officio member)	Follow rule 32B (Functions and responsibilities of procurement committee of KPPRA Rules, 2014 for the procurement of Goods, Works and Services.
	Uniform Committee (UC) session 2022	Dr. Mameena Wali APoF (Chair person) Mr. Razaullah Dawar LIF (member) Mr. Yousaf Shah AO (ex-officio member) Mr. Talha Kamil TA (member)	Follow rule 32B (Functions and responsibilities of procurement committee of KPPRA Rules, 2014 for the procurement of Goods, Works and Services.
4	Vehicles & Digital Equipment Committee (VDEC)	Dr. Sajjad Saeed APoF (Chair person) Mr. Razaullah Dawar LIF (member) Mr. Yousaf Shah AO (ex-officio member) Mr. Talha Kamil TA (member)	Follow rule 32B (Functions and responsibilities of procurement committee of KPPRA Rules, 2014 for the procurement of Goods, Works and Services. Ensure that all Log books, FOL registers Vehicle token taxes records etc. are up-to date.
5	Sports Committee (SC)	Mr. Ghayyas Ahmad DFE (Chair person) Mr. Talha Kamil TA (member)	Supervise students' sports activities and ensure that sports facilities are well maintained.
6	Theses Research Committee (TRC)	Dr. Sajjad Saeed APoF (Chair person) Concerned P.O of M.Sc/BS (member)	Monitor the thesis research of M.Sc/BS forestry students session 2020-22 & 201

Director

TESTED



Government of Khyber Pakhtunkhwa
Forestry, Environment & Wildlife Department
Forest Education Division
Pakistan Forest Institute, Peshawar
Ph: +92 91 9221371, Fax: +92 91 9221233



No. 15/00

Dated 18-11-2022

OFFICE ORDER

Mr. Ahmed Zamir, Assistant Professor of Forestry, is hereby appointed as the programme officer of BS Forestry (2022-26) course

21
Director
Forest Education Division

No. & Dated Even:

CC:

1. Mr. Ahmed Zamir, APoF, PFI, Peshawar
2. All Faculty, Members, Forest Education Division
3. APS to ADG. (Edu), PFI, Peshawar
4. PFI, Forest Education Division
5. Notice Board.

2
Director
Forest Education Division

RECEIVED

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Government of Khyber Pakhtunkhwa
Forestry, Environment and Wildlife Department
Forest Education Division
Pakistan Forest Institute, Peshawar
Ph: +92 91 9221371, Fax: +92 91 9221233



0017/F.Ed(47)-21

Dated 12th Dec., 2022.

OFFICE ORDER

In the light of the decisions made in the faculty meeting held on December 08, 2022 the following committee is constituted to submit proposals/options for addressing the forestry students' mess related issue of differences in monthly food charges collected from different classes/sessions.

1. Dr. Mamoona Wali APoF/HT (Chairperson)
2. Mr. Ahmad Zamir APoF/HT (member)
3. Mr. Sohaib Ahmed APoF/HT (member)
4. Dr. Sajjad Saeed APoF/HT (member)
5. Mr. ^{Yousaf} Shah AO (ex-officio member)

The same committee (excluding Mr. Yusuf Shah AO) is assigned the task of submitting proposals regarding the transfer/reshuffling of hostel staff, if required.

The committee is requested to submit its report by December 16, 2022 positively.

[Signature]
Director 12/11
Forest Education Division

CC:

1. All concerned officers, Forest Education Division, PFI, Peshawar.
2. APS to Addl. Director General (Education), PFI, Peshawar.

[Signature]
ATTESTED



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GOVERNMENT OF KHYBER PAKHTUNKHWA
FORESTRY, ENVIRONMENT & WILDLIFE DEPARTMENT

Dated Peshawar the, 15th May, 2019

NOTIFICATION

No.SO(Estt)FE&WD/V-2/2k19: The Competent Authority in consultation with the Provincial Selection Board is pleased to promote Mr. Ahmad Zamir, Lecturer in Forestry (BPS-17) to the post of Assistant Professor of Forestry (BS-18) on regular basis, in Pakistan Forest Institute, Peshawar, with immediate effect.

2. The officer on promotion shall remain on probation for a period of one year in terms of Section-6(2) of Khyber Pakhtunkhwa Civil Servants Act, 1973 read with Rule 15(1) of Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989 and extendable for another year with the specific orders of appointing authority within two month of the expiry of first year of probation period as specified in Rule 15(2) of rules ibid.

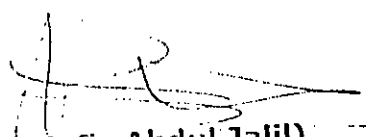
SECRETARY TO GOVT OF KHYBER PAKHTUNKHWA
FORESTRY, ENVIRONMENT & WILDLIFE
DEPARTMENT

5401-4
Endst: No.SO (Estt)FE&WD/V-2/2k19

Dated Peshawar, 15th May, 2019

Copy is forwarded to:-

- 1) Director General, Pakistan Forest Institute Peshawar.
- 2) Director, Budget and Accounts Cell, Forestry, Environment & Wildlife Department.
- 3) Programmer, B&A Cell of FE&W Department.
- 4) PS to Secretary, Forestry, Environment & Wildlife Department
- 5) Officer concerned
- 6) Personal file of the officer.
- 7) Master file.
- 8) Office order file.


(Hafiz Abdul Jalil)
SECTION OFFICER (ESTT)

Received
Faisal
APS to DR
15/05/2019

TESTED

To,


The Chief Secretary to the Government of Khyber Pukhtunkhwa
Civil Secretariat
Peshawar

Subject: W.P. No. 4634/2018

It is humbly submitted that the Honorable Peshawar High Court allowed the subject writ petition for the promotion of the undersigned as prayed in the petition by "directing the respondents to consider the petitioners for promotion at the earliest". (Copy enclosed).

In view of the above it is humbly requested to process the case of promotion of the undersigned please.

Date: 04-03-2019


Sohaib Ahmed
Lecturer in Forestry
Pakistan Forest Institute
Mob# 03219154694


TESTED

IN THE PESHAWAR HIGH COURT PESHAWARW. P No. 4634/2018

1. Ahmad Zamir Lecturer in forestry (BPS 17) Pakistan Forest institute Peshawar.
2. Sohaib Ahmad Lecturer in forestry (BPS 17) Pakistan Forest institute Peshawar.

(Petitioners)

VERSUS

1. The Province of Khyber Pakhtunkhwa through Chief Secretary, Civil Secretariat, Peshawar.
2. Secretary to the Govt of Khyber Pakhtunkhwa Forestry, Environment & Wildlife Department, Civil Secretariat Peshawar.
3. Director General, Pakistan Forest institute, Khyber Pakhtunkhwa Peshawar.

(Respondents)

Writ Petition under Article 199 of the Constitution
Of the Islamic Republic of Pakistan, 1973

Prayer in Writ Petition:

On acceptance of this Writ Petition an appropriate Writ may please be issued directing the respondents to promote the petitioners to the post of Assistant Professor BPS 18, in accordance with the notification No. SRO 911(I)/84 dated 11.10.1984, the petitioners being fit and eligible and the senior most Lecturer BPS 17, perfectly fit and eligible to be promoted and posted as assistant professor BPS 18 PFI, the reluctance on the part of the respondents by not promoting the petitioners to the post of Assistant Professor BPS 18 is illegal unlawful against the secured and guaranteed rights granted in the Constitution of Pakistan 1973, with all back and consequential benefits

or

Any other remedy deemed proper in the circumstances of the case and not specifically asked for may also be allowed.

FILED TODAY
Deputy Registrar
25 SEP 2018

ATTESTED

ATTESTED
EXAMINER
Peshawar High Court

Respectfully Submitted:

1. That the Petitioners were initially the employee of Federal Govt, they were appointed in the Pakistan Forest Institute Peshawar (hereinafter to be referred as PFI) as Lecturer (BPS-17). (Copy of the appointment order is attached as Annexure A)
2. That the next post in the channel of promotion from the post of Lecturer BPS 17 is Professor of Forestry BPS 18 Re designated as Assistant Professor (BPS-18) PFI. As per the recruitment rules the persons eligible for the post of Lecturer "2nd class mater degree in forestry with 5 years research teaching experience relating to forestry, while for promotion Lecturer in forestry and assistant silviculturist (BPS 17)". (Copy of the recruitment rules are attached as annexure B)
3. That on the reorganization of the Federal Secretariat in pursuance of the Constitution (Eighteen amendment) the employees of PFI were transferred to Govt of Khyber Pakhtunkhwa on Deputation under section 10 of the Civil Servant Act, 1973 on their existing posts vide notification dated 30.06.2011. Vide notification dated 13.08.2011, the PFI was given the status of attached department of the Environment Department Khyber Pakhtunkhwa until further orders. (Copies of notification dated 30.06.2011 & notification dated 12.08.2011 are attached as Annexure C.)
4. That provincial Govt vide letter dated 13.12.2011 conveyed the decision of the federal Govt that till such time the Federal Govt make appropriate legislation about the permanent absorption of the transferred employees of PFI to the Province of Khyber Pakhtunkhwa, their status was held to be that of deputationist till the period as admissible under the rules.
5. That the Federal Govt pledged formulation of enabling law for permanent absorption and dealing with service matters of devolved employees. But due to failure of the concerned Govt offices, no legislation has been made in this regard despite the lapse of three years and the case is still in doldrums.

FILED TODAY

Deputy Registrar

25 SEP 2018

ATTESTED



 ATTESTED
 EXAMINER
 Peshawar High Court

WP4634-2018- Ahmad Zahir

6. That as per the seniority the petitioners are the senior most Lecturer BPS 17 rather presently the most deserving and eligible candidates for promotion to the post of assistant professor bps 18.
7. That due to lack of the requisite legislation, senior officers of PFI is suffering and is kept deprived of promotion. That the total strength of the post of assistant professor are 4 in number in which 2 are still vacant in which one of them since 2009 and the remaining 1 post is vacant from Feb 2016 while the petitioners are became eligible for promoting to the post of assistant professor since 2016.
8. That the petitioners are fully eligible and fit to hold the post of assistant professor BPS 18 PFI, moreover the petitioners submitted application/ representations to the respondents to process their cases for promotion according to the rules as there are number of posts are available against which the petitioners can be promoted but al in vain and till date no positive response been given to the petitioners. (Copies of the representations are attached as annexure D & E)
9. That the petitioner having no other efficacious remedy available in law is constrained to invoke the constitutional jurisdiction of this Honourable Court inter alia on the following grounds.

Grounds of writ petition:

- A. That the petitioner has not been treated in accordance with law. The respondents have not followed the law and Rules governing promotion, thus the secured and guaranteed rights of the petitioner have been violated.
- B. That under the rules the Petitioner was fit and eligible for promotion to the post of Assistant Professor BPS 18 on regular basis, however not allowing and processing his case for promotion is illegal, unlawful and without lawful authority.
- C. That filling the post of Assistant Professor BPS 18 is infact the statutory obligation of the respondents, besides holding of the requisite qualification and experience, hence the petitioners being the suitable and fit persons the senior most in the line of

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 Deputy Registrar

25 SEP 2018

ATTESTED

WP4634-2018- Ahmad Zaman VS Govt of Punjab

ATTESTED
 EXAMINER
 Peshawar High Court

promotion as such their case for promotion is required to be processed in accordance with law.

- D. That during this period, the petitioners requested that being the senior most officer in BPS-17 and fully qualified in all aspects, they shall be promoted as Assistant Professor BPS 18 in accordance with rules.
- E. That not considering petitioner's for promotion from their due date and delay/inaction on the part of respondents is against the law, facts, norms of justice and material on record and also against the principle fair play and equity.
- F. That the petitioners have not been treated as per notified gazetted rules by the respondents which deprived the petitioner from his due right of promotion since his fulfillment of the required qualifications and experience.
- G. That under Article 25 of the Constitution of the Islamic Republic of Pakistan 1973, all citizen are equal before law, and that no discrimination is permitted in the similarly placed citizens, thus the discrimination meted out to the petitioner in the grant of personal upgradation is illegal, highly discriminatory and not sustainable.
- H. That the Superior Courts have repeatedly held that where a point of law is decided by the Superior Courts that cover the cases of all those civil servants who have not litigated than the good governance require that the benefit of such judgment should also be given to those who may not be parties to the litigation instead of compelling them to approach the Service Tribunal or any other forum. Reference can be made to case reported as SCMR 1996 Page 1185, 2009 SCMR Page 1, the petitioner being similarly placed are also entitled to similar treatment meted out to their counter parts.
- I. That the state is bound to ensure the elimination of all forms of exploitation and the gradual fulfillment of the fundamental principles. It is also the duties of the state to remove disparity in the income and earning of individuals under Article 37 & 38 of the Constitution.

FILED TODAY
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 25. SEP 2018

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WP4634-2018-Abanad

ATTESTED
 EXAMINER
 Peshawar High Court

- J. That the petitioners have been working since 2011 in the BPS-17, have never been promoted from obtaining the requisite experience and seniority / length of service therefore not considering them for promotion despite of availability of posts and eligibility of the petitioners, therefore such action of the respondents amounts to depriving the petitioners from their valid rights in an arbitrary manner.
- K. That since the petitioners have been working the statutory body and rules are statutory, therefore the respondents are bound to consider the petitioners for promotion for the available posts.
- L. That the Hon' able Supreme Court of Pakistan is case reported as 2010-SCMR-1301, has held that in matter of promotion, rules are to be followed and where the discretion of authority is involved; then that must be exercised with fairness. It is also held in the said judgment that promoting the juniors by ignoring seniors will not advance the object of achieving good governess. It is further pointed out in the said judgment that the Constitution is the supreme law and there is no room to allow the authority to make departure from law, rules and Article 4 and 25 of the constitution.
- M. That the august Supreme Court of Pakistan in case reported as 2013 §CMR 1752 (g) has held that the term "life" also includes reputation, status and all other ancillary privileges conferred on a citizen by law. Thus the decision of not promoting the petitioner without any just and fair reasons is violative to the Article 9 of the Constitution of Pakistan because the same affected the status and reputation of petitioner amongst the batch mates and other service fellows.
- N. That even in latest judgment of the Hon' able Supreme Court reported as PLD 2013 (SC)-195. (Case of Anita Turab), it is held that the statutory provisions, rules, regulations which govern the matter of appointment of Civil Servants must be followed honestly and scrupulously. Whereas the respondents have violated the Rules of 1997 which governs the petitioner's rights and as such, the notification dated. 09.05.2018 whereby juniors have been promoted.

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Deputy Registrar
25 SEP 2018

ATTESTED

WP4634-2018- Ahmad Zamir

ATTESTED
EXAMINER
Peshawar High Court

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- O. That the conduct and attitude of the respondents as well as not promoting the petitioners despite of availability of post and senior most with good record is against the spirit of Article 2-A, 4, 9 and 25 of the Constitution.
- P. That the petitioners seeks the permission of this honorable court to rely on additional grounds at the time of hearing of this writ petition.

Interim Relief:

The respondents may please be restrained from taking any adverse action against the petitioner affecting the terms and conditions of service till the decision of the writ petition.

It is therefore prayed that on acceptance of the Writ Petition an appropriate Writ as prayed for in the heading of the Petition may please issued in favour of the Petitioner and against the respondents.

[Signature]
Petitioners

Through

[Signature]
ZARFAJ ANWAR
Advocate Peshawar

List of Books:

- 1. Constitution 1973.
- 2. Civil Servants Act, 1973.

CERTIFIED TO BE TRUE COPY
Peshawar Bench
High Court, Peshawar
Authorized Under Article 177 of
the Constitution of Pakistan
07 MAR 2019

Certificate:

Certified that no writ petition on the same subject and between the same parties has been filed previously or concurrently.

FILED TODAY
Deputy Registrar
25 SEP 2018

[Signature]
Petitioners

[Signature]
ATTESTED

JUDGMENT SHEET
PESHAWAR HIGH COURT, PESHAWAR
JUDICIAL DEPARTMENT

WP No. 4634-P/2018.

Ahmad Zamir and another
Vs

Government of Khyber Pakhtunkhwa through Chief
Secretary and others



Date of hearing 20.02.2019

Petitioner (by) Zariq Anwar Khan Advocate

Respondent (by) Arshad Ahmad Addl. J.

JUDGMENT

MUSARRATHILALI J. Petitioners, through the instant petition under Article 199 of the Constitution of Islamic Republic of Pakistan, 1973, have prayed for issuance of an appropriate writ directing the respondents to promote them to the post of Assistant Professor (BPS-18) in accordance with the Notification No. SRO 911(1)/84 dated 11.10.1984, being fit and eligible and the senior most Lecturer (BPS-17). They have further prayed that reluctance on the part of the respondents by not promoting them to the post of Assistant Professor (BPS-

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Arshad Ahmad
ATTESTED

Arshad Ahmad
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EXAMINER
Peshawar High Court

18) is illegal, unlawful and against the secured and guaranteed rights granted in the Constitution of Pakistan 1973, with all back and consequential benefits.

2. In essence, it is the petitioner's case that they were initially appointed in the Pakistan Forest Institute Peshawar as Lecturer (BPS-17) and in the channel of promotion they would be promoted to the post of Assistant Professor (BPS-18) PFI. As per recruitment rules, the persons eligible for the post of Lecturer "2nd class master degree in Forestry with five years research teaching experience relating to forestry, while for promotion Lecturer in forestry and Assistant silviculturist (BPS-17). It is averred in the petition that on the reorganization of the Federal Secretariat in pursuance of the Constitution (Eighteen amendment) the employees of PFI were transferred to Government of Khyber Pakhtunkhwa on deputation under Section 10 of the Civil Servant Act, 1973 on their existing posts vide Notification dated 30.06.2011. Vide another Notification

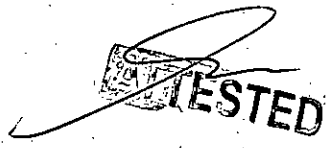
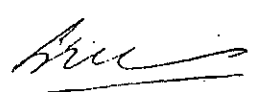
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EXAMINER
Peshawar High Court

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dated 13.08.2011, the PFI was given the status of attached department of the Environment Department, Khyber Pakhtunkhwa until further orders. It is also averred in the petition that the Provincial Government vide letter dated 13.12.2011 conveyed the decision of the Federal Government that till such time the Federal Government make appropriate legislation about the permanent absorption of the transferred employees of PFI to the Province of Khyber Pakhtunkhwa, their status was held to be that of deputationist till the period as admissible under the rules. The Federal Government pledged formulation of enabling law for permanent absorption and dealing with service matters of devolved employees but due to failure of the concerned government offices, no legislation has been made in this regard despite lapse of three years. Petitioners are the senior most Lecturers for promotion to the post of Assistant Professor but due to lack of requisite legislation, they have not yet been promoted. Petitioners

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EXAMINER
Peshawar High Court

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having no other efficacious remedy have filed the instant writ petition for redressal of their grievances.

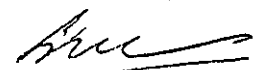
3. Respondents were put to notice who filed their parawise comments, wherein they have stated that the promotion of the petitioners shall be made according to the new Service Rules which have been approved by the Standing Service Rules Committee (SSRC) Finance Department, vetted by the Law Department and now sent to the competent authority for final approval and are likely to be notified soon.

Arguments heard and appended record gone through.

4. According to the factual matrix of the case, the petitioners were appointed as Lecturers in BPS-17 on 05.01.2012, however, due to Eighteen Amendment, certain Ministries were devolved at Federal level and powers were given to the Provinces. The Pakistan Forest Institute was given the status of attached department of

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EXAMINER
Peshawar High Court

Environmental Department, Khyber Pakhtunkhwa and the employees of PFI were transferred to the Province of Khyber Pakhtunkhwa on deputation on their existing posts. It is the contention of the learned counsel for the petitioners that since the petitioners had put in more than 07 years of service and have become eligible for promotion to the post of Assistant Professor since 2016 and because there is no proper legislation for the absorption of the petitioners in the Pakistan Forest Institute and also their promotion were withheld vide office Memorandum dated 02.11.2012 till the time when proper legislation is made, therefore, the respondent being a State within the meaning of Article 7 of the Constitution of Islamic Republic of Pakistan, 1973 should have taken necessary steps on priority basis for formulation of service rules.

Having regard to its constitutional obligation, there is a clear lapse on the part of decision making authority of the government particularly when public interest is

[Signature]
ATTESTED

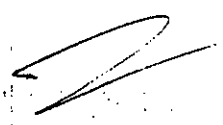
[Signature]
ATTESTED
EXAMINER
Peshawar High Court

202

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involved, hence warrants interference by this Court in writ jurisdiction. It is, therefore, held that till the time service rules are framed, the services of the petitioners shall be governed under the existing rules of Federal Government. We may also refer to a case of identical issue of employee of the petitioners' department decided by this Court in W.P.No. 3456-P/2014 dated 21.04.2015 which was allowed under the old rules.

5. When such being the case, we are left with no option but to allow this writ petition by directing the respondents to consider the petitioners for promotion at the earliest.





JUDGE



JUDGE

**Announced
20.02.2019**

 (DB) Hon'ble Justice Musarrat Hissali
Hon'ble Mr. Justice Abdul Shakoor

Noor Shah, PS



RECEIVED

CERTIFIED TO BE TRUE COPY

Examiner:
Peshawar High Court, Peshawar
Authorized Under Article 87 of
the Qanun-e-Shahadat Order 1988

01 MAR 2019

**BEFORE THE HON'BLE KHYBER PAKHTUNKHWA
SERVICE TRIBUNAL PESHAWAR**

CM NO. _____/2024

IN RE:

SERVICE APPEAL NO. 1070/2023

SCANNED
KPST
Peshawar

Ahmad Zamir.....Applicant

Versus

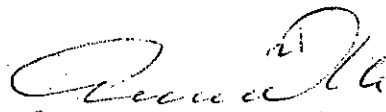
Govt of KPK & others.....Respondents

I N D E X

S.No	Description of Documents	Annex	Pages
1.	Application for place on file		1-2
2.	Affidavit		3
3.	Copy of Relevant Document	A	4-52.

Applicant / Appellant

Through



ZARTAJ ANWAR

**Advocate, Supreme Court
Of Pakistan**

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BEFORE THE HON'BLE KHYBER PAKHTUNKHWA
SERVICE TRIBUNAL PESHAWAR

CM NO. _____/2024

IN RE:

SERVICE APPEAL NO. 1070/2023

Ahmad Zamir.....Applicant
Versus
Govt of KPK & others.....Respondents

APPLICATION FOR PLACING ON FILE
NECESSARY AND IMPORTANT
DOCUMENTS FOR JUST DECISION OF THE
CASE, IN THE ABOVE NOTED CASE ON
BEHALF OF APPELLANT.

Respectfully Sheweth:

1. That the above noted case is pending adjudication before this Hon'ble Tribunal, which is fixed for 06.03.2024.
2. That at the time of filing of the Instant Appeal, some important and necessary documents were left, which are part and parcel of the instant case and are liable to be placed on file for just decision of the instant Appeal. **(Copies of all relevant documents are attached)**
3. That there is no legal bar to place on file the above mentioned document.

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It is, therefore, most humbly prayed that on acceptance of this application the above mentioned documents may very kindly be placed on file.

Applicant / Appellant

Through



ZARTAJ ANWAR

**Advocate, Supreme Court
Of Pakistan**