

BEFORE THE KP SERVICE TRIBUNAL, PESHAWAR.

C.M (documents) NO. \_\_\_\_\_ /2024

IN

Service Appeal No. <sup>504</sup> ~~885~~ /2024

Arshid Ali

V/S

Govt: of KP etc.

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*Arshid Ali*  
APPELLANT

Arshid Ali

THROUGH:

*M. Asif Yousafzai*  
(M. ASIF YOUSAFZAI)  
ADVOCATE SUPREME COURT  
OF PAKISTAN.

Room No.FR-08, 4<sup>th</sup> Floor,  
Bilour Plaza Peshawar Cantt:  
Cell # 0312-9103240

*one copy handed over  
in court.*

*14-5-24*

(1)

**BEFORE THE KP SERVICE TRIBUNAL, PESHAWAR.**

C.M (documents) NO. \_\_\_\_\_/2024

IN

Service Appeal No. 504/2024

Khyber Pakhtunkhwa  
Service Tribunal

Diary No. 12739

Dated 14-05-2024

Arshid Ali, Sub Engineer,  
Highway Division,  
C&W Department Mardan.

(APPELLANT)

**VERSUS**

1. Chief Secretary to Govt: of Khyber Pakhtunkhwa, Peshawar.
2. Secretary to Govt: of Khyber Pakhtunkhwa C&W Deptt: Civil Secretariat, Peshawar.
3. Muhammad Maaz (BS-17) SDO O/o XEN, Building Division, Mohmand.
4. Amir Ali (BS-17) SDO O/o XEN, Building Division, Charsadda.

(RESPONDENTS)

.....  
**APPLICATION FOR PLACING ON FILE CERTAIN  
DOCUMENT ATTACHED HERewith THE  
APPLICATION FOR PERUSAL OF HONORABLE  
COURT TO MEET THE END OF JUSTICE.**

**RESPECTFULLY SHEWETH:**


1. That the above service appeal is pending before this Hon'ble Tribunal.
2. That certain documents which has been provided to the appellant after the institution of instant service appeal so therefore, the appellant wants to file these documents for the perusal of Honorable Tribunal to meet the ends of justice and to reach the fair conclusion.
3. That the attached document with this application is hereby annexed as Annexure A1-A2 respectively.
4. That there is no legal hurdle for allowing the CM in the interest of justice.

It is, therefore, most humbly prayed that the application may be allowed and the attached document may please be considered as a part of the service appeal for perusal of Honorable Tribunal to meet the ends of justice and to reach the fair conclusion. Any other remedy which august Court deems fit and appropriate that may also be awarded in favour of appellant.

  
**APPELLANT**

**Arshid Ali**

THROUGH:

  
**(M. ASIF YOUSAFZAI)**  
**ADVOCATE SUPREME COURT**  
**OF PAKISTAN.**

**BEFORE THE KP SERVICE TRIBUNAL, PESHAWAR.**

C.M (documents) NO. \_\_\_\_\_/2024  
IN  
Service Appeal No. 885/2020

Arshid Ali

V/S

Govt: of KP etc.

.....  
**AFFIDAVIT**

I, Arshid Ali, Sub Engineer, Highway Division, C&W Department Mardan (appellant), do hereby solemnly affirm and declare on oath that the contents of this Application are true and correct to the best of my knowledge and belief.

*Arshid Ali*  
**DEPONENT**

**Arshid Ali**

**IDENTIFIED BY:-**

*M. Asif Yousafzai*  
**(M. ASIF YOUSAFZAI)**  
**ADVOCATE SUPREME COURT**  
**OF PAKISTAN.**



GOVERNMENT OF NWFP  
COMMUNICATION & WORKS DEPARTMENT

Dated Peshawar, the March 25, 2010

NOTIFICATION:

No. SOE/C&WD/8-12/2009: In pursuance of the provisions contained in sub rule (2) of Rule-3 of the NWFP Civil Servants (Appointment, Promotion and Transfer) Rules, 1989 and in supersession of all previous rules, Issued in this behalf, the Communication & Works Department in consultation with Establishment Department and Finance Department hereby lays down, the method of recruitment, qualification and other conditions specified in columns 3 to 5 of the Appendix to this Notification which shall be applicable to posts in column 2 of the said Appendix.

Secretary to Govt of NWFP  
Communication & Works Department

Endst. of even number and date

Copy is forwarded to the:-

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

31/3/10

Manager Govt Printing Press NWFP, Peshawar. He is requested to supply 200 copies of the printed gazette for further distributions

(RAHIM BADSHAH)  
SECTION OFFICER (ESTT)

W&S Dept  
1545  
31-3-2010  
5/9/10

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D ENGINEERING SERVICE

APPENDIX

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

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				<p>c. Two point five percent (2.5%) By Transfer from amongst the Draftsman with seven years service as such, having Diploma in Civil/Electrical/Mechanical Technology, from a recognized Board;</p> <p>f. Two point five percent (2.5%) by promotion, on the basis of seniority cum-fitness, from amongst the Tracers with ten years service as such, having Diploma in Civil/Electrical/Mechanical Technology, from a recognized Board; and</p> <p>e. Five percent (5%) by promotion, from amongst the Work Superintendents/Work Supervisors/Road Inspectors, who have passed "B" Grade Departmental Examination with seven years service as such;</p> <p>Note-3: <u>For the purpose of promotion, joint seniority list of Works Superintendents/Work Supervisors &amp; Road Inspectors, with reference to their regular appointment to the post shall be maintained. In case the two dates are similar, the official in BS-11 shall rank senior</u></p> <p>Note-4: (i) <u>If no suitable candidate is available for transfer, as prescribed in sub clause (c), then the vacancy shall be filled in by way as prescribed in sub clause (b); and</u></p> <p>(ii) <u>If no suitable candidate is available for promotion, as prescribed in sub clause (f), then the vacancy shall be filled in by way as prescribed in sub clause (e).</u></p>
6.	Work Superintendent/Work Supervisor	<p>a. Secondary School Certificate from a recognized Board; and</p> <p>b. Diploma of Associate Engineering in Civil Technology from the Board of Technical Education</p>	18 - 30 Years	By Initial Recruitment.
7.	Surveyor	<p>a. Secondary School Certificate from a recognized Board; and</p> <p>b. Diploma of Associate Engineering in Civil Technology from the Board of Technical Education</p>	18 - 30 Years	By Initial Recruitment.
8.	Road Inspector	Diploma of Associate Engineering in Civil Technology from a recognized Board of Technical Education	20 - 30 Years	<p>a) Fifty percent (50%) by Initial Recruitment AND</p> <p>b) Fifty percent (50%) by promotion, on basis of seniority-cum-fitness, from amongst Work Munshics with at least ten years services as such</p>
9.	Work Munshi	Secondary School Certificate from a recognized Board.	20 - 30 Years	By Initial Recruitment

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**ARCHITECTURAL SERVICES**

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

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(III) MINISTERIAL ESTABLISHMENT

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

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

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IV: TECHNICAL DRAFTSMAN AND TRACERS

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

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GOVERNMENT OF KHYBER PAKHTUNKHWA  
COMMUNICATION & WORKS DEPARTMENT

Dated Peshawar, the October 14, 2014

**NOTIFICATION:**

No. SOE/C&WD/8-12/2014: 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 Communication & Works Department, in consultation with the Establishment Department and the Finance Department, hereby directs that in this Department Notification No. SOE/C&WD/8-12/2009, dated 25<sup>th</sup> March, 2010, the following amendment shall be made, namely:

**AMENDMENTS**

In the Appendix, against serial No.4, in column No.5, for the existing entries, the following shall be substituted, namely:

- (a) Sixty five percent (65%) by initial recruitment;
- (b) twenty percent (20%) by promotion, on the basis of seniority-cum-fitness, from amongst the Sub Engineers who hold a Diploma of (Civil, Mechanical or Electrical) and have passed Departmental Professional Examination with 10 (ten) years service as such;
- (c) eight percent (8%) by promotion, on the basis of seniority-cum-fitness, from amongst the Sub Engineers who possess Degree of B.E or B.Sc. Engineering (Civil, Mechanical or Electrical) at the time of their joining service and have passed Departmental Professional Examination with 05 (five) years service as such;
- (d) three and half percent (3.5%) by promotion, on the basis of seniority-cum-fitness, from amongst the Sub Engineers who acquired Degree of B.E or B.Sc. Engineering (Civil, Mechanical or Electrical) during service and have passed Departmental Professional Examination with 05 (five) years service, as such; and
- (e) three and half percent (3.5%) by promotion, on the basis of seniority-cum-fitness, from amongst the Sub Engineers having Degree of B.Tech (Hons) and have passed Departmental Professional Examination with 05 (five) years service as such.

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

SECRETARY TO  
Government of Khyber Pakhtunkhwa  
Communication & Works Department

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3. Principal Secretary to Chief Minister Khyber Pakhtunkhwa, Peshawar
4. All Chief Engineers C&W Peshawar Centre.
5. C.E. C&W/12, Chief Engineer (FATA) W&S Peshawar
6. (Centre), Chief Engineer EQAA Abbottabad
7. Secretary Khyber Pakhtunkhwa Public Service Commission Peshawar
8. (Civil) Superintending Engineers C&W Circles
9. (Civil) Executive Engineers C&W/Highway Divisions
10. Section Officer (R-VI) Establishment Department Peshawar
11. Assistant Legal Drafter-I, Law Department Peshawar
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16. PA to Deputy Secretary (Admn) C&W Department Peshawar
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(USMAN JAN)  
SECTION OFFICER (Estb)

CSAO  
C.D.

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GOVERNMENT OF KHYBER PAKHTUNKHWA  
COMMUNICATION & WORKS DEPARTMENT

Dated Peshawar, 16th March 2018

-33-

**NOTIFICATION:**

No. SOE/C&WD/8-12/2014: 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 Communication & Works Department, in consultation with the Establishment Department and the Finance Department, hereby directs that in this Department Notification No. SOE/C&WD/8-12/2009, dated 25<sup>th</sup> March, 2010, the following further amendments shall be made, namely:

**AMENDMENTS**

In the Appendix:-

i. against serial No.4, in column No.5, for the existing entries, the following shall be substituted, namely:

- (a) Sixty five percent (65%) by initial recruitment;
- (b) sixteen and half percent (16.50%) by promotion, on the basis of seniority-cum-fitness, from amongst the Sub Engineers who hold a Diploma of (Civil, Mechanical or Electrical) and have passed Departmental Professional Examination with 10 (ten) years service as such;
- (c) five percent (5%) by promotion, on the basis of seniority-cum-fitness, from amongst the Sub Engineers who possess Degree of B.E. or B.Sc. Engineering (Civil, Mechanical or Electrical) at the time of their joining service and have passed Departmental Professional Examination with 05 (five) years service as such;
- (d) three and half percent (3.5%) by promotion, on the basis of seniority-cum-fitness, from amongst the Sub Engineers who acquired Degree of B.E. or B.Sc. Engineering (Civil, Mechanical or Electrical) during service and have passed Departmental Professional Examination with 05 (five) years service as such; and
- (e) ten percent (10%) by promotion, on the basis of seniority-cum-fitness, from amongst the Sub Engineers having Degree of B-Tech (Hons) and have passed Departmental Professional Examination with 05 (five) years service as such;

ii. against serial No.26, in column No.5, for the existing entries, the following shall be substituted, namely:

"By promotion on the basis of seniority-cum-fitness, from amongst the Naib Qasids, Chowkidars and Barkandaz having qualification of Secondary School Certificate with at least three years service as such.

Note:- A joint seniority list of Naib Qasids, Chowkidars and Barkandaz shall be maintained for the purpose of promotion"

iii. after serial No.28, the following new serial shall be inserted, namely:

*29.	Barkandaz	Preferably literate	18 to 45 years	By initial recruitment
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SECRETARY TO  
Government of Khyber Pakhtunkhwa  
Communication & Works Department

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3. Principal Secretary to Chief Minister Khyber Pakhtunkhwa, Peshawar
4. All Chief Engineers C&W Peshawar
5. Chief Engineer (FATA) W&S Peshawar
6. Chief Engineer (East) C&W Abbottabad
7. Secretary Khyber Pakhtunkhwa Public Service Commission Peshawar
8. All Superintending Engineers C&W Circles
9. All Executive Engineers C&W/Highway Divisions
10. Section Officer (R-VI) Establishment Department Peshawar
11. Assistant Legal Drafter-I, Law Department Peshawar
12. Manager Printing Press for publication in the issue of next Govt gazette. He is requested to provide 25 printed copies of the Notification, preferably gazetteed copies, when published to this Department along-with the details of the gazettee in which they are published.
13. PS to Chief Secretary Khyber Pakhtunkhwa Peshawar
14. PS to Secretary C&W Department Peshawar
15. PA to Addl. Secretary C&W Department Peshawar
16. PA to Deputy Secretary (Admn) C&W Department Peshawar
17. Office File

(ABDUR RASHID KHAN)  
SECTION OFFICER (Estb)

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MINUTES OF DEPARTMENTAL PROMOTION COMMITTEE MEETING  
HELD ON 17.07.2023 AT 11:00 HOURS UNDER THE CHAIRMANSHIP OF  
SECRETARY COMMUNICATION & WORKS DEPARTMENT

Meeting of the Departmental Promotion Committee of the C&W Department was held on 17.07.2023 at 11:00 Hours under the Chairmanship of Secretary C&W in the committee room of C&W Department. The following attended the meeting

- 1 Mr. Syed Imtiaz Hussain Shah  
Secretary C&W Department --- In Chair
- 2 Engr. Muhammad Tariq  
Chief Engineer (Centre)  
C&W Peshawar --- Member
- 3 Mr. Jamshid Khan  
Deputy Secretary (R-III)p  
Establishment Department --- Member
- 4 Mr. Saleem Khan  
Deputy Secretary (SR)  
Finance Department --- Member
- 5 Zahid Mahsud  
Deputy Secretary (Admn)  
C&W Department --- Secy-Cum-Member

2 The meeting started with the recitation from Holy Quran. The chair welcomed all the participants. The forum was informed that as per recruitment rules of the Department, the following position are required to be filled-in by way of promotion from amongst suitable officials.

**Item-1: PROMOTION OF DIPLOMA HOLDER SUB ENGINEERS TO THE POSTS OF ASSISTANT ENGINEERS/SDOs (BS-17) ON REGULAR BASIS IN THE C&W DEPARTMENT**

According to clause (a) of the Service Rules of C&W Department, 16.50% posts of Assistant Engineer/SDO (BS-17) are to be filled 'By Promotion', on the basis of seniority- cum-fitness, from amongst the Diploma Holder Sub Engineers having passed Departmental Professional Examination with at least ten years service as such.

After examining all relevant record of the officials and threadbare discussion, the promotion case of Diploma Holder Sub Engineers to the post of Assistant Engineer/SDO (BS-17) was considered against Twenty two (22) numbers clear vacancies on regular basis of the officials included in the panel in order of their seniority/fitness and made the following recommendations.

01	Hamidullah-I	The DPC recommended deferment of the official for promotion due to lack of his ACRs besides issuing Departmental Warning to him. The DPC further recommended to ask Chief Engineer (Centre) C&W Peshawar to conduct fact finding inquiry with-regard to not completing the ACRs.
02	Tariq Hussain Shah	The DPC recommended deferment of the official for promotion due to lack of ACRs as well as pending inquiry and further recommended to ask Chief Engineer (Centre) C&W Peshawar to conduct fact finding inquiry with-regard to not completing the ACRs, besides issuing Departmental Warning to the official.
03	Mumtaz Ahmad Malik	The DPC recommended for promotion to the post of Assistant Engineer/SDO (BS-17) on regular basis. He will be on probation for a period of one year.
04	Ikramullah-II	The DPC recommended deferment of the official for promotion due to non-clearing/passing departmental professional Exam and lack of his ACRs and further recommended to ask Chief Engineer (Centre) C&W Peshawar to conduct fact finding inquiry with-regard to not completing the ACRs, besides issuing Departmental Warning to the official.
05	Muhammad Shaukat	The DPC recommended deferment of the official for promotion due to pending inquiry

**ATTESTED**

03 years

Official due to lack of

Item-II:

PROMOTION OF PRE-SERVICE/IN-SERVICE GRADUATE SUB ENGINEERS TO THE POST OF ASSISTANT ENGINEERS / SDOs (BS-17) IN THE C&W DEPARTMENT

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05% quota reserved for promotion of Pre-Service Graduate Sub Engineers to the Post of Assistant Engineer/SDO (BS-17) worked out as 12, all the posts are filled. Moreover, 3.5% quota reserved for promotion of In-service Graduate Sub Engineers to the post of Assistant Engineer/SDO (BS-17) worked out as 08, out of which 07 numbers In-service Graduate Assistant Engineers (BS-17) are available and one number vacancy remained vacant from the last DPC held on 21.02.2022. However, in the referred quota only one In-service Graduate Sub Engineer has promoted on 20.12.2021 and not completed the required length of service i.e 03 Years meaning thereby not eligible for promotion to the post of Assistant Engineer/SDO (BS-17) on regular basis. In such like scenario, Clause (c) against Sl. No.4, column No.5 provides that if no suitable candidate is available for promotion, then the post shall be filled in the manner, as prescribed at clause (b) and vice-versa. In the instant case, Engr. Muhammad Waqar In-service Graduate Sub Engineer has submitted an application for promotion as Assistant Engineer/SDO (BS-17). However, he has not completed the required length of service i.e 03-Years Therefore, the DPC Forum has deferred the case.

Item-III:

PROMOTION OF PRE-SERVICE B-TECH (Hons) SUB ENGINEERS TO THE POST OF ASSISTANT ENGINEER/SDO (BS-17) ON REGULAR BASIS IN THE C&W DEPARTMENT

According to clause (e) of the Service Rules of C&W Department, 06% posts of Assistant Engineer/SDO (BS-17) are to be filled "By Promotion", from amongst the Holders of the Post of Sub Engineers who possess B-Tech (Hons) four (04) Years degree at the time of appointment and have passed Departmental Professional Examination, with Five (05) Years' service as such. The DPC forum also thoroughly discussed the request of In-service B-Tech (Hons) Sub Engineers regarding considering the share of promotion of In-service B-Tech (Hons) Sub Engineers and Pre-service B-Tech (Hons) Sub Engineers against the available Six (06) numbers vacant posts of Assistant Engineer. However, the forum opined that the promotion of any category is made under the existing promotion share of quota under the Existing Promulgated Rules The position is as under:

Sl. No.	Category	Share of Each Category	Presently Working	Short Fall/ Excess
1	Pre- Service B-Tech (Hons) Sub Engineer (06%)	14.04 say = 14	00	(-) 14
2	In-Service B-Tech (Hons) Sub Engineer (04%)	9.36 say = 09	17	(+) 08

Therefore, after examining all relevant record of the officials and threadbare discussion, the promotion case of Pre-service B-Tech (Hons) Sub Engineers to the post of Assistant Engineer/SDO (BS-17) was considered against Six (06) numbers clear vacancies on regular basis of the officials included in the panel in order of their seniority/fitness and made the following recommendations.

1	Ghani Khan Khattak	The DPC recommended deferment of the official for promotion due to lack of ACRs as well as pending inquiry and further recommended to ask Chief Engineer (Centre) C&W Peshawar to conduct fact finding inquiry with-regard to not completing the ACRs, besides Issuing Departmental Warning to the official.
2	Awais-ur-Rehman	The DPC recommended for promotion to the post of Assistant Engineer/SDO (BS-17) on regular basis. He will be on probation for a period of one year.
3	Zia-ur-Rehman	The DPC recommended for promotion to the post of Assistant Engineer/SDO (BS-17) on regular basis. He will be on probation for a period of one year.
4	Farman Ullah	The DPC recommended for promotion to the post of Assistant Engineer/SDO (BS-17) on regular basis. He will be on probation for a period of one year.
5	Muhammad Maaz	The DPC recommended for promotion to the post of Assistant Engineer/SDO (BS-17) on regular basis. He will be on probation for a period of one year.
6	Amir Ali	The DPC recommended for promotion to the post of Assistant Engineer/SDO (BS-17) on regular basis. He will be on probation for a period of one year.

**ATTESTED**

Item-IV: PROMOTION OF SUPERINTENDENTS TO THE POST OF ADMINISTRATIVE OFFICER/BUDGET & ACCOUNTS OFFICER (BS-17) ON REGULAR BASIS.

According to Service Rules of C&W Department, the posts of Administrative Officer/Budget & Accounts Officer (BS-17) are filled "By promotion, on the basis of seniority-cum-fitness, from amongst the Superintendents, with at least 05 years' service as such"

After examining all relevant record of the officers and threadbare discussion, the promotion case of Superintendents to the posts of Administrative Officer/Budget & Accounts Officer (BS-17) were considered against Ten (10) numbers clear vacancies on regular basis of the officers included in the panel in order of their seniority/fitness and made the following recommendations.

1	Mehboob Ali	Recommended for promotion to the post of Administrative Officer/Budget & Accounts Officer (BS-17) on regular basis. He will be on probation for a period of one year.
2	Muddasir Anwar	Recommended for promotion to the post of Administrative Officer/Budget & Accounts Officer (BS-17) on regular basis. He will be on probation for a period of one year.
3	Shoaib Khan	Recommended for promotion to the post of Administrative Officer/Budget & Accounts Officer (BS-17) on regular basis. He will be on probation for a period of one year.
4	Muhammad Jamshid Iqbal	Recommended for promotion to the post of Administrative Officer/Budget & Accounts Officer (BS-17) on regular basis. He will be on probation for a period of one year.
5	Fazal Rabbi	Recommended for promotion to the post of Administrative Officer/Budget & Accounts Officer (BS-17) on regular basis. He will be on probation till his retirement.
6	Fazal Amin	Recommended for promotion to the post of Administrative Officer/Budget & Accounts Officer (BS-17) on regular basis. He will be on probation till his retirement.
7	Hazrat Umer	The DPC recommended deferment of the officer due to lack of required length of service i.e. 05 years.
8	Inamullah Shah	The DPC recommended deferment of the officer due to lack of required length of service i.e. 05 years.
9	Amanat Ali Shah	The DPC recommended deferment of the officer due to lack of required length of service i.e. 05 years.
10	Fazal Hadi	The DPC recommended deferment of the officer due to lack of required length of service i.e. 05 years.

Item-V: PROMOTION OF CIRCLE HEAD DRAFTSMAN TO THE POST OF CHIEF DRAFTSMAN (BS-17) ON REGULAR BASIS IN THE C&W DEPARTMENT

According to Service Rules of C&W Department, the posts of Chief Draftsman (BS-17) are to be filled "By promotion, on the basis of seniority-cum-fitness, from amongst the Circle Head Draftsman, with at least (03) years' service as such".

After examining all relevant record of the officials and threadbare discussion, the promotion case of Circle Head Draftsman to the posts of Chief Draftsman (BS-17) were considered against Eight (08) numbers clear vacancies on regular basis of the officials included in the panel in order of their seniority/fitness and made the following recommendations.

1	Muhammad Ayub	The DPC recommended for promotion to the post of Chief Draftsman (BS-17) on regular basis. He will be on probation for a period of one year.
2	Saeed Ullah	The DPC recommended deferment of the official due to lack of required length of service i.e. 03 years.
3	S. Muhammad Ali Shah	The DPC recommended deferment of the official due to lack of required length of service i.e. 03 years.
4	Fayyaz Khan	The DPC recommended deferment of the official due to lack of required length of service i.e. 03 years.

ATTESTED



5	Tifa Muhammad	The DPC recommended deferment of the official due to lack of required length of service i.e. 03 years.
6	Ali Marjan	The DPC recommended deferment of the official due to lack of required length of service i.e. 03 years.
7	Iftikhar Ali	The DPC recommended deferment of the official due to lack of required length of service i.e. 03 years.
8	Shafqat Ullah	The DPC recommended deferment of the official due to lack of required length of service i.e. 03 years.

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**Item-VI: PROMOTION OF ASSISTANTS & SENIOR SCALE STENOGRAPHER TO THE POST OF SUPERINTENDENT (BS-17) ON REGULAR BASIS**

According to Service Rules of C&W Department, the method of recruitment/ appointment of Superintendents is as under:-

"By Promotion, on the basis of seniority-cum-fitness, from amongst Assistants and Senior Scale Stenographers with at least five years service as such".

**Note:** For the purpose of promotion, a joint seniority list of Assistants and Senior Scale Stenographers will be maintained. If the date of appointment of both the officials is the same, then Assistant will rank senior"

After examining all relevant record of the officials and threadbare discussion, the promotion of Assistants/Senior Scale Stenographers to the posts of Superintendents (BS-17) on regular basis were considered against Twenty (20) clear vacancies and made the following recommendations:-

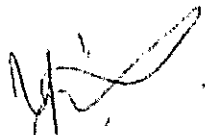
1	Javeria Tahir	The DPC recommended for promotion to the post of Superintendent (BS-17) on regular basis. He will be on probation for a period of one year.
2	Inayat Khan	The DPC recommended deferment of the official due to lack of required length of service i.e. 05 years.
3	Asadullah Khan	The DPC recommended for promotion to the post of Superintendent (BS-17) on regular basis. He will be on probation for a period of one year.
4	Nekam Khan	The DPC recommended for promotion to the post of Superintendent (BS-17) on regular basis. He will be on probation for a period of one year.
5	Badshah Hussain	The DPC recommended for promotion to the post of Superintendent (BS-17) on regular basis. He will be on probation for a period of one year.
6	Muhammad Idrees	The DPC recommended for promotion to the post of Superintendent (BS-17) on regular basis. He will be on probation for a period of one year.
7	Muhammad Tariq	The DPC recommended for promotion to the post of Superintendent (BS-17) on regular basis. He will be on probation for a period of one year.
8	Rahim Dad	The DPC recommended for promotion to the post of Superintendent (BS-17) on regular basis. He will be on probation for a period of one year.
9	Hayat Ali	The DPC recommended deferment of the official due to lack of required length of service i.e. 05 years.
10	Wali Ullah	The DPC recommended deferment of the official due to lack of required length of service i.e. 05 years.
11	Inamullah	The DPC recommended deferment of the official due to lack of required length of service i.e. 05 years.
12	Muhammad Ishtiaq	The DPC recommended deferment of the official due to lack of required length of service i.e. 05 years.
13	Jamshaid Khan	The DPC recommended deferment of the official due to lack of required length of service i.e. 05 years.
14	Arshad Iqbal	The DPC recommended deferment of the official due to lack of required length of service i.e. 05 years.
15	Riaz Ali Shah	The DPC recommended deferment of the official due to lack of required length of service i.e. 05 years.
16	Muhammad Ibrahim	The DPC recommended deferment of the official due to lack of required length of service i.e. 05 years.
17	Raza Muhammad	The DPC recommended deferment of the official due to lack of required length of service i.e. 05 years.

**ATTESTED**

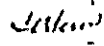
18	Muhammad Zeb	The DPC recommended deferment of the official due to lack of required length of service i.e. 05 years.
19	Razi Gul	The DPC recommended deferment of the official due to lack of required length of service i.e. 05 years.
20	Miltahuddin	The DPC recommended deferment of the official due to lack of required length of service i.e. 05 years.

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3. The meeting ended with mutual vote of thanks.



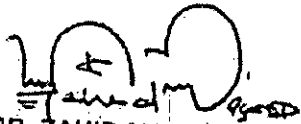
(MR. JAMSHID KHAN)  
Deputy Secretary (Reg-III)  
Establishment Department  
(Member)



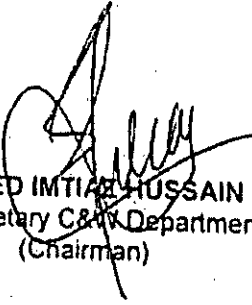
(MR. Saleem Khan)  
Deputy Secretary (Reg)  
Finance Department  
(Member)



(ENGR. MUHAMMAD TARIQ)  
Chief Engineer (Centre)  
C&W Peshawar  
(Member)



(MR. ZAHID MAHSOD)  
Deputy Secretary (Admn) C&WD  
(Secretary-Cum-Member)



(ENGR SYED IMTIAZ HUSSAIN SHAH)  
Secretary C&W Department  
(Chairman)

**ATTESTED**