

BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHWA,
PESHAWAR

Service Appeal No. 246/2024.

Usman Akhtar Appellant

VERSUS

Senior Member Board of Revenue and others..... Respondents.

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Through

Respondents


Nasir Mehmood

Advocate Supreme Court of Pakistan.
Office No.622 6th floor Pak-Medical Centre,
Khyber Bazar, Peshawar.

①

BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHWA,
PESHAWAR

Service Appeal No. 246/2024.

Khyber Pakhtunkhwa
Service Tribunal

Diary No. 13187

Dated 05-06-2024

Usman Akhtar..... Appellant

VERSUS

SMBR and other..... Respondents.

REPLY ON BEHALF OF PRIVATE RESPONDENT NO.12,13,23,24,27,41 to
44,76,77,80,118,153,457

RESPECTFULLY SHEWETH:

PRELIMINARY OBJECTIONS.

1. That the appellant has got no cause of action and or locus standi to file the instant appeal because no departmental appeal has been filed against the final order i.e. issuance of final joint seniority list while they have challenged the regrettable order passed on the objections filed against the tentative joint seniority list thus the appeal is liable to be dismissed on this score alone.
2. That the instant appeal is baseless, frivolous, vexatious and has been filed to harass the answering respondents. Although the appellant cadre was transferred\inserted\adjusted in the tentative joint seniority list to the cadre of the answering respondents but through SSRC rules were not amended for inclusion of the appellant cadre for promotion to the post of Tehsildar although meeting was held so the appeal is liable to dismissed summarily.
3. That the present appeal is not maintainable in its present form hence liable to be dismissed because the appellant has concealed the factum of dismissal of application of the appellant moved for adjustment of his name in the joint seniority list of the Assistants and senior scale stenographer of the offices of commissioners and deputy commissioner by the SMBR vide order dated 13.05.2022. Allegedly the name of the appellant was adjusted in the joint tentative seniority list on acceptance of his review petition but in fact there is no order or even note sheet of the SMBR on the basis of which notification dated 01.07.2022 was issued by Asst. Secretary (Estt) Board of Revenue. So the same notification is illegal and void.
4. That the appellant has not come to this Honourable Tribunal with clean hands and has suppressed material facts from this Honourable tribunal. The appellant was inducted into service as computer assistant in BPS 11. In the year 2010 Govt. of KPK through notification dated 12.07.2010 has upgraded all the existing post of key punch operator (BPS-8)/ data entry operator (BPS-9)/ computer assistant

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existing post of key punch operator (BPS-8)/ data entry operator (BPS-9)/ computer assistant (BPS-11) and computer operators (BPS-10) of different pay scales to BPS-12 with the nomenclature of post of computer operator. Later on through notification dated 29.07.2016 (**Annex-C**) Government of KPK has upgraded and re-designated all existing posts of computer operator and data processing supervisor as computer operator BPS-16. The finance dept. merged all these posts because all these posts fall in the category of technical posts. The appellant cadre i.e. district ministerial cadre service rules (**Annex-D**) give 40% quota to computer operator for promotion to the post of senior scale stenographer. Once they get promoted to the post of senior scale stenographer then they will get further promotion to the post of Private Secretary as well as Tehsildar. So the appellant cadre is having their own hierarchy of promotion that's why in SSRC meeting held on 30.05.2023 (**Annex-E**) although Tehsildari and Naib Tehsildari Service Rules, 2008 were further amended but no hierarchy of promotion was given to the cadre of appellant because they are already having two pronged promotion hierarchy.

There are round about 300 Computer Operator working in the offices of D.Cs AND Commissioners but only 13 Computer Operators have been included in the Seniority List of Assistants and SSS (Senior Scale Stenographer). As stated above CO (Computer Operator) will first be promoted to SSS, as such his name will be included in the Seniority List of Assistants and SSS thus he will get promotion to the post of Tehsildar. It is further submitted if senior employee in computer operator (BPS-16) cadre whose name is not included in the List *ibid* (Seniority List of Assistants and SSS) is promoted to the post of senior scale stenographer (BPS-16) at this stage or later on then his name will be placed in the joint Seniority List of Assistants and SSS below the Computer Operator (Appellant herein).

The answering respondents are in the promotion zone of Tehsildari and Naib Tehsildari Service Rules, 1962 (which were later on amended from time to time) **from the beginning i.e. 1962 and still intact**. On 26.12.2008 through notification no.32\02\Adm:I\135\SSRC previous rules were superseded by Tehsildari and Naib Tehsildari Service Rules, 2008, in which the answering respondents were also in the promotion zone. Once again on 23.01.2015 through notification previous rules were superseded by Tehsildari and Naib Tehsildari Service Rules, 2015, in which the answering respondents are also in the promotion zone. (**Annex-F**).

5. That the appellant has filed the instant appeal malafidely and to waste precious time of this Honourable Court.
6. That appeal of the appellant is premature because through the instant appeal the appellant has challenged the order passed on the objections filed over tentative seniority list which is a step towards final proceeding i.e. issuance of final seniority list which was later on issued and notified by the department but was not challenged by the appellant. Tentative seniority list is issued only for ascertaining the position and considering objections, if any raised by the persons being affected so that a final list, which has element of reliability, be prepared and circulated. Tentative seniority list, except inviting attention for seeking correction, does not create any legitimate basis for conferring right or **basis for cause of action** thus the appeal being premature is not maintainable.

ON FACTS.

1. In reply to Para.1 it is submitted that the appellant was upgraded to BPS-16 on 29.07.2016 having their own two pronged promotion hierarchy while the

answering respondents are in the promotion zone of Tehsildari and Naib Tehsildari Service Rules, 1962 from the beginning i.e. 1962 and still intact in the rules of the year 2008 and 2015.

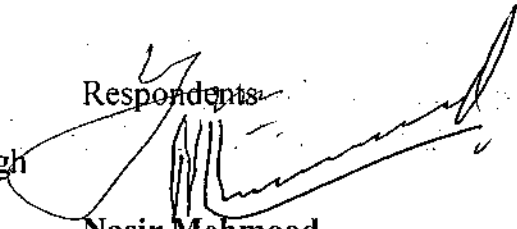
2. Para.2 needs no reply.
3. In reply to para.3 it is submitted that the tentative joint seniority list of Assistant/Senior Scale Stenographer of- the offices of the Commissioners and Deputy Commissioners as stood on 31.12.2023 was issued after incorporating the name of the appellant in the joint tentative seniority list in light of Notification dated 01.07.2022 which was issued illegally.
4. Para. 4 of the appeal is wrong and incorrect. Further submitted that the appellant raised objections over inclusion of his name in tentative joint seniority which is issued only for ascertaining the position and considering objections, if any raised by the persons being affected so that a final list, which has element of reliability, be prepared and circulated. The name of the appellant is included in the tentative joint seniority list of Assistant/Senior Scale Stenographer offices of the Commissioners and Deputy Commissioners as per Notification dated 01.07.22 which was issued illegally but is still intact. The cadre of the appellant is different cadre so he has no right for insertion in the tentative joint seniority list from the date of his initial appointment because there is neither merger nor restructuring of the department.
5. Para.5 of the appeal is wrong and incorrect hence denied. It is further submitted that objections of the appellant were rightly regretted by the Competent Authority being merit less and against the law/rules. The appellant has not challenged joint final seniority list so he is precluded from challenging the intermediate proceeding.
6. Para.6 of the appeal is also wrong, incorrect and is against the material facts. The cadre of the appellant is different and he was adjusted in the tentative joint seniority list of Assistant / Senior Scale Stenographer offices of the Commissioners and Deputy Commissioners from different cadre so section-8 of the Khyber Pakhtunkhwa Civil, Servants-Act. 1973. read with Rule-17 of the Khyber Pakhtunkhwa Civil Servant (Appointment, Promotion & Transfer) Rules, 1989 is not applicable to the case of the appellant thus he has no legal right to disturb the seniority list of the answering respondents. Further section-8 of the Khyber Pakhtunkhwa Civil, Servants-Act. 1973 read with Rule-17 of the Khyber Pakhtunkhwa Civil Servant (Appointment, Promotion & Transfer) Rules, 1989 is not applicable to the case of appellant because the department has although committed illegality by inserting\adjusting the name of the appellant in the joint tentative seniority list of the answering respondents cadre but has correctly placed the appellant in the bottom because the appellant cadre has neither been merged with answering respondents cadre nor the department has been restructured.
7. In reply to para.7 of the appeal it is submitted that appeal of the appellant is premature. The appellant has not challenged final joint seniority list so has waived his rights if any.

4 GROUNDS

- A. Ground-A of the appeal is wrong and incorrect. The appellant belong to different cadre and his name was included in the joint tentative seniority list of Assistant/Senior Scale Stenographer of the offices of the Commissioners and Deputy Commissioners on his own request from 01.07.2022 although issued illegally (From the date of Notification) because he has no right to disturb the seniority of the others employees in whose list he was inserted\adjusted. Further there is no merger nor restructuring of the department
- B. Grounds-B of the appeal is wrong, incorrect and is against the material facts. The department has although committed illegality by inserting\adjusting the name of the appellant in the joint seniority list of the answering respondents cadre but has correctly placed the appellant in the bottom because the appellant cadre has neither been merged with answering respondents cadre nor the department has been restructured so the law on the subject has strictly been followed and the objections of the appellant were rightly regretted however detail reply has been in reply to para-6 above.
- C. Ground-C of the appeal is also wrong and incorrect. It is further that the seniority of the appellant was determined in the light of the law on the subject. The appellant cadre being different cadre was inserted in the cadre of answering respondents on their own choice so he cannot claim seniority over answering respondents. Seniority amongst the same cadre is to be determined from the date of regular appointment. So section-8 of the Khyber Pakhtunkhwa Civil, Servants-Act. 1973 read with Rule-17 of the Khyber Pakhtunkhwa Civil Servant (Appointment, Promotion & Transfer) Rules, 1989 is not applicable to the case of appellant because the department has although committed illegality by inserting\adjusting the name of the appellant in the joint seniority list of the answering respondents cadre but has correctly placed the appellant in the bottom because the appellant cadre has neither been merged with answering respondents cadre nor the department has been restructured. Further the Notification dated 01.07.2022 although issued illegally is still intact through which the name of the appellant was incorporated in the joint tentative/final seniority list of Assistant/Senior Scale Stenographer of the offices of the Commissioners and Deputy Commissioners. Very recently SSRC meeting was held on 08.08.2023 (**Annex-G**) for deliberations over proposed amendments for inclusion of the HVC which is a different cadre for promotion to the post of Tehsildar wherein after threadbare discussion it was unanimously concluded to include HVC for promotion to the post of Tehsildar but would be placed at the bottom of seniority list.
- D. Ground-D of the appeal is wrong and incorrect. The appellant has not divulged complete facts. Under Tehsildari and Naib Tehsildari Service Rules, 1962 answering respondents are in promotion zone from the beginning and even in the rules of the year 2008 and 2015 the answering respondents are in promotion zone while in the case of the appellant although the appellant cadre was transferred\inserted\adjusted in the tentative joint seniority list to the cadre of the answering respondents but through SSRC rules were not amended although meeting was held so there is no case of discrimination of the appellant.

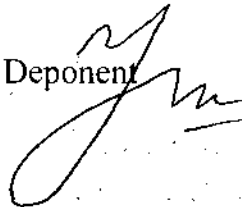
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- E. Ground-E of the appeal is incorrect. The appellant has been treated in accordance with law/rules on the subject.
- F. Ground-F of the appeal is wrong and incorrect. No rights of the appellant have been infringed.
- G. In reply to Ground-G it is submitted that the answering respondents may kindly be allowed to rebut any oral assertions if raised at the time of arguments.
- H. Ground-H of the appeal is wrong and incorrect. The appeal being premature is liable to be dismissed.

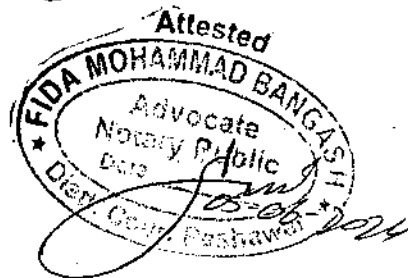
Keeping in view the above, the appeal of the appellant having no merits may very graciously be dismissed with costs.

Respondents
Through 
Nasir Mehmood
Advocate Supreme Court of Pakistan.
Office No.622 6th floor Pak-Medical
Centre, Khyber Bazar, Peshawar.

Affidavit:

I do hereby declare on oath that the contents of the reply are true and correct and nothing has been concealed from this honourable court.

Deponent 



6

**BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHWA,
PESHAWAR**

Service Appeal No. 246/2024.

Usman Akhtar..... Appellant

VERSUS

SMBR and other..... Respondents.

REPLY TO THE APPLICATION FOR INTERIM INJUNCTION.

RESPECTFULLY SHEWETH:

PRELIMINARY OBJECTIONS.

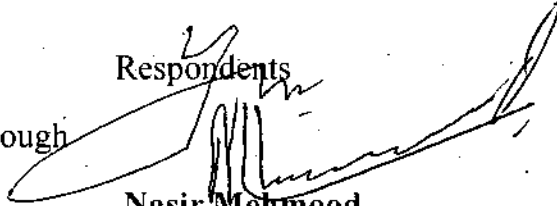
1. That the applicant has got no cause of action and or locus standi to file the instant application because no departmental appeal has been filed against the final order i.e. issuance of final joint seniority list while they have challenged the regrettable order passed on the objections filed against the tentative joint seniority list thus the appeal is liable to be dismissed on this score alone.
2. That the instant application is baseless, frivolous, vexatious and has been filed to harass the answering respondents.
3. That the present application is not maintainable in its present form hence liable to be dismissed.
4. That the applicant has not come to this Honourable Tribunal with clean hands and has suppressed material facts from this Honourable tribunal.
5. That the appellant has filed the instant appeal malafidely and to waste precious time of this Honourable Court.

PARA WISE REPLY:

1. Para-1 of the application under reply is wrong and incorrect. Further submitted that applicant has got no cause of action and or locus standi to file the instant application because no departmental appeal has been filed against the final order i.e. issuance of final joint seniority list while they have challenged the regrettable order passed on the objections filed against the tentative joint seniority list thus the appeal is liable to be dismissed.
2. Para-2 of the application are wrong, incorrect and against the facts. Hence denied.
3. Para-3 of the application is wrong, incorrect, hence denied. Detailed reply has been given in reply to main appeal.

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4. Para-4 of the application is also wrong and incorrect, hence denied. Detailed reply has been given in reply to main appeal.


It is therefore, most humbly requested that on acceptance of this reply the application in hand may kindly be dismissed with costs.

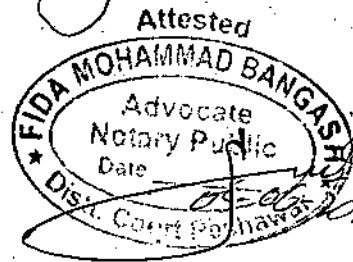
Through  Respondents
Nasir Mehmood

Advocate Supreme Court of Pakistan.
Office No.622 6th floor Pak-Medical
Centre, Khyber Bazar, Peshawar.

Affidavit:

I do hereby declare on oath that the contents of the reply are true and correct and nothing has been concealed from this honourable court.

Deponent 



② Annex A A

BEFORE THE SENIOR MEMBER BOARD OF REVENUE,
KHYBER PAKHTUNKHWA

M/S. Azhar Iqbal Mughal and Usman Akhtar, Computer Operators (BPS-16) and others, office of the Deputy Commissioner, Haripur.

(Appellants)

Versus

Government of Khyber Pakhtunkhwa and others

(Respondents)

ORDER.

1. Facts of the case are that the Peshawar High Court has disposed off Writ Petition No. 3087-P/2019 with I.R with CM No. 277-P/2020 with Chief Minister No. 532-P/2021 with CM No. 2331-P/2021 with the direction to look into the Petitioner's application and decide the same in accordance with law and rules on the subject within a period of two months positively.
2. In compliance with the order of honorable Peshawar High Court the petitioners Azhar Iqbal Mughal etc. Computer Operators were called for personal hearing on 18.04.2022 before the Senior Member, Board of Revenue.
3. The applicants contended that they were appointed as Computer Assistants and later on were merged together with the post of Key Punch Operator (BPS-08), Date Entry Operator (BPS-09) and Computer Operators (BPS-10) vide Finance Department Notification dated 12.07.2010. That all these different categories were illegally merged and were given the nomenclature of Computer Operator and were upgraded with a unified BPS-12. Further contended that again the post of Computer Operator (BS-12) were merged with the post of Data Processing Supervisor (BPS-14) and were upgraded to (BPS-16) with the nomenclature of Computer Operator vide Finance Department Notification dated 29.07.2016. That the applicants were initially appointed as Computer Assistants and the nature of job was the same as that of office Assistants. That by having illegal and imprudently been merged with the distinctly line cadres in a unified scale and similar nomenclature, the petitioners have been envisaged with formidable consequences as having no further prospects of any further promotion as against Office Assistants who got tremendously bright future as having service structure of getting further promotion as Superintendents/Tehsildars under 15% quota in Tehsildari Rules, 2015. As the nature of job of the applicants is same as that of Assistants therefore, the applicants may be merged with the seniority of Assistants in the office of concerned Deputy Commissioners to get benefits of legal promotions.

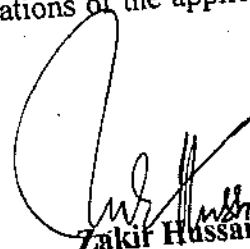
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4. Applicants heard and record of the case perused which revealed that the applicants initially were appointed against the post of Computer Assistants. Later on they were merged together with the post of Key Punch Operator (BPS-08), Date Entry Operator (BPS-09) and Computer Operators (BPS-10) vide the Finance Department Notification dated 12.07.2010. The post of Computer Operators (BS-12) were again merged with the post of Data Processing Supervisor (BPS-14) and were upgraded to (BPS-16) with the nomenclature of Computer Operator vide Finance Department Notification dated 29.07.2016. The Finance Department merged the posts as these were fall in the category of technical posts. The District Cadre Ministerial Service Rules revealed that the Computer Operators have 40% quota for promotion to the post of Senior Scale Stenographer. Once they promoted to the post of Senior Scale Stenographer BS-16, they will get further promotion to the post of Private Secretary as well as Tehsildar. Therefore, the question of no further promotion, raised by the applicants is not justified.

5. Furthermore, the merger Notifications were issued by Finance Department which were not challenged by the petitioners till 2018. Likewise, inclusion of Computer Assistant in the seniority of the Assistants of the District is not the mandate of Board of Revenue as all these technical posts were merged by the Finance Department. The applicants have no locus standi to agitate the merger notification issued by the Finance Department before this Department, therefore the applications of the applicants having no merit are rejected/filed.

RECEIVED


Zakir Hussain Afridi
Senior Member

Announced

12/05/2022

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Annex B
 (19)
Annex B

**GOVT. OF KHYBER PAKHTUNKHWA
 FINANCE DEPARTMENT**

(REGULATION WING)

Dated Peshawar, the 12-07-2010

NOTIFICATION

NO. KC/FD/SO(FRY)/32001. The Government of Khyber Pakhtunkhwa has been pleased to upgrade all the existing posts of Key Punch Operators/ Data Entry Operators/ Computer Assistants and Computer Operators working in different pay scales in District Governments, Attached Departments and Provincial Autonomous bodies and Subordinate Offices to BPS-12 with the standard nomenclature of the post as Computer Operator, with immediate effect as per details given below:-

S. No.	Existing Nomenclature of Posts	Present BPS	New Nomenclature of Post	Up-graded to BPS
1.	Key Punch Operators/ Data Entry Operators/ Computer Assistants and Computer Operators	8, 9, 10 & 11	Computer Operator	12

2. In future the following terms & conditions shall be followed for appointment and promotion against the IT related posts in all the Departments/ Attached Departments/ District Governments/ Subordinate Offices and Provincial Autonomous Bodies:-

- i. Basic qualification for initial appointment against the posts of Computer Operators shall be 2nd class graduation with one year Diploma in IT from Board of Technical Education or its equivalent.
- ii. The basic qualification for initial appointment against the 50% computer related posts in BPS-16 shall be first class M.Sc/ BIT/ BCS or equivalent from a recognized University. The 50% posts shall be filled through promotion, on the basis of seniority-cum-fitness from amongst the Data Processing Supervisors. They will qualify a mandatory three months IT course in Database Management, Programming, web pages development and networking from Staff Training Institute (STI), Peshawar.

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JAVED IQBAL, Gul Bela
 Daudza Law Chamber
 Advocate High Court Peshawar
 Mob: 03450405501

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- iii. All the Attached Departments, District Governments and Provincial Autonomous Bodies shall be directed by Establishment and Administration Department to formulate Service Rules for their respective departments/offices adopting uniform criteria of qualification and experience for identical posts. The qualification and experience shall be commensurate with the job descriptions (JDs) of different posts.
- iv. Director FMU, Finance Department will frame JDs for all categories of IT related posts available in different Departments/ Attached Departments/ Provincial Autonomous bodies as well as District Governments and the qualification/experience shall be prescribed on the basis of the JDs in the Service Rules mentioned in Para-2 (ii) above.

**SECRETARY TO GOVT. OF KHYBER PAKHTUNKHWA
FINANCE DEPARTMENT**

Encl No. & Date Even:

Copy for the above is forwarded for information and necessary action to the:-

1. All Administrative Secretaries to Government of Khyber Pakhtunkhwa.
2. Secretary to Governor, Khyber Pakhtunkhwa, Peshawar.
3. Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
4. All DCOs in Khyber Pakhtunkhwa.
5. All Heads of Attached Departments in Khyber Pakhtunkhwa.
6. All Heads of Provincial Autonomous Bodies in Khyber Pakhtunkhwa.
7. PS to Chief Secretary, Khyber Pakhtunkhwa.
8. Accountant General, Khyber Pakhtunkhwa, Peshawar.
9. PS to Additional Chief Secretary, Khyber Pakhtunkhwa.
10. PS to Finance Secretary, Khyber Pakhtunkhwa.
11. PS to Special Secretary, Finance Department.
12. PAs to all Additional/Deputy Secretaries in Finance Department.
13. PA to Director FMU, Finance Department.
14. The Section Officer (E-V), Establishment Department.
15. All Section/ Budget Officer in Finance Department.

ATTESTED

(SHAUKAT ULLAH)
SECTION OFFICER (FR)

JAVED IZBAL Gul Bela
Daudzai Law Chamber
Advocate High Court Peshawar
M/o: 0345-0-05501



GOVERNMENT OF KHYBER PAKHTUNKHWA
FINANCE DEPARTMENT
(REGULATION WING)

Dated Peshawar, the 29-07-2016

NOTIFICATION

NO:KC/FD/SO(FR)/7-3/2015-16. The Competent Authority has been pleased to upgrade and re-designate all the existing posts of Computer Operator and Data Processing Supervisor as Computer Operator (BPS-16) in all the Departments / Offices of the Government of Khyber Pakhtunkhwa with immediate effect as per details given below:-

S.No	Existing Nomenclature	Present BPS	Up-graded to BPS
1	Computer Operator	12	16
2	Data Processing Supervisor	14	16

- The pay of the existing incumbents of the posts shall be fixed in higher pay scales at a stage next above the pay in the lower pay scale.
- All the concerned Departments will amend their respective service rules to the same effect in the prescribed manner.

SECRETARY TO GOVT OF KHYBER PAKHTUNKHWA
FINANCE DEPARTMENT

Encl No. & Date even.

Copy of the above is forwarded for information and necessary action to the:-

- PS to Additional Chief Secretary, FATA.
- All Administrative Secretaries Government of Khyber Pakhtunkhwa.
- Senior Member, Board of Revenue, Khyber Pakhtunkhwa Peshawar.
- Accountant General, Khyber Pakhtunkhwa, Peshawar.
- Secretary to Governor, Khyber Pakhtunkhwa, Peshawar.
- Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
- Secretary Provincial Assembly, Khyber Pakhtunkhwa.
- All Heads of Attached Departments in Khyber Pakhtunkhwa.
- Registrar, Peshawar High Court, Peshawar.
- All Deputy Commissioners, Political Agents, District & Sessions Judges/Executive District Officers in Khyber Pakhtunkhwa.
- Chairman, Khyber Pakhtunkhwa, Public Service Commission, Peshawar.
- Registrar, Service Tribunal Khyber Pakhtunkhwa.
- All the Autonomous and Semi Autonomous Bodies in Khyber Pakhtunkhwa.
- Secretary to Govt. of Punjab, Sindh and Baluchistan, Finance Deptt. Lahore, Karachi and Quetta.
- The District Comptroller of Accts, Pesh, Mardan, Kohat, Bannu, Abbottabad, Swat and D.I. Khan.
- The Senior Dist Accts Officer Nowshera, Swabi, Charsadda, Haripur, Mansehra and Dir Lower.
- The Treasury Officer, Peshawar.
- All District/Agency Accounts Officers in Khyber Pakhtunkhwa / FATA.
- PS to Minister for Finance, Khyber Pakhtunkhwa.
- PSO to Chief Secretary, Khyber Pakhtunkhwa.
- Director Local Fund/Audt, Khyber Pakhtunkhwa Peshawar.
- PS to Finance Secretary.
- PAs to All Additional Secretaries/ Deputy Secretaries in Finance Department.
- All Section Officers/Budget Officers in Finance Department.
- Director FMIU/All Budget Officer Finance Department to take effect in the budget books.
- Syed Habbulah, President of Information Technology Staff Association (ITSA), Civil Secretariat, Khyber Pakhtunkhwa.

JAVED IQBAL, Gul Bela
Daudzai Law Chamber
Advocate High Court Peshawar
Mob: 0845-9405601

SECTION OFFICER (FR)

Better Copy No.21

(13)

GOVERNMENT OF KHYBER PAKHTUNKHWA
FINANCE DEPARTMENT
(REGULATION WING)
Dated Peshawar. The 29-07-2016

Notification

NO.KC/FD/SO(FR)/7-3/2015-16. The Competent Authority has been pleased to upgrade and re-designate all the existing posts of Computer Operator and Data Processing Supervisor as Computer Operator (BPS-16) in all the Departments/ Offices of the Government of Khyber Pakhtunkhwa with immediate effect as per details given below:-

S.No	Existing Nomenclature	Present BPS	Up-graded to BPS
1	Computer Operator	12	16
2	Data Processing Supervisor	14	16

- i) The pay of the existing incumbents of the posts shall be fixed in higher pay scales at a stage next above the pay in the lower pay scale.
- ii) All the concerned Departments will amend their respective service rules to the same effect in the prescribed manner.

SECRETARY TO GOVT OF KHYBER PAKHTUNKHWA
FINANCE DEPARTMENT

Endst No. & Date even.

Copy of the above is forwarded for information and necessary action to the:-

1. Ps to Additional Chief Secretary FATA.
2. All Administrative Secretaries, Government of Khyber Pakhtunkhwa.
3. Senior Member, Board of Revenue, Khyber Pakhtunkhwa Peshawar.
4. Accountant General, Khyber Pakhtunkhwa, Peshawar.
5. Secretary to Governor, Khyber Pakhtunkhwa, Peshawar.
6. Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
7. Secretary Provincial Assembly, Khyber Pakhtunkhwa.
8. All Head of Attached Departments in Khyber Pakhtunkhwa.
9. Registrar, Peshawar High Court, Peshawar.
10. All Deputy Commissioners, Political Agents, District & Sessions Judges/ Executive District Officers in Khyber Pakhtunkhwa.
11. Chairman, Khyber Pakhtunkhwa, Public Service Commission, Peshawar.
12. Registrar, Service Tribunal Khyber Pakhtunkhwa.
13. All the Autonomous and Semi Autonomous Bodies in Khyber Pakhtunkhwa.
14. Secretary to Govt; of Punjab, Sindh and Baluchistan, Finance Deptt: Lahore, Karachi and Quetta.
15. The District Comptroller of Accts, Pesh, Mardan, Kohat, Bannu, Abbottabad, Swat and D.I.Khan.
16. The Senior Distt Accts Officer Nowshera, Swabi, Charsadda, Haripur, Manshera and Dir Lower.
17. The Treasury Officer, Peshawar.
18. All District/ Agency Accounts Officers in Khyber Pakhtunkhwa / FATA.
19. PS to Minister for Finance, Khyber Pakhtunkhwa.
20. PSO to Chief Secretary, Khyber Pakhtunkhwa.
21. Director Local Fund Audit, Khyber Pakhtunkhwa, Peshawar.
22. PS to Finance Secretary.
23. Pas to All Additional Secretaries/ Deputy Secretaries in Finance Department.
24. All Section Officers/ Budget Officers in Finance Department.
25. Director EMIU/All Budget Officers in Finance Department to take effect in budget books.
26. Syed Habibullah, President of Information Technology Staff Association (ITSA) Civil Secretariat, Khyber Pakhtunkhwa.

JAVED IQBAL Gul Bela
Daudai Law Chamber
Advocate High Court Peshawar,
Mob: 0345-9405504

SECTION OFFICER (FR)

ATTESTED

GOVERNMENT OF KHYBER PAKHTUNKHWA
BOARD OF REVENUE /REVENUE AND ESTATE DEPARTMENT.

Annex D
(14)

D

NOTIFICATION
Peshawar, dated 23/01/2015

Estt:II/135/SSRC/2033. In pursuance of provisions contained in Sub-Rule (2) of rule 3 of the North West-West Frontier Province Civil Servants (Appointment, Promotion and Transfer) Rules, 1989, and in supersession of all rules issued in this behalf, the Revenue Department in consultation with the Establishment and Administration Department and the Finance Department, hereby lays down the method of recruitment, qualifications and other conditions specified in column 3 to 5 of the appendix to the notification which shall be applicable to post born in the cadre of Commissioners Specified in Column 2 of the 1 appendix.

AMENDMENTS

In the Appendix:-

S.No	Nomenclature of post with pay scale	prescribed qualification	Age	Method of recruitment
1.	Superintendent (BPS-17)			By promotion, on the basis of seniority-cum-fitness, from amongst the Assistants (BPS-16) with five years service as such in the offices of Commissioners of the Division concerned.
2.	Private Secretary (BPS-17)			By promotion, on the basis of seniority-cum-fitness, from amongst the Senior Scale Stenographers (BPS-16) with at least five years service, in the offices of Commissioners, Deputy Commissioners and Political Agents of the Division concerned
2A	Accounts Officer (BPS-16)			By transfer from the Treasury Department/ Accountant General Office Khyber Pakhtunkhwa. Provided that an official earlier adjusted from surplus pool will be considered as rightly adjusted.

ANNEXED

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(15)

Sl. No	Nomenclature of post with pay scale	prescribed qualification	Age	Method of recruitment
3.	Assistant (BPS-16).	At least Second Class Bachelor's Degree from a recognized University.	20 to 32 years.	(a) Seventy five percent by promotion, on the basis of seniority-cum-fitness, from amongst the Senior Clerks with at least five years service as Junior and Senior Clerk in the Offices of Commissioner of Division concerned; and (b) twenty five percent by initial recruitment.
4.	Senior Scale Stenographer (BPS - 16)	(i) At least Second Class Bachelor's Degree, from a recognized University; (ii) a speed of 70 words per minute in shorthand in English and 45 words per minutes in typing; and knowledge of computer using MS Word, MS Excel.	20 to 32 years.	(a) Sixty percent by promotion, on the basis of seniority-cum-fitness, from amongst Stenographers with atleast five years service as such in the offices of Commissioners concerned; and (b) forty percent by promotion, on the basis of seniority-cum-fitness, from amongst the Computer Operators with atleast five years service as such in the office of Commissioner concerned: Provided that if no suitable candidate is available for promotion, then by initial recruitment.
5.	Stenographer (BPS - 14)	(i) At least second class Intermediate or equivalent qualification from a recognized Board (ii) A speed of 50 words per minute in shorthand in English and 35 words per minute in typing; and Knowledge of computer in using MS Word, MS Excel.	18 to 30 years.	By initial recruitment.
6.	Senior Clerk (BPS-14)		...	By promotion, on the basis of seniority-cum-fitness, from amongst the Junior Clerks of the offices of Commissioner concerned with at least two years service as such.
6A	Head Vernacular Clerk / Head Clerk (BPS-14).		...	(a) By transfer from amongst Senior Clerk (BPS-14) of the offices of Commissioner and Deputy Commissioner having at least one year experience of Revenue and Land acquisition matters; or (b) Naib Tehsildars (BPS-14) of the Division concerned.

ATTESTED


S. No.	Nomenclature of post with pay scale	prescribed qualification	Age	Method of recruitment
7.	Computer Operator (BPS-12)	i. At least second Class Bachelor Degree in Computer Science/ Information Technology (BCS/BIT four years), from a recognized university; or ii. At least Second Class Bachelor's Degree from a recognized university with one year Diploma in Information Technology from a recognized Board of Technical Education.	18-28 Years.	By initial recruitment.
8A.	Caretaker (BPS-11).	At least second class Bachelor Degree or equivalent qualification from recognized university alongwith Certificate / Diploma in Housekeeping / hotel management from a recognized institute.	18-30 Years.	By initial recruitment.
8.	Junior Clerk (BPS -11)	(i) At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board; and (ii) A speed of 30 words per minute in typing.	18 - 30.	a) Thirty three percent by promotion, on the basis of seniority-cum-fitness, from amongst the Qasids and Naib Qasids including holders of other equivalent posts in the Division concerned with two years service as such, who have passed Secondary-School Certificate Examination; and b) Sixty seven percent by initial recruitment. <u>Note:</u> For the purpose of promotion there shall be maintained a common seniority list of Qasids and Naib Qasids etc with reference to the date of their regular appointment: Provided that no separate seniority list of Matric and non-matric BS-1 (Class-IV) employees can be maintained being single cadre. Their seniority shall be fixed with reference to the date of their regular appointment. Provided further that 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.
9.	Driver BPS 4)	Literate having LTV driving license issued by the competent authority. preference will be given to those who have sufficient experience in driving, repair and maintenance of vehicles.	18 - 32 years	By initial recruitment.

ATTESTED

[Handwritten Signature]

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17

S.No	Nomenclature of post with pay scale	prescribed qualification	Age	Method of recruitment
10A	Cook / Waiter (BPS-4)	Literate with three years practical experience in any hotel or guest house as cook / waiter.	18-32 Years.	By initial recruitment.
10B	Qasid			By promotion on the basis of seniority-cum-fitness, from amongst the Naib Qasids with two years service as such."; and
10.	Naib Qasid / Chowkidar- / Behishti / Mali / Sweeper. (BPS - 01)	Literate	18-32 Years.	By initial recruitment.

Sd/-
SECRETARY TO GOVERNMENT
REVENUE AND ESTATE DEPARTMENT

ATTESTED
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Copy forwarded for information and necessary action to the:-


1. Secretary to Government of Khyber Pakhtunkhwa Establishment Department.
2. Secretary to Government of Khyber Pakhtunkhwa Finance Department.
3. Secretary to Government of Khyber Pakhtunkhwa Law Department.
4. Secretary Khyber Pakhtunkhwa Public Service Commission.
5. Registrar Peshawar High Court.
6. Accountant General Khyber Pakhtunkhwa.
7. All Commissioners / Political Agents in Khyber Pakhtunkhwa.
8. All Deputy Commissioners, Khyber Pakhtunkhwa.
9. Private Secretary to Minister for Revenue Khyber Pakhtunkhwa.
10. Controller, Government Printing Press Peshawar with the request to publish the above notification in the official Gazette and supply 50 printed copies thereof to the undersigned for record.

(18)


DEPUTY SECRETARY TO GOVERNMENT OF KHYBER PAKHTUNKHWA
REVENUE & ESTATE DEPARTMENT


REQUESTED

19

	GOVERNMENT OF KHYBER PAKHTUNKHWA, BOARD OF REVENUE, REVENUE & ESTATE DEPARTMENT.
021-9213982	Peshawar Dated the 20/11/2023
021-9213982	021-9213982

NOTIFICATION

No. Estt:II/SSRC/Disst/CMSR/2023/ 25503-510 In pursuance of provisions contained in sub-rule (2) of rule 3 of the Khyber Pakhtunkhwa Civil Servants (Appointment Promotion and Transfer) Rules, 1989, the Revenue & Estate Department, in consultation with Establishment Department and the Finance Department, hereby directs that in this Department's Notification No. 2074/Estt:II/135/SSRC, dated 23.01.2015 (District Cadre), the following further amendments shall be made, namely:

AMENDMENTS

In the APPENDIX, against Serial No. 2, in Column No. 5, for the existing entries, the following shall be substituted, namely:

- (a) Fifty percent (50%) by promotion, on the basis of seniority-cum-fitness, from amongst the holders of the posts of Stenographer with at least five (5) years service as such in the office of Deputy Commissioner concerned; and
- (b) Fifty percent (50%) by promotion, on the basis of seniority-cum-fitness, from amongst the holders of the posts of Computer Operator with at least five (5) years service as such in the office of Deputy Commissioner concerned;

Provided that if no suitable person is available for promotion, then by initial recruitment."

Secretary to
Government of Khyber Pakhtunkhwa,
Revenue & Estate Department.

No. Estt:II/SSRC/Disst/CMSR/2023/ 25503-510

ATTESTED


Copy forwarded for information and necessary action to the: -

1. Secretary to Government of Khyber Pakhtunkhwa, Establishment Department.
2. Secretary to Government of Khyber Pakhtunkhwa, Finance Department.
3. Secretary to Government of Khyber Pakhtunkhwa, Law, Parliamentary Affairs & Human Rights Department.
4. Accountant General, Khyber Pakhtunkhwa.
5. All Divisional Commissioners in Khyber Pakhtunkhwa.
6. All Deputy Commissioners in Khyber Pakhtunkhwa.
7. Controller, Government Printing Press Peshawar with the request to publish the above notification in official gazette and supply hundred printed copies thereof to the undersigned for record.


Secretary-I.

Annex E (20)

E

	GOVERNMENT OF KHYBER PAKHTUNKHWA, BOARD OF REVENUE, REVENUE & ESTATE DEPARTMENT.
091-9211382	Peshawar Dated the 30/05/2023
091-9211382	091-9211408

NOTIFICATION

No. Estt./SSRC/Tehsildar/2022-23/13218-3] In pursuance of provisions contained in sub-rule (2) of rule 3 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989, the Revenue & Estate Department in consultation with the Establishment Department and the Finance Department is pleased to direct that in this Department Notification No. 32102/Admn./135/SSRC, dated 26.12.2008, the following further amendments shall be made, namely:

AMENDMENTS

In the APPENDIX, -

(a) against Serial No. 1, in Column No. 7, -

(i) in clause (a), the word "and" and semi-colon shall be replaced by the colon and thereafter, the following shall be inserted, namely:

"Note: After appointment, on recommendation of the Public Service Commission, the Tehsildars shall undergo the Pre-Service Training of Tehsildars for a period of six (06) months which shall include four (04) months training at the Pakistan Provincial Services Academy (PPSA), one months Settlement Training and one months Revenue Training, under the West Pakistan Tehsildar and Naib Tehsildar Departmental Examinations and Training Rules, 1969;"

(ii) for clause (b); the following shall be substituted, namely:

"(b) fifty-five percent (55%) by promotion, on the basis of seniority-cum-fitness, from amongst the holders of the posts of Naib Tehsildar, District Revenue Accountant, District Kanungo and Sub-Registrar with at least three (03) years service as such.

Note: The official promoted from the cadre of Sub-Registrar and District Revenue Accountant shall undergo six (06) months Revenue & Settlement Training as per schedule of the Department;"

(iii) after clause (b), as so amended, the following new clause shall be inserted, namely:

(b-i) five percent (05%) by selection, on merit on the basis of competitive examination, to be conducted by the Public Service Commission, from amongst the holders of the posts of Assistant, Senior Scale Stenographer, Computer Operator, Junior Scale Stenographer, Senior Clerk, Junior Clerk, Naib Tehsildar, District Kanungo, District Revenue Accountant and Sub Registrar in the offices of the Board of Revenue, Director Land Records, Commissioners and Deputy Commissioners, who have Second Class Bachelor's Degree from a recognized University or its equivalent qualification and having at least three (03) years service as such.

Note: After appointment, on recommendation of the Public Service Commission, the Tehsildars shall undergo the Pre-Service Training of Tehsildars for a period of six (06) months which shall include four (04) months training at the Pakistan Provincial Services Academy (PPSA), one month Settlement Training and one month Revenue Training, under the West Pakistan Tehsildar and Naib Tehsildar Departmental Examination and Training Rules, 1969;"

(iv) for clause (d), the following shall be substituted, namely:


"(d) five percent (05%) by promotion, on the basis of seniority-cum-fitness, from amongst the holders of the posts of Assistant, Senior Scale Stenographer and Computer Operator in the offices of the Board of Revenue and Director Land Records with at least five (05) years service as such."; and

ATTESTED

[Signature]

[Signature]

(21)

	GOVERNMENT OF KHYBER PAKHTUNKHWA, BOARD OF REVENUE, REVENUE & ESTATE DEPARTMENT.
021-2214108	Peshawar Dated the 30/05/2023
021-2214108	021-2214108

(b) against Serial No. 2, in Column No. 7,-

(i) In clause (a), for the word "and" and comma shall be replaced by the colon and thereafter, the following Note shall be inserted, namely:

"Note: After appointment, on recommendation of the Public Service Commission, the Naib Tehsildars shall undergo the Pre-Service Training of Naib Tehsildars for a period of six (06) months which shall include four (04) months training at the Pakistan Provincial Services Academy (PPSA), one month Settlement Training and one month Revenue Training, under the West Pakistan Tehsildar and Naib Tehsildar Departmental Examinations and Training Rules, 1969;"

(ii) for clause (b), the following shall be substituted, namely:

"(b) forty percent (40%) by promotion, on the basis of seniority-cum-fitness, from amongst the holders of the posts of Kanungo with at least three (03) years service as such, who have undergone one (01) month mandatory training in Revenue Academy to be conducted by the Board of Revenue.

Note: Those Kanungos who have already passed Departmental Exam shall not undergo one-month training;"

(iii) after clause (b), as so amended, the following new clause, shall be inserted, namely:

"(c) six percent (06%) by promotion, on the basis of seniority-cum-fitness, from amongst the holders of the posts of,-

(i) the Senior Clerk with at least five (05) years accumulative service as Junior Clerk and Senior Clerk in the offices of the Board of Revenue, Director Land Records, Divisional Commissioners and Deputy Commissioners; and

(ii) the Junior Scale Stenographer with at least five (05) years service in the offices of the Board of Revenue, Director Land Records, Divisional Commissioners and Deputy Commissioners:

Provided that for the purpose of promotion, a joint seniority list of Senior Clerks and Junior Scale Stenographers, shall be maintained at Board of Revenue; and"; and

(iv) for clause (d), the following shall be substituted, namely:


"(d) four percent (04%) by promotion, on the basis of seniority-cum-fitness, from amongst the holders of the posts of Junior Clerk having ten (10) years service as Political Moharrir, in the office of Deputy Commissioners / Ex-Political Agent.

Note: On promotion, the officials at clause (c) and (d) shall undergo six (06) months Revenue and Settlement Training as per schedule of Board of Revenue."


Secretary to Government of Khyber Pakhtunkhwa,
Revenue & Estate Department

ATTESTED

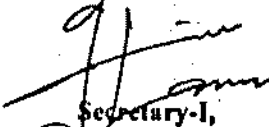

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	GOVERNMENT OF KHYBER PAKHTUNKHWA, BOARD OF REVENUE, REVENUE & ESTATE DEPARTMENT.	
091-92113932	Peshawar Dated the 30/05/2023	091-9214208

No. & Date Even.

Copy forwarded for information and necessary action to the: -

1. Accountant General, Khyber Pakhtunkhwa.
2. Chairman Khyber Pakhtunkhwa Public Service Commission.
3. Special Secretary (Regulation) Establishment Department, Khyber Pakhtunkhwa.
4. All Divisional Commissioners in Khyber Pakhtunkhwa.
5. Additional Secretary (Reg-II), Establishment Department, Khyber Pakhtunkhwa.
6. Additional Secretary (Reg), Finance Department, Khyber Pakhtunkhwa.
7. Additional Secretary, Law Department, Khyber Pakhtunkhwa.
8. Director Land Records, Khyber Pakhtunkhwa.
9. All Deputy Commissioners in Khyber Pakhtunkhwa.
10. Deputy Secretary (Policy), Establishment Department, Khyber Pakhtunkhwa.
11. Controller, Government Printing Press Peshawar with the request to publish the above notification in official gazette and supply hundred printed copies thereof to the undersigned for record.
12. SPS to Senior Member, Board of Revenue, Khyber Pakhtunkhwa.
13. PS to Member-III, Board of Revenue, Khyber Pakhtunkhwa.


Secretary-I,
Board of Revenue, Revenue & Estate Department,
Khyber Pakhtunkhwa

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Annex F F

(23)

GOVERNMENT OF KHYBER PAKHTUNKHWA
BOARD OF REVENUE /REVENUE AND ESTATE DEPARTMENT.

NOTIFICATION
Peshawar, dated 23- 01-2015

142/Estt:1/135/SSRC In pursuance of the provisions contained in sub-rule (2) of rule 3 of the North West Frontier Province Civil Servants (Appointment, Promotion and Transfer) Rules, 1989 read with the Cabinet Division Notification No. SRO. 457(1)/2001 dated 28th June, 2001 and in supersession of all previous rules issued in this behalf, the Revenue and Estate Department, in consultation with the Establishment and the Finance Department, hereby lays down the method of recruitment, qualification and other conditions specified in column 3 to 7 of the Appendix to this Notification and applicable to posts born on the cadre strength of Revenue and Estate Department specified in column 2 of the said appendix:-

APPENDIX

1	2	3	4	5	6	7
S.No	Nomenclature of the post	Appointing Authority	Minimum Qualification for appointment by initial recruitment or by transfer	Minimum Qualification for appointment by promotion	Age limit	Method of recruitment
1.	Tehsildar (BPS 16)	Administrative Secretary (SMBR)	Second class Graduation from any University recognized by the Higher Education Commission	Deleted	21 - 30 years For initial recruitment	(a) Twenty percent by initial recruitment: and (b) Sixty percent by promotion, on the basis of joint seniority-cum-fit from amongst Naib Tehsildars, District Revenue Accountants, District Kanungos and Sub-Registrar with at least five years service. (c) Twenty percent by promotion on the basis of joint seniority-cum-fit from amongst Assistants of the office of Board of Revenue, office Commissioners, Deputy Commissioners and Political Agents having years service as such.

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	2	3	4	5	6	7
1	Reader to Senior Member / Members Board of Revenue	Administrative Secretary (SMBR)				By transfer from amongst the Tehsildars
2	Inspector of Stamps	Administrative Secretary (SMBR)				By transfer from amongst the Tehsildars
3	Naib Tehsildar (BPS 14)	Administrative Secretary (SMBR)	Second class Graduation from any University recognized by the Higher Education Commission	Deleted	21 - 30 years For initial recruitment	(a) Fifty percent by initial recruitment, through NWFP Public Service Commission based on the result of a Competitive Examination conducted by in accordance with syllabus, and (b) twenty five percent by promotion on the basis of Seniority - cum - fitne from amongst Kanungos with at least Five Years Service as such, who has passed the Departmental Examination of Naib Tehsildar. (c) fifteen percent by promotion, on the basis of joint Seniority - cum - fitne from amongst Senior Clerks of the office of Board of Revenue, Commissioners and Deputy Commissioners Offices in the Division concerned; and (d) Ten percent by promotion on the basis of seniority cum fitness from amongst Junior Clerks as Political Muharrirs of the offices of Political Agents with atleast ten years service.”;
4	District Kanungo (Saddar Kanungo) (BPS 14)	Administrative Secretary (SMBR)				By promotion on the basis of seniority-cum-fitness, from amongst the Kanungos of the concerned District with at-least three years service as such
5	Head Clerk Revenue (BPS - 14)					By transfer from amongst Naib Tehsildar (Deleted) (Post has been abolished)

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2	3	4	5	6	7
District Revenue Accountant (BPS 14)	Administrative Secretary (SMBR)	-	-	-	By promotion, on the basis of seniority-cum-fitness, from amongst the Teh Accountant of the district with at least three years service as such.
6. Kanungo (BPS - 11)	District Collector	-	-	-	By promotion, on the basis of seniority-cum-fitness, from amongst the Patwar and Naib Office Kanungos of the district concerned with three years service such and who have passed the Departmental examination of Kanungo.
7. Tehsil Accountant	District Collector	-	-	-	By promotion on the basis of seniority-cum-fitness from amongst the Naib Tehs Accountants having three (03) years service as such.
8. Patwari (BPS - 09)	District Collector	Intermediate or equivalent qualification, who have passed the Patwar Examination.	-	18 to 35	"By initial appointment from amongst the Patwar passed candidate entered in the Tehsil patwar candidate register maintained by District Collector of the district concerned.
9. Naib Tehsil Accountant / Naib Tehsil Office Kanungo	District Collector				By transfer from amongst the Patwaris.

CTC
ASd/-
SECRETARY TO GOVERNMENT
REVENUE AND ESTATE DEPARTMENT

No1943-81/Estt:V/135/SSRC

Copy forwarded for information and necessary action to the:-

1. Secretary to Government of Khyber Pakhtunkhwa Establishment Department.
2. Secretary to Government of Khyber Pakhtunkhwa Finance Department.
3. Secretary to Government of Khyber Pakhtunkhwa Law Department.
4. Secretary Khyber Pakhtunkhwa Public Service Commission.
5. Registrar Peshawar High Court.
6. Accountant General Khyber Pakhtunkhwa.
7. All Commissioners / Political Agents in Khyber Pakhtunkhwa.
8. All Deputy Commissioners, Khyber Pakhtunkhwa.
9. Private Secretary to Minister for Revenue Khyber Pakhtunkhwa.
10. Controller, Government Printing Press Peshawar with the request to publish the above notification in the official Gazette and supply 50 printed copies thereof to the undersigned for record.

(26)

DEPUTY SECRETARY TO GOVERNMENT OF KHYBER PAKHTUNKHWA
REVENUE & ESTATE DEPARTMENT

ATTESTED
[Signature]

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EXTRAORDINARY
GOVERNMENT



REGISTERED NO. PIII
G A Z E T T E

KHYBER PAKHTUNKHWA

Published by Authority

PESHAWAR, THURSDAY, 30th JUNE, 2016.

GOVERNMENT OF THE KHYBER PAKHTUNKHWA
BOARD OF REVENUE, REVENUE AND ESTATE DEPARTMENT.

NOTIFICATION

Dated: 25th January, 2016.

No. 6032-42/Estt/SSRC/Vol-4/2016. — In pursuance of the provisions contained in sub-rule (2) of rule 3 of the Khyber Pakhtunkhwa Civil Services (Appointments, Promotion and Transfer) Rules, 1989, the Revenue and Estate Department, in consultation with Establishment and Finance Departments, hereby directs that in this Department's Notification No. 32102/Adm/SSRC, dated 26.12.2005, the following further amendments shall be made, namely:

AMENDMENTS

in the Appendix:-

- (a) against serial No. 1, in column No. 7, -
 - (i) in clause (c), the word "and" appearing at the end shall be deleted;
 - (ii) for clause (c), the following shall be substituted, namely:
 - "(c) sixteen (16) percent by promotion, on the basis of seniority-cum-fitness, from amongst Assistants and Senior Scale Stenographers of the offices of Commissioners, Deputy Commissioners and Political Agents having five years service as such; and"
 - (iii) after clause (c), as so amended, the following shall be added, namely:
 - "(d) four (4) percent by promotion, on the basis of seniority-cum-fitness, from amongst Assistants and Senior Scale Stenographers of the Board of Revenue having five years service as such; and"
- (b) against serial No. 2, in column No. 7, -
 - (i) for clause (c), the following shall be substituted, namely:
 - "(c) twelve (12) percent by promotion, on the basis of seniority-cum-fitness, from amongst Senior Clerks and Stenographers of the offices of Commissioners and Deputy Commissioners in the division concerned; and"
 - (ii) in clause (d), the fullstop appearing at end shall be replaced by semi colon and the word "and" and thereafter the following shall be added, namely:
 - "(e) three (3) percent by promotion, on the basis of seniority-cum-fitness, from amongst the Senior Clerks and Stenographers of the Board of Revenue."

ATTESTED

[Signature]

Sd/-xxx
Secretary to Government of the
Khyber Pakhtunkhwa,
Revenue and Estate Department.

JAVED IQBAL COLLEGE
Dargah Law Chambers
Advocate High Court Peshawar
Mob: 3345-340554 1085

Printed and published by the Manager,
P.M. Press, Khyber Pakhtunkhwa, Peshawar.

KHYBER PAKHTUNKHWA
Published by Authority
PESHAWAR, THURSDAY, 30TH JUNE, 2016

GOVERNMENT OF KHYBER PAKHTUNKHWA
BOARD OF REVENUE, REVENUE AND ESTATE DEPARTMENT.

NOTIFICATION

Dated: 25th January, 2016.

No. 6032-42/Estt:I/SSRC/Vol-II/2016—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 Revenue and Estate Department in consultation with Establishment and Finance Departments, hereby directs that in this Department's Notification No: 32102/Admin:I/SSRC, dated 26.12.2008, the following further amendments shall be made namely:

AMENDMENTS

In the Appendix:-

- (a) against serial No. 1 in column No.7:-
- (i) in clause (b), the word "and" appearing at the end shall be deleted;
- (ii) for clause (c), the following shall be substituted, namely:
- (c) Sixteen (16) percent by promotion, on the basis of seniority-cum-fitness, from amongst Assistants and Senior Scale Stenographers of the offices of Commissioners, Deputy Commissioners and Political Agents having five years service as such; and
- (iii) after clause (c), as so amended, the following shall be added, namely:
- (d) four (4) percent by promotion, on the basis of seniority-cum-fitness, from amongst Assistants and Senior Scale Stenographers of the Board of Revenue having five years service as such; and
- (b) against serial No.2 in column No.7.
- (i) for clause (c), the following shall be substituted namely:
- (c) twelve (12) percent by promotion on the basis of seniority-cum-fitness, from amongst Senior Clerks and Stenographers of the offices of Commissioners and Deputy Commissioner in the division concerned; and
- (ii) in clause (d), the fullstop appearing at end shall be replaced by semicolon and the word "and" and thereafter the following shall be added namely:
- (e) three (3) percent by promotion, on the basis of seniority-cum-fitness, from amongst the Senior Clerks and Stenographers of the Board of Revenue."

ATTESTED
[Signature]

Sd/-xxx

Secretary to
Government of the Khyber
Pakhtunkhwa, Revenue and
Estate Department

JAVED IQBAL Gul Beh
Daudzai Law Chamber
Advocate High Court Peshawar
1966/0345/C-9504

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GOVERNMENT OF KHYBER PAKHTUNKHWA,
BOARD OF REVENUE,
REVENUE & ESTATE DEPARTMENT
Peshawar Dated the 13 / 11 / 2019

NOTIFICATION

No. Estt./SSRC/2019/_____ In pursuance of provisions contained in sub-rule (2) of rule 3 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989, the Revenue and Estate Department in consultation with Establishment Department and Finance Department, hereby directs that in this Department's Notification No. 32102-61/Admn/135/SSRC, dated: 26.12.2008, the following further amendments shall be made, namely:

AMENDMENTS

In the APPENDIX,-
(a) against Serial No. 1, in column No. 7, for clauses (c) and (d), the following shall be substituted, namely:

- (c) fifteen percent by promotion, on the basis of seniority - cum fitness, from amongst Assistants and Senior Scale Stenographers of the offices of Commissioner and Deputy Commissioner, having five years services as such;
Note: Joint seniority list shall be maintained at Provincial level for the purpose of promotion; and
- (d) five percent by promotion, on the basis of seniority-cum-fitness, from amongst Assistants and Senior Scale Stenographers of the Board of Revenue and Director Land Records Office having five years' service as such.

Note:- Joint seniority list shall be maintained for the purpose of promotion.”;

(b) against Serial No. 2, in column No. 7,-

(i) for clause (b), the following shall be substituted, namely:

- (b) forty percent by promotion, on the basis of seniority -cum- fitness, from amongst the Kanungos with at least five years service as such, who have passed the Departmental Examination of Naib Tehsildar.”; and
- (ii) clauses (c) and (e) shall be deleted.

(c) against Serial No. 3, in column No. 7, for the existing entry, the following shall be substituted, namely:

“by transfer from amongst Naib Tehsildars.”

(d) against Serial No. 9, in column No. 7, the following Note to the existing entry shall be added, namely:

“Note:- The posts of Naib Tehsil Accountants and Naib Tehsil office Kanungo shall be deemed as Dying Cadre. On vacation of the above posts by retirement or promotion of the incumbents, no person shall be appointed by transfer to the same and shall forthwith to take up with the Finance Department for their abolition.”

Revenue & Estate Department
Peshawar

ATTESTED

JAVED IC3
Daudpur
Advocate

Sd/-
SECRETARY TO GOVERNMENT OF
KHYBER PAKHTUNKHWA
REVENUE & ESTATE DEPARTMENT



Annex G
GOVERNMENT OF KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT
(REGULATION WING)

No. SO(POLICY)/E&AD/2-69/2022
Dated Peshawar, the August 22, 2023

(30)

9

To

General Diary
Dy: No. 6836
Date. 24.8.23

1. The Senior Member, Board of Revenue, Khyber Pakhtunkhwa, Revenue & Estate Department.
2. The Secretaries to Government of Khyber Pakhtunkhwa,
 - Elementary & Secondary Education Department.
 - Zakat, Usher & Women Empowerment Department.
 - Home & Tribal Affairs Department.

Subject:- MINUTES OF THE MEETING OF STANDING SERVICE RULES COMMITTEE (SSRC) HELD ON 08.08.2023.

Dear Sir,

I am directed to refer to the subject noted above and to enclose herewith a copy of approved minutes of Standing Service Rules Committee meeting held on 08.08.2023 under the Chairmanship of Special Secretary (Regulation), Establishment Department for further course of action, please.

Your faithfully,


Section Officer (Policy)

ENCL: AS ABOVE;

ENDST: NO. & DATE EVEN;

Copy forwarded to the:

1. Additional Secretary (Regulation), Finance Department.
2. Additional Secretary (Admin), Law, Parliamentary Affairs & Human Rights Department.
3. Director, Khyber Pakhtunkhwa, Public Service Commission
4. PS to Special Secretary (Regulation), Establishment Department.
5. PA to Additional Secretary (Reg-II), Establishment Department.
6. PA to Deputy Secretary (Policy), Establishment Department.

ACCEPTED


Section Officer (Policy)

GOVERNMENT OF KHYBER PAKHTUNKHWA
ESTABLISHMENT & ADMINISTRATION
DEPARTMENT

(REGULATION WING)

31

1

**MINUTES OF THE MEETING OF STANDING SERVICE RULES COMMITTEE
HELD ON 08.08.2023.**

Meeting of the Standing Service Rules Committee (centralized) was held on 08.08.2023 at 03:00 PM under the Chairmanship of Special Secretary (Regulation), Establishment Department in his office in order to discuss framing of service rules as well as to look into the proposed amendments in the existing service rules of the following Departments:-

1. Board of Revenue, Revenue & Estate Department.
2. Elementary & Secondary Education Department.
3. Home & Tribal Affairs Department.
4. Zakat, Usher and Women Empowerment Department.

Following attended the meeting:

Sr.#	Name of officer	Designation	Department/office
1.	Muhammad Saeedullah	Additional Secretary	Establishment Department
2.	Mr. Zaheer Uddin Babar	Additional Secretary	Law Department
3.	Mr. Abdul Akram	Additional Secretary	Elementary & Secondary Education Department
4.	Hafiz Ataul Monim	Secretary-I, BOR	Revenue & Estate Department
5.	Mr. Asghar Asad	Deputy Secretary	Home & TAs Department
6.	Mr. Noor ul Haq	Dy. Secretary (Policy)	Establishment Department.
7.	Muhammad Saeed	Deputy Director	KP PSC
8.	Mr. Sajid	Section Officer	Finance Department

The Chair welcomed participants and formally spelled out the purpose of the meeting. Thereafter, agenda items of the following departments were discussed in detail and the representatives of the departments were asked to brief the forum on their respective agenda items as under.

Board of Revenue, Revenue & Estate Department.

The representative of Board of Revenue, Revenue & Estate Department apprised the forum that as per existing Service Rules of Tehsildar (BPS-16), fifty five percent (55%) share of promotion on the basis of seniority-cum-fitness goes to Naib Tehsildar, District Revenue Accountant, District Kanungo and Sub-Registrar with at least three (03) years' service as such. However, there is only one (01) post viz. Head Vernacular Clerk (HVC) (BPS-15), in Commissioner Office Hazara having no service structure. It is therefore, imperative that avenue of promotion may be provided to Head Vernacular Clerk (HVC) on account of having the same scale as that of Naib Tehsildar, District Revenue Accountant, District Kanungo and Sub-Registrar; thus the same may be included in the fifty five percent (55%) share for the purpose of promotion of the incumbent to the post of Tehsildar (BPS-16). In the wake of promotion of the incumbent, the post of Head Vernacular Clerk (HVC) shall be abolished as HVC is the only post in the whole Revenue & Estate Department.

ATTESTED

(32)

(2)

One of the members raised a query that in case the post of Head Vernacular Clerk (HVC) is included in the joint seniority list of Naib Tehsildar, District Revenue Accountant, District Kanungo and Sub-Registrar what would be the position of seniority of the incumbent Head Vernacular Clerk (HVC). In reply to which majority of the members opined that in that scenario the incumbent Head Vernacular Clerk (HVC) would be placed at the bottom of the joint seniority list.

After threadbare discussion, the forum unanimously agreed to the proposed amendments in the existing Service Rules of Tehsildar (BPS-16) as (Appendix-I)

Elementary & Secondary Education Department.

Agenda No. 01.

The representative of Elementary & Secondary Education Department briefed the forum regarding proposed amendments in the existing Service Rules of the Librarian Cadre following the orders/directions of Hon'ble Peshawar High Court Peshawar in WP No. 668-A/2020, case titled Muahmmad Ayaz etc vs. Government of Khyber Pakhtunkhwa and subsequent approval accorded by Provincial Cabinet in its 6th meeting held on 08.06.2023 to the Service Structure under four Tier (4-Tier) formula, the representative of E&SED proposed amendments in the existing Service Rules of Librarian of Elementary & Secondary Education Department under the four Tier (4-Tier) formula.

After threadbare discussion, the forum unanimously agreed to the proposed amendments in the existing Service Rules as per (Appendix-II)

Agenda No. 02.

The representative of the Elementary & Secondary Education Department briefed the forum referring to the previous SSRC meeting dated 25.01.2023 for framing of Service Rules for the post of Assistant Programmer (BS-17) wherein E&SED was advised to approach Finance Department for changing of nomenclature of Assistant Programmer into Assistant Director (IT) and re-submit the case in the upcoming meeting of SSRC.

The representative further added that since the said post has been re-designated as Assistant Director (IT) (BPS-17) by Finance Department vide its letter No. SO(FR)/10-22/2023/17-23/E&SED dated 27.03.2023.

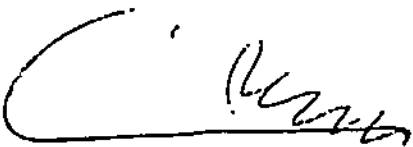
After threadbare discussion and deliberation, the forum unanimously agreed upon Service Rules for the re-designated post of Assistant Director (IT) (BPS-17) in Elementary & Secondary Education Department as (Appendix-III)

ATTESTED

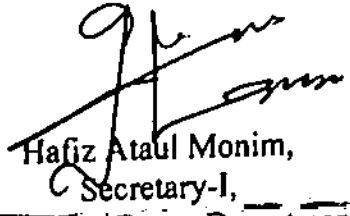
(33)

(5)

MINUTES OF THE MEETING OF STANDING SERVICE RULES COMMITTEE HELD ON
15.08.2023



Mr. Sajid,
Section Officer,
Finance Department



Hafiz Ataul Monim,
Secretary-I,
Revenue & Estate Department




Muhammad Saeed,
Deputy Director,
Public Service Commission

FOR SSRC HELD ON 8-8-2023



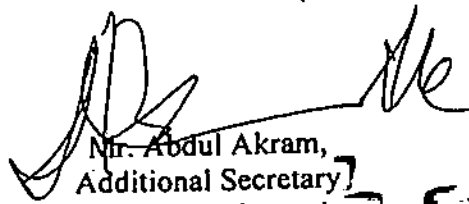
Asghar Asad,
Deputy Secretary
Home & TAs Department



Noor-ul-Haq,
Deputy Secretary (Policy),
Establishment Department



Mr. Zaher Uddin Babar,
Additional Secretary,
Law Department.



Mr. Abdul Akram,
Additional Secretary,
Elementary & Secondary
Education Department



Muhammad Saeedullah
Additional Secretary,
Establishment Department



Akhtar Saeed Turk
Special Secretary (Reg),
Establishment Department

ATTESTED



(34)

(16)

Office Of The District Coordination Office, District Haripur.

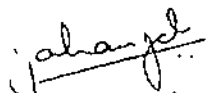
To: Mr. Azhar Iqbal Mughal S/O Mohammad Zardad Khan
Village & P/O Mankarai, Tehsil & District, Haripur.

Subject:- Appointment As Computer Assistant BPS-11

Based on the recommendations made by the Departmental Selection Committee during its meeting held on 16-02-2004, you are appointed on contract basis against the vacant post of Computer Assistant (BPS-11) in the office of the undersigned on the following Terms & Conditions:-

- i. You will be placed in minimum of BPS-11 (2590-175-7840) with usual allowances as permissible to Government Servants of the same pay scale.
- ii. Your services will be governed under the Government of NWFP Contract Policy, 2002.
- iii. Your initial contract will be for three years, which shall be automatically terminated. However, fresh contract would be executed, if the job is required to be continued, subject to your satisfactory performance.
- iv. Either party can terminate the contract on two months notice or two months salary in lieu thereof.
- v. You will be provided equal opportunities for local trainings.
- vi. You will be provided same facilities under Benevolent Fund as admissible to Government Servant, at the rates to be prescribed by the Government.
- vii. You will avail the benefit of Contributory Provident Fund (CPF) through 5% contribution of minimum of your pay and 5% contribution to be made by the Government.
- viii. You will not contribute to GPF and shall not be entitled for pension and gratuity benefits.

If the above offer for appointment on Contract basis is acceptable to you on the above terms & conditions, you are advised to report to the undersigned for duty, after medical examination from the Medical Superintendent, DHQ Hospital, Haripur, *within 7 days.*

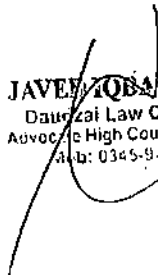

District Coordination Officer,
Haripur.

No. A-III/1(5)/758-61 /DCO Dated Haripur the 20/02/2004.

Copy to the:-

1. Executive District Officer, Finance & Planning, Haripur.
2. District Accounts Officer, Haripur.
3. Assistant-I Local.

District Coordination Officer,
Haripur.

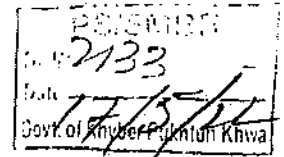

JAVED IQBAL Gul Bela
Dauzai Law Chamber
Advocate High Court Peshawar
Mob: 0345-9405504

ATTESTED


To,

The Honorable Senior Member Board of Revenue,
Khyber Pakhtunkhwa, Peshawar

35



Subject: **Review application Against the Order dated 13.05.2022 of Worthy Senior Member Board of Revenue, Khyber Pakhtunkhwa**

Benign Sir,

It is very graciously submitted:-

1. That the petitioners had initially moved applications / appeals on 22.10.2010 through proper channel (copies annexed as Annexure "A" and on 20.12.2018 (copy annexed as Annexure "B) to this worthy office with respect to bringing inline the cadre of the Petitioners with that of their brothers i.e Office Assistants.
2. That as those applications / appeal has not seen the gracious sight of your goodself office for considerable long period which constrained the petitioners to approach the Honorable Peshawar High Court Peshawar for redressal of their grievances and bring them at par with their brother cadre Office Assistant and soliciting for a joint seniority list with them a good omen for their future prospective promotion in the next cadre of Superintendent / Tehsildar.
*Secretary II
? look into and
do work*
3. That the Peshawar High Court Peshawar was gracious enough by holding the petitioners as intact in their right and sent the case to your goodself office for deciding pending list before your goodself office being the relevant and the only competent forum.
*Ord
17/5/2022*
4. That when the case was fixed for hearing before your goodself office in the light of the directions of the Honorable Peshawar High Court Peshawar, instated of giving a benigene consideration, the same have simply been turned down by your goodself order dated 1305.2022 (copy annexed as Annexure "C").
5. That feeling aggrieved and being occupying the parental Chair, your goodself is once again being approached by the petitioners for reviewing the order dated 13.05.2022 (Annexure "C) upon the following grounds.
 - a. That the Local Government System was introduced in the Year 2001 with the inception of the Local Government System, District Coordination

ATTESTED

CTC
AB

Officers came into being. In the DCO's Establishment, posts of Computer Assistants (BPS-11) were created under the title of Computer Assistant, which were equivalent to Office Assistant BPS-11 of that time.

- b. That the appointment criteria, qualification and other eligibilities for both posts ie Computer Assistant and Office Assistant. Subsequently the posts of Computer Assistants and Assistant were simultaneously upgraded.
- c. that initially, the title of the post under which the petitioners were appointed was Computer Assistant, but later on by virtue of Notification bearing No. KC/FD/SO(FR)/7-3/2001 dated 12.07.2010 issued by Government of Khyber Pakhtunkhwa Finance Department Peshawar, the nomenclature of the post was changed as Computer Operator, whereby the Computer Assistant who were initially appointed effected due to this introduction of new title as the merger of the post under new title as Computer Operator instated of Computer Assistant effected the promotion prospect of the Computer Assistant, who were primarily appointed as Computer Assistant with the intent to equate them vis-à-vis Assistant, As no structure was framed meaning by they shall be treated under the prevalent appointment promotion and transfer rules-1989 by providing them equal opportunities for promotion parallel to Assistant of Board of Revenue working either in Provincial Offices, Divisional Offices or District Offices of worthy SMBR, Commissioners and Deputy Commissioners respectively.
- d. That it is pertinent to mention here that the Computer Assistant BPS-11, KPOs, DEOs, Cos (BPS-8,9,10) were merged and titled as Computer Operator (BPS-12) vide Notification bearing No. KC/FD/SO(FR)/7-3/2001 dated 12.07.2010 issued by Government of Khyber Pakhtunkhwa Finance Department, which is amounting to injustice by thwarting the promotion prospect of the petitioners.
- e. That the irony of fate is that initially when the posts of Computer Assistant were crated it was meant as step brother of Office Assistant and for the same purpose not only the nomenclature was assigned the same, but rather was given and placed in the same BPS-11. This brotherhood was devastated when up-gradation of the KPO, DEO and Computer Operator were upgraded. Now when this cadre of KPO, DEO and CO were upgraded, the cadre of the petitioners was separated from Office Assistant and was brought and clubbed together with these newly upgraded positions in a gleamingly illegal and void manner.
- f. That the nature of job for which the Computer Assistant had been recreated remains the same in-spite of being clubbed together with distinctly lying cadre under the common title of Computer Operator as that of Office Assistant for all intents and purposes including but not limited to Office

ATTESTED
[Signature]


37

Assistant training, Office Assistant Jobs description and Office Assistant Job responsibilities whether it be nota noty or any other responsibility assigned to Office Assistant.

- g. That inspite of all these facts and circumstances the case of the petitioners was turned down for no good reason.
- h. That your goodself office is the only competent forum of the instant issue and as per law only the concurrence of Finance and Establishment Department are required otherwise the proposal for subject matter, its justification, requirements and essentialities as well as approval all within the competency of your goodself office whose examples are lying in the office of your very goodself office whether it is the creation / reservation of the 20% quota for the Post of Tehsildar for Office Assistant or its further bifurcation between Office Assistant of Board of Revenue and Commissioner / Deputy Commissioner Offices or whether its the creation / reservation of 5% quota of the Post of Tehsildar for Office Assistant working in the office of Senior Member Board of Revenue. In all these cases this is your goodself office which is competent forum in principle.

In the light of submission mentioned above, your goodslef is pleased to gracious enough to review and revisit order dated 13.05.2022 and got it set-aside and by doing so the petitioners be bring at par with Office Assistant by separating them from Computer Operator and bring them in the joint seniority list of Office Assistant and Senior Scale Stenographer in the office of Commissioners / Deputy Commissioners with further prayers of paving ways for further promotion to the post of Superintendent / Tehsildar with same ways as that of Office Assistant with all back benefit since from the date of initial appointment.

Petitioners


 Mr. Azhar Iqbal Mughal ¹³ 13.05.2022 & Others
 Computer Assistant/CO (BPS-16)
 DC office , Haripur

ATTESTED



GOVT. OF KHYBER PAKHTUNKHWA
FINANCE DEPARTMENT

(REGULATION WING)

38

Dated Peshawar, the 12-07-2010

NOTIFICATION

NQ.KC/FD/SO(FR)/7-3/2001. The Government of Khyber Pakhtunkhwa has been pleased to upgrade all the existing posts of Key Punch Operators/ Data Entry Operators/ Computer Assistants and Computer Operators working in different pay scales in District Governments, Attached Departments and Provincial Autonomous Bodies and Subordinate Offices to BPS-12 with the standard nomenclature of the post as Computer Operator, with immediate effect as per details given below: -

S. No.	Existing Nomenclature of Posts	Present BPS	New Nomenclature of Post	Up-graded to BPS
1.	Key Punch Operators/ Data Entry Operators/ Computer Assistants and Computer Operators	8, 9, 10 & 11	Computer Operator	12

2. In future the following terms & conditions shall be followed for appointment and promotion against the IT related posts in all the Departments/ Attached Departments/ District Governments/ Subordinate Offices and Provincial Autonomous Bodies: -

- i. Basic qualification for initial appointment against the posts of Computer Operators shall be 2nd class graduation with one year Diploma in IT from Board of Technical Education or its equivalent.
- ii. The basic qualification for initial appointment against the 50% computer related posts in BPS-16 shall be first class M.Sc/ BIT/ BCS or equivalent from a recognized University. The 50% posts shall be filled through promotion, on the basis of seniority-cum-fitness from amongst the Data Processing Supervisors. They will qualify a mandatory three months IT course in Database Management, Programming, web pages development and networking from Staff Training Institute (STI), Peshawar.

TESTED



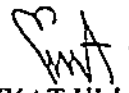
- (39)
- iii. All the Attached Departments, District Governments and Provincial Autonomous Bodies shall be directed by Establishment and Administration Department to formulate Service Rules for their respective departments/ offices adopting uniform criteria of qualification and experience for identical posts. The qualification and experience shall be commensurate with the job descriptions (JDs) of different posts.
- iv. Director FMFU, Finance Department will frame JDs for all categories of IT related posts available in different Departments/ Attached Departments/ Provincial Autonomous bodies as well as District Governments and the qualification/ experience shall be prescribed on the basis of the JDs; in the Service Rules mentioned in Para-2 (iii) above.

SECRETARY TO GOVT. OF KHYBER PAKHTUNKHWA
FINANCE DEPARTMENT

Endst No. & Date Even:

Copy for the above is forwarded for information and necessary action to the: -

1. All Administrative Secretaries to Government of Khyber Pakhtunkhwa.
2. Secretary to Governor, Khyber Pakhtunkhwa, Peshawar.
3. Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
4. All DCOs in Khyber Pakhtunkhwa.
5. All Heads of Attached Departments in Khyber Pakhtunkhwa.
6. All Heads of Provincial Autonomous Bodies in Khyber Pakhtunkhwa.
7. PS to Chief Secretary, Khyber Pakhtunkhwa.
8. Accountant General, Khyber Pakhtunkhwa, Peshawar.
9. PS to Additional Chief Secretary, Khyber Pakhtunkhwa.
10. PS to Finance Secretary, Khyber Pakhtunkhwa.
11. PS to Special Secretary, Finance Department.
12. PAs to all Additional/ Deputy Secretaries in Finance Department.
13. PA to Director FMFU, Finance Department.
14. The Section Officer (E-V), Establishment Department.
15. All Section/ Budget Officer in Finance Department.


(SHAUKAT ULLAH)
SECTION OFFICER (FI)

ATTESTED




40

**GOVERNMENT OF KHYBER PAKHTUNKHWA
FINANCE DEPARTMENT
(REGULATION WING)
Dated Peshawar, the 29-07-2016**

NOTIFICATION

NO.KC/ED/SQ(ER)/7-3/2015-16, The Competent Authority has been pleased to upgrade and re-designate all the existing posts of Computer Operator and Data Processing Supervisor as Computer Operator (EP-16) in all the Departments / Offices of the Government of Khyber Pakhtunkhwa. The amended schedule of posts given below:

S.No	Existing Nomenclature	Present BPS	Up-graded to BPS
1	Computer Operator	12	16
2	Data Processing Supervisor	14	16

i) The pay of the existing incumbents of the posts shall be fixed in higher pay scales as a stage towards the pay in the lower pay scale.

All the concerned Departments will implement their respective schedules of posts to the same effect in the prescribed manner.

**SECRETARY TO GOVT OF KHYBER PAKHTUNKHWA
FINANCE DEPARTMENT**

Encl: No. 8, Date even.

Copy of the above is forwarded for information and necessary action to the:

1. PS to Additional Chief Secretary, IATA
2. All Administrative Secretaries Government of Khyber Pakhtunkhwa
3. Senior Member, Board of Revenue, Khyber Pakhtunkhwa Peshawar
4. Accountant General, Khyber Pakhtunkhwa, Peshawar
5. Secretary to Government, Khyber Pakhtunkhwa, Peshawar
6. Principal Secretary to Chief Minister, Khyber Pakhtunkhwa
7. Secretary Provincial Assembly, Khyber Pakhtunkhwa
8. All Heads of Attached Departments in Khyber Pakhtunkhwa
9. Registrar, Peshawar High Court, Peshawar
10. All Deputy Commissioners, District Agents, District & Sessions Judges/Executive District Offices in Khyber Pakhtunkhwa
11. Chairman, Khyber Pakhtunkhwa, Public Service Commission, Peshawar
12. Registrar, Service Tribunal Khyber Pakhtunkhwa
13. All the Autonomous & Semi-Autonomous Bodies in Khyber Pakhtunkhwa
14. Secretary to Govt of Punjab, Government of Punjab, Finance Deptt. Lahore, Pakistan and Quetta.
15. The Officer-in-Charge of Audit, Peshawar, Peshawar, Khyber Pakhtunkhwa
16. The Senior Debt Auditor-Office, Peshawar, Peshawar, Khyber Pakhtunkhwa
17. The Treasury Officer, Peshawar
18. All District Agency Audit Officers, Peshawar, Peshawar, Khyber Pakhtunkhwa
19. PS to Minister for Finance, Khyber Pakhtunkhwa
20. PSC to Chief Secretary, Khyber Pakhtunkhwa
21. Director General of Audit, Khyber Pakhtunkhwa Peshawar
22. PS to Finance Secretary
23. PA to All Additional Secretaries, Deputy Secretaries in Finance Department
24. All Section Officers/Budget Officers in Finance Department
25. Director ENITIA, Budget Officer Finance Department to take effect in the budget books.
26. Syed Habibullah, President of Information Technology Staff Association (ITSA), Civil Secretariat, Khyber Pakhtunkhwa

[Signature]
SECTION OFFICER (FR)

ATTESTED

[Signature]



GOVERNMENT OF KHYBER PAKHTUNKHWA
FINANCE DEPARTMENT
(REGULATION WING)

Dated Peshawar, the 20-05-2014

26

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NOTIFICATION

NO.FD/SO(FR)10-22/2014 The competent authority has been pleased to accord sanction to the upgradation of pay scales of the following posts, wherever exist, in all the Departments / Offices (except Civil Secretariat) of the Government of Khyber Pakhtunkhwa with immediate effect:

S. No.	Nomenclature of the post	Existing Scale	Upgraded Scale
1	Superintendent	BS-16	BS-17
2	Assistant	BS-14	BS-16
3	Senior Clerk	BS-09	BS-14
4	Junior Clerk	BS-07	BS-11

i. The pay of the existing incumbents of the posts shall be fixed in higher pay scales at a stage next above the pay in the lower pay scale.

All the concerned Departments will amend their respective service rules to the same effect in the prescribed manner.

SECRETARY TO GOVT OF KHYBER PAKHTUNKHWA
FINANCE DEPARTMENT

Endst No. & Date even.

Copy of the above is forwarded for information and necessary action to the :-

1. PS to Additional Chief Secretary, FATA.
2. All Administrative Secretaries Government of Khyber Pakhtunkhwa.
3. Senior Member, Board of Revenue, Khyber Pakhtunkhwa Peshawar.
4. Accountant General, Khyber Pakhtunkhwa, Peshawar.
5. Secretary to Governor, Khyber Pakhtunkhwa, Peshawar.
6. Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
7. Secretary Provincial Assembly, Khyber Pakhtunkhwa.
8. All Heads of Attached Departments in Khyber Pakhtunkhwa.
9. Registrar, Peshawar High Court, Peshawar.
10. All Deputy Commissioners, Political Agents, District & Sessions Judges / Executive District Officers in Khyber Pakhtunkhwa.
11. Chairman, Khyber Pakhtunkhwa, Public Service Commission, Peshawar.
12. Registrar, Service Tribunal Khyber Pakhtunkhwa.
13. All the Autonomous and Semi Autonomous Bodies in Khyber Pakhtunkhwa.
14. Secretary to Govt. of Punjab, Sindh and Baluchistan, Finance Department, Lahore, Karachi and Quetta.
15. The District Comptroller of Accounts, Peshawar, Mardan, Kohat, Bannu, Abbottabad, Swat and D.I. Khan.
16. The Senior District Accounts Officer Nowshera, Swabi, Charsadda, Haripur, Manshera and Dir Lower.
17. The Treasury Officer, Peshawar.
18. All District/Agency Accounts Officers in Khyber Pakhtunkhwa / FATA.
19. PSO to Senior Minister for Finance, Khyber Pakhtunkhwa.
20. PSO to Chief Secretary, Khyber Pakhtunkhwa.
21. Director Local Fund Audit, Khyber Pakhtunkhwa Peshawar.
22. PS to Finance Secretary.
23. PAs to All Additional Secretaries/ Deputy Secretaries in Finance Department.
24. All Section Officers/Budget Officers in Finance Department.
25. Abbas Khan President of Khyber Pakhtunkhwa Civil Secretariat Superintendent, Assistant, Clerks Association with reference to his application No. PR/K.PS/SACA/2-1/2013 dated 8-01-2014.

JAVED IQBAL Gul Bela
Daudzal Law Chamber
Advocate High Court Peshawar
Mob: 9345-9405504

ATTESTED

43

GOVERNMENT OF KHYBER PAKHTUNKHWA
BOARD OF REVENUE/REVENUE AND ESTATE DEPARTMENT.

NOTIFICATION
Peshawar, dated-23-01-2015

No. 1942/Ent-1/11/SSRC. In pursuance of the provisions contained in sub-rule (2) of rule 3 of the North West Frontier Province Civil Servants (Appointment, Promotion and Transfer) Rules, 1989 read with the Cabinet Division Notification No. SRO. 457(1)/2001 dated 28th June, 2001 and in supersession of all previous rules issued in this behalf, the Revenue and Estate Department, in consultation with the Establishment and the Finance Department, hereby lays down the method of recruitment, qualification and other conditions specified in column 3 to 7 of the Appendix to this Notification and applicable to posts born on the cadre strength of Revenue and Estate Department specified in column 2 of the said appendix:-

APPENDIX

1	2	3	4	5	6	7
S.No	Nomenclature of the post	Appointing Authority	Minimum Qualification for appointment by initial recruitment or by transfer	Minimum Qualification for appointment by promotion	Age limit	Method of recruitment
1.	Tehsildar (BPS 16)	Administrative Secretary (SMBR)	Second class Graduation from any University recognized by the Higher Education Commission	Deferred	21 - 30 years For initial recruitment	(a) Twenty percent by initial recruitment; and (b) Sixty percent by promotion, on the basis of joint seniority-cum-fitness from amongst Naib Tehsildars, District Revenue Accountants, District Kanungos and Sub-Registrar with at least five years service. (c) Twenty percent by promotion on the basis of joint seniority-cum-fitness from amongst Assistants of the office of Board of Revenue, offices of Commissioners, Deputy Commissioners and Political Agents having five years service as such.

JAVED IZAZI, Gul Bah
Daudzai, District Chaman,
Advocate, Peshawar
1555-1345-9100/1001

ATTESTED

(44)

(2)

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1	2	3	4	5	6	7
1-A	Reader to Senior Member / Members Board of Revenue	Administrative Secretary (SMBR)				By transfer from amongst the Tehsildars
1-B	Inspector of Stamps	Administrative Secretary (SMBR)				By transfer from amongst the Tehsildars
2.	Naib Tehsildar (BPS 14)	Administrative Secretary (SMBR)	Second class Graduation from any University recognized by the Higher Education Commission	Deleted	21 - 30 years For initial recruitment	(a) Fifty percent by initial recruitment, through NWFP Public Service Commission based on the result of a Competitive Examination conducted by it in accordance with syllabus, and (b) twenty five percent by promotion on the basis of Seniority - cum - fitness from amongst Kanungos with at least Five Years Service as such, who have passed the Departmental Examination of Naib Tehsildar. (c) fifteen percent by promotion, on the basis of joint Seniority - cum - fitness from amongst Senior Clerks of the office of Board of Revenue, Commissioners and Deputy Commissioners Offices in the Division concerned; and (d) Ten percent by promotion on the basis of seniority cum fitness from amongst Junior Clerks as Political Mubarris of the offices of Political Agents with atleast ten years service";
3.	District Kanungo (Saddar Kanungo) (BPS 14)	Administrative Secretary (SMBR)				By promotion on the basis of seniority-cum-fitness, from amongst the Kanungo of the concerned District with at least three years service as such
4.	Head Clerk Revenue (BPS - 14)					By transfer from amongst Naib Tehsildar (Deleted) (Post has been abolished)

JAWAHAR Lal Gul Shaha
 District Law Chamber
 District High Court, Peshawar
 Phone: 3345-3456801

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nue A	Administrative Secretary (SMBR)					By promotion, on the basis of seniority-cum-fitness, from amongst the Tehsil Accountant of the district with at least three years service as such.
L	District Collector					By promotion, on the basis of seniority-cum-fitness, from amongst the Patwaris and Naib Office Kanungos of the district concerned with three years service as such and who have passed the Departmental examination of Kanungo.
A	District Collector					By promotion on the basis seniority-cum-fitness from amongst the Naib Tehsil Accountants having three (03) years service as such.
w	District Collector	Intermediate or equivalent qualification, who have passed the Patwar Examination.		18 to 35		"By initial appointment from amongst the Patwar passed candidate entered in the Tehsil patwar candidate register maintained by District Collector of the district concerned.
o	District Collector					By transfer from amongst the Patwaris.

JAYDEEN QBAL, G/L Bala
 District Law Officer
 The High Court Patna
 No. 0215-040581

Sd/-
 SECRETARY TO GOVERNMENT
 REVENUE AND ESTATE DEPARTMENT

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No. 2075-2114/25th VII/135/SRC

Copy forwarded for information and necessary action to the:-

1. Secretary to Government of Khyber Pakhtunkhwa Establishment Department.
2. Secretary to Government of Khyber Pakhtunkhwa Finance Department.
3. Secretary to Government of Khyber Pakhtunkhwa Law Department.
4. Secretary Khyber Pakhtunkhwa Public Service Commission.
5. Registrar Peshawar High Court.
6. Accountant General Khyber Pakhtunkhwa.
7. All Commissioners / Political Agents in Khyber Pakhtunkhwa.
8. All Deputy Commissioners, in Khyber Pakhtunkhwa.
9. Private Secretary to Minister for Revenue Khyber Pakhtunkhwa.
10. Controller, Government Printing Press Peshawar with the request to publish the above notification in the official Gazete and supply 50 printed copies thereof to the undersigned for record.

DEPUTY SECRETARY TO GOVERNMENT OF KHYBER PAKHTUNKHWA
REVENUE & ESTATE DEPARTMENT

JAWED JOBAL, C.A. B.A.
Daudkhel, Law Chambers
Ancestral High Court Peshawar
Phone: 340-545571

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GOVERNMENT OF KHYBER PAKHTUNKHWA,
BOARD OF REVENUE,
REVENUE & ESTATE DEPARTMENT

Peshawar, Dated the 23/01/2015

JAVED KHALIL Gil Behi
District Law Chamber
Advocate (Sri Court Peshawar)
Mobi: 335-940591

NOTIFICATION

No. 2074/Estt:1/11/135/SSRC. In pursuance of provisions contained in sub-rule (2) of rule 3 of the Khyber Pakhtunkhwa, Civil Servants (Appointment, Promotion and Transfer) Rules, 1989, the Revenue & Estate Department, in consultation with Establishment Department and the Finance Department, hereby lays down the method of recruitment qualification and other condition specified in column 3 to 5 of the Appendix to this Notification and applicable to posts borne on the cadre strength of Deputy Commissioners specified in column 2 of the said Appendix.

APPENDIX

S.No	Nomenclature of posts with BPS	Minimum qualification for appointment by initial recruitment	Age Limit	Method of Recruitment
1	2	3	4	5
1.	Superintendent (BPS-17)			By promotion, on the basis of seniority-cum-fitness, from amongst the Assistants (BPS-16) of the district concerned with atleast five years service in the offices of respective Deputy Commissioner and Political Agents.

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2. Senior Scale Stenographer (BPS-16)	(i) At least Second Class Bachelor's Degree, from a recognized university; (ii) a speed of 70 words per minute in shorthand in English and 45 words per minutes in typing; and (iii) Knowledge of computer using MS Word, MS Excel.	20 to 32 years	(a) Sixty percent by promotion, on the basis of seniority-cum-fitness, from amongst the Stenographers with atleast five years service as such in the offices of respective Deputy Commissioners and Political Agents; and (b) forty percent by promotion, on the basis of seniority-cum-fitness, from amongst the Computer Operators with atleast five years service as such in the offices of respective Deputy Commissioners and Political Agents; Provided that if no suitable person is available for promotion then by initial recruitment.
3. Assistant (BPS-15)	At least Second Class Bachelor's Degree from a recognized University.	20 to 30 years	(a) Seventy five percent by promotion, on the basis of seniority-cum-fitness, from amongst the Senior Clerks with atleast five years service as Junior and Senior Clerk in the Offices of Deputy Commissioners and Political Agents of district concerned; and (b) twenty five percent by initial recruitment from amongst the candidates of the district concerned.
4. Head Clerk (BPS-14)			By transfer from amongst Senior Clerks (BPS-14) of the district concerned.
5. Stenographer (BPS-14)	(i) At least Second Class Intermediate or equivalent qualification from a recognized Board;	18 to 30 years	By initial recruitment from amongst the candidates of the district concerned.

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 District Law Chambers
 District High Court Building
 Madhav Nagar, Patna-800 001

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		(ii) a speed of 50 words per minute in shorthand in English and 55 words per minute in typing; and (iii) knowledge of computer in using MS Word, MS Excel.		
6.	Senior Clerk (BPS-14)			By promotion, on the basis of seniority-cum-fitness, from amongst the Junior Clerks of the district concerned with atleast two years service as such.
7.	Computer Operator (BPS-12)	(i) At least Second Class Bachelor's Degree in Computer Science/ Information Technology/ ECS/ BIT four years), from a recognized university; (ii) at least Second Class Bachelor's Degree from a recognized University with one year Diploma in Information Technology from a recognized Board of Technical Education.	18 to 28 years	By initial recruitment from amongst the candidates of the district concerned.
8.	Pesh Imam (BPS-12)	Sanad in Dars-e- Nizami or a Sanad of Fazel-e-Arabi Note: Preference will be given Hafiz-e-Quran.	18 to 32 years	By initial recruitment from amongst the candidates of the district concerned.
9.	Sub Engineer (BPS-11)	Diploma in Associate Engineering in Civil Technology from Board of Technical Education with certificate in Computer Aided Design (CAD) from recognized institution.	18-30 years	By initial recruitment from amongst the candidates of the district concerned.
10.	Junior Clerk (BPS-11)	(i) At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board; and (ii) a speed of 50 words per minute in typing.	18 to 30 years	(a) Thirty three percent by promotion, on the basis of seniority-cum-fitness, from amongst the Qasids and Naib Qasids including holders of other equivalent posts in the district concerned with two years service as such, who have passed Secondary School Certificate Examination; and (b) sixty seven percent by initial recruitment from

JAVED QURESHI
 District Law Chambers
 Appellate Court Phase 1
 No. 23/24/2023

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				<p>the candidates of the district concerned.</p> <p>Note: For the purpose of promotion there shall be maintain a common seniority list of Qasid and Naib Qasid etc with reference to the date of their appointment:</p> <p>Provided that no separate seniority list of Matric and non-matric BS-1 (Class-IV) employees can be maintained being single cadre. Their seniority shall be fixed with reference to the date of their regular appointment:</p> <p>Provided further that where a senior official does not possess the requisite qualification at the time of filling up a vacancy, the official next junior to him possession the requisite qualification shall be promoted in preference to the senior official or officials.</p>
11.	Reader, Record Keeper (BPS-7)	At least second division in Secondary School Certificate or equivalent qualification from a recognized Board.	18 to 70 years	By initial recruitment from amongst the candidates of the district concerned.
12.	Alhamaad (BPS-3)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board.	18-30 years	By initial recruitment from amongst the candidates of the district concerned.
13.	Driver (BPS-4)	Literate having LTV driving license issued by the competent authority. Preference will be given to those who have sufficient experience in driving, repair and maintenance of vehicles.	18-32 years	By initial recruitment from amongst the candidates of the district concerned.
14.	Khadim (BPS-4)	Literate. Note: Preference will be given to Hafiz-e-Quan	18-32 years	By initial recruitment from amongst the candidates of the district concerned.

JAVED IQBAL Gul Raig
 District Law Chamber
 District Court Peshawar
 Phone: 011-3425501

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15.	Process Server (BPS-2)	Literate.	18-32 years	By initial recruitment from amongst the candidates of the district concerned.
16.	Qasid (BPS-2)			By promotion on the basis of Seniority-cum-fitness, from amongst the Naib Qasids with two years as such.
17.	Naib Qasid/ Chowkidar/Sweeper/Mali (BPS-1)	Literate.	18-32 years	By initial recruitment from amongst the candidates of the district concerned.

Sd/-
SECRETARY TO GOVERNMENT OF
KHYBER PAKHTUNKHWA
REVENUE & ESTATE DEPARTMENT

JAVED QBAL
Daudpota
Advocate
No. 101, Daudpota
No. 101, Daudpota

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