

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

C.M No. \_\_\_\_\_/2024

In

**APPEAL NO. 1150/2012**

**ABDUL RAHIM**

**V/S**

**GOVT: OF KPK & OTHERS**

**I N D E X**

S.No.	Description of documents.	Annexure	Pages.
1	Memo of CM with affidavit	.....	1
3	Relevant documents	<b>A</b>	2-64

Dated 06/04/2024

**APPLICANT**

Through

**NOOR MOHAMMAD KHATTAK**

**Advocate Supreme Court**

15-4-24

Peshawar

D-B

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

Khyber Pakhtunkhwa  
Service Tribunal

C.M No. \_\_\_\_\_/2024

In

**APPEAL NO. 1150/2012**

No. 12168

08.04.2024

**ABDUL RAHIM**

**V/S**

**GOVT: OF KPK & OTHERS**

**APPLICATION FOR AND ON BEHALF OF THE**  
**RESPONDENT NO 5 NAMEDLY KIFAYAT ULLAH FOR**  
**PLACING ON FILE ADDITIONAL DOCUMENTS.**

**Respectfully Sheweth:-**

- 1) That the appellant filed the above titled service appeal before this Honourable Tribunal which is fixed for 15/04/2024.
- 2) That the annexed documents are very essential, which is necessary to be place on file for the just decision of the titled appeal. Copy of the relevant documents is attached as annexure.....**A.**
- 3) That, there is no legal bar for placing on file the additional documents.

It is, therefore, humbly prayed that on acceptance of the instant application the additional documents may kindly be place on file to meet the ends of justice.

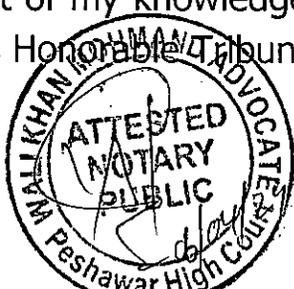
*Kifayatullah*  
**APPLICANT**

Through

**NOOR MUHAMMAD KHATTAK**  
Advocate Supreme Court

**AFFIDAVIT**

I, Kifayat Ullah, (Applicant/respondent No 5) do hereby solemnly affirm that the contents of this **application** are true and correct to the best of my knowledge and belief and nothing has been concealed from this Honourable Tribunal.



*Kifayatullah*  
**DEPONENT**

'A' 2

Amck (B) (9) 10

OFFICE ORDER NO. 130445/1997 dated Peshawar, the 09/10/1987

In compliance with Departmental Instruction No. 1000/1987  
Mr. Adam son of Sher Ahmad Khan

C/O Executive Engineer, PHE, Pata Division  
is hereby offered a post of Sub Engineer in the Basic Pay Scale

plus usual allowances admissible under the rules from time to time on the following terms and conditions :-

1. Sub Engineer  
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The post is purely temporary but likely to continue. His services may be terminated at one month's notice without any reasons being assigned at any time irrespective of the fact that he is holding a post other than one to which he was originally recruited, or on the payment of one month's salary in lieu of the notice period.

He shall not leave the service unless his resignation is accepted by the competent Authority. Should he desire to resign from service, he may apply for the same with one month notice or alongwith one month pay in lieu of notice period.

He will be governed by such rules and orders relating to conduct efficiency and discipline, leave travelling allowance, medical attendance, pay etc as may be issued by Govt. for the category of Govt. Servants to which he will belong.

He will be governed under Public Health Engg. Department Service Rules as regards service condition.

He will have to furnish a declaration in writing, (i) that he has not already been prescribed from service under the Govt. or any local body and (ii) that he was not dismissed by any other agency.

He will be on probation for an initial period of two years extendable upto 3 years.

He will have to produce a medical certificate of fitness from the medical Superintendent of the District at the time of joining duty.

He will be liable to serve any-where in NWFP and Federally Administered Tribal Area.

No TA/DA is allowed for joining the place of posting.

If he accepts the appointment on the terms and conditions specified above, he should report for duty to the

within 14 days of the issue of this order. If he fails to do so, the offer shall stand cancelled automatically.

Signature of Mr. Adam son of Sher Ahmad Khan

Signature of Executive Engineer, PHE, Pata Division, Peshawar. Date: 09/10/1987

Encl: No. 130445/1997

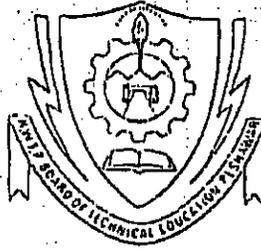
- 1/ Superintendent of Pata Division
- 2/ Executive Engineer, PHE, Pata Division
- 3/ ...

3. Mr. Adam son of Sher Ahmad Khan C/O Executive Engineer Pata Health Engg. Pata Division Kohat.

Attested to be True Copy

Attested

# P. W. F. Board of Technical Education PESHAWAR



SESSION 19 85

(ANNUAL / SUPPLEMENTARY)

This is to certify that

Miss/Mr. MR. ADAM

Daughter/son of Mr. EMER AHMAD KHAN

Registered No. PB/82-9606

of GOVT. POLYTECHNIC INSTITUTE D. D. KHAN

has passed the Diploma of Associate Engineer Examination in CIVIL Technology, conducted by the P. W. F. Board of Technical Education Peshawar in the month of APRIL, 1987 and secured 3699/3150 marks and was placed in "B" Grade.

1987

In recognition thereof this Diploma of Associate Engineer

is awarded to him/her at Peshawar

on the 2nd day of AUGUST, 19 87.

Peshawar 2.3. 19 87.

SECRETARY

CHAIRMAN

*Attested*  
*/s/*

Attested to be True  
Copy

Obtain degree on 10/1998

DEGREE BEFORE CONVOCATION

8

-4-

Serial No. 648

Registered No. 93-Civil-702

# University of Engineering & Technology Lahore



This is to certify that

Mr./~~Mrs.~~ MIR ADAM

son/~~daughter~~ of Mr. SHER AHMAD KHAN

has completed all the requirements for the award of B.Sc. Degree

in CIVIL Engineering in OCTOBER, 19 98 ✓

He/~~she~~ has accordingly been admitted to the Degree of

Bachelor of Science

in

Civil Engineering

He/~~she~~ has been placed in FIRST Division

*Mohd...  
Controller of Examinations*

VERIFIED  
K. A. Rand  
Controller of Examination  
University of Engineering and  
Technology Lahore

*Countersigned*

Lahore  
Dated JANUARY 14, 1999.

*Attested*

*Chancellor*

Attested to be True  
Copy

Adopted  
Degree holder

Annex - A (6)

**PUBLIC HEALTH ENGG. DEPART. NWFP**

Endst No. 130445/189

Dated Peshawar the 16.9.1993

In consultation with the NWFP Public Service Commission.

Mr. Abdul Rahim S/o Ghafar Khan, Vill: Hamul Khan Kughal Khel, P.O Ghoriwala, Tehsil and District, Bannu

Is hereby offered a post of Sub-Engineer in the Basic Pay Scale No. 11 plus usual allowances as admissible under the rules from time to time on the following terms and conditions:

1. The post purely temporary but likely to continue.
2. His services may be terminated at one month's notice without any reasons being assigned at any time retrospectively of the fact that he is holding a post other than one to which he was originally recruited, or on the payment of one month's salary in lieu of the notice period.
3. He shall not leave the service unless his resignation is accepted by the competent authority should he desire to resign from service he may apply for the same with one month notice or alongwith one month pay in lieu of notice period.
4. He will be governed under Public Health Engineering Department Service Rules as regards service conditions.
5. He will be governed by such rules and orders relating to conduct efficiency and discipline, leave travelling allowance, medical attendance, pay etc as may be issued by Govt for the category of Govt Servants to which he will belong.
6. He will have to furnish a declaration in writing, (i) that he has not already been prescribed from service under the Govt of any local body and (ii) that he was not dismissed by any other agency.
7. He will be on probation for an initial period of two years extendable upto 3 years.
8. He will have to produce a medical certificate of fitness from the Medical Superintendent of the District at the time of joining duty.
9. He will be liable to serve anywhere in NWFP and Federally Administered Tribal Area.
10. No TAV DA is allowed for joining the place of posting.

If he accepts the appointment on the terms and conditions specified above, he should report for duty to the Executive Engineer PHE Division, Karak within 14 days of the issue of this offer failing which the offer shall stand cancelled automatically.

Chief Engineer  
Public Health Engg. Department  
NWFP, Peshawar

Endst No. 130445/189

Dated Peshawar the 16.9.1993

*[Signature]*

Copy is forwarded to the:

1. Chief Engineer (Dev) PHED, Peshawar
2. Superintending Engineer PHE Circle, Kohat
3. Executive Engineer, PHE Division, Karak

The original certificates of the applicant may please be verified by him at the time of accepting arrival report. His date of arrival may please be reported in this office alongwith copies of testimonials. The declaration required vide item 6 above may please be obtained and sent to this office while submitting his date of arrival.

4. Mr. Abdul Rahim S/o Ghafar Khan, Vill: Hamul Khan Kughal Khel, P.O Ghoriwala, Tehsil and District, Bannu

Attested to be True  
Copy

PUBLIC HEALTH ENGINEERING DIVISION, PESHAWAR.

No. 100718/12 Dated Peshawar 10/10/1993

The Chief Engineer,  
Public Health Engg. Div.  
N.W.F.P. Peshawar.

Subject: -

Sub-Engineers' Arrival

Reference: - Your office order No. 130445/182 dated 16.9.93,  
No. 130445/184 dated 16.9.93, No. 130445/174,  
dated 16.9.93, and No. 130445/183, dated 16.9.93.

It is intimated for your kind information that  
the following Sub-Engineers have reported their arrival in this  
this office on the dates noted against each:-

S.No.	Name of Sub-Engineer	Date of arrival
1.	Mr. Anis Shehad	19-9-1993 (P.M.)
2.	Mr. Kifayatullah Khan	19-9-1993 (P.M.)
3.	Amjad Shafiq Ahmad	19-9-1993 (P.M.)
4.	Mrs. Shaida Mohammad	22-9-1993 (P.M.)

The declaration obtained from the above  
officials and are sent herewith in original as desired in item  
No. 6 of your above quoted office orders please.

MVA/As above

*[Signature]*  
Executive Engineer,  
Public Health Engg. Div.  
Peshawar.

Copy forwarded to the Superintending Engineer,  
Public Health Engg. Circle, Peshawar for information with ref:  
to Chief Engineer, Peshawar.

*[Signature]*  
Executive Engineer,  
Public Health Engg. Div.  
Peshawar.

# SERVICE BOOK

OF

Mr. KIFAYAT ULLAH KHAN S.E. PHE BAHAWAL  
( S/O SABRULLAH JAN )

Price : Rs. 10.00

Attested to be True  
Copy



-9-

Note:—The entries in this page should be renewed or re-attested at least every five years and the Signature in Items 9 and 10 should be dated.

1. Name **KIFAYAT ULLAH KHAN**

2. Race **AFGHAN. (PATHAN) GHAZNAVI**

3. Residence **VILL. KOTKA. SHERZAD P.O. BAZAR AHMAD KHAN T.F.H. & DIST. BANNU**

4. Father's name and residence **SABRULLAH JAN**  
(AS ABOVE)

5. Date of birth by Christian era as nearly as can be ascertained **..14-2-1969.**

6. Exact height by measurement **..5'-10"**

7. Personal marks for identification **BLACK MOLE ON FORE HEAD**

8. Left hand thumb and Finger impression of (non-gazetted) officer

Little Finger.

Ring Finger

Middle Finger.

Fore Finger

Thumb.

9. Signature of Government servant

*Kifayatullah*

10. Signature and designation of the Head of the Office, or other Attesting Officer.

*[Signature]*  
P.M. Kishan Lal Wani  
Bannu.

Attested to be True  
Copy

1 Name of post	2 Whether substantive or officiating and whether permanent or temporary	3 If officiating, also (i) substantive appointment, or (ii) whether service counts for pension under Art. 371 C. S. R.	4 Pay in substantive post	5 Additional pay for officiating	6 Other emolument falling under the term "pay"	7 Date of appointment	8 Signature of Government servant
e/o the Associate Engineer, S.H. Sassi Tube Well Division, Peshawar.	Sub Engineer Temp:	077tg:	1275/- P.M.			19 <sup>9</sup> / <sub>93</sub> (F.N)	
Sub engineer @ R. 1225-86-2585	"	"	144 <sup>2</sup> / <sub>2</sub> p.m.			19 <sup>3</sup> / <sub>93</sub> (F.N)	
do	"	"	1447/- p.m.			31 <sup>5</sup> / <sub>94</sub>	

Attested to be True  
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1	2	3	4	5	6	7	8
Name of Post	Whether substantive or officiating and whether permanent or temporary	If Officiating state (i) Substantive appointment, or (ii) whether service counts for pension under Art. 371 C.S.R.	Pay in substantive Post	Additional Pay for officiating	Other emolument falling under the term "Pay"	Date of Appointment	Signature of Government Servant
Executive Engineer P. M. S. S. Y. S. W. D. District Puducherry.							
S/Engineer - BPS-41	Temp:	0779	1957/ P-07	-	-	6/1/94	
S. No. 1725-116-3468							
do	"	"	207.3/ P-07	-	-	12/1/94	

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Attested to be True Copy

Name and rank of the head of the office or other authority in which the person is employed	Date of termination of appointment	Reason of termination of appointment	Date of termination of appointment	Name of the person	Rank	Grade	Department
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365 days Extra ordinary leave without pay granted vide Secretary to Govt, Wb's Dept, Peshawar  
 Vide Lr office order No. 30 (E-II) Wb's/1-51/2003 dt 20/10/2007  
 W.O. 1/10/2007 dt 30/10/08

*[Signature]*  
 Director of Public Instruction  
 Punjab Education Deptt  
 Lahore

After availing 189 days E.O leave without pay from 18/4/2008 to 17/1/2008 the balance portion of the above leave (365 days) i.e. 357 days leave from 18/4/2008 to 30/9/2008 was cancelled vide Secretary to Govt of Wb's Deptt, Peshawar Lr order No. 30 (E-II) Wb's/1-51/2003 dated 31/1/2008.

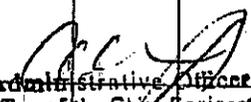
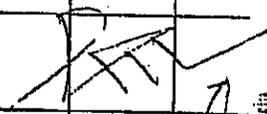
*[Signature]*

Attested to be True  
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-14-

(For use in Police and other similar Departments)

RECORD OF POSTINGS

District and Post	No. of District Order	Date	District and Post	No. of District Order	Date
Transfer/posting of the officer as Asstt. Distt. Officer (OPS), Hangu were made vide Secretory to Govt. of NWFP WBS Deptt. Order NO. SO (E-II) WBS/11-268/2008 (S.E) dt. 7.5.2008 and the officer accordingly submitted his departure on the same day i.e. 7.5.2008 (AN)					
<p style="text-align: right;">             Administrative Officer            Office of the Chief Engineer            Public Health Engineering Deptt.            NWFP Peshawar.         </p> <p> <i>Service was paid for the period 7.5.2008 from the office copy of Ray Balle.</i> </p>					
<p style="text-align: right;">             Deputy Director            Works and Services            Hangu.         </p> <p> <i>Reported absent for duty vide Sect. work of Service Deptt. NO. EP No. SO (E-II) WBS/11-268/2008 (SE) dated 7.5.2008 (and Reported to T/O on 8/5/2008 (AN) as Asstt. Distt. Officer (OPS)</i> </p>					

Attested to be True  
Copy

- 1. Mr. Anwarullah Sub Engineer
- 2. Mr. Muhammad Ismail Sub Engineer
- 3. Mr. Ghulam Muhammad Sub Engineer
- 4. Mr. Sajid ur Rehman Sub Engineer
- 5. Mr. Qudusullah Sub Engineer
- 6. Mr. Muhammad Raza Sub Engineer
- 7. Mr. Umar Khan Sub Engineer
- 8. Mr. Muhammad Afzal Sub Engineer
- 9. Mr. Zafarullah Sub Engineer
- 10. Mr. Arif Muhammad Sub Engineer
- 11. Mr. Shahzad Behram Sub Engineer
- 12. Mr. Mir Adam Sub Engineer
- 13. Mr. Muhammad Imtiaz Sub Engineer
- 14. Mr. Muhammad Nazir Sub Engineer
- 15. Mr. Noor ul Basar Sub Engineer
- 16. ✓ Mr. Kifayat Ullah Khan Sub Engineer
- 17. Mr. Abdur Rahim Sub Engineer
- 18. Mr. Khan Muhammad Khan Sub Engineer
- 19. Mr. Yousof Khan Sub Engineer

*10 D.G. (PERR) University Road Lahore*

**Subject: PROMOTION OF SUB ENGINEERS TO THE RANK OF ASSISTANT ENGINEERS (BPS-17) IN THE DEPARTMENT**

I am directed to state that this office is working on preparation of promotion case of the Sub Engineers to the rank of ADO (BPS-17). In this connection you are requested for at least the last 5 years experience which may be submitted as early as possible to finalize the promotion case.

  
ADMINISTRATIVE OFFICER

*New Superseded  
vide notification  
No. SOE/W&S/8-12/2008  
25-03-2010*

-16-

GOVERNMENT OF N.-W.F.P.  
WORKS & SERVICES DEPARTMENT

Dated Peshawar, the, January, 19, 2007

NOTIFICATION

No. SOE/W&S/8-12/2002:- In pursuance of the provision contained in sub-rule (2) of the rule 3 of the North-West Frontier Province Civil Servants (Appointment, Promotion Transfer) Rules, 1989, and in supersession of Communication and Works Department (Recruitment and Appointment) Rule, 1979, the Works and Services Department, in consultation with the Establishment Department and the Finance Department, hereby lays down the method of appointment, qualification and other conditions specified in column 3 to 5 of the schedules to this notification which shall be applicable to posts specified in column No.2 of the said schedules, in the Building and Roads Wing and Public Health Engineering Wing of the Works and Services Department.

SECRETARY TO GOVT. OF NWFP  
WORKS & SERVICES DEPARTMENT

Endst of even No. & Date

- 1) All Administrative Secretaries to the Govt. of N.-WFP
- 2) Secretary to Governor N.-WFP
- 3) Principal Secretary to Chief Minister N.-WFP
- 4) PS to the Chief Secretary N.-WFP
- 5) Accountant General, NWFP
- 6) Additional Accountant General, (PR) Sub-office at Peshawar
- 7) All Chief Engineers in the Works & Services, Peshawar.
- 8) Secretary Public Service Commission, Peshawar.
- 9) Registrar Peshawar High Court, Peshawar.
- 10) Registrar N.-WFP Service Tribunal Peshawar.
- 11) All Executive District Officer Works and Services Department.
- 12) Manager Government Stationary & Printing Department, He is requested to supply 100 copies of the printed Gazetted for further distribution
- 12) PS to Secretary Works & Services, Peshawar.

*For sl-5  
Sec. Amendment  
dt: 17-9-2008*

*AD  
SPIC*

(ARSHAD KHAN AFRIDI)  
SECTION OFFICER (ESTT-I)

Attested to be True  
Copy

SCHEDULE II

1. Name of the post	2. Minimum qualifications required for appointment	3. Age limit	4. Method of recruitment
<b>Public Health Engg. Wing</b>			
Chief Engineer (BPS-20)			By promotion, on the basis of merit, from amongst senior most Directors (BPS-19), and holders of equivalent post in BPS-19 as notified by the Department in line with cadre of Engineering, with at least 17 (seventeen) years service in BPS-17 and above, possessing degree in B.E/B.Sc. Engg (Civil) from a recognized University.
Director (BPS-19)			By promotion, on the basis of merit, from amongst senior most Deputy District Officers (BPS-18), and holders of equivalent post in BPS-18 as notified by the Department in line with cadre of Engineering, with at least 13 (thirteen) years of service in BPS-17 & above, possessing degree in E.E./E.Sc. Engg (Civil) from a recognized University.
Deputy District Officers (BPS-18)			By promotion, on the basis of merit, from amongst senior most Assistant Engineers/Assistant District Officers (BPS-17), and holder of equivalent post in BPS-17 as notified by the Department in line with cadre of Engineering, possessing degree in B.E/B.Sc. Engg (Civil) from a recognized University with at least 5 (five) years of service as such.
Assistant Engineers/ Assistant District Officers (BPS-17)	Degree in B.E/B.Sc. Engg (Civil) from a recognized university.	21-32 years	(a) 70% by Initial Recruitment; (b) 5% by promotion, on merit from amongst the Sub Engineers who possessed Degree of B.E/B.Sc. Engg (Civil) at the time of their joining service; (c) 3% by promotion on merit from amongst the Sub Engineers who have acquired degree of B.E/B.Sc. Engg (Civil) during service. (d) 20% by promotion on the basis of merit from amongst the Sub-Engineers who hold a diploma and have passed Department Professional Examination with at least 10 years service as such.
Sub-Engineer (BPS-14)	Diploma of Associate Engineering (Civil) Electrical/Mechanical from a recognized Institute	18-30 years	By Initial Recruitment;
Administrative Officer/ Budget & Accounts Officer (BPS-16)			By Promotion, on the basis of seniority cum fitness, from amongst the Superintendents in the Public Health Engineering Wing.

Super District  
 Executive District Officer  
 Assistant District Officer  
 17/1/11

Attested for  
 Appr.

*Muhammad Raza*  
 SECRETARY TO GOVT. OF NWFP  
 WORKS & SERVICES DEPARTMENT

**PUBLIC HEALTH ENGINEERING DEPARTMENT.**

Seniority List of Sub-Engineers (BPS-11) Direct Graduate- PHR Cadre as it stood on 31/12/2007.

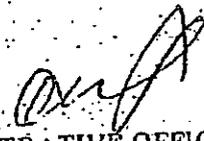
S.No.	Name of Official	Father's Name	Home District	Qualification	Date of Birth	Date of Appointment to PWD	Date of Appointment to Class	Remarks
1	Muhammad Nazir	Gul <del>Asaf</del>	Mardan	B.Sc (C) 1989	10/03/1964	24/11/1992	24/11/1992	
2	Noor ul hasar	Rahmat Gul	Hangu	B.Sc (C) 1987	13/08/1959	21/11/1992	21/11/1992	
3	Kifayatullah Khan	Sebrullah Jan	Bannu	B.Sc (C) 1992	14/02/1969	16/09/1993	16/09/1993	
4	Abdur Rhim-Il	Ghaffar Khan	Bannu	B.Sc (C) 1997	25/08/1965	16/09/1993	16/09/1993	
5	Khan Muhammad Khan	Sharif Khan	NWA	B.Sc (C) 1991	02/04/1968	16/09/1993	16/09/1993	
6	Yousaf Khan	Asaf Khan	Swat	B.Sc (C) 1992	01/03/1969	22/09/1993	22/09/1993	
7	Muhammad Naeem	Ahmad Zarin	Swat	B.Sc (C) 1991	02/01/1967	16/09/1993	16/09/1993	

Endst.No. 06 / E-16 / PHE

Dated Peshawar the 31 / 12 / 2007.

Copy of the above is forwarded to the :-

- 1) Section Officer (E-II) W&S Department Peshawar.
- 2) All Directors PHED in NWFP.
- 3) All Deputy District Officer WS&S (PHE) in NWFP.

  
ADMINISTRATIVE OFFICER

Attested to be True  
Copy

**PUBLIC HEALTH ENGINEERING DEPARTMENT.**

Seniority List of Sub Engineers (BPS-11) in-Service Graduate-PHE Cadre as it stood on 31/12/2007.

S.No.	Name of Official	Father's Name	Home District	Qualification	Date of Birth	Date of Appointment to PWD	Date of Appointment to Class	Remarks
1	Amr Muhammad	Abdul Qadir	F.R. Bannu	B.Sc (C) 1994	12/01/1966	07/04/1986	07/04/1986	
2	Shazada Beliram	Maghfoor Khan	Mardan	B.Sc (C) 1995	04/11/1963	08/10/1987	08/10/1987	
3	Barakatullah	Lal Saleh Djn	NWA	B.Sc (C) 1998	07/03/1961	18/12/1985	18/12/1985	
4	Air Idam	Sher Ahmad Khan	FR Bannu	B.Sc (C) 1999	28/02/1966	17/10/1987	17/10/1987	
5	Muhammad Imtiaz	Muhammad Hamayun Khan	Battagram	B.Sc (C) 1999	15/07/1973	16/09/1993	16/09/1993	

Endst: No. 05 / E-16/PHE

Dated Peshawar the 31 / 12 / 2007.

- Copy of the above is forwarded to the :-
- 1) Section Officer (E-II) W&S-Department Peshawar.
  - 2) All Directors PHED in NWFP.
  - 3) All Deputy District Officer WS&S (PHE) in NWFP.

*[Signature]*  
ADMINISTRATIVE OFFICER

Attested to be True  
Copy



Better Copy

GOVERNMENT OF NWFP  
ESTABLISHMENT & ADMINISTRATION  
DEPARTMENT  
(REGULATION WING)  
No.SCR.VI/E&AD/1-16/2005  
Dated Peshawar, the 9<sup>th</sup> May, 2008

-20-

To,

1. The Additional Chief Secretary, NWFP
2. THE Additional Chief Secretary, (FATA)
3. All Administrative Secretaries to Govt. of NWFP.
4. The Secretary to Governor, NWFP.
5. The Secretary to Chief Minister, NWFP.
6. THE Secretary to Provincial Assembly NWFP, Peshawar
7. All District Coordination Officers/ Political Agent in NWFP.
8. The Registrar, Peshawar High Court, Peshawar.
9. The Registrar, NWFP Service Tribunal Peshawar.
10. All Heads of Attached Departments.
11. The Secretary, NWFP Public Service Commission.
12. The Secretary, Board of Revenue NWFP, Peshawar
13. All Heads of Autonomous/ Semi-Autonomous Bodies in NWFP.
14. The Director Anti-Corruption Establishment NWFP, Peshawar.

Subject: PROMOTION OF OFFICERS WHO ARE ON DEPUTATION OR LONG LEAVE

I am directed to refer to the subject noted above and to state that in suppression of this department circular letter No.SOR.VI(E&AD)1-16-Vol;VI, dated 4<sup>th</sup> July, 2006 (Copy enclosed), the competent authority has been pleased to approve the following new guidelines governing the subject matter with immediate effect:-

(i). The civil servants who are on long leave (i.e. one year or more), irrespective of the fact, whether they are within Pakistan or abroad on ex-Pakistan leave, may be considered for promotion on their return from leave. Such officers shall have to earn one Performance Evaluation Report after expiry of leave. Their seniority shall remain intact and shall be determined from the date their junior officer was promoted.

(ii). The civil servants who are on deputation abroad or working with international agencies within Pakistan or abroad will be given intimation and asked to return before their cases come up for consideration. However, they will be considered for promotion after they earn one Performance Evaluation Report. Their seniority shall be determined from the date their junior has been promoted.

A.F.C  
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A.O.H

Attested to be True

(11)

-22-43

D-21

**GOVERNMENT OF NWFP  
WORKS & SERVICES DEPARTMENT**  
Dated Peshawar, the September 16, 2008

**NOTIFICATION**

No. SO(E-II)W&S/4-53(B)/2008. On the recommendations of the Departmental Promotion Committee, the Provincial Government is pleased to appoint the following Sub Engineers in the rank of Assistant Engineers (BPS-17) on acting charge basis with immediate effect in the public interest:-

S.No	Name of Sub Engineers
1.	Mr. Abdur Rahim
2.	Mr. Kinn Muhammad Khan
3.	Mr. Barkatullah
4.	Mir Adam
5.	Mr. Qadeerullah
6.	Mr. Muhammad Ramzan
7.	Mr. Junia Khan
8.	Mr. Muhammad Afzal
9.	Mr. Zafarullah
10.	Mr. Amin Khan

2. The above officers so appointed will remain on probation for a period of one year in terms of section 6(2) of NWFP Civil Servants Act 1973 read with rule 15(1) of NWFP Civil Servants (Appointment, Promotion & transfer) Rules, 1989.

3. Postings / Transfers of the above officers will follow.

**SECRETARY**

No. SO(E-II)W&S/4-53(B)/2008

Dated Peshawar, the Sept 16, 2008

Copy forwarded to the:-

- 1) Accountant General NWFP Peshawar.
- 2) Additional Accountant General Pakistan Revenue Sub Office Pesh.
- 3) Chief Engineer PHE / W&S / FATA Peshawar.
- 4) EDOs W&S / DDOs PHE Works & Services concerned.
- 5) District Accounts Officers concerned.
- 6) PS to Chief Secretary NWFP.
- 7) PS to Secretary Works & Services Department.
- 8) Incharge Computer Cell. W&S Department.
- 9) Officers concerned.
- 10) O/O File / Personal Files.

(SYED BAZAR SHAH)  
SECTION OFFICER (ESTT-II)

-23-

(12)

GOVERNMENT OF NWFP  
PUBLIC HEALTH ENGG DEPARTMENT

Dated Peshawar, the March 06, 2010

NOTIFICATION

No.SO(Estt)/PHED/1-9-/2010.

In pursuance of the provisions contained in sub-rule (2) of rule 3 of the North-West Frontier Province Civil Servants (Appointment, Promotion & Transfer) Rules, 1989 and in supercession of all previous notifications issued in this behalf, the Public Health Engineering Department in consultation with the Establishment Department and the Finance Department, hereby lays down the method of recruitment, qualification and other conditions specified in Column No. 3 to 5 of the Appendix appended to this notification which shall be applicable to the posts as mentioned in Column No.2 of the said Appendix.

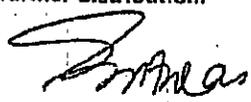
(ENGR. AHMAD JAN)  
SECRETARY TO GOVT OF NWFP  
PUBLIC HEALTH ENGG DEPARTMENT

No.SO(Estt)/PHED/1-9-/2010.

Dated Peshawar, the March 06, 2010

Copy forwarded for information to the:-

1. All Administrative Secretaries to the Govt. of NWFP Peshawar
2. Secretary to Governor NWFP.
3. Secretary to Govt of NWFP, Establishment (E&A) Department Peshawar
4. Secretary to Govt of NWFP, Law Department Peshawar
5. Principal Secretary to Chief Minister NWFP.
6. PS to Chief Secretary NWFP.
7. PS to Additional Chief Secretary NWFP Peshawar
8. PS to Additional Chief Secretary, Home NWFP Peshawar
9. PS to Additional Chief Secretary FATA Peshawar
10. Accountant General NWFP Peshawar.
11. Additional Accountant General (PR), Sub Office Peshawar.
12. Chief Engineer (South/North) PHE Department NWFP Peshawar.
13. Secretary Public Service Commission Peshawar w/r to his letter No.NWFP/PSC/Liv/2010/08527 dated 12.02.2010.
14. Registrar Peshawar High Court Peshawar.
15. Registrar NWFP Service Tribunal Peshawar.
16. All Superintending Engineers in PHE Department NWFP
17. All Executive Engineers in PHE Department NWFP
18. PS to Secretary PHE Department NWFP Peshawar
19. Office Order File
20. Manager Government Printing Press NWFP Peshawar. He is requested to supply 50-copies of the printed gazette for further distribution.

  
(SHABBIR AHMED AWAN)  
SECTION OFFICER(ESTT)

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APPENDIX

S.No.	Nomenclature of post.	Minimum qualification required for appointment.	Age limit.	Method of recruitment.
1.	2.	3.	4.	5.
<b>1. Engineering Cadre:</b>				
1.	Chief Engineer (BS-20).			By promotion, on the basis of selection on merit, from amongst the Superintending Engineers/Directors Design/Directors (Planning and Monitoring)/Executive District Officers with at least seventeen years service in BS-17 and above, possessing degree in B.E/B.Sc Engineering (Civil) from a recognized University.
2.	Superintending Engineer / Director Design / Director (Planning and Monitoring)/Executive District Officer (BS-19).			By promotion, on the basis of seniority-cum-fitness, from amongst the Executive Engineers/ Design Engineers/Technical Officers/Deputy District Officers with twelve years of service in BS-17 and above, possessing degree in B.E/B.Sc Engineering (Civil) from a recognized University.
3.	Executive Engineer/ Design Engineer/ Technical Officer/ Deputy District Officer (BS-18).			By promotion, on the basis of seniority-cum-fitness, from amongst Assistant Engineers/Assistant Design Engineers/Sub Divisional Officers/Assistant District Officers possessing degree in B.E/B.Sc Engineering (Civil) from a recognized University with five years service as such.

*[Signature]*

(Name of the Officer)

25

4.	Assistant Engineer/ Assistant Design Engineer/Sub Divisional Officer/ Assistant District Officer (BS-17).	Degree in B.E/B.Sc Engineering (Civil) from a recognized University.	21 to 32 years	<p>(a) Ten per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Sub-Engineers who possessed Degree of B.E/B.Sc Engineering (Civil) from a recognized University;</p> <p><u>Note:</u> The seniority for the purpose of promotion shall be reckoned from the date of acquiring degree of B.E/B.Sc Engineering (Civil) from a recognized University.</p> <p>(b) twenty per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Sub-Engineers who hold a diploma and have passed Departmental Professional Examination with at least ten years service as such; and</p> <p>(c) seventy per cent by initial recruitment.</p>
5.	Sub Engineer (BS-11).	Diploma of Associate Engineering (Civil) / Electrical / Mechanical from a recognized Technical Board.	18 to 30 years	<p>(a) Ten per cent by transfer, from amongst the Draftsmen with seven years service as such, having Diploma in Civil/Electrical/Mechanical Technology from a recognized Board; and</p> <p>(b) ninety per cent by initial recruitment;</p>
<b>II. Ministerial Establishment:</b>				
6.	Budget and Accounts Officer/Administrative Officer (BS-17).			By promotion, on the basis of seniority-cum-fitness, from amongst the Superintendents with five years service as such.
7.	Superintendent (BS-16).			<p>(a) Seventy per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Assistants with five years service as such; and</p> <p>(b) thirty per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Senior Scale Stenographers with five years service as such.</p>

*[Signature]*  
 Section Officer (Civil)  
 Public Works Department

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OFFICE OF THE CHIEF ENGINEER(SOUTH)-  
PUBLIC HEALTH ENGG:DEPARTMENT  
KHYBER PAKHTUNKHWA PESHAWAR.

No. 07 /E-16 /PHE

Dated Pesh: the 30/16 /2010.

**NOTIFICATION.**

In pursuance of Establishment & Administration Department's Order No.SO(O&M)E&AD/2-22/2006-Vol-IV dated 24.11.2009 & Notification No.SO(O&M)E&AD/2-22/2006/Vol-III, dated 24.11.2009, and under sub section (1) 8 of the NWFP Civil Servants Act 1973, the final Seniority of Graduate Sub Engineers (BPS-11) of the Public Health Engineering Department, as per existing Service Rules of PHE as it stood on 30.06.2010 is notified as detailed below:-

Seniority No.	Name of Official	Father's Name	Home District	Qualification	Date of Birth	Date of Appointment to PWD.	Date of Appointment to Class	Remarks.
1	Noor ul Basar	Rahmat Gul	Hangu	B.Sc (C) 1987	13.08.1959	21.11.1992	21.11.1992	
2	Kifayatullah Khan	Sebrullah Jan	Bannu	B.Sc (C) 1992	14.01.1969	16.09.1993	16.09.1993	
3	Abdur Rahim-II	Ghaffar Khan	Bannu	B.Sc (C) 1990	25.08.1965	16.09.1993	16.09.1993	
4	Khan Muhammad Khan	Sharif Khan	N.W.A	B.Sc (C) 1991	02.04.1968	16.09.1993	16.09.1993	
5	Yousaf Khan	Asaf Khan	Swat	B.Sc (C) 1992	01.03.1969	22.09.1993	22.09.1993	
6	Barkatullah	Lal Saleh Din	N.W.A.	B.Sc (C) 1998	07.03.1961	18.12.1985	18.12.1985	
7	Mir Adam	Sher Ahmad Khan	FR Bannu	B.Sc (C) 1999	28.02.1966	17.10.1987	17.10.1987	
8	Iftikhar Ahmad	Hashim Ali Khan	Peshawar	B.Sc (C) 2007	04.02.1966	29.12.1985	31.01.2009	

Agreed

K. Nur - RO.

Khan Mohd Agreed

*[Signature]*

Agreed

*[Signature]*  
Fayazullah

- Copy to the:-
- 1) Section Officer (Estt) PHE Department, Peshawar.
  - 2) All Superintending Engineers PHED in K.P.K.
  - 3) All Executive Engineers PHED in K.P.K.

*[Signature]*  
CHIEF ENGINEER

*[Signature]*  
Chief Engineer (North)  
Public Health Engineering Department  
Khyber Pakhtunkhwa Peshawar.

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Seniority  
Seniority  
Seniority

*[Signature]*

-26-

GOVERNMENT OF KHYBER PAKHTUNKHWA  
PUBLIC HEALTH ENGINEERING DEPARTMENT

Dated Peshawar, the August- 30, 2010

-27-

NOTIFICATION

No.SO(Estt)/PHED/4-53(B)/2010 On the recommendations of the Departmental Promotion committee, the Competent Authority is pleased to promote the following Sub Engineers/acting charge SDOs to the rank of Assistant Engineers/SDOs (BPS-17) on regular basis with immediate effect, in the public interest:-

1. Mr. Qadeer Ullah
2. Mr. Zafar Ullah
3. Mr. Muhammad Ramzan
4. Mr. Muhammad Afzal
5. Mr. Amin Khan
6. Mr. Kifayat Ullah Khan
7. Mr. Abdur Rahim-II
8. Mr. Khan Muhammad Khan

2. The above officers so promoted will remain on probation for a period of one year in terms of Section 6(2) of Khyber Pakhtunkhwa Civil Servants Act 1973 read with rule 15(1) of Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion & Transfer) Rules, 1989.

3. Postings/transfers of the above officer will follow.

*Sd/-*  
SECRETARY PHED

Enclst: No.SO(Estt)/PHED/4-53(B)/2010

Dated Peshawar, the August 30, 2010

Copy is forwarded for information & necessary action to the:-

1. Accountant General, Khyber Pakhtunkhwa Peshawar
2. Additional Accountant General Pakistan Revenue Sub Office Peshawar
3. Chief Engineer (South) PHE Department Khyber Pakhtunkhwa Peshawar
4. Chief Engineer (North) PHE Department Khyber Pakhtunkhwa Peshawar
5. Chief Engineer (FATA) Works & Services Department Peshawar
6. Superintending Engineers PHE concerned.
7. Executive Engineer PHE concerned
8. District/Agency Accounts Officers concerned.
9. PS to Chief Secretary Khyber Pakhtunkhwa Peshawar
10. Director Information Khyber Pakhtunkhwa Peshawar
11. Director Press & Publication Khyber Pakhtunkhwa Peshawar
12. PS to Secretary PHE Department Khyber Pakhtunkhwa Peshawar
13. Officers concerned.
14. Office Order/Personal files.

*Shabbir Ahmad Awan*  
(SHABBIR AHMAD AWAN)  
SECTION OFFICER (ESTT)

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To be preserved  
u/f 10-10-2001  
when chief engineer of the court  
DPC

-28-

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR.

Appeal No. 102/2011

Kifayatullah Khan, SDO, Public Health Engg.  
Sub-Division No.1, Peshawar.

(Appellant)

VERSUS

1. The Chief Secretary, Government of Khyber Pakhtunkhwa, Peshawar.
2. The Secretary, Government of Khyber Pakhtunkhwa, Public Health Engineer Department, Peshawar.
3. The Chief Engineer, Public Health Engineering Department, Khyber Pakhtunkhwa, Peshawar.

(Respondents).

S.No.	Date of hearing	Order/other proceedings of the court with signature of Judge/Magistrate.
1	2 17.7.2012	3 Appellant with counsel and Mr. Arshad Alam, AGP with Naseem Khan, Stenographer for the respondents present. Arguments heard and record perused.  2. This is an appeal filed by Kifayatullah Khan, the appellant under Section 4 of the Khyber Pakhtunkhwa Service Tribunal act 1974, against the order dated 30.8.2010 whereby he has been promoted to BPS- 17 with immediate effect. It has been prayed that on acceptance of the appeal, the respondents may be directed to consider the appellant for promotion to BPS-17 from retrospective date i.e. when the vacancy was available or w.e.f. 16.9.2008, the date when his juniors were promoted on acting charge basis.  3. Counsel for the appellant argued that the appellant joined the Public Health Engineering Department as Sub Engineer on 16.9.1993. According to Service Rules dated 19.1.2007, five percent quota of promotion has been fixed for Graduate Engineers for further promotion to the post of Assistant Engineers/Assistant Directors from amongst the Sub Engineers who possessed Degree of B.E/B.Sc. Engg. (Civil) at the time of their joining service. The rule were further amended vide notification dated 6.12.2010 but quota of 5% for graduate Engineers remained intact. The appellant submitted an application for promotion on

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16.6.2008, which was replied by the department with the remarks that he would be considered for promotion after earning one P.E.R from return of four years and three months leave. On 16.9.2008, some officials were promoted against which the appellant filed departmental appeal. In response to his departmental appeal, the appellant was informed that he would be considered for promotion in the next DPC meeting, vide letter dated 15.7.2009. He further argued that in the minutes of the DPC meeting held on 10.10.2009, Working Papers of the appellant were sent for consideration and he was shown fit for promotion but deferred for promotion due to incomplete record but without any indication as to how the record of the appellant was incomplete. If the record was incomplete then it was the responsibility of the respondents for which the appellant should not suffer. Finally vide order dated 30.8.2010, the appellant has been promoted but with immediate instead of ante-dation of his promotion from the date when his juniors were promoted.

4. The learned AGP argued that the appellant was on four years and three months long leave w.e.f. 1.10.2003 to 16.1.2008 during which he worked for Frontier Constabulary on contract basis and enjoyed full financial benefits. The appellant would only be eligible after earning one PER after expiry of his leave as per Government of Khyber Pakhtunkhwa instructions contained in Circular letter No. SOR-VI/E&A/1-16/2005, dated 9.5.2008, wherein it has been stated that civil servants who are on long leave may be considered for promotion on their return from leave after earning one PER after expiry of their leave. Therefore, the appellant was not entitled to be considered for promotion during the relevant time. He further argued that after fulfilment of all the conditions, the appellant was considered and recommended for promotion by the DPC and was promoted to BPS-17 on regular basis vide notification dated 30.8.2010 and there was no discrimination with him.

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5. The Tribunal observes that the appellant joined the Public Health Engineering Department as Sub Engineer on 16.9.1993. According to Service Rules dated 19.1.2007, five percent quota of promotion has been fixed for Graduate Engineers for further promotion to the post of Assistant Engineers/Assistant Directors from amongst the Sub Engineers who possessed Degree of B.E/B.Sc. Engg. (Civil) at the time of their joining service. The rest quota fixed for other categories. The appellant availed four years and three months leave w.e.f. 1.10.2003 to 16.1.2008. After expiry of leave, the case of appellant was not considered for promotion to BPS- 17 for want of earning one PER after expiry of his leave as per Government of Khyber Pakhtunkhwa instructions contained Circular letter No. SOR-VI/E&A/1-16/2005, dated 9.5.2008, wherein it has been stated that civil servants who are on long leave may be considered for promotion on their return from leave after earning one PER. His working paper were again prepared and considered for promotion to the post of Assistant District Officer (BPS-17) but deferred for the time being due to incomplete service record by the DPC in its meeting held on 10.10.2009. Official record of the appellant was in possession of the department and it was the responsibilities of concerned officials for which the appellant could not be suffered. The appellant was later on considered and promoted to BPS-17 on regular basis vide notification dated 30.8.2010, with immediate effect instead of 10.10.2009.

6. In view of the above, the appeal is accepted to the extent that the respondents are directed to consider the appellant for promotion w.e.f. 10.10.2009, i.e. date on which he was deferred by the DPC although he had earned PER for one year after expiry of leave. Parties are left to bear their own costs. File be consigned to the record.

ANNOUNCED  
17.7.2012

(FAREEDULLAH KHAN)  
MEMBER

(SYED MANZOOR ALI SHAH)  
MEMBER

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**PUBLIC HEALTH ENGG: DEPARTMENT**

No.SO(Estt)/PHED/13-1/77

Dated Peshawar, the January 31, 2012

To

The Special Secretary (Regulation),  
Establishment Department Peshawar

-31-

Subject: ADVICE FOR FIXATION OF SENIORITY.

Dear Sir,

I am directed to refer to the subject noted above and to state that according to the Service Rules, the method of appointment to the post of SDOs (B-17) in the joint Works & Services Department (for PHE Wing) used to be as under (Flag-A):-

- 1) 70% by initial recruitment.
- 2) 5% by promotion on merit from amongst the Sub Engineers who possessed Degree of B.E/B.Sc Engg (Civil) at the time of their joining service.
- 3) 5% by promotion on merit from amongst the Sub Engineers who have acquired the Degree of B.E / B.Sc (Civil) during service. The seniority to be determined from the date of acquiring degree.
- 4) 20% by promotion on the basis of merit from amongst the Sub Engineer who hold a Diploma and have passed Departmental Professional Examination with at least 10-years service as such.

2. There were 54-posts of SDOs were on the sanctioned strength of Works & Services Department for PHE Wing, out of which, 8-No posts were lying vacant as per detail given at Flag-B.

3. In order to fill-in the vacant posts of SDOs, a meeting of the DPC was held on 03-03-2008 under the chairmanship of Secretary W&S Department and the following 06-Nos Sub Engineers from amongst the category of Diploma Holder Sub Engineers (BS-16) and In-Service Graduate Sub Engineers (BS-11) were promoted to the post of SDO (BS-17) as per their due share of promotion i.e. 20% & 5% respectively as per minutes of the meeting dated 03.03.2008 (Flag-C):-

Diploma holder Sub Engineers

1. Mr.Amanullah
2. Mr.Muhammad Ismail Zahid
3. Mr.Ghulam Muhammad
4. Mr. Sajjad ur Rehman

In-Service Graduate Sub Engineers

1. Mr. Amil Amuhammad
2. Mr. Shahzada Behram

4. Whereas according to minutes of the DPC meeting dated 03.03.2008 (Flag-C), the promotion case of Direct Graduate Sub Engineers (BS-11) against the available 2-No vacancies was considered and deferred by the DPC and an internal committee comprising Chief Engineer PHE, Deputy Secretary (Admn) and Section Officer (Estt-II) W&S Department was constituted to re-examine the case in light of relevant rules and submit report to the DPC for consideration in its next meeting.

5. The fact about this category (Direct Graduate Sub Engineers) was that their due share of 3-posts under 5% quota had already been over and above saturated as against 03-Nos posts of SDOs, a total number of following 04-SDOs were already working as SDOs (B-17) in excess of their due right of 3-Nos posts:-

- 1) Qazi Zain ud Din
- 2) Hassan Khan
- 3) Taj Ali; and
- 4) Nasir Latif

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6. Similarly, a Working Paper was prepare (Flag-D) for filling-in 10-vacant posts against the incumbents, belonging to 70% initial recruitment quota, recommending 2-Sub Engineers each from the category of Direct Graduate Sub Engineers & In-Service Graduate Sub Engineers and 6-Nos Sub Engineers from the category of Diploma Holder Sub Engineers (Para

7-A, B & C of Flag-E refers) (total 10-Nos) for promotion to the posts of SDOs (BS-17) on acting charge basis. In the said Working Paper, Mr.Kifayatullah, was shown to have recently returned from long leave and posted as ADO (OPS) PHE Hangu, as the official concerned had already submitted arrival on 17-01-2008, whereas, in the decision of the Supreme Court of Pakistan dated 16-03-2011, the official concerned has been shown as on long leave which is not based on facts. However, the DPC agreed only to the promotion on acting charge basis of the following 2-Nos Sub Engineers each from the category of Direct Graduate Sub Engineers & In-Service Graduate Sub Engineers and 6-Nos from the category of Diploma Holder Sub Engineer, whom promotion orders were notified vide notification dated 16<sup>th</sup> September, 2008 (Flag-F):-

S.No	Name of Sub Engineers promoted as SDO	Category to which belongs	Due share as per Service Rules against 10-Nos vacant posts	FORMULA	Total promoted in each category
1.	Mr.Abdur Rahim	Direct Graduate Sub Engineers	5%	$\frac{10 \times 5}{30} = 1.67$ Say 02	02
2.	Khan Muhammad				
3.	Barkatullah	In-Service Graduate Sub Engineers	5%	$\frac{10 \times 5}{30} = 1.67$ Say 02	02
4.	Mir Adam				
5.	Qadeerullah	Diploma Holder Sub Engineers	20%	$\frac{10 \times 20}{30} = 6.67$ Say= 06	06
6.	Muhammad Ramzan				
7.	Juma Khan (Now deceased)				
8.	Muhammad Afzal				
9.	Zafarullah				
10.	Amin Khan				
Total					10

7. From the category of Direct Graduate Sub Engineers, one Mr.Noor ul Basar (at S.No.1), was not considered for promotion as SDO on acting charge basis as his whereabouts were not known to the department and the other one i.e. Mr.Kifayatullah (at S.No.2) who, after availing long leave, reported arrival in the department on 17-01-2008, was not considered by the DPC for promotion as SDO on acting charge basis for want of earning one Calendar year PER / ACR after availing long leave as per promotion policy of the Provincial Government.

8. Later-on in the wake of occurrence of 2-Nos vacancies in the categories of Direct Graduate SDOs (B-17) due to promotion of Mr. Hassan Khan and Mr. Nasir Latif to the rank of XEN (BS-18), M/s Kifatullah, Abdur Rahim and Khan Muhammad were promoted as SDOs (BS-17) on regular basis as per order dated 30<sup>th</sup> August, 2010 (Flag-G), thus the DPC extinguished their claim of promotion on regular basis.

9. However, M/s Abdur Rahim and Khan Muhammad SDOs challenged the order of promotion dated 16<sup>th</sup> September, 2008, in the Service Tribunal Peshawar, seeking promotion on regular basis instead of acting charge basis. Para-wise comments were submitted in the Tribunal taking the earlier stand of the department that their 05% quota had already been over and above saturated. The Service Tribunal, in its judgment dated 03-06-2009 (Flag-H), decided the case in favour of the department by contending that "we do not find any merit in the present appeals and we dispose off them accordingly".

10. M/s Abdur Rahim and Khan Muhammad SDOs filed appeal in the Supreme Court of Pakistan against the decision of the Service Tribunal. The Supreme Court of Pakistan, in its judgment dated 16-03-2011 (Flag-J) has inter-alia pointed out as under:-

"We have inquired from the learned Additional Advocate General as to whether if an officer is on long leave, could it debar the Departmental Promotion Committee to promote the officer next in line. He cannot offer any plausible explanation. We have noticed that the NWFP Government has itself laid down policy in its letter dated 04-07-2006, which provides that no post should be reserved for the officers who are on deputation abroad or on long leave and the next officer(s) should be considered for promotion. The officer who is on long leave or on deputation abroad should be considered for promotion on his return after he earns one PER. His seniority shall be determined from the date of promotion.

11. The Supreme Court of Pakistan, in the concluding para, contended that "we accordingly set aside the judgments of the learned Tribunal while converting these petitions into appeals and allow the same. The office order dated 16-09-2008 of the respondent No.1 (Secretary PHE) be modified / amended to the extent that services of the appellants shall be deemed to be made on regular basis with all service benefits.

12. The Law Department was approached to offer its advice whether the case is fit for filing Review Petition in the Supreme Court of Pakistan against its judgment dated 16/03/2011 so as to avoid subsequent complication of litigation for the department.

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13. The Law Department after arrangement of a meeting of the Committee comprising, forwarded minutes of the said meeting (Flag-K) stating therein that the Addl Advocate General apprised the committee that he perused all the relevant record particularly the judgment of Supreme Court of Pakistan dated 16.03.2011 against which review was sought by this department and they came to know that nothing adverse was available against the interest of Provincial Government. He has further added that at most a private respondent adversely effected from the judgment who also has got the legal remedy by approaching the court/Tribunal, for the redressal of his grievances. Accordingly the department notified the promotion of appellants on regular basis in compliance to the aforementioned judgment of the Supreme Court of Pakistan (Flag-L).

14. Furthermore, Mr. Barkatullah and Mr. Mir Adam (In-service Graduate Sub Engineers) who have also been promoted to the post of SDO on acting charge basis along with Mr. Abdur Rahim and Mr. Khan Muhammad in light of recommendations of the same DPC, also submitted applications for conversion of their promotion from acting charge basis to the regular basis.

15. The Law Department was approached to offer their advice whether the above-mentioned In-service Graduate Sub Engineers, who have not challenged the order in the Court of Law, are entitled for the said concession/legal right for conversion of their promotion from acting charge basis to the regular basis in pursuance of the aforementioned judgment of the Supreme Court of Pakistan dated 16.03.2011 or otherwise. In light of advice of the Law Department (Flag-M), the department also notified the promotion of other two in-service graduate Sub Engineers on regular basis w.e.f. 16.09.2008.

16. In view of above, it is requested that this department may kindly advised about fixation of seniority of the above mentioned graduate Sub Engineers.

Yours faithfully

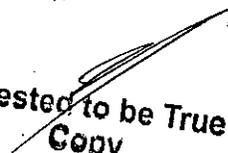
Encls: As above.

  
(SHABBIR AHMAD AWAN)  
SECTION OFFICER (ESTT)

ENDST: OF EVEN NO. & DATE

Copy forwarded to PS to Secretary PHE Department Peshawar for information.

  
SECTION OFFICER (ESTT)

  
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in the  
SD  
Khyber Pakhtunkhwa

-34-

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GOVERNMENT OF KHYBER PAKHTUNKHWA  
ESTABLISHMENT & ADMN: DEPARTMENT  
(REGULATION WING)

No.SOR-V(E&AD)15-3/2011  
Dated 3<sup>rd</sup> March, 2012

To  
The Secretary to Govt: of Khyber Pakhtunkhwa,  
PHE Department.

Subject: ADVICE FOR FIXATION OF SENIORITY

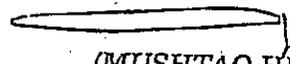
Dear Sir,

I am directed to refer to your letter No.SO(Estt)/PHE/13-1/  
77 dated 31-1-2012 on the subject and to inform that as per Para-IV (a) and  
Para-V (d) of promotion policy (copy attached) the seniority of the officer  
deferred for want of PER remains intact. Similarly as per explanation-I of  
Rule-17(b) of the Appointment, Promotion & Transfer Rules 1989:

"If a junior person in a lower post is promoted to a higher post  
temporarily in the public interest, even though continuing later  
permanently in the higher post, it would not adversely affect the  
interests of his seniors in fixation of his seniority in the higher post"

2. The matter may be examined in light of above and settled  
accordingly.

Yours faithfully,

  
(MUSHTAQ HUSSAIN)  
Deputy Secretary (Reg-II)

Encls: As above.

A.T.C  
2  
A.C.O.R

Attested to be True  
Copy

35

### Promotion Policy

In order to consolidate the existing Promotion Policy, which is embodied in several circular letters issued in piecemeal from time to time, and to facilitate the line departments at every level in prompt processing of promotion cases of Provincial civil servants, it has been decided to issue the "North-West Frontier Province Civil Servants Promotion Policy, 2009" duly approved by the competent authority, for information and compliance by all concerned. This Policy will apply to promotions of all civil servants holding appointment on regular basis and will come into effect immediately. The Policy consists of the provisions given hereunder:-

#### I. Length of service.

(a) Minimum length of service for promotion to posts in various basic scales will be as under:

Basic Scale 18 :	5 years' service in BS-17
Basic Scale 19 :	12 years' service in BS-17 & above
Basic Scale 20 :	17 years' service in BS-17 & above

No proposal for promotion shall be entertained unless the condition of the prescribed length of service is fulfilled.

(b) Service in the lower pay scales for promotion to BP-18 shall be counted as follows:

- (i) Half of the service in BS-16 and one fourth in Basic Scales lower than 16; if any, shall be counted as service in Basic Scale 17.
- (ii) Where initial recruitment takes place in Basic Scale 18 and 19, the length of service prescribed for promotion to higher Basic Scales shall be reduced as indicated below:

Basic Scale 19 :	7 years' service in BS-18
Basic Scale 20 :	10 years' service in BS-18 and above. or 3 years' service in BS-19.

#### II. Linking of promotion with training:

(a) Successful completion of the following trainings is mandatory for promotions of officers of the Provincial Civil Service / Provincial Management Service to various Basic Scales:

- Mid-Career Management Course at National Institute of Management (NIM) for promotion to BS-19
- Senior Management Course at National Management College, Lahore for promotion to BS-20
- National Management Course at National Management College, Lahore for promotion to BS-21

(b) This condition will not be applicable to civil servants in specialized cadres such as Doctors, Teachers, Professors, Research Scientists and incumbents of purely

*Attested to be True  
Copy*

(i) The outstanding grading shall be awarded to officers showing exceptional performance but in no case should exceed 10% of the officers reported on. The grading is not to be printed in the PER form but the reporting officer while rating officer as "outstanding" may draw another box in his own hand in the form, initial and write outstanding on the descriptive side. Convincing justification for the award shall be recorded by the reporting /countersigning officer. The discretion of awarding "outstanding" is to be exercised extremely sparingly and the award must be merited.

(j) The quantification formula and instructions for working out quantified scores are annexed.

#### IV Promotion of officers who are on deputation, long leave, foreign training:

- (a) The civil servants who are on long leave i.e. one year or more, whether within or outside Pakistan, may be considered for promotion on their return from leave after earning one calendar PER. Their seniority shall, however, remain intact.
- b) The civil servants who are on deputation abroad or working with international agencies within Pakistan or abroad, will be asked to return before their cases come up for consideration. If they fail to return, they will not be considered for promotion. They will be considered for promotion after earning one calendar PER and their seniority shall remain intact.
- c) <sup>78</sup>In case of projects partially or fully funded by the Federal or Provincial Government, where PERs are written by officers of Provincial Government, the condition of earning one calendar PER shall not be applicable. The officers on deputation to projects shall be considered for promotion. However, after promotion they will have to actualize their promotion within their cadre.
- d) The civil servants on deputation to Federal Government, Provincial Government, autonomous/semi-autonomous organization shall be considered for promotion and informed to actualize their promotion within their cadres. They shall have to stay and not be allowed to go back immediately after promotion. Such stay shall be not less than a minimum of two years. If he/she declines his/her actual promotion will take place only when he/she returns to his/her parent cadre. His/her seniority in the higher post shall, however, stand protected.
- e) The cases of promotion of civil servants who have not successfully completed the prescribed mandatory training (MCMC, SMC & NMC) or have not passed the departmental examination for reasons beyond control, shall be deferred.
- f) Promotion of officers still on probation after their promotion in their existing Basic Scales shall not be considered.
- g) A civil servant initially appointed to a post in a Government Department but retaining lien in a department shall not be considered for promotion in his parent department.

<sup>71</sup> para 1 (iv)(c) substituted vide circular letter No. SORIV/E&AD/1-16/2006, dated 19.4.2010

Attested to be True  
Cup.

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**Statutory provision regarding Appointment.**

Section 5 of Civil Servants Act, 1973 - Appointment to a civil service of the Province or to a civil post in connection with the affairs of the Province shall be made in the prescribed manner by the Governor or by a person authorised by the Governor in that behalf.

**THE NORTH-WEST FRONTIER PROVINCE  
CIVIL SERVANTS (APPOINTMENT, PROMOTION &  
TRANSFER) RULES, 1989.**

**PART-I**

**GENERAL**

1. **Short title and commencement:** - (1) These rules may be called the North-West Frontier Province Civil Servants (Appointment, Promotion and Transfer) Rules, 1989.

(2) They shall come into force at once.

2. **Definitions:**-(1) In these rules, unless the context otherwise requires:-

(a) "Appointing Authority" in relation to a post, means the persons authorized under rule 4 to make appointment to that post;

(b) "Basic Pay Scale" means the Basic Pay Scale for the time being sanctioned by Government, in which a post or a group of posts is placed;

(c) "Commission" means the North West Frontier Province Public Service Commission;

<sup>29</sup> (d) "Departmental Promotion Committee" means a committee constituted for making selection for promotion or transfer to such posts under a Department, or offices of Government, which do not fall within the purview of the Provincial Selection Board;

<sup>30</sup> (dd) "Departmental Selection Board" means a Board constituted for the purpose of making selection for initial recruitment /appointment to posts under a Department or office of Government in Basic Pay Scale 17 not falling within the purview of the Commission:

Provided that more than one such committees may be constituted for civil servants holding different scales of pay".

(e) "Departmental Selection Committee" means a committee constituted for the purpose of making selection for initial appointment to posts under a department, or office of Government [in Basic Pay Scale 17 and below not falling within the purview of the Commission];

(f) "Post" means a post sanctioned in connection with the affairs of the Province, but not allocated to all Pakistan Unified Grades ; and

<sup>31</sup> (g) "Provincial Selection Board" means the Board constituted by Government for the purpose of selection of civil servants for promotion or transfer to posts in respect

<sup>29</sup> Substituted by Clause (d) of sub-rule (1) of Rule-2 vide Notification No. SOR-I (S&GAD) 4-1/80 (Vol-II) dated 14-01-92.

<sup>30</sup> Clause (dd) added by Notification No. SOR-III (S&GAD) 2-7/86, dated 8-12-1994

<sup>31</sup> Clause (g) substituted by Notification No. SOR-I(S&GAD) 4-1/80/II, dated 14-01-1992.

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## PART-V

## PROBATION AND CONFIRMATION

<sup>54</sup>15. **Probation.** ----- (1) Persons appointed to posts by initial recruitment, promotion or transfer shall be on probation for a period of one year.

(2) The appointing authority, if considers necessary, may extend the probation period for one year as may be specified at the time of appointment. ✓

(3) On the successful completion of probation period, the appointing authority shall, by specific order, terminate the probation.

Provided that if no specific order is issued on the expiry of the first year of probation period, the period of probation shall be deemed to have been extended under sub-rule (2):

Provided further that if no specific order is issued on the expiry of the extended period of probation, the period of probation shall be deemed to have been successfully completed.

16. **Confirmation:**-After satisfactory completion of the probationary period, a civil servant shall be confirmed; provided that he holds a substantive post, provided further that a civil servant shall not be deemed to have satisfactorily completed his period of probation, if he has failed to pass an examination, test or course or has failed to complete successfully a training prescribed within the meaning of sub-section (3) of Section 6 of the North West Frontier Province Civil Servants Act, 1973.

## PART-VI

## SENIORITY

17. **Seniority :-** (1) the seniority inter se of civil servants <sup>55</sup>(appointed to a service, cadre or post) shall be determined:-

- (a) in the case of persons appointed by initial recruitment, in accordance with the order of merit assigned by the Commission <sup>56</sup>[or as the case may be, the Departmental Selection Committee;] provided that persons selected for appointment to post in an earlier selection shall rank senior to the persons selected in a later selection; and ✓
- (b) in the case of civil servants appointed otherwise, with reference to the date of their continuous regular appointment in the post; provided that civil servants selected for promotion to a higher post in one batch shall, on their promotion to the higher post, retain their inter se seniority as in the lower post. ✓

**Explanation-I:-** If a junior person in a lower post is promoted to a higher post temporarily in the public interest, even though continuing later permanently in the higher

<sup>54</sup> Rule-15 substituted vide Notification No. SOR-VI/E&AD/1-3/2009/Vol-VIII dated 16-2-2010.

<sup>55</sup> Substituted for the words appointment to a post in the same basic pay scale in a cadre by Notification No. SOR-I(S&GAD)4-1/80, dated 17-05-1989.

<sup>56</sup> The words inserted by Notification No. SOR-I(S&GAD)4-1/80/II, dated 04-02-1996.

Attested to be True  
Copy

post, it would not adversely effect the interest of his seniors in fixation of his seniority in the higher post.

*used*  
**Explanation-II:-** If a junior person in a lower post is promoted to a higher post by superseding a senior person and subsequently that senior person is also promoted the person promoted first shall rank senior to the person promoted subsequently; provided that junior person shall not be deemed to have superseded a senior person if the case of the senior person is deferred for the time being for want of certain information or for incomplete record or for any other reason not attributing to his fault or demerit.

**Explanation-III:-** A junior person shall be deemed to have superseded a senior person only if both the junior and the senior persons were considered for the higher post and the junior person was appointed in preference to the senior person.

(2) Seniority in various cadres of civil servants appointed by initial recruitment vis-à-vis those appointed otherwise shall be determined with reference to the dates of their regular appointment to a post in that cadre; provided that if two dates are the same, the person appointed otherwise shall rank senior to the person appointed by initial recruitment.

<sup>57</sup>(3) In the event of merger/restructuring of the Departments, Attached Departments or Subordinate Offices, the inter se seniority of civil servants affected by the merger/restructuring as aforesaid shall be determined in accordance with the date of their regular appointment to a cadre or post.

<sup>58</sup>(4) The inter-se-seniority of civil servants in a certain cadre to which promotion is made from different lower posts, carrying the same pay scale shall be determined from the date of regular appointment/promotion of the civil servants in the lower post.

Provided that if the date of regular appointment of two or more civil servants in the lower post is the same, the civil servant older in age, shall be treated senior.

18. **General Rules:** - In all matters not expressly provided for in these rules, civil servants shall be governed by such rules as have been or may hereafter be prescribed by Government and made applicable to them.

19. **Repeal:-** The North-West Frontier Province Civil Servants (Appointment, Promotion and Transfer) Rules, 1975, are hereby repealed.

<sup>57</sup> Sub-rule (3) of Rule 17 added vide Notification No. SOR-I(E&AD)4-1/80/IV, dated 28-5-2002.

<sup>58</sup> Sub-rule (4) of Rule 17 added vide Notification No.SOR-VI (E&AD) 1-3/2008 dated 19<sup>th</sup> November, 2009.

Attested to be True  
 Copy

-40-

Amir Khan

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The Secretary to Govt: of Khyber Pakhtunkhwa,  
Public Health Engg: Department, Peshawar

Subject: REQUEST FOR FIXATION OF SENIORITY.

R/Sir,

With due respect it is submitted that the undersigned has joined the Public Health Engg: Department as a Sub Engineer (BPS-11) on 17-10-1987. Subsequently, promoted to the post of Assistant Engineer/SDO (BPS-17) on 16-09-2008 and later-on to the post of Executive Engineer (BPS-18) on 15-09-2014.

2. It is worth mentioning that our seniority in the initial cadre of Sub Engineer was fixed from the date of acquiring Degree and the name of undersigned was placed after my colleague Mr. Barkat Ullah. However, the Khyber Pakhtunkhwa Civil Servants Act, 1973 (Annex-I) provides that seniority in a post, service or cadre to which a civil servant is appointed/promoted shall take effect from the date of regular appointment to that post.

3. Moreover, the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion & Transfer) Rules, 1989 (Annex-II) also provides that seniority in various cadres of civil servants appointed by initial recruitment viz-aviz those appointed otherwise shall be determined with reference to the dates of their regular appointment to a post in that cadre. The rules ibid also provides that the inter-se-seniority of civil servants in a certain cadre to which is made from different lower posts, carrying the same pay scale shall be determined from the date of regular appointment/promotion of the civil servants in the lower post.

4. It is pointed out that the C&W Department's notification dated 14-10-2014 (Annex-III) reveals that they have fixed the seniority of Sub Engineers from the date of their initial appointment.

5. In view of the above, it is humbly requested that my seniority may kindly be fixed/determined from the date of initial appointment instead of the date of acquiring Degree, as a result of same, my name may be placed after the name of Mr. Shahzada Behram and prior to Mr. Kifayat Ullah Khan in the seniority list of Executive Engineers (Annex-IV).

Yours faithfully,

Attested

(Engr. Mir Adam Khan)  
Executive Engineer  
PHE Division Merged Areas  
Peshawar

25/3/14

Attested to be True  
Copy

GOVT OF KHYBER PAKHTUNKHWA  
PUBLIC HEALTH ENGG: DEPARTMENT

Dated Peshawar, the June 03, 2011

NOTIFICATION

No.SO(Est(I)/PHED/4-53/B/2011 In compliance to the Judgment of Supreme Court of Pakistan dated 16.03.2011 in Civil Petitions No.438 & 439-P of 2009, acting charge appointment of the following officers of Public Health Engineering Department as Assistant Engineers BPS-17 already notified vide defunct Works & Services Department Notification No.SO(E-II)W&S/4-53(B)/2008 dated 16.09.2008, is hereby ordered on regular basis with all service benefits:-

1. Mr. Abdur Rahim,  
SDO PHE Sub Division Tehsil Ghuzi Haripur
2. Mr. Khan Muhammad Khan,  
PHE Sub Division Miran Shah NWA

2. As such, their seniority shall be fixed in terms of Para-6 of the Establishment & Administration Department letter No.SOR-I(S&GAD)1-29/75, dated 13.04.1987.

(ENGR. YOUSAF JAMAL)  
SECRETARY PHE

Ends: No.SO(Est(I)/PHED/4-53/B/2011

Dated Peshawar, the June 03, 2011

Copy forwarded for information and necessary action to the:-

1. Accountant General Khyber Pakhtunkhwa Peshawar.
2. Accountant General Pakistan Revenue Peshawar.
3. Special Assistant to Chief Minister Khyber Pakhtunkhwa Peshawar.
4. Chief Engineer (North) PHE Department Khyber Pakhtunkhwa, Peshawar.
5. Chief Engineer (South) PHE Department, Khyber Pakhtunkhwa, Peshawar.
6. All Superintending Engineers PHE Department Khyber Pakhtunkhwa.
7. Deputy Secretary (Admn) PHE Department Peshawar
8. Executive Engineer PHE Division Haripur
9. Executive Engineer, Works & Services Building Division NWA Miranshah
10. District Accounts Officer Haripur
11. Agency Accounts Officer NWA at Miransha
12. PS to Secretary PHE Department Khyber Pakhtunkhwa Peshawar.
13. Officers concerned
14. Office Order File/Personal File.

(SHABIR AHMED AWAN)  
SECTION OFFICER (ESTI)

Attested to be True  
Copy

To,

The Secretary to Govt. of Khyber Pakhtunkhwa,  
Public Health Engineering Department,  
Peshawar.

Annex-1 (25)  
-42-

Subject: CORRECTION OF SENIORITY

Sir,

With due respect it is submitted:-

- 1) That the applicant case was considered for promotion along with other categories by Departmental Promotion Committee on 03-03-2008.
- 2) That promotions were made in other categories on 25-03-2008 on regular basis but the case of applicant was deferred for no valid reason.
- 3) That however, the applicant was promoted on acting charge basis on 16-09-2008.
- 4) That the order dated 16-09-2008 was challenged by the applicant as a last resort in the Honourable Supreme Court of Pakistan & claimed regular promotion with the original batch of 25-03-2008 which was allowed vide orders dated 16-03-2011 (annexure 'A')
- 5) That on 03-06-2011, in compliance with the judgment of Honourable Supreme Court of Pakistan, the services of the appellant was regularized from 16-09-2008 with all service benefits. It was also notified that seniority of the applicant shall be fixed in terms of para-6 of the Establishment & Administration Department letter No. SOR-I (S&GAD) 1-29/75 dated 13-04-1987 (copy of notification of Secretary PHE Department is attached as Annexure 'B')
- 6) That the tentative seniority list of Assistant Engineers / SDO's (BPS-17) Public Health Engineering Department issued vide letter No. SO(Est)/PHED/13-1/77-13 dated 14-02-2012 is not in accordance with the decision of the Honourable Supreme Court of Pakistan as well as notification of Secretary to Govt. of Khyber Pakhtunkhwa Public Health Engineering Department dated 03-06-2011.
- 7) That the law & rule on the subject do provide that an officer/official deferred for any reason, shall on promotion later on, be given seniority with his original batch. The applicant was considered for promotion on 03-03-2008 with officers at serial No. 12 & 13 of the tentative seniority list but deferred for no reason. So according to rules, I shall be given seniority with the aforesaid officers.

It is, therefore requested that my name be placed at serial No. 12 of the seniority list because;

1. As per service rules priority of promotion of Direct Graduate Sub Engineers is first as compared to in-service Graduate Sub Engineers.
2. Year of acquiring my BSC Civil Engineering Degree is prior to all the Graduate Sub Engineers.

I shall be very thankful & obliged.

  
Engr. Abdul Rahim  
BSc Civil Engineering  
MSc Civil Engg (Environmental)  
Public Health Engg. Department

Attested to be True  
Copy

Adm  
Peshawar  
G.O.  
= 5/1/19

20-435

GOVERNMENT OF KHYBER PAKHTUNKHWA  
PUBLIC HEALTH ENGG: DEPARTMENT

No.SO(Estt)/PHED/13-77/2015-16/Vol-III  
Dated Peshawar, the May 23, 2019



To: The Secretary to Govt: of Khyber Pakhtunkhwa,  
Establishment Department Peshawar

Subject: ADVICE REGARDING FIXATION OF SENIORITY.

Dear Sir,

I am directed to refer to the subject noted above and to state that one Engr. Mir Adam Khan, Executive Engineer PHE Erstwhile FATA Division Peshawar has submitted an application (Copy enclosed), requesting therein for fixation of his seniority from the date of initial appointment instead of the date of acquiring Degree, and his name may be placed after the name of Mr. Shahzada Behram and prior to Mr. Kifayat Ullah Khan in the seniority list of Executive Engineers (Copy enclosed).

2. The applicant has stated that he has joined the PHE Department as Diploma holder Sub Engineer (BPS-11) on 17-10-1987 and subsequently promoted to the post of Assistant Engineer/SDO (BPS-17) on 16-09-2008 and later-on to the post of Executive Engineer (BPS-18) on 15-09-2014. He has added that their seniority in the initial cadre of Sub Engineer was fixed from the date of acquiring Degree of B.Sc (Civil) and his name was placed in the seniority list after the name his colleague Mr. Barkat Ullah.

3. The applicant has quoted the Khyber Pakhtunkhwa Civil Servants Act, 1973 and the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion & Transfer) Rules, 1989 in support of his claim which provides that seniority in a post, service or cadre to which a civil servant is appointed/promoted shall take effect from the date of regular appointment to that post. Furthermore, seniority in various cadres of civil servants appointed by initial recruitment viz-aviz those appointed otherwise shall be determined with reference to the dates of their regular appointment to a post in that cadre. The rules Ibid also provides that the inter-seniority of civil servants in a certain cadre to which is made from different lower posts, carrying the same pay scale shall be determined from the date of regular appointment/promotion of the civil servants in the lower post.

4. Moreover, the applicant has also pointed out that the C&W Department vide notification dated 14-10-2014 (Copy also enclosed), have fixed the seniority of Sub Engineers from the date of their initial appointment.

5. In view of the above, advice of the Establishment Department is solicited whether the seniority of applicant may be fixed from the date of initial appointment or date of acquiring Degree of B. Sc (Civil) in his cadre.

Encls: As above

ENDST: NO & DATE AS ABOVE:

Copy forwarded for information.  
Department Peshawar.

Attested [Signature]

[Signature]

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As per  
General



GOVERNMENT OF KHYBER PAKHTUNKHWA  
ESTABLISHMENT & ADMN: DEPARTMENT  
(REGULATION WING)

-44-

No.SOR-V(E&AD)/6-1/PHE/2018  
Dated 12<sup>th</sup> June, 2019

✓ The Secretary to Govt. of Khyber Pakhtunkhwa,  
PHE Department.

15410  
13/06/19

Subject: ADVICE REGARDING FIXATION OF SENIORITY.  
Dear Sir,

I am directed to refer to your letter No.SO(Estt)/PHED/13-77/2015-16/Vol.III dated 23-05-2019 on the subject noted above and to request to intimate that whether the applicant was promoted as Assistant Engineer from the category of in service graduate Sub Engineers or from the Diploma holders Sub Engineers, to ascertain the due date for his right of seniority.

Your faithfully,

*[Signature]*  
SECTION OFFICER (REG-V)

Encls: of even No. & Date.

Copy forwarded to the PA to Deputy Secretary (R-III) Establishment Department.

SECTION OFFICER (REG-V)

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*Part up P.C.*  
*13/6*  
*Smyfelt,*  
*14/6*

*Attested*  
*[Signature]*

Attested to be True  
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GOVERNMENT OF KHYBER PAKHTUNKHWA  
PUBLIC HEALTH ENGG: DEPARTMENT

No.S0(Estt)/PHED/13-77/2015-16/Vol-III  
Dated Peshawar, the June 20, 2019

-45-

The Secretary to Govt: of Khyber Pakhtunkhwa,  
Establishment Department Peshawar

Subject: ADVICE REGARDING FIXATION OF SENIORITY.

Dear Sir,

I am directed to refer to the Establishment Department letter No.SOR-V(E&AD)/6-1/PHE/2018 dated 12-06-2019 on the subject noted above and to inform that the applicant (Mr. Mir Adam Khan) was promoted as Assistant Engineer (BPS-17) from the category of In-service Graduate Sub Engineers.

Yours faithfully,

*J. Akbar*  
20-6-2019

*OK*  
SECTION OFFICER (ESTT)  
20/6

*Attested*  
*[Signature]*

Attested to be True  
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46- Annex (E) (19)



GOVERNMENT OF KHYBER PAKHTUNKHWA  
ESTABLISHMENT & ADMN: DEPARTMENT  
(REGULATION WING)

No.SOR-V(E&AD)/6-1/PHE/2018  
Dated 28<sup>th</sup> June, 2019.

The Secretary to Gov. of Khyber Pakhtunkhwa,  
PHE Department.

1660  
01/07/19

Subject: ADVICE REGARDING FIXATION OF SENIORITY.  
Dear Sir,

I am directed to refer to PHE Department letter No.SO(Estt)PHED/13-77/2015-16/Vol.III dated 20-06-2019 on the subject noted above and to say that since the officer (Mr. Mir Adam Khan) left his original cadre of Diploma Holder Sub Engineers against which he was appointed in 1987, and joined in service graduate Sub Engineers, so his seniority as Sub Engineer started from the date of his acquiring BSc degree on the basis of which he got promotion as Assistant Engineer, as is evident from your letter referred to above, therefore, his seniority has rightly been fixed in the list issued on 31-12-2018.

Your faithfully,

SO/VO  
1/7/19  
2/7

*[Signature]*  
SECTION OFFICER (REG-V)

Endst: of even No. & Date.

Copy forwarded to the PA to Deputy Secretary (R-III) Establishment Department.

SECTION OFFICER (REG-V)

*Accepted*

*Mir Khan*  
1263

S.O. EST. PHED  
Duty No. 102  
11/7/19

Attested to be True  
Copy



*- 47 - Annex*

GOVERNMENT OF KHYBER PAKHTUNKHWA  
PUBLIC HEALTH ENGG: DEPARTMENT

No.SO(Estt)/PHED/13-77/2015-16/Vol-III  
Dated Peshawar, the July 23, 2020

J

23

To

Engr. Mir Adam Khan,  
Executive Engineer,  
Public Health Eng: Division (Merged Areas),  
Peshawar

Subject: ADVICE REGARDING FIXATION OF SENIORITY.

I am directed to refer to your applications dated 15-05-2019 and 23-07-2020 on the subject noted above and to enclose herewith a copy of the Government of Khyber Pakhtunkhwa, Establishment Department (Regulation Wing); letter No.SOR-V(E&AD)/6-1/PHE /2018 dated 28-06-2019, for your information.

Encls: As above

*S. Man*  
SECTION OFFICER (ESTT)

23.7.2020

*Attested*

*[Signature]*

*[Signature]*  
Attested to be True  
Copy

## Common Seniority of Sub Engineers. PHE (defunct)

Sl. No.	Name of Official	Father's Name	Home District	Qualification	Date of Birth	Date of Appointment to PWD	Date of Appointment to B-16	Remarks
(1)	Muhammad Afzal		N.W.A.	DAE(M)	1/1/55	4-9-74	23-12-92	Departmental Examination Passed
(2)	Dilawar Khan		Karak	DAE(E)	25/12/47	20/11/74	06/10/88	Departmental Examination Passed
(3)	Shabir Ahmad Qureshi		DI Khan	DAE(E)	20/11/46	16/1/75	06/10/88	Departmental Examination Passed
(4)	Sheikh Niamatullah		DI Khan	DAE(M)	22/2/51	1/3/75	17/10/95	Departmental Examination Passed
(5)	Nizam Shah		Kohat	DAE(C)	18/8/46	31/3/75	06/10/88	Departmental Examination Passed
(6)	Amanullah		Charsadda	DAE(M)	7/1/53	26/4/75	06/10/88	Departmental Examination Passed
(7)	Ghulam Muhammad		Peshawar	DAE(C)	25/1/54	9/9/75	06/10/88	Departmental Examination Passed
(8)	Muhammad Ismail Zahid		Kohat	DAE(C)	9/2/51	18/9/75	06/10/88	Departmental Examination Passed
(9)	Sajjadur Rehman		Abbottabad	DAE(M)	1/12/57	20/3/76	23/12/92	Departmental Examination Passed
(10)	Jehangir Masood		Swat	DAE(M)	6/5/43	22/3/76	06/10/88	Departmental Examination Passed
(11)	Qadeerullah		Bannu	DAE(C)	1/1/53	26/3/76	23/12/92	Departmental Examination Passed
(12)	Hazrat Bilal		Malakand	DAE(M)	2/9/49	3/8/76	—	Departmental Examination Passed
(13)	Muhammad Ramzan		DI Khan	DAE(M)	25/3/56	21/8/76	23/12/92	Departmental Examination Passed
(14)	Juma Khan		Kohat	DAE(M)	1/5/54	28/8/76	23/12/92	Departmental Examination Passed
(15)	Zafarullah		DI Khan	DAE(M)	14/4/56	30/8/76	23/12/92	Departmental Examination Passed
(16)	Jan Ali		Peshawar	DAE(M)	12/1/55	8/9/76	17/10/95	Departmental Examination Passed
(17)	Muhammad Naeem Boute		Abbottabad	DAE(C)	10/1/55	3/1/77	18/02/97	Departmental Examination Passed
(18)	Amin Khan		Malakand	DAE(M)	15/7/56	21/2/77	23/12/92	Departmental Examination Passed

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Serial No.	Name of Officer	Father's Name	Home District	Qualification	Date of Birth	Date of Appointment to PWD	Date of Appointment to B-16	Remarks
(19)	Muhammad Naeem-I		Malakand	DAE(M)	10/4/52	4/3/77	23-12-92	Departmental Examination Passed
(20)	Azizullah		S.W.A.	DAE(M)	10/3/53	20/4/77	18/02/97	Departmental Examination Passed
(21)	Shaukar Hussain		Khyber Agency	DAE(M)	8/5/52	5/5/77	23-12-92	Departmental Examination Passed
(22)	Muhammad Khalid		Mardan	DAE(C)	1/5/54	20/5/77	23-12-92	Departmental Examination Passed
(23)	Muhammad Gul		Bannu	DAE(M)	9/10/54	28/10/77	18/02/97	Departmental Examination Passed
(24)	Masroonul Hassan		DI Khan	DAE(M)	22/7/56	30/10/77	18/02/97	Departmental Examination Passed
(25)	Javaid Ali Shah		Bannu	DAE(M)	9/3/53	30/11/77	18/02/97	Departmental Examination Passed
(26)	Sareeullah		Peshawar	DAE(M)	14/3/52	2/4/78	—	—
(27)	Moeen ud Din		DI Khan	DAE(M)	23/2/53	4/4/78	18/02/97	Departmental Examination Passed
(28)	Hakeem Khan		Mardan	DAE(M)	28/4/48	25/4/78	18/02/97	Departmental Examination Passed
(29)	Abdul Ghani		DI Khan	DAE(M)	15/2/56	30/4/78	—	Departmental Examination Passed
(30)	Asmatullah		DI Khan	DAE(M)	18/4/55	2/5/78	—	Departmental Examination Passed
(31)	Hamid ur Rehman		Charsadda	DAE(M)	8/3/53	6/5/78	—	—
(32)	Manzoor Ahmad		Mansehra	DAE(M)	16/4/55	9/5/78	—	Departmental Examination Passed
(33)	Gul-Shahwaz		S.W.A.	DAE(M)	2/1/59	5/10/78	—	Departmental Examination Passed
(34)	Muhammad Saleem		Bannu	DAE(M)	20/11/59	5/10/80	—	—
(35)	Muhammad Ashiq		Charsadda	DAE(C)	20/10/61	18/3/81	—	Departmental Examination Passed
(36)	Fazal Mehbood		Malakand	DAE(C)	10/4/61	26/7/81	—	—
(37)	Sajjad-Ali		Mardan	DAE(M)	1/3/62	8/9/81	—	Departmental Examination Passed

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Serial No.	Name of Candidate	Other Name	Home District	Qualification	Date of Birth	Date of Appointment to PWD	Date of Appointment to B-16	Remarks
(38)	Iqbal Hussain		Peshawar	DAE(C)	5/9/58	4/10/81	—	—
(39)	Mushtaq Ahmad		Mansehra	DAE(C)	15/3/56	17/10/81	—	Departmental Examination Passed
(40)	Nasir ud Din		F.R.Bannu	DAE(C)	1/10/60	31/12/81	—	Departmental Examination Passed
(41)	Alam Zeb		F.R.Bannu	DAE(C)	24/8/60	16/3/82	—	Departmental Examination Passed
(42)	Allah Nawaz		Bannu	DAE(C)	5/12/59	27/3/82	—	Departmental Examination Passed
(43)	Khurshid Anwar		DI Khan	DAE(C)	4/3/60	4/4/82	—	Departmental Examination Passed
(44)	Shahzad Gul		Bannu	DAE(C)	14/1/61	5/4/82	—	Departmental Examination Passed
(45)	Muhammad Ilyas		Dir	DAE(C)	8/9/58	15/4/82	—	Departmental Examination Passed
(46)	Kiramatullah		Bannu	DAE(C)	15/3/61	18/5/82	—	Departmental Examination Passed
(47)	Laiq-Zaman		Bannu	DAE(C)	27/1/59	3/7/82	—	—
(48)	Abdul Ghaffar		Bannu	DAE(C)	10/6/61	21/10/82	—	—
(49)	Asif Farooq		Karak	DAE(C)	2/1/60	22/11/82	—	Departmental Examination Passed
(50)	Aziz ur Rehman		Karak	DAE(C)	2/6/62	14/4/83	—	—
(51)	Inamul-Haq		Karak	DAE(C)	18/3/63	30/4/83	—	—
(52)	Hassan Khan		Malakand	DAE(C)	8/2/63	22/11/84	—	Departmental Examination Passed
(53)	Umer-Hayat		Bannu	DAE(C)	25/3/62	24/11/84	—	—
(54)	Khurshid Iqbal		Abbottabad	DAE(C)	3/1/59	1/12/84	—	—
(55)	Arif-Saeed		Karak	DAE(C)	3/4/63	1/12/84	—	Departmental Examination Passed
(56)	Lajbar Khan		Mardan	DAE(C)	18/4/63	1/12/84	—	—
(57)	Ealak Naz		Swat	DAE(C)	3/1/57	31/12/84	—	Departmental Examination Passed

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Name of Official	Father's Name	Home District	Qualification	Date of Birth	Date of Appointment to PWD	Date of Appointment to B-1b	Remarks
( 58 ) Muhammad Yousaf		DI Khan	DAE(M)	20/5/64	25/4/85		Departmental Examination Passed
( 59 ) Muhammad Pervaiz		DI Khan	DAE(C)	1/10/60	6/7/85		Departmental Examination Passed
( 60 ) Sahib Zarin		Dir	DAE(C)	21/7/58	18/12/85		Departmental Examination Passed
( 61 ) Samiullah-Jan		Peshawar	DAE(C)	16/6/59	18/12/85		Departmental Examination Passed
( 62 ) Barkatullah		N.W.A.	B.E(C)	7/3/61	18/12/85	—	—
( 63 ) Muhammad-Ali		Swat	DAE(C)	21/4/64	18/12/85	—	—
( 64 ) Muhammad Riaz		Malakand	DAE(C)	1/1/65	18/12/85		Departmental Examination Passed
( 65 ) Shahid Saeed		Mansehra	DAE(C)	26/8/65	1/2/86		Departmental Examination Passed
( 66 ) Amil Muhammad-		F.R.Bannu	B.E(C)	12/1/66	7/4/86		Departmental Examination Passed
( 67 ) Anwar Khan		Abbottabad	DAE(C)	6/4/63	9/7/86		Departmental Examination Passed
( 68 ) S.Abid Hussain		Abbottabad	DAE(C)	13/3/64	9/7/86		Departmental Examination Passed
( 69 ) Allauddin		Mansehra	DAE(C)		9/7/86		Departmental Examination Passed
( 70 ) Bashir Ahmad		Dir	DAE(C)	8/12/64	22/10/86		Departmental Examination Passed
( 71 ) Zoor Ali		FR Bannu	DAE(C)	5/3/60	18/4/87		Departmental Examination Passed
( 72 ) Aziz ur Rehman—		Bannu	DAE(C)	15/12/60	18/4/87	—	—
( 73 ) Mekail		Bannu	DAE(M)		18/4/87	—	—
( 74 ) Najeeb ur Rehman—		Karak	DAE(C)	2/2/63	18/4/87		Departmental Examination Passed
( 75 ) Islam Gul		Karak	DAE(C)	10/9/63	26/4/87	—	—
( 76 ) Khubz ur Rehman		Bannu	DAE(C)	10/3/64	18/5/87		Departmental Examination Passed

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Serial No.	Name of Official	Father's Name	Home District	Qualification	Date of Birth	Date of Appointment to PWD	Date of Appointment to B-16	Remarks
( 77 )	Abbas Khan		Ahmadnagar	DAE(C)	1/2/66	18/5/87		Departmental Examination Passed
( 78 )	Rashid Ahmad		Bannu	DAE(C)	14/3/59	9/6/87	—	—
( 79 )	Said Faisal		Swabi	DAE(C)	31/1/59	30/8/87		Departmental Examination Passed
( 80 )	Amanullah		Mansehra	DAE(C)	1/4/62	4/9/87	—	—
( 81 )	Shahzada Behram		Mardan	B.E(C)	4/11/63	8/10/87		Departmental Examination Passed
( 82 )	Nisar Ali ✓ SDO		Swat	DAE(C)	1/4/64	10/10/87		Departmental Examination Passed
( 83 )	Abdur Rehman		DI Khan	DAE(C)	6/9/63	11/10/87	—	—
( 84 )	Muhammad Yaseen		Swabi	DAE(C)	4/3/64	14/10/87		Departmental Examination Passed
( 85 )	Aslat Khan		Dir	DAE(C)	6/2/65	14/10/87		Departmental Examination Passed
( 86 )	Mir Adam ✓ SE		F.R. Bannu	DAE(C)	28/2/66	17/10/87		Departmental Examination Passed
( 87 )	Muhammad Ashraf		Peshawar	DAE(C)	2/11/67	18/10/87		Departmental Examination Passed
( 88 )	Muhammad Shafiq Shah		S.W.A.	DAE(C)	1/5/63	20/10/87	—	—
( 89 )	Pir Behr-e-Karam		Malakand	DAE(C)	15/4/58	29/8/89	—	—
( 90 )	Muhammad Younis		Mardan	DAE(C)	2/1/59	29/8/89	—	—
( 91 )	Khalid Afzal		N.W.A.	Diploma(B.Tech)	20/2/60	29/8/89	—	—
( 92 )	Muhammad Yousaf Jan		DI Khan	DAE(C)	1/4/61	29/8/89	—	—
( 93 )	Khalid Wahab		Karak	DAE(C)	15/7/61	29/8/89	—	—
( 94 )	Karim Nawaz		DI Khan	DAE(C)	1/3/62	29/8/89		Departmental Examination Passed
( 95 )	Muhammad Kamal		Mardan	DAE(C)	1/4/62	29/8/89	—	—
( 96 )	Irshad Ahmad		DI Khan	DAE(C)	20/3/63	29/8/89		Departmental Examination Passed

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GOVERNMENT OF KHYBER PAKHTUNKHWA  
PUBLIC HEALTH ENGG:- DEPARTMENT

Dated Peshawar, the April 15, 2021

**UP-DATED SENIORITY LIST OF ASSISTANT ENGINEERS/SUB DIVISIONAL OFFICER (BPS-17)  
PUBLIC HEALTH ENGINEERING DEPARTMENT KHYBER PAKHTUNKHWA  
AS STOOD ON 15-04-2021**

Seniority No	Name	Academic Qualification	Date of Birth	Domicile	Date of 1 <sup>st</sup> Entry in the Govt. Service	Date of appointment/promotion in present grade	Remarks
1.	Yasir Rehman	B.Sc (Civil)	02-01-1987	Haripur	23-09-2011	23-09-2011	
2.	Iftikhar Ahmad	B.Sc (Civil)	01.10.1984	Mansehra	23-09-2011	23-09-2011	
3.	Tariq Alam	B.Sc (Civil)	01-07-1977	South Waziristan	08-10-2011	08-10-2011	
4.	Taskeen Ahmed	B.Sc (Civil)	14-08-1988	Abbottabad	19-04-2013	19-04-2013	
5.	Sania Mehtab	B.Sc (Civil)	07-08-1989	Lakki Marwat	19-04-2013	19-04-2013	
6.	Faiza Sana	B.Sc (Civil)	19-04-1988	Mardan	19-04-2013	19-04-2013	
7.	Syed Zahid Hussain Kazmi	B. Tech (Hons)	11-10-1971	Abbottabad	26-02-1996	25-10-2013	
8.	Mohammad Yaqoob	B. Tech (Hons)	10-04-1963	Bannu	27-03-1990	25-10-2013	
9.	Salim Javed	B.Sc (Civil)	01-04-1965	Malakand	22-11-1988	18-03-2014	In-service Graduate
10.	Iftikhar Ahmad	B.Sc/M.S (Civil)	04-02-1966	Peshawar	29-12-1985	18-03-2014	In-service Graduate
11.	Muhammad Ashiq	D.A.E (Civil)	25-10-1961	Charsadda	18-03-1981	18-03-2014	
12.	Hafizullah	B.Sc (Civil)	13-12-1989	Bannu	21-04-2014	21-04-2014	
13.	Noor-Ullah	B.Sc (Civil)	06-06-1987	Mohmand	21-04-2014	21-04-2014	
14.	Muhammad Abid	B.Sc (Civil)	15-02-1989	Nowshera	21-04-2014	21-04-2014	

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Seniority No	Name	Academic Qualification	Date of Birth	Domicile	Date of 1st Entry in the Govt. Service	Date of appointment/ promotion in present grade	Remarks
15.	Muhammad Ilyas	B.Sc (Civil)	06-05-1988	Swat	21-04-2014	21-04-2014	
16.	Atif Rauf Niazy	B.Sc (Civil)	04-04-1988	Bannu	21-04-2014	21-04-2014	
17.	Ijaz Ul Haq	B.Sc (Civil)	25-02-1989	Hangu	21-04-2014	21-04-2014	
18.	Sardar Sameer Asmat Gandapur	B.Sc (Civil)	14-02-1989	Abbottabad	04-07-2014	04-07-2014	
19.	Jamshed Hussain Bangash	B.Sc (Civil)	14-01-1989	Kurram	21-04-2014	21-04-2014	
20.	Faisal Numan	B.Sc (Civil)	05-05-1985	Charsadda	21-04-2014	21-04-2014	
21.	Arshad Iqbal	B.Sc (Civil)	11-01-1986	Swabi	21-04-2014	21-04-2014	
22.	Rizwan Ullah	B.Sc (Civil)	09-03-1986	Dir Lower	21-04-2014	21-04-2014	
23.	Arsalan Khan	B.Sc (Civil)/ M.Sc (Urban Infrastructure)	17-06-1988	Tank	21-04-2014	21-04-2014	
24.	Nasir Zaman Khan	B.Sc (Civil)/ M.Sc (Urban Infrastructure)	01-01-1987	Dir Lower	21-04-2014	21-04-2014	
25.	Syed Shahab Ud Din	B.Sc (Civil)	05-02-1989	Mansehra	21-04-2014	21-04-2014	
26.	Kamran Khan	B.Sc (Civil)	15-02-1989	Khyber	21-04-2014	21-04-2014	
27.	Fawad Ahmad	B.Sc (Civil)	27-03-1988	Nowshera	21-04-2014	21-04-2014	
28.	Abrar Hussain	B.Sc (Civil)	16-03-1990	Kurram	21-04-2014	21-04-2014	
29.	Shah Nawaz	B.Sc (Civil)	27-03-1988	Malakand	21-04-2014	21-04-2014	
30.	Iftikhar Azim	B.Sc (Civil)	07-04-1989	Karak	21-04-2014	21-04-2014	
31.	Sardar Khalid Asmat Gandapur	B.Sc (Civil)	23-03-1988	Abbottabad	04-07-2014	04-07-2014	
32.	Mohammad Abbas	B.Sc (Civil)	01-01-1990	Orakzai	21-04-2014	21-04-2014	

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Seniority No	Name	Academic Qualification	Date of Birth	Domicile	Date of 1st Entry in the Govt. Service	Date of appointment/promotion in present grade	Remarks
33.	Mian Gul Khan	B.Sc (Civil)	12-01-1986	S.W.A	21-04-2014	21-04-2014	
34.	Sajjad Ali	D.A.E (Civil)	01-03-1962	Swabi	08-09-1981	13-02-2015	
35.	Muhammad Siddiq	B.Sc (Civil)	15-08-1962	Swabi	26-11-1988	14-07-2016	Direct Graduate
36.	Inam-ul-Haq	D.A.E (Civil)	18-03-1963	Karak	06-04-1983	07-04-2017	
37.	Hassan Khan	D.A.E (Civil)	08-02-1963	Malakand	20-11-1984	04-01-2018	
38.	Lajbar Khan	D.A.E (Civil)	18-04-1963	Mardan	20-11-1984	25-04-2019	
39.	Muhammad Yousaf	D.A.E (Mech)	20-05-1964	D.I. Khan	08-04-1985	25-04-2019	
40.	Umar Hayat	D.A.E (Civil)	25-03-1962	Bannu	24-11-1984	15-12-2020	
41.	Muhammad Ali	D.A.E (Civil)	21-04-1964	Swat	26-12-1985	15-12-2020	
42.	Muhammad Riaz	D.A.E (Civil)	01-01-1965	Malakand	30-12-1985	15-12-2020	
43.	Shahid Saeed	D.A.E (Civil)	26-08-1965	Mansehra	23-12-1985	15-12-2020	
44.	Alla-ud-Din	D.A.E (Civil)	21-06-1961	Mansehra	10-07-1986	15-12-2020	
45.	Anwar Khan	D.A.E (Civil)	06-04-1963	Mansehra	19-07-1986	15-12-2020	
46.	Hazrat Muhammad	B.Tech (Hons)	01-05-1965	Dir Lower	29-08-1989	15-12-2020	

**SECTION OFFICER (ESTT)  
PHE DEPARTMENT**

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**GOVERNMENT OF KHYBER PAKHTUNKHWA  
PUBLIC HEALTH ENGG: DEPARTMENT**

No.SO(Estt)/PHED/13-77/2022/Vol-X  
Dated Peshawar, the January 11, 2023

To

1. The All Chief Engineers,  
Public Health Engg: Department Peshawar.
2. The Director Technical,  
PHE Department Khyber Pakhtunkhwa.

Subject: **TENTATIVE SENIORITY LISTS OF ASSISTANT ENGINEERS / SDO (BPS-17) AND B.TECH (HONS) / DIPLOMA HOLDER ASSISTANT ENGINEERS / SDO (BPS-17) OF THE PHE DEPARTMENT.**

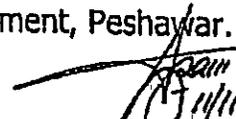
I am directed to refer to the subject noted above and to enclose herewith tentative seniority list of Sub Divisional Officers (BPS-17) of the Public Health Engineering Department Khyber Pakhtunkhwa for information and circulation amongst the concerned officers with the request to offer objections & omissions, if any, alongwith documentary proof duly attested which may be furnished within 15 days from the date of issuance the Tentative Seniority List. If any appeal is not received within the stipulated time, it will be presumed as correct.

Encl: As above.

  
(SHER AZAM KHAN)  
SECTION OFFICER (ESTT)

**ENDST: NO & DATE AS ABOVE:**

Copy forwarded to PS to Secretary PHE Department, Peshawar.

  
(SHER AZAM KHAN)  
SECTION OFFICER (ESTT)

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GOVERNMENT OF KHYBER PAKHTUNKHWA  
PUBLIC HEALTH ENGG: DEPARTMENT

Dated Peshawar, the January 11, 2023

**TENTATIVE SENIORITY LIST OF B. Tech (HONS)/DIPLOMA HOLDER ASSISTANT ENGINEERS / SUB DIVISNOAL OFFICER (BPS-17) PUBLIC HEALTH ENGG: DEPARTMENT KHYBER PAKHTUNKHWA AS STOOD ON 11-01-2023**

Seniority No	Name	Academic Qualification	Date of Birth	Domicile	Date of 1 <sup>st</sup> Entry in the Govt. Service	Date of appointment/promotion in present grade	Remarks
1.	Inam-ul-Haq	D.A.E (Civil)	18-03-1963	Karak	06-04-1983	07-04-2017	
2.	Hassan Khan	D.A.E (Civil)	08-02-1963	Malakand	20-11-1984	22-07-2022	He is already been appointed to (BS-18) on acting charge basis.
3.	Lajbar Khan	D.A.E (Civil)	18-04-1963	Mardan	20-11-1984	22-07-2022	He is already been appointed to (BS-18) on acting charge basis.
4.	Muhammad Yousaf	D.A.E (Mech)	20-05-1964	D.I. Khan	08-04-1985	22-07-2022	He is already been appointed to (BS-18) on acting charge basis.
5.	Muhammad Ali	D.A.E (Civil)	21-04-1964	Swat	26-12-1985	15-12-2020	
6.	Muhammad Rizaz	D.A.E (Civil)	01-01-1965	Malakand	30-12-1985	15-12-2020	
7.	Shahid Saeed	D.A.E (Civil)	26-08-1965	Mansehra	23-12-1985	15-12-2020	
8.	Anwar Khan	D.A.E (Civil)	06-04-1963	Mansehra	19-07-1986	15-12-2020	
9.	Hazrat Muhammad	B.Tech (Hons)	01-05-1965	Dir Lower	29-08-1989	15-12-2020	
10.	Najeeb-ur-Rehman	D.A.E (Civil)	02-02-1963	Karak	09-02-1983	13-07-2021	
11.	Khuzb-ur-Rehman	D.A.E (Civil)	10-03-1964	Bannu	18-05-1987	13-07-2021	
12.	Muhammad Shafiq Shah	D.A.E (Civil)	01-05-1963	South Wazkristan	20-10-1987	13-07-2021	
13.	Abdur Rehman	D.A.E (Civil)	06-09-1963	Tank	11-10-1987	13-07-2021	
14.	Bashir Ahmad	D.A.E (Civil)	08-12-1964	Dir Lower	23-10-1986	04-01-2022	
15.	Abbas Khan	D.A.E (Civil)	01-02-1966	Abbottabad	18-05-1987	04-01-2022	
16.	Nisar All	D.A.E (Civil)	01-04-1964	Swat	10-10-1987	04-01-2022	
17.	Muhammad Ashraf	D.A.E (Civil)	02-11-1967	Peshawar	18-10-1987	04-01-2022	

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Seniority No	Name	Academic Qualification	Date of Birth	Domicile	Date of 1st Entry in the Govt. Service	Date of appointment/promotion in present grade	Remarks
18.	Muhammad Hamayun	D.A.E (Civil)	10.09.1963	Karak	29.08.1989	30-09-2022	
19.	Muhammad Iqbal	D.A.E (Civil)	01.08.1964	Bajaur	11.12.1989	30-09-2022	
20.	Syed Zia ur Rehman	D.A.E (Civil)	01.04.1965	Mardan	09.12.1989	30-09-2022	
21.	Sardar Ijaz Anwar	D.A.E (Civil)	01.04.1966	Abbottabad	09.12.1989	30-09-2022	
22.	Iftikhar Ahmad	D.A.E (Civil)	02.05.1965	Mansehra	09.12.1989	30-09-2022	
23.	Aurangzeb	B-Tech (Hons)	25.10.1968	Mohmand Age:	13.12.1989	02.01.2023	He was deferred in last DPC. He retained his seniority.
24.	Zahid Hussain Shah	B-Tech (Hons)	01.02.1972	Mansehra	27.02.1996	30-09-2022	
25.	Raheel Shahzad	B-Tech (Hons)	16.09.1976	Mansehra	01.07.2008	30-09-2022	
26.	Waseem Khan	B-Tech (Hons)	02.02.1988	Abbottabad	22.07.2013	30-09-2022	
27.	Muhammad Safi Ullah Khan	B-Tech (Hons)	15.05.1981	Bannu	19.07.2013	30-09-2022	
28.	Adnan	B-Tech (Hons)	10.02.1989	Swat	19.07.2013	30-09-2022	
29.	Niaz Ali	B-Tech (Hons)	12.06.1984	Lakki	13.08.2013	02.01.2023	

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GOVERNMENT OF KHYBER PAKHTUNKHWA  
PUBLIC HEALTH ENGG DEPARTMENT

Dated Peshawar, the May 31, 2012

Annex 4

**NOTIFICATION**

No. SO(Estt)/PHE/13-1/77-B/2012 In pursuance of Section 8 (5) of the NWFP Civil Servants Act 1973, the final Seniority of Assistant Engineers/Assistant Design Engineers/Sub Divisional Officers (BPS-17) of the Public Health Enng: Department, as it stood on-31-12-2011, is notified as detailed below:-

Seniority No	Name	Academic Qualification	Date of Birth	Domicile	Date of 1 <sup>st</sup> Entry in the Govt. Service	Date of appointment/promotion in present grade	Remarks
1	2	3	4	5	6	7	8
1.	Qaiser Zaman	B.E (Civil)/ M.Sc (Civil)	13-11-1961	Mardan	26-04-1988	26-04-1988	
2.	Hikmat Sher	B.E(Civil)/ M.Sc (Civil)	19-02-1962	Khyber Agency	01-10-1987	23-01-1988	
3.	Rehan Gul	B.E (Civil)/ M.Eng (Civil)	22-03-1963	Kohat	01-10-1987	23-01-1988	
4.	Rasool Khan	B.E (Civil) M.Eng (Civil)	01-05-1963	Swat	03-01-1990	03-01-1990	
5.	Naseeruliah	D.A.E (Civil)	10-09-1952	Karak	30-11-1973	16-09-1992	
6.	Mehboob ur Rehman	D.A.E (Civil)	05-04-1953	Peshawar	23-08-1974	18-03-1997	
7.	Muhammad Ayub	D.A.E (Mech)	01-04-1954	Lakki Marwat	14-11-1974	07-02-2000	
8.	Amanullah	D.A.E (Mech)	07-01-1953	Charsadda	26-04-1975	25-03-2008	
9.	Ghulam Muhammad	D.A.E (Civil)	25-01-1954	Peshawar	09-09-1975	25-03-2008	
10.	Sajjad ur Rehman	D.A.E (Mech)	01-12-1957	Abbottabad	20-03-1976	25-03-2008	
11.	Amil Muhammad	B.Sc Civil	12-01-1966	FR Bannu	07-04-1986	25-03-2008	
12.	Shahzada Behram	B.Sc Civil	04-11-1963	Mardan	08-10-1987	25-03-2008	
13.	Kifayatullah Khan	B.Sc Civil M.Sc (Civil)	14.02.1969	Bannu	16.09.1993	30.08.2010	

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14.	Abdur Rahim	B.Sc Civil M.Sc (Civil)	25.08.1965	Bannu	16.09.1993	16.09.2008	Their acting charge appointment has been regularized w.e.f. 16.09.2008 in compliance with the Judgment of Supreme Court of Pakistan dated 15.03.2011 in Civil Petitions No.435 J. 439-P of 2009.
15.	Khan Muhammad Khan	B.Sc Civil	02.04.1968	NWA	16.09.1993	16.09.2008	
16.	Barkatullah	B.Sc Civil	07-03-1961	N.W.A	18-12-1985	16-09-2008	
17.	Mir Adam	B.Sc Civil	28-02-1966	FR Bannu	17-10-1987	16-09-2008	
18.	Qadeer Ullah	DAE (Mech)	01.01.1955	Bannu	26.03.1976	30.08.2010	
19.	Zafar Ullah	DAE (Mech)	25.03.1956	D.I.Khan	21.08.1976	30.08.2010	
20.	Muhammad Ramzan	DAE (Mech)	25.03.1956	D.I.Khan	21.08.1976	30.08.2010	
21.	Muhammad Afzal	DAE (Mech)	01.01.1955	SWA	30.08.1976	30.08.2010	
22.	Amin Khan	DAE (Mech)	15.04.1956	Malakand	21.02.1977	30.08.2010	
23.	Muhammad Faisal Naeem	B.Sc Civil	19-01-1986	Swabi	09.09.2010	09.09.2010	
24.	Yousaf Khan	B.Sc Civil	01-03-1969	Swat	16-09-1993	03-06-2011	
25.	Ikramullah Shah	B.Sc Civil	04-04-1987	Battagram	23-09-2011	23-09-2011	
26.	Muhammad Wasim	B.Sc Civil	03-04-1983	Lakki Marwat	23-09-2011	23-09-2011	
27.	Gul Ajab Khan	B.Sc Civil	15-05-1980	S.W.A	23-09-2011	23-09-2011	
28.	Adnan Ahmed	B.Sc Civil	18-10-1986	Hangu	23-09-2011	23-09-2011	
29.	Junaid Hafeez	B.Sc Civil	01-01-1984	Peshawar	23-09-2011	23-09-2011	
30.	Syed Abid Ali Shah	B.Sc Civil	14-02-1984	Charsadda	23-09-2011	23-09-2011	
31.	Fazle Hayat	B.Sc Civil	05-01-1986	Peshawar	23-09-2011	23-09-2011	
32.	Syed Salman Ali Shah	B.Sc Civil	04-03-1986	Nowshera	23-09-2011	23-09-2011	
33.	Zeeshan Khan	B.Sc Civil	25-03-1987	D.I.Khan	23-09-2011	23-09-2011	
34.	Amna Waheed Awan	B.Sc Civil	23-03-1988	Mansehra	23-09-2011	23-09-2011	

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35.	Fazal Ahmad	B.Sc Civil	12-02-1986	D.I.Khan	23-09-2011	23-09-2011
36.	Zahid Hussain	B.Sc Civil	01-09-1971	Malakand Agency	23-09-2011	23-09-2011
37.	Noor Rehman	B.Sc Civil	03-04-1981	Swat	23-09-2011	23-09-2011
38.	Zahid Ullah	B.Sc Civil	04-02-1987	Battagram	23-09-2011	23-09-2011
39.	Muhammed Ikram	B.Sc Civil	22-02-1984	Swabi	08-10-2011	08-10-2011
40.	Rafi Ullah	B.Sc Civil	14-11-1983	Khyber Agency	23-09-2011	23-09-2011
41.	Yasir Rehman	B.Sc Civil	02-01-1987	Haripur	23-09-2011	23-09-2011
42.	Iftikhar Ahmad	B.Sc Civil	01.10.1984	Mansehra	23-09-2011	23-09-2011
43.	Tariq Alam	B.Sc Civil	01-07-1977	S.W.A	08-10-2011	08-10-2011

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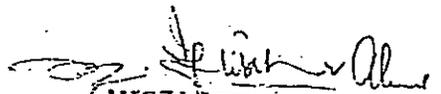
No.SO(Estt)/PHED/13-1/77-B/2012

SECRETARY TO GOVT. OF KHYBER PAKHTUNKHWA...  
PUBLIC HEALTH ENGG: DEPARTMENT

Dated Peshawar, the May 31, 2012

Copy forwarded for information to the:-

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- 2) Principal Secretary to Chief Minister Khyber Pakhtunkhwa
- 3) Chief Engineer (South/North) Public Health Engineering Department Khyber Pakhtunkhwa
- 4) Director (P&M) Public Health Engineering Department Khyber Pakhtunkhwa
- 5) All Superintending Engineers Public Health Engineering Department Khyber Pakhtunkhwa
- 6) All Executive Engineers Public Health Engineering Department Khyber Pakhtunkhwa
- 7) PS to Chief Secretary Khyber Pakhtunkhwa
- 8) PS to Secretary Establishment & Admn Department Khyber Pakhtunkhwa
- 9) PS to Secretary Public Health Engineering Department Khyber Pakhtunkhwa
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(MIRZA IFTIKHAR AHMED)  
DEPUTY SECRETARY (ADMIN)



GOVERNMENT OF KHYBER PAKHTUNKHWA  
PUBLIC HEALTH ENGG: DEPARTMENT

Dated Peshawar, the 31 / 12 / 2018

**NOTIFICATION**

**No.SO(Estt)/PHE/13-77/2017:** In pursuance of Section 8 (5) of the Khyber Pakhtunkhwa Civil Servants Act 1973, the final Seniority of Executive Engineers/Design Engineers/Technical Officers (BPS-18) of the Public Health Engineering Department, as it stood on **15-12-2018**, is notified as detailed below:-

Seniority No	Name	Academic Qualification	Date of Birth	Domicile	Date of Ist Entry in Govt. Service	Date of appointment/promotion in present grade	Remarks
1.	Muhammad Sadiq Khattak	B.E (Civil)	16-04-1961	Karak	26-04-1988	31-03-2010	
2.	Muhammad Younas	B.E (Civil)	05-04-1962	Bannu	26-04-1988	31-03-2010	In light of Peshawar High Court Peshawar Order dated 19-04-2016, passed in COC No.1-P/2016 in Writ Petition No.683-P/2015, he has granted ante-dated promotion from BPS-17 to BPS-18 w.e.f 31-03-2010 instead of 18-10-2011, vide this department's notification dated 13-06-2016.
3.	Gul Shahid Khan	B. E (Civil/ Master of Engg: in Water Resources Engg:	05-01-1963	Karak	24-04-1988	18-10-2011	He was deferred by the PSB in its earlier meeting held on 09-03-2010. He was promoted subsequently and he retained his original seniority.
4.	Hikmat Sher	B.E (Civil)	19-02-1962	Khyber Agency	01-10-1987	17-10-2012	He was deferred by the PSB in its earlier meeting held on 09-03-2010. He was promoted subsequently and he retained his original seniority.
5.	Kaiser Farooq	B.E (Civil)	23-09-1962	Malakand Agency	01-10-1987	18-10-2011	The PSB did not consider him in its earlier meeting held on 09-03-2010 as he was on EOL. He was promoted subsequently and he retained his original seniority.
6.	Irfan Rasheed	B.E (Civil)/ M.Sc (Civil)	01-01-1963	Peshawar	01-10-1987	31-03-2010	

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Seniority No	Name	Academic Qualification	Date of Birth	Domicile	Date of Ist Entry in Govt. Service	Date of appointment/promotion in present grade	Remarks
7.	Rehan Gul	B.E (Civil)/Master of Engg: in Civil Engg:	22-03-1963	Kohat	01-10-1987	15-01-2013	The-PSB did not consider him in its earlier meeting held on 09-03-2010 as he was on EOL. He was promoted subsequently and he retained his original seniority.
8.	Rasool Khan	B.E (Civil)	01-05-1963	Swat	03-01-1990	17-10-2012	The PSB did not consider him in its earlier meeting held on 09-03-2010 as he was on EOL. He was promoted subsequently and he retained his original seniority.
9.	Muhammad Yousaf	B.E (Civil)	27-03-1966	D.I. Khan	01-08-1992	31-03-2010	
10.	Sohail Ahmed Khan Alizai	B.E (Civil)	15-02-1968	Haripur	12-01-1994	31-03-2010	
11.	Shaida Muhammad	B.E (Civil) M.Sc (Civil)	01-04-1966	Swabi	12-01-1994	30-06-2011	He was deferred by the PSB in its earlier meeting held on 28-02-2011. He was promoted subsequently and he retained his original seniority.
12.	Walayatullah Khan	B.E (Civil)	28-03-1968	SWA	12-01-1994	17-03-2011	
13.	Muhammad Amjad Shamsher	B.E (Civil)/ M.Sc (Civil)	18-04-1969	Bannu	12-01-1994	17-03-2011	
14.	Rehmatullah	B.E (Civil)	05-06-1959	D.I.Khan	01-09-1982	30-06-2011	He was deferred by the PSB in its earlier meeting held on 28-02-2011. He was promoted subsequently and he retained his original seniority.
15.	Shaukat Rahman	B.E (Civil)/ Master of Science in Municipal Water & Infrastructure	31-07-1968	Haripur	09-02-1995	18-10-2011	He was deferred by the PSB in its earlier meeting held on 28-02-2011. He was promoted subsequently and he retained his original seniority.
16.	Shahid-Mehmood	B.E (Civil)	27-04-1972	Mansehra	15-11-1997	17-03-2011	
17.	Irshad Khan	B.E (Civil)	15-04-1968	Mohmand Agency	15-11-1997	17-03-2011	

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Seniority No	Name	Academic Qualification	Date of Birth	Domicile	Date of Ist Entry in Govt. Service	Date of appointment/promotion in present grade	Remarks
18.	Amil Muhammad	B.Sc (Civil)	12-01-1966	FR Bannu	07-04-1986	12-09-2013	
19.	Shahzada Behram	B.Sc (Civil)	04-11-1963	Mardan	08-10-1987	12-09-2013	
20.	Kifayatullah Khan	B.Sc (Civil) M.Sc (Civil)	14-02-1969	Bannu	16.09.1993	01-04-2016	Seniority fixed in pursuance of advice of Establishment Department vide letter No.SOR-V(E&AD)/6-1/17 dated 7-8-2017.
21.	Abdul Rahim	B.Sc (Civil)/M.Sc (Environmental Engg:)	25.08.1965	Bannu	16.09.1993	15-09-2014	
22.	Khan Muhammad Khan	B.Sc (Civil)	02.04.1968	N.W.A	16.09.1993	15-09-2014	
23.	Barkatullah	B.Sc (Civil)	07-03-1961	N.W.A	18-12-1985	01-04-2016	Seniority fixed in pursuance of advice of Establishment Department vide letter No.SOR-V(E&AD)/6-1/17 dated 7-8-2017.
24.	Mir Adam Khan	B.Sc (Civil)	28-02-1966	FR Bannu	17-10-1987	15-09-2014	
25.	Muhammad Faisal Naeem	B.Sc (Civil)	19-01-1986	Swabi	09.09.2010	01-04-2016	

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SECRETARY TO GOVT. OF KHYBER PAKHTUNKHWA  
PUBLIC HEALTH ENGG: DEPARTMENT

Dated Peshawar, the 31 / 12 / 2018

**ENDST: No.SO(Estt)/PHED/13-77/2018**

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5. All Executive Engineers Public Health Engineering Department Khyber Pakhtunkhwa
6. PS to Chief Secretary Khyber Pakhtunkhwa
7. PS to Secretary Public Health Engineering Department Khyber Pakhtunkhwa
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