


# FORM OF ORDER SHEET

Court of \_\_\_\_\_

**Appeal No.** 1091/2024

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1.	2	3
1-	02/08/2024	<p>The appeal of Mst. Shah Haram presented today by Mr. Fazal Shah Mohmand Advocate. It is fixed for preliminary hearing before Single Bench at Peshawar on 06.08.2024. Parcha Peshi given to counsel for the appellant.</p> <p>By the order of Chairman</p>  <p><b>REGISTRAR</b></p>

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

Service Appeal No 1091 /2024

Shah Haram.....Appellant

**V E R S U S**

Govt. & others.....Respondents

**I N D E X**

S. No	Description of documents	Annexure	Pages
1.	Service Appeal with		1-7
2.	Application for the condonaiton of delay with Affidavit		8-9
3.	Copies of Educational Testimonials, Training Certificate & Notification dated 22-01-2013	A, B	10-12
4.	Copy of Notification dated 07-02-2014	C	13-15
5.	Copy of Notification dated 22-04-2015	D	16-22
6.	Copy of departmental appeal dated 30-03-2023	E	23
7.	Copy of Seniority List	F	24
8.	Copy of Office Order dated 24-06-2022	G	25-26
9.	Copy of Budget Book	H	27-28
10.	Copy of Inquiry Report	I	29-31
11.	Vakalat Nama		32

**Dated:-01.08.2024**

Through

Shah Haram  
Appellant

Fazal Shah Mohmand  
Advocate,  
Supreme Court of Pakistan

**OFFICE:-**

Cantonment Plaza Flat 3/B  
Khyber Bazar Peshawar  
Cell# 0301 8804841

Email:- fazalshahmohmand@gmail.com

(1)

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

Service Appeal No 1091 /2024

Shah Haram, Lecturer, Mathematics (BPS-17),  
Govt. Polytechnic Institute, for Women,  
Hayatabad, Peshawar.

.....Appellant

**VERSUS**

1. Government of Khyber Pakhtunkhwa, through Chief Secretary, Civil Secretariat, Peshawar.
2. Government of Khyber Pakhtunkhwa through Secretary Industries, Commerce & Technical Education, Department, Peshawar.
3. Government of Khyber Pakhtunkhwa, through Secretary, Finance Department, Civil Secretariat, Peshawar.

.....Respondents

**APPEAL U/S 4 OF THE KHYBER  
PAKHTUNKHWA SERVICE TRIBUNAL ACT  
1974 AGAINST THE NON ALLOCATION  
FEMALE QUOTA AND NO PROMOTION OF  
THE APPELLANT AS ASSISTANT PROFESSOR  
(BPS-18), AND FOR WHICH DEPARTMENTAL  
APPEAL OF THE APPELLANT HAS NOT BEEN  
RESPONDED SO FAR DESPITE THE LAPSE OF  
MORE THAN THE STATUTORY PERIOD OF  
NINETY DAYS.**

**PRAYER:-**

2

On acceptance of this appeal, respondents may kindly be directed to allocate quota to female incumbents in Four Tier Formula and promote the appellant as Assistant Professor (BPS-18), from due date with all back benefits.

**Respectfully Submitted:-**

1. That the appellant is highly qualified who have qualified her Master Degree in Mathematics and have also passed six months Technical Teacher Management Training Course in the year 2022 and upon the recommendations of Khyber Pakhtunkhwa Public Service Commission, the appellant was appointed as Female Instructor/Lecturer (Mathematics), (BPS-17) vide Notification dated 22-01-2013 and since appointment the appellant performed her duties with honesty and full devotion and to the entire satisfaction of her high ups. **(Copies of Educational Testimonials, Training Certificate & Notification dated 22-01-2013 is enclosed as Annexure A & B).**
2. That it is worth to mention that there are three Govt. Poly Technic Institutions for Women in Khyber Pakhtunkhwa, one is situated at Peshawar, the other is situated at Dera Ismail Khan while the third one is situated in Timergara Dir Lower. It is also notable that only two female incumbents are posted in these two Institutions, one is the appellant while the other is Mst. Shah Haram, the appellant, after appointment was

posted to Govt. Poly Technic Institute (Women), Dera Ismail Khan and was then transferred to Peshawar.

3. That in order to provide career progression to the teaching staff, initially four tier Formula was notified in the year 1992 which was revised in favor of teaching staff of Technical education and Manpower Training, Khyber Pakhtunkhwa vide Notification dated 07-02-2014, however as per respondents, in the stated Four Tier Formula, share/quota has not been allocated to females of Basic Sciences and Humanity Group. **(Copy of Notification dated 07-02-2014 is enclosed as Annexure C).**
  
4. That the method of Recruitment, Qualification and other conditions for the posts of teaching cadre staff of Govt. Colleges of Technology, Govt. Polytechnic Institutes, Govt. Technical Teachers Training College and Govt. Technical Institutes (Male & Female) were notified vide Notification dated 22-04-2015, according to which the post of Assistant Professor (Basic Sciences and Humanity Group) BPS-18), is to be filled by Sixty percent by promotion on the basis of Seniority cum fitness from amongst the Lecturers(Basic Sciences and Humanity Group) BPS-17), with six months training in Teaching Methodology having five years' service as such while forty percent is to be filled by initial recruitment. **(Copy of Notification dated 22-04-2015 is enclosed as Annexure D).**
  
5. That since appointment no promotion or up-gradation has been allowed to the appellant despite the fact that the post of Assistant Professor (BPS-18) in (Basic

Sciences and Humanity Group) is lying vacant since its creation on 07-02-2014 and the appellant is perfectly fit, eligible and coming up to the criteria.

4

6. That the appellant time and again approached respondents for her promotion as Assistant Professor (BPS-18) but to no avail and finally the appellant approached respondents through departmental appeal dated 30-03-2023 which was duly processed. **(Copy of departmental appeal dated 30-03-2023 is enclosed as Annexure E).**
7. That according to the Final seniority List issued vide Notification dated 22-04-2024, only two Female Lecturers are serving in Basic Science and Humanity Group, the appellant who is at Serial No 2 and her colleague Mst. Safia Habib is at Serial No 1 of the stated Seniority List. **(Copy of Seniority List is enclosed as Annexure F).**
8. That the KP TEVTA have distributed the sanctioned posts of Assistant Professors (BPS-18) among teaching cadre females vide Order dated 24-06-2022, accordingly two posts have been allocated to basic Sciences and Humanity Group. **(Copy of Office Order dated 24-06-2022 is enclosed as Annexure G).**
9. That as per Budget Book from 2020 to 2022, too there is no distribution or allocation, so the post of Assistant Professor (BPS-18), is to be filled on the basis of seniority cum fitness and the appellant as such is entitled to be promoted to the post of Assistant Professor (BPS-18) from the date the posts were created

and the appellant became eligible for the same. **(Copy of Budget Book is enclosed as Annexure H).**

5

10. That promotion case of the appellant along with her stated colleague for promotion to the post of Assistant Professor (BPS-18), was placed before the Provincial Selection Board in its meeting held in the year 2023 however the same was deferred for reasons best known to respondents.
11. That even an inquiry was conducted in the matter by the Inquiry Committee, and the inquiry committee recommended vide made favorable recommendations vide its recommendations No 2, 3, 5 and 6 in respect of the appellant and to materialize the promotion case of the eligible incumbents. **(Copy of Inquiry Report is enclosed as Annexure I).**
12. That the omissions and commissions of respondents department of not promoting the appellant as Assistant Professor (BPS-18) from the date when the appellant became eligible and vacancy was available, is against the law, facts and principles of justice on grounds inter-alia as follows:-

**GROUND:**

A. That the omission and commissions of the respondents are illegal, unconstitutional, and unlawful, without lawful authority and of no legal effect, therefore need the interference of this honorable Tribunal.

B. That the appellant is denied treatment in accordance with law and rules which being her fundamental right as

6

per Article 4 and 25 of the Constitution and law of the land.

- C. That the appellant is perfectly senior, fit and eligible and coming up to the criteria has got every right to be promoted as Assistant Professor (BPS-18) from due date.
- D. That since appointment no promotion or up-gradation has been granted to the appellant in violation of Article 37 and 38 of the Constitution of the Islamic republic of Pakistan.
- E. That the appellant is discriminated as the colleagues of the appellant who were appointed along the appellant or even appointed much after the appellant are not only promoted to BPS-18 rather some are even promoted as Associate Professors (BPS-19); while the appellant is treated differently for no fault on her part.
- F. That the appellant could not be made to suffer for the fault of respondents even if any, hence too the appellant is entitled to be promoted as prayed for.
- G. That the appellant is having more than 11 years of service with unblemished service record.
- H. That the appellants seek the permission of this honorable Tribunal for further/additional grounds at the time of arguments.

**It is therefore prayed that appeal of the appellant may kindly be accepted as prayed for in the heading of the appeal.**



Any other relief deemed appropriate and not specifically asked for, may also be granted in favor of the appellant.

Dated:-01.08.2024

*Shah Hassan*  
Appellant

Through

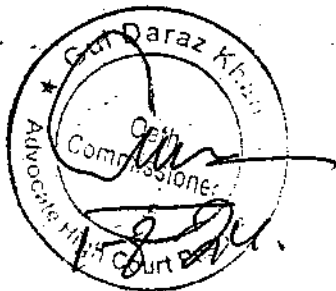
*[Signature]*  
Fazal Shah Mohmand  
Advocate,  
Supreme Court of Pakistan

**LIST OF BOOKS:**

- 1. Constitution 1973.
- 2. other books as per need

**CERTIFICATE:**

Certified that as per instructions of my client, no other Service Appeal on the same subject and between the same parties has been filed previously or concurrently before this honorable Tribunal.



*[Signature]*  
ADVOCATE

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

8

In re:  
Service Appeal No \_\_\_\_\_/2024

Shah Haram.....Appellant

**V E R S U S**

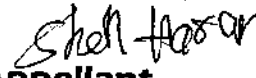
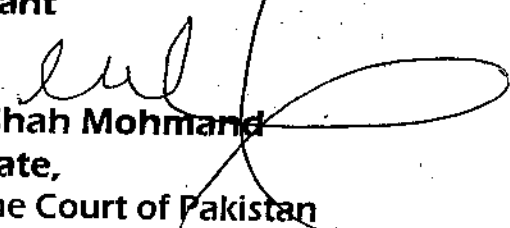
Govt. & others.....Respondents

**Application for the condonation of delay if any**

**Respectfully Submitted:-**

1. That the accompanying appeal is being filed today in which no date of hearing has been fixed so far.
2. That the grounds of appeal may be considered as integral Part of this application.
3. That the appellant approached respondents for his promotion and he was time and again assured that he will soon be promoted but to no avail even departmental appeal of the applicant is still pending before the respondents.
4. That the promotion being recurring cause of action for which no limitation runs while denying such right to the appellant and the loss is caused to the appellant every month.
3. That even otherwise law as well as the superior Courts dictas favors decision of cases on merit instead of technicalities.

**It is therefore prayed, that on acceptance of this application, the delay if any in filing of instant appeal may kindly be condoned.**

Through   
Appellant  
  
Fazal Shah Mohmand  
Advocate,  
Supreme Court of Pakistan

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

9

In re:  
Service Appeal No \_\_\_\_\_/2024

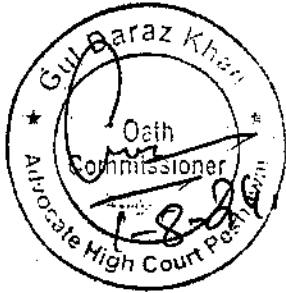
Shah Haram.....Appellant

**V E R S U S**

Govt. & others.....Respondents

**AFFIDAVIT**

I, Shah Haram, Lecturer, Mathematics (BPS-17), Govt. Polytechnic Institute, for Women, Hayatabad, Peshawar, do hereby solemnly affirm and declare on oath that the contents of this **Application** are true and correct to the best of my knowledge and belief and nothing has been concealed from this honorable Tribunal.



*Shah Haram*  
**DEPONENT**





KHYBER PAKHTUNKHWA TECHNICAL EDUCATION & VOCATIONAL TRAINING AUTHORITY



11

Government Technical Teachers Training Centre Peshawar

# CERTIFICATE

This is to certify that Miss. Shah Haram ~~DO~~ Muhammad Khan Lecturer GPI W Hayatabad Peshawar has successfully fulfilled requirements for Six (06) Months Mandatory Technical Teachers Training course conducted at this college with effect from 16-05-2022 to 15-11-2022. Her overall percentage in the modules given below is **81**

- Institutional Management
- Financial Management
- ICT
- Pedagogy
- Skills
- Teaching Practice
- Participation in Class

Shah Hameed  
Controller of Examinations



[Signature]  
Principal  
GTTC Peshawar

"B"  
1a

Dated Peshawar the \_\_\_\_\_

**NOTIFICATION**

**APPOINTMENT OF MRS. SHABI HARAN D/O MUHAMMAD KHAN, R/O HAN AUF SHAH KALAN, FORTHE  
DISTRICT TAKHTI DINA, DISTRICT MARDAN AS FEMALE LECTURER - MATHEMATICS (IPS-17) IN GOVT.  
POLYTECHNIC INSTITUTE (W) PESHAWAR AGAINST THE VACANT POST IN THE DIRECTORATE GENERAL OF  
TECHNICAL EDUCATION & MANPOWER TRAINING, KHYBER PAKHTUNKHWA WITH IMMEDIATE EFFECT.**

1. In pursuance of the appointment of Mrs. Shabi Haran D/o Muhammad Khan, R/o Han Auf Shah Kalan, Forthe District Takhti Dina, District Mardan as Female Lecturer in Mathematics (IPS-17) in Govt. Polytechnic Institute (W) Peshawar against the vacant post in the Directorate General of Technical Education & Manpower Training, Khyber Pakhtunkhwa with immediate effect.

**TERMS AND CONDITIONS**

1. She will be all intents and purposes, be Civil Servant except for one point in the pension or gratuity. In lieu of pension and gratuity, she will be entitled to receive such amount contributed by her in the Employees Provident Fund (EPF) along with the contributions made by Govt. in her account in the said fund on a regular basis.
2. She will be governed by the Khyber Pakhtunkhwa Civil Servants Act, 1971, all the rules applicable to the Civil Servants and rules made thereunder.
3. She will undergo a probation period of one year.
4. Her services will be liable to be terminated at any time without assigning any reason, before the expiry of the period of probation/extended period of probation. If for some reason the period is not extended, in such an event, she will be given a month's notice of termination. Her services will be terminated on the date of the notice to resign at any time, if necessary, notice shall be necessary or in lieu of such notice, her pay shall be forfeited.
5. She will not be entitled to any TA/DA on her first appointment as Female Lecturer (IPS-17) in the Directorate General of Technical Education & Manpower Training, Khyber Pakhtunkhwa.

Under appointment the Competent Authority has further been pleased to order the posting of Mrs. Shabi Haran D/o Muhammad Khan, R/o Han Auf Shah Kalan, Forthe District Takhti Dina, District Mardan as Female Lecturer in Mathematics (IPS-17) in Govt. Polytechnic Institute (W) Peshawar against the vacant post in the Directorate General of Technical Education & Manpower Training, Khyber Pakhtunkhwa with immediate effect.

If the terms and conditions are acceptable to her, she would report for duty to the Principal of the Institute noted above within one month of the receipt of this order.

Sd/-  
Secretary to Govt. of Khyber Pakhtunkhwa  
Industries, Commerce & Technical Education  
Department.

Order No. SOH/IND/TE/52012/Female

Dated Pesh, the 22<sup>nd</sup> January, 2013

Copy is forwarded to -

1. The Accountant General, Khyber Pakhtunkhwa, Peshawar.
2. The Director General, Technical Education & Manpower Training, Khyber Pakhtunkhwa, Peshawar along with all documents of the officer for record.
3. The Director Recruitment, Khyber Pakhtunkhwa Public Service Commission, Peshawar w/o to his letter No. KPK/PSC/SR-040972 dated 02.10.2012.
4. The Manager, Govt. Printing Press Peshawar.
5. The Principal Govt. Polytechnic Institute (W), Peshawar.
6. The Officer concerned.
7. O/O file.

*Jr*

(ANWAR-UL-HAQ)  
DEPUTY SECRETARY-I



GOVERNMENT OF KHYBER PAKHTUNKHWA,  
INDUSTRIES, COMMERCE & TECHNICAL  
EDUCATION DEPARTMENT.

"C"

13

Dated 07/01/2014.

**NOTIFICATION:-**

No.SO(II)JND/ The Competent Authority, is pleased to revise the four tier formula from 1:15:34:50 to 5:20:37:38 in favour of Teaching staff of Technical Education and Manpower Training Khyber Pakhtunkhwa and sanctioned upgradation of 1249 Posts at the revised ratio in BPS-17 and above with immediate effect as detailed below:-

Government Colleges of Technology/Polytechnic Institutes:-

GCT/OPI/ GTTC	Existing Position.					Revised Position					Total Addition.				
	B-20	B-19	B-18	B-17	Total	B-20	B-19	B-18	B-17	Total	B-20	B-19	B-18	B-17	Total
Technical Subjects (Male)	10	76	111	247	452	25	96	167	172	462	13	14	68	75	00
GP(Female)	01	05	01	29	43	02	09	16	16	43	01	04	08	13	00
Basic Sciences & Humanities Subjects (Male)	07	20	01	86	146	07	29	34	56	146	06	07	13	30	00
<b>GRAND TOTAL</b>	<b>12</b>	<b>101</b>	<b>166</b>	<b>362</b>	<b>641</b>	<b>32</b>	<b>128</b>	<b>237</b>	<b>264</b>	<b>697</b>	<b>20</b>	<b>27</b>	<b>71</b>	<b>113</b>	<b>00</b>

In order to retain the revised ratio of 5:20:37:38 sanction is hereby accorded to the up-gradation of posts in BPS-18 and above by abolishing equal number of posts in BPS-17 as under:-

- 09-Education Affairs and Services-
- 093-Tertiary Education Affairs and Services-
- 0931-Tertiary Education Affairs and Services-
- 093102 Professional/Technical Universities/Colleges/Institutes

	BPS-20	BPS-19	PS-18	Posts to be abolished in BPS-17
Technical Subject(Male)	13	14	48	75
Technical Subject(Female)	01	01	08	13
<b>TOTAL</b>	<b>14</b>	<b>18</b>	<b>56</b>	<b>88</b>
Basic Sciences & Humanities Subjects (Male)	09	09	15	30
<b>TOTAL</b>	<b>06</b>	<b>09</b>	<b>15</b>	<b>30</b>
<b>GRAND TOTAL</b>	<b>20</b>	<b>27</b>	<b>71</b>	<b>118</b>

The College/Institute-wise break up of the revised structure as Annexure-I & II.

SECRETARY  
INDUSTRIES, COMMERCE & TECHNICAL  
EDUCATION DEPARTMENT  
GOVERNMENT OF KHYBER PAKHTUNKHWA,

Endst:No. & date as above.

Copy forwarded to:-

1. The Accountant General, Khyber Pakhtunkhwa, Peshawar.
2. All District Accounts Officers in Khyber Pakhtunkhwa.

SECTION OFFICER(FR)  
FINANCE DEPARTMENT.

Endst:No. & Date as above.

Copy forwarded to:-

1. The Director General, Technical Education & Manpower Training, Khyber Pakhtunkhwa, Peshawar.
2. The Budget Officer-VIII, Finance Department, Khyber Pakhtunkhwa, Peshawar.

SECTION OFFICER-III  
Industries, Commerce & Technical  
Education Department, Khyber Pakhtunkhwa.

**ATTESTED**

DEPUTY DIRECTOR  
(Admin & HR)  
Khyber Pakhtunkhwa TEVTI

**NUMBER OF POSTS AS PER REVISED STRUCTURE OF 5:20:37:38 FOR  
GOVERNMENT COLLEGES OF TECHNOLOGIES/GOVERNMENT  
POLYTECHNIC INSTITUTES MALE/FEMALE OF TECHNICAL EDUCATION  
DEPARTMENT, KHYBER PAKHTUNKHWA.**

## A-Technical Subjects.

S.#	Name of College/Institute.	BPS-20	BPS-19	BPS-18	BPS-17	Total:
01	Government College of Technology, Peshawar	03	15	30	23	72
02	Government College of Technology, Tangi(Charsadda)	01	06	07	07	21
03	Government College of Technology, Nowshera.	01	08	13	19	41
04	Government College of Technology, Swabi.	01	05	08	12	26
05	Government College of Technology, Kohat.	01	06	12	05	24
06	Government College of Technology, Abbottabad.	01	08	12	06	27
07	Government College of Technology, Bannu.	01	06	12	22	41
08	Government College of Technology, Dera Ismail Khan.	01	07	15	13	36
09	Government College of Technology, Mingora (Swat)	01	07	16	10	34
10	Government College of Technology, Timergara(D/Lower)	01	05	08	16	30
11	Government Polytechnic Institute, Haripur.	01	05	10	07	23
12	Government Polytechnic Institute, Takti Bhai(Mardan)	01	03	05	05	14
13	Government Polytechnic Institute, Karak.	01	01	01	04	09
14	Government Polytechnic Institute, Masehra.	01	01	01	01	04
15	Government Polytechnic Institute, Lakki Marwat	01	01	03	03	08
16	Government Polytechnic Institute, Buner.	01	01	03	06	11
17	Government Polytechnic Institute, Warai(Upper Dir)	01	01	02	03	07
18	Government Polytechnic Institute, Mardan	01	01	01	02	05
19	Government Polytechnic Institute, Bakhela(Malnkand)	01	01	01	02	05
20	Government Polytechnic Institute, Sardar Ghari, Peshawar	01	01	01	02	05
21	Government Technical Teachers Training College, Peshawar	01	01	03	04	09
	<b>TOTAL</b>	<b>23</b>	<b>90</b>	<b>167</b>	<b>172</b>	<b>452</b>
	<b>FEMALE POLYTECHNIC INSTITUTES.</b>					
01	Government Polytechnic Institute(Women), Peshawar.	01	06	10	09	26
02	Government Polytechnic Institute (Women), Dera Ismail Khan.	01	03	06	07	17
	<b>TOTAL</b>	<b>02</b>	<b>09</b>	<b>16</b>	<b>16</b>	<b>43</b>
	<b>GRAND TOTAL</b>	<b>25</b>	<b>99</b>	<b>182</b>	<b>188</b>	<b>495</b>

- A -  
DIRECTOR GENERAL,  
TECHNICAL EDUCATION & MANPOWER  
TRAINING, KHYBER PAKHTUNKHWA  
PESHAWAR.

SECTION OFFICER-III  
INDUSTRIES/COMMERCE  
& TECHNICAL EDUCATION DEPT.  
PESHAWAR

**ATTESTED**

**DEPUTY DIRECTOR**

(Admin & HR)  
Khyber Pakhtunkhwa TEVTA

14



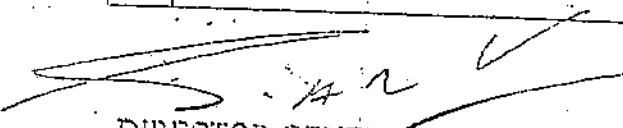
Annexure-II

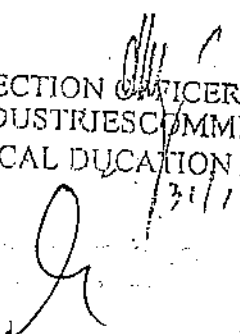
(15)

**NUMBER OF POSTS AS PER REVISED STRUCTURE OF 5:20:37:38 FOR  
GOVERNMENT COLLEGES OF TECHNOLOGIES/GOVERNMENT  
POLYTECHNIC INSTITUTES MALE/FEMALE OF TECHNICAL EDUCATION  
DEPARTMENT, KHYBER PAKHTUNKHWA.**

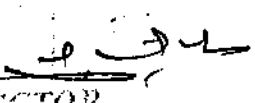
B-Basic Sciences & Humanities Subject (Male)

S.No	Name of College/Institute.	BPS-20	UPS-19	BPS-18	BPS-17	Total
01	Government College of Technology, Peshawar	01	05	08	02	16
02	Government College of Technology, Tungi(Charsadda)	0	03	03	02	08
03	Government College of Technology, Nowshera.	01	03	05	04	13
04	Government College of Technology, Swabi	0	03	03	04	10
05	Government College of Technology, Kohat	01	02	04	02	09
06	Government College of Technology, Abbottabad.	01	03	04	03	11
07	Government College of Technology, Bannu.	01	03	04	04	12
08	Government College of Technology, Dera Ismail Khan.	01	02	04	05	12
09	Government College of Technology, Mingora (Swat)	01	02	04	03	10
10	Government College of Technology, Timergara(D/Lower)	0	02	02	06	10
11	Government Polytechnic Institute, Haripur.	0	01	04	02	07
12	Government Polytechnic Institute, Taki Bhai(Mardan)	0	0	02	02	04
13	Government Polytechnic Institute, Karak.	0	0	02	03	05
14	Government Polytechnic Institute, Manshra.	0	0	0	02	02
15	Government Polytechnic Institute, Lakki Marwat.	0	0	02	01	03
16	Government Polytechnic Institute, Buncr.	0	0	02	03	05
17	Government Polytechnic Institute, Warai(Upper Dir)	0	0	01	03	04
18	Government Polytechnic Institute, Mardan	0	0	0	01	01
19	Government Polytechnic Institute, Batkhola(Malakand)	0	0	0	01	01
20	Government Polytechnic Institute, Sardar Ghari, Peshawar	0	0	0	02	02
21	Government Technical Teachers Training College, Peshawar	0	0	0	01	01
	<b>Grand Total:</b>	<b>7</b>	<b>29</b>	<b>54</b>	<b>56</b>	<b>146</b>

  
DIRECTOR GENERAL,  
TECHNICAL EDUCATION & MANPOWER  
TRAINING, KHYBER PAKHTUNKHWA  
PESHAWAR.

  
SECTION OFFICER-III  
INDUSTRIES/COMMERCE  
& TECHNICAL EDUCATION DEPTT.  
3/11

**ATTESTED**

  
**DEPUTY DIRECTOR**  
(Admin & HR)  
Khyber Pakhtunkhwa TEETA

EXTRAORDINARY  
GOVERNMENT



REGISTERED NO. PIII

GAZETTE

"D" 16

# KHYBER PAKHTUNKHWA

Published by Authority

PESHAWAR, FRIDAY, 24<sup>TH</sup> NOVEMBER, 2017.

Government of Khyber Pakhtunkhwa  
Industries, Commerce & Technical Education Department

## NOTIFICATION

Dated: 22<sup>nd</sup> April, 2015.

No. SOIII(IND)4-13/2015/5852-64.—In pursuance of the provision contained in the sub-rule (2) of the rule 3 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer Rules, 1989 and supersession of all notifications issued in this behalf, the Industries, Commerce & Technical Education Department, in consultation with Establishment Department and the Finance Department, hereby lays down the method of the recruitment, qualification and other conditions specified in column No.3 to 5 of the Appendix to this notification which shall be applicable to the posts belonging to the teaching cadre staff of Govt. Colleges of Technology, Govt. Polytechnic Institutes, Govt. Technical Teachers Training College and Govt. Technical Institutes (Male & Female) specified in column No.2 of the said Appendix.

Secretary to Govt. of Khyber Pakhtunkhwa,  
Industries, Commerce & Technical Education  
Department.

673

Printed and published by the Manager,  
Staty. Ptg. Dept., Khyber Pakhtunkhwa, Peshawar.

ATTESTED

DEPUTY DIRECTOR

(Admin & HR)  
Khyber Pakhtunkhwa TEVTA

Section Officer II  
Industries, Commerce  
Manpower and  
Tech: Education Dept  
Govt. of K.P.K

## APPENDIX

S.No	Nomenclature of the post	Minimum required qualification for initial appointment	Age limit	Method of recruitment
1	2	3	4	5
1.	Professors / Principal (Technical Cadre) (BPS-20)	---	---	By promotion, on the basis of selection on merit, from amongst the Associate Professors and Principals (Technical Cadre) BPS-19 with at least seven years service as such.
2.	Professor (Basic Sciences and Humanity Group) (BPS-20)	---	---	By promotion, on the basis of selection on merit, from amongst the Associate Professor (Basic Sciences & Humanity Group) BPS-19 with seven years service as such.
3.	Associate Professor / Principal (Technical Cadre) BPS-19	<p>i. Ph.D in the relevant technology from a recognized University with five years teaching or professional experience or</p> <p>ii. Master's Degree in relevant technology from a recognized University with twelve years teaching or professional experience.</p>	30 - 45 years	<p>(a) Eighty percent by promotion, on the basis of seniority cum fitness, from amongst the Assistant Professor (Technical Cadre) BPS-18 having seven year service experience as such with 6 month Technical Teaching Training Course from a recognized Institute with</p> <p>i. Bachelor's Degree in Engineering from a recognized University or</p> <p>ii. Four years B.Tech (Hons) from a recognized University; or</p> <p>iii. Equivalent Qualification in the relevant Technology from a recognized University; and</p> <p>(b) Twenty percent by initial recruitment.</p>

ATTESTED

DEPUTY DIRECTOR  
(Admin & HR)  
Khyber Pakhtunkhwa TVET

Section Officer III  
Industries, Commerce  
Manpower and  
Tech: Education Deptt  
Govt. of K.P.E.

4.	Associate Professor (Basic Science and Humanity Group) BPS-19	<ul style="list-style-type: none"> <li>i. Ph.D/M.Phil in the relevant subject from a recognized University with five years teaching or professional experience in the relevant filed; or</li> <li>ii. Master's Degree in the relevant subject from a recognized University with twelve years teaching or professional experience in the relevant filed.</li> </ul>	30-45 years	<ul style="list-style-type: none"> <li>a) Eighty percent by promotion, on the basis of seniority cum fitness, from amongst the Assistant Professors (Basic Sciences and Humanity Group) BPS-18, having seven years service as such with six month training in teaching Methodology or Technical Teachers training course from a recognized Institute; and</li> <li>b). Twenty percent by initial recruitment</li> </ul>
5.	Assistant Professor (Technical Cadre) (BPS-18)	<ul style="list-style-type: none"> <li>i. Ph.D in the relevant technology from a recognized University; or</li> <li>ii. Master's Degree in the relevant technology from a recognized University with three years experience in the relevant filed; or</li> <li>iii. Bachelor's Degree in Engineering or four years Bachelor's Degree in Technology or equivalent qualification in the relevant technology from a recognized university having five years experience in the relevant filed.</li> </ul>	30-45 years	<ul style="list-style-type: none"> <li>a. Fifty percent by promotion, on the basis of seniority cum fitness, from amongst the Lecturers (Technical Cadre) BPS17 having Bachelor's degree in Engineering or four years B.Tech (Hons) or equivalent qualification in the relevant Technology with six months Technical Teacher training course having five years experience in the relevant filed;</li> <li>b. Ten percent by promotion, on the basis of seniority cum fitness, from amongst the Lecturers (Technical Cadre), BPS-17 having Diploma of Associate Engineering with six month Technical Teacher Training Course in the relevant technology from a recognized Institute having five years service as such; and</li> <li>c. Forty percent by initial recruitment.</li> </ul>
6.	Assistant Professor (Basic Sciences and Humanity Group) BPS-18	<ul style="list-style-type: none"> <li>i. Ph.D or M.Phil in the relevant subject from a recognized University; or</li> <li>ii. Master's Degree in the relevant subject from recognized University having five years teaching experience in the relevant filed in Government Semi Government or Autonomous Organization.</li> </ul>	30-45 Years	<ul style="list-style-type: none"> <li>a. Sixty percent by promotion, on the basis of seniority cum fitness, from amongst the Lecturers (Basic Sciences and Humanity Group) BPS-17 with six months training in Teaching Methodology having five years service as such and</li> <li>b. Forty percent by initial recruitment.</li> </ul>

ATTESTED

DEPUTY DIRECTOR

(Admin & HR)

Khyber Pakhtunkhwa

Section Officer III

Industries, Commerce

Manpower and

Tech. Education Deptt

Govt. of K.P.K

07	Lecturer (Technical Cadre) BPS-17	Bachelor's Degree in Engineering or four years Bachelor's Degree in Technology or equivalent qualification in the relevant technology, from a recognized University with two years teaching or professional experience in the relevant field.	21 - 30 years	<p>a. Fifty percent by promotion, on the basis of seniority cum fitness, from amongst the Junior Instructors and Demonstrators BPS-14 with Diploma of Associate Engineering from a recognized Institute having five years service as such and six months Technical Teacher Training Course from a recognized Institute;</p> <p>b. Ten percent by promotion, on the basis of seniority cum fitness, from amongst the Junior Instructors BPS-14 having Bachelor's Degree Engineering or four years B.Tech (Hons) from a recognized University; and</p> <p>c. Forty percent by initial recruitment.</p>
08.	Lecturer (Basic Sciences & Humanity Group) BSP-17	Master's Degree in the relevant subject from a recognized University with two years teaching experience in the relevant field from Government / Semi government or Autonomous Organization.	21 - 30 years	By initial recruitment.
09.	Junior Instructor (BPS-14)	Diploma of Associate Engineering in the relevant technology from a recognized institute with two year experience in the relevant field.	21 - 28 years	<p>a. Five percent by promotion, on the basis of seniority cum fitness, from amongst the Draftsman (BPS10) having Diploma of Associate Engineering from recognized Institute with five years service as such;</p> <p>Provided that if no suitable candidate is available for promotion, then by initial recruitment; and</p> <p>b. Ninety five percent by initial recruitment.</p>

**ATTESTED**

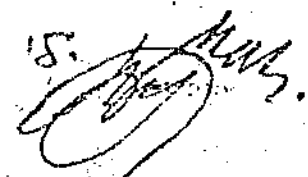
**DEPUTY DIRECTOR**  
(Admin & HR)  
Khyber Pakhtunkhwa TETA

**Section Officer III**  
Industries, Commerce,  
Manpower and  
Tech: Education Deptt  
Govt: of K.P.K.


20

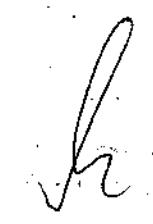
KHYBER PAKHTUNKWHA GOVT: GAZETTE, EXTRAORDINARY, 24<sup>TH</sup> NOVEMBER, 2017 677

10.	Demonstrator (BPS-14)	Diploma of Associate Engineering in the relevant technology from a recognized Institute with Two years Diploma in IT from a recognized institute.	21 – 28 Years	a. Twenty percent by promotion, on the basis of seniority cum fitness, from amongst the Demonstrators (BPS-10) having Diploma of Associate Engineering from a recognized Institute with five years service as such:  Provided that if no suitable candidate is available for promotion, then by initial recruitment; and  b. eighty percent by initial recruitment.
11.	Demonstrator (BPS-10)	i. Secondary School Certificate from a recognized Board with G-I Level Course in the relevant trade from a recognized Institute; or  ii. Secondary School Certificate from a recognized Board with G-II Level course or Trade Proficiency Certificate in the relevant trade from a recognized Institute having two years experience in the relevant filed.	21 – 28 Years	By initial recruitment.
12.	Draftsmen (BPS-10)	i. Secondary School Certificate from a recognized Board with <u>G-I Level Course</u> in the relevant trade from a recognized Institute; or  ii. Secondary School Certificate from a recognized Board with <u>G-II Level Course</u> in the relevant trade from a recognized Institute having two years experience in the relevant filed.	21 – 30 years	By Initial recruitment

15.   
Section Officer III  
Industries, Commerce,  
Manpower and  
Tech. Education Deptt  
Govt. of K.P.K.

ATTESTED

  
DEPUTY DIRECTOR  
(Admin & HR)  
Khyber Pakhtunkhwa TET/TA



21

678 KHYBER PAKHTUNKWHA GOVT: GAZETTE, EXTRAORDINARY, 24<sup>TH</sup> NOVEMBER, 2017

13.	Audio Video Projectionist (BPS-8)	i. Secondary School Certificate from a recognized Board with G-II Level Course in the relevant trade from a recognized Institute; or ii. Secondary School Certificate from a recognized Board with Trade Proficiency Certificate in the relevant trade from a recognized institute.	21 – 28 years	By initial recruitment.
14.	Shop Assistant (BPS-6)	i. Secondary School Certificate from a recognized Board with G-II Level Course in the relevant trade from a recognized Institute; or ii. Secondary School Certificate from a recognized Board with Trade Proficiency Certificate in the relevant trade from a recognized Institute.	21 – 28 Years	a.) Twenty percent by promotion, on the basis of seniority cum fitness, from amongst the Shop Attendants having Secondary School Certificate from a recognized Board with trade proficiency Certificate in the relevant trade and five years service as such; and b.) Eighty percent by initial recruitment.
15.	Electrician (BPS-05)	i. Secondary School Certificate from a recognized Board with G-III Level Course in the relevant trade from a recognized Institute; or ii. Secondary School Certificate from a recognized Board with Trade Proficiency Certificate in the relevant trade from a recognized Institute	21 – 28 Years	By initial recruitment.

*S. Khan*  
Section Officer III  
Industries, Commerce  
Manufacturing  
Technology and  
Education Deptt  
Govt. of K.P.K.

**ATTESTED**  
*[Signature]*  
DEPUTY DIRECTOR  
(Admin & HR)  
Khyber Pakhtunkhwa 10001

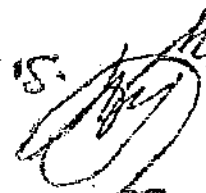
*[Signature]*

**KHYBER PAKHTUNKHWA GOVT: GAZETTE, EXTRAORDINARY, 24<sup>TH</sup> NOVEMBER, 2017**

679

22

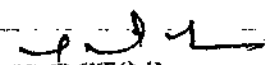
16.	Shop Attendant (BPS-1)	Secondary School Certificate from a recognized Board.	21 - 28 years	By Initial recruitment.
-----	------------------------	---	---------------	-------------------------

*S. M. A.*  
  
Secretary  
Industries, Commerce,  
Manpower and  
Tech. Education Deptt  
Govt. of K.P.K.

*h*

SECRETARY TO GOVT: OF KHYBER PAKHTUNKHWA  
INDUSTRIES, COMMERCE, & TECHNICAL EDUCATION  
DEPARTMENT

**ATTESTED**

  
**DEPUTY DIRECTOR**  
(Admin & HR)  
Khyber Pakhtunkhwa T.E.D.



The Chief Minister,  
Khyber Pakhtunkhwa, Peshawar.

Through PROPER CHANNEL.

Subject:- REQUEST FOR PROMOTION TO THE POST OF ASSISTANT PROFESSOR BPS-18.

R/Sir,

It is humbly submitted that the undersigned is working as Lecturer (Mathematic BPS-17) since 2013 in KP TEVTA as civil servant.

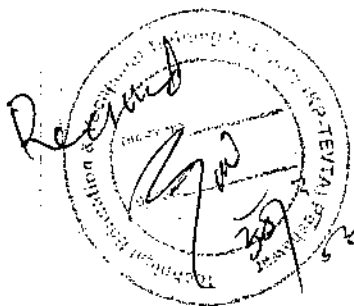
According to revised Four Tier formula, the post of Assistant Professor (BPS-18) created and go to the share of promotion. The post of BPS-18 is lying vacant since its creation dated 07.02.2014. I am the senior most officer of my cadre and eligible in all respect for promotion, while the post of related studies females as per Department is not included in the Four Tier formula, which is illegal and unlawful and goes against the accrued fundamental rights of the applicant.

It is therefore requested that my promotion to the post of Assistant Professor BPS-18 may please be placed before the Provincial Selection Board for consideration by including my cadre in the Four Tier formula from due date with all benefits.

Thanking you in advance.

Yours

Mrs. Shah Haram  
Lecturer (Mathematic)  
Govt. Polytechnic Institute (W)  
Hayatabad, Peshawar.





GOVERNMENT OF KHYBER PAKHTUNKHWA  
INDUSTRIES, COMMERCE AND TECHNICAL EDUCATION DEPARTMENT

**NOTIFICATION**

24 "F"

NO. SO-TE (IND)/F-6/17/Lect/

In pursuance of section 8 of Khyber Pakhtunkhwa Civil Servants Act, 1971 read with rule 17 of Khyber Pakhtunkhwa Civil Servants (appointment, Promotion and Transfer) Rules, 1989, the Government authority has been pleased to order issuance of final seniority list of the Lecturers (Female) (Basic Science & Humanities Group) (BPS-17), Khyber Pakhtunkhwa Technical Education and Vocational Training Authority (who had not opted to become TEVTA employees on creation of TEVTA) is hereby notified for general information.

**FINAL SENIORITY LIST OF LECTURERS (FEMALE) (BASIC SCIENCE & HUMANITIES GROUP) (BPS-17) GCTs/GPIs/GTIs IN THE KHYBER PAKHTUNKHWA TECHNICAL EDUCATION AND VOCATIONAL TRAINING AUTHORITY. AS STOOD ON 28-02-2024**

Sr.No	Name of incumbent with academic qualification	Date of birth with domicile	Date of 1st entry into Govt. service	Regular appointment / Promotion to the present post			Present Posting	Remarks
				Date	BPS	Grade of post		
1.	Mrs. Safia Habib M. Phil Islamiat	04-04-1983 Chasadda	16-10-2009	16-10-2009	17		GPI (W) Peshawar	
2.	Mrs. Shah Haram M. Sc (Maths)	27-03-1986 Mardan	24-01-2013	24-01-2013	17		GCT Peshawar	

Certified that the seniority list is final/un-disputed and not subjudice

NO. SO-TE (IND)/F-6/17/Lect/

Copy is forwarded to:-

1. The Managing Director KP-TEVTA.
2. The Principals GCT/GPI (W).

SECRETARY ESTABLISHMENT  
KHYBER PAKHTUNKHWA

Dated 22/04/2024

Section Officer-TE  
Industries, Commerce &  
Technical Education Department.

25 11 9



Khyber Pakhtunkhwa Technical Education & Vocational Training Authority Plot # 5-771, Old Bara Road, University Town Peshawar E-Mail [mediat@kptepta.gov.pk](mailto:mediat@kptepta.gov.pk) Exchange: +92-91-9904271-72-73-74



OFFICE ORDER:-

In order to rationalize the available sanctioned posts of Assistant Professor BPS-18, the Competent Authority is pleased to distribute the sanctioned posts amongst teaching staff at Government polytechnic Institutes (Women) is as under for further consumption.

Total sanctioned posts of Assistant Professor BPS-18 (Female as per revised four tier formula = Sixteen (16)  
Share initial quota @ 40% = 07 (Already abolished will be filled Under KP-TEVTA regulations).

<u>Remaining total posts BPS-18 distribute amongst the following=</u>		09
Share of Basic Sciences & Humanity Group for promotion		02
(i) Share of Degree holder for promotion	=	05
(ii) Share of Diploma holders for promotion	=	02

DIRECTOR (ADMN/HR)

Encls. NO. KP-TEVTA/Asst-Prof-3794(1-3)

Dated 24/06/2022

- Copy forwarded for information to the-
- 1- The Director Finance and Accounts KP-TEVTA.
  - 2- The Director Academic KP-TEVTA
  - 3- PA to Managing Director KP-TEVTA

ATTESTED

*[Signature]*  
DIRECTOR (ADMN/HR)

*[Signature]*

*[Signature]*

**BETTER COPY OF THE PAGE NO. 25**

Khyber Pakhtunkhwa Technical Education &  
Vacational Trg: Authority Plot # 5-771,  
Old Bara Road, University Town, Peshawar  
E-mail: [medio@kptevta.gov.pk](mailto:medio@kptevta.gov.pk)  
Exchange: +92-91-5704271-72-73-74

**OFFICER ORDER:**

In order to rationalize the available sanctioned posts of Assistant BPS-18, the Competent Authority is pleased to distribute the sanctioned posts amongst teaching at Government Polytechnic Institutes (Women) is as under for further consumption.

Total sanctioned posts of Assistant Professor BPS-18 (Female as per revised four tier formula = Sixteen (16)

Share initial quota @ 40% = 07 (Already abolished will be filled Under KP-TEVTA regulations)

Remaining total posts BPS-18 distribute amongst the following	09
Share of Basic Sciences & Humanity Group for promotion	02
Share of Degree holder for promotion	05
Share of Diploma holders for promotion	02

DIRECTOR (ADMN/HR)

Endst No. KP-TEVTA/Estt/4-tier/3794(1-3) dated 24/06/2022  
Copy forwarded for information to the:

1. The Director Finance and Accounts KP-TEVTA
2. The Director Academic KP-TEVTA.
3. PA to Managing Director KP-TEVTA.

DIRECTOR (ADMN/HR)

26

DETAILS OF INCUMBENTS WITH POSTING, PRESENTLY WORKING IN A CADRE TO WHICH PROMOTION IS MADE.

- 1- Total Sanctioned post (Basic Science and Humanity Group) 2.00
- 2- Share of Promotion quota @ 100% = 2.00
- 3- Already filled by promotion = 00.00

S. No.	By Promotion
1.	Vacant.
2.	Vacant.


**ATTESTED**  
*[Signature]*  
DIRECTOR (Admn/Hr).  
KP-TEVTA.

*[Signature]*  
Section Officer III  
Statistics, Commerce  
Mangalore 575 001  
Tech: Education Dept  
Govt. of K.P.A.

(27)

NC21036 (029)  
TECHNICAL EDUCATION AND MANPOWER

093102 PROFESSIONAL /TECHNICAL UNIVERSITIES/ COLLEGES /INSTITUTES		NUMBER OF POSTS		BUDGET ESTIMATES	REVISED ESTIMATES	BUDGET ESTIMATES
FUNCTIONAL CUM OBJECT CLASSIFICATION AND PARTICULARS OF THE SCHEME		2020-2021	2021-2022	2020-2021	2020-2021	2021-2022
				Rs	Rs	Rs
09	EDUCATION AFFAIRS AND SERVICES					
093	TERTIARY EDUCATION AFFAIRS AND SERVICES					
0931	TERTIARY EDUCATION AFFAIRS AND SERVICES					
093102	PROFESSIONAL /TECHNICAL UNIVERSITIES/ COLLEGES /INSTITUTES					
DI4349	Principal Govt Polytechnic Institute for Women D I Khan					
A01	TOTAL EMPLOYEES RELATED EXPENSES.			10,979,000	13,736,000	12,692,000
A011	TOTAL PAY	32	32	6,736,000	8,130,000	7,086,000
A011-1	TOTAL PAY OF OFFICERS	13	13	1,959,000	3,349,000	2,063,000
A01101	Total Basic Pay Of Officer	13	13	1,959,000	3,349,000	2,063,000
P082	Professor (BPS-20)	1	1	241,000		254,000
A160	Associate Professor (BPS-19)	1	1	211,000		223,000
A130	Assistant Professor (BPS-18)	5	5	753,000		791,000
L028	Lecturer (BPS-17)	4	4	497,000		523,000
L033	Librarian (BPS-17)	1	1	151,000		160,000
A057	Assistant (BPS-16)	1	1	106,000		112,000
A011-2	TOTAL PAY OF OTHER STAFF	19	19	4,777,000	4,781,000	5,023,000
A01151	Total Basic Pay Other Staff	19	19	4,777,000	4,781,000	5,023,000
J015	Junior Instructor (BPS-14)	2	2	1,018,000		1,070,000
S035	Senior Clerk (BPS-14)	1	1	414,000		435,000
J013	Junior Clerk (BPS-11)	1	1	282,000		297,000
S079	Shop Assistant (BPS-06)	5	5	1,223,000		1,285,000
C057	Chowkidar (BPS-03)	3	3	557,000		586,000
N005	Naib Qasid (BPS-03)	2	2	392,000		413,000
S080	Shop Attendant (BPS-03)	4	4	694,000		729,000
S162	Sweeper (BPS-03)	1	1	197,000		208,000
A012	TOTAL ALLOWANCES			4,743,000	5,606,000	5,606,000
A012-1	TOTAL REGULAR ALLOWANCES			4,741,000	5,604,000	5,604,000
A01202	House Rent Allowance			532,000	613,000	613,000
A01203	Conveyance Allowance			572,000	998,000	998,000

  
 Section Officer III  
 Industries, Commerce  
 Manpower and  
 Tech. Education Deptt.  
 Govt. of K.P.S.

NC21036 (029)  
TECHNICAL EDUCATION AND MANPOWER

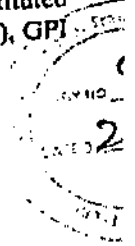
093102 PROFESSIONAL /TECHNICAL UNIVERSITIES/ COLLEGES /INSTITUTES

FUNCTIONAL CUM OBJECT CLASSIFICATION AND PARTICULARS OF THE SCHEME	NUMBER OF POSTS		BUDGET ESTIMATES	REVISED ESTIMATES	BUDGET ESTIMATES
	2020-2021	2021-2022	2020-2021	2020-2021	2021-2022
			Rs	Rs	Rs
09 EDUCATION AFFAIRS AND SERVICES					
093 TERTIARY EDUCATION AFFAIRS AND SERVICES					
0931 TERTIARY EDUCATION AFFAIRS AND SERVICES					
093102 PROFESSIONAL /TECHNICAL UNIVERSITIES/ COLLEGES /INSTITUTES					
PR5201 Principal Govt Polytechnic Institute for Women Peshawar					
A01 TOTAL EMPLOYEES RELATED EXPENSES.			25,874,000	29,240,000	27,424,000
A011 TOTAL PAY	41	41	14,972,000	17,572,000	15,756,000
A011-1 TOTAL PAY OF OFFICERS	10	10	8,670,000	10,006,000	9,129,000
A01101 Total Basic Pay Of Officer	10	10	8,553,000	9,862,000	8,985,000
P070 Principal (BPS-20)	1	1	1,410,000		1,481,000
A160 Associate Professor (BPS-19)	2	2	1,613,000		1,694,000
A130 Assistant Professor (BPS-18)	4	4	3,407,000		3,578,000
D072 Director Of Physical Education (BPS-17)	1	1	856,000		900,000
S044 Senior Instructor (BPS-17)	1	1	866,000		910,000
A057 Assistant (BPS-16)	1	1	401,000		422,000
A01102 Personal pay			117,000	144,000	144,000
A011-2 TOTAL PAY OF OTHER STAFF	31	31	6,302,000	7,566,000	6,627,000
A01151 Total Basic Pay Other Staff	31	31	6,302,000	7,566,000	6,627,000
J015 Junior Instructor (BPS-14)	9	9	3,116,000		3,273,000
S035 Senior Clerk (BPS-14)	1	1	282,000		297,000
J013 Junior Clerk (BPS-11)	1	1	179,000		189,000
S127 Store Keeper (BPS-09)	1	1	109,000		115,000
S079 Shop Assistant (BPS-07)	6	6	915,000		961,000
C057 Chowkidar (BPS-03)	3	3	337,000		355,000
C095 Cook (BPS-03)	1	1	217,000		229,000
M010 Mali (BPS-03)	1	1	148,000		156,000
N005 Naib Qasid (BPS-03)	1	1	143,000		151,000
S080 Shop Attendant (BPS-03)	6	6	752,000		791,000
S162 Sweeper (BPS-03)	1	1	104,000		110,000

(29) "J"

**Inquiry Report**

In pursuance to KP-TEVTA office order Endst: No.KP-TEVTA/20-27(20)313(1-4) dated 16-01-2024 wherein a committee comprising of the following officers have been constituted to thoroughly investigate the appeal/record of the applicants (Lecturers – Civil Servants), GPI (W) Peshawar:



**Committee members:**

1. Engr. Hafeez Ur Rahman, Associate Professor, GCT Peshawar
2. Mr. Qayyum Khan, Associate Professor, GCT Peshawar
3. Mr. Zia Ur Rahman, Deputy Director (Acads/Ops), KP-TEVTA

**Measures taken:**

A comprehensive investigation was conducted to probe into the matter. Meeting of the committee held on 25-01-2024 and the case was discussed thoroughly. At the end of the meeting, it was decided that in order to ensure a fair investigation and give the parties the sense of being heard, the applicants shall be called. The parties were called on for hearing on 30-01-2024. Subsequently the parties attended the meeting and recorded their pleas while absence of the following complainant was noted.

**Absent complainant(s):**

1. Ms. Shah Haram, Lecturer, GPI (W) Peshawar.

**Observations:**

1. Current status of sanctioned posts (Female):

Table-1

Description	No. of posts	Status/Filled
Professor BPS 20	Two (02)	Filled
Associate Professor BPS 19	Three (03)	Vacant
Assistant Professor BPS 18	Nine (09)	03 filled and 6 vacant
Head of Department BPS 18	Four (04)	Vacant

2. Detail of the filled position are as under:

Table-2

#	Name	Designation	Date of Birth	Regular Appointment/Promotion to the present post			Discipline	Qualifications
				Date	BPS	Method of Recruitment		
01	Ms. Jamila Gul	Professor	05-04-1965	25-03-2019	20	By Promotion	Electrical	B.Sc Engineering
02	Ms. Sarwat Kanwal	Professor	01-01-1972	24-01-2017	20 (ACB)	By Promotion	Electronics	B.Sc Engineering
03	Ms. Harmina	Assistant Professor	04-04-1970	19-11-2016	18	By Promotion	Electronics	B.Tech (Hons)
04	Ms. Nurat Ara	Assistant Professor	19-01-1969	07-01-2002	18	By Promotion	Fine Arts	BFA (Hons)
05	Ms. Farrukh Naz	Assistant Professor	21-02-1969	08-11-2023	18	By Promotion	Architecture	B.Tech (Hons) Civil
06	Ms. Yasmeen	Lecturer	05-09-1969	04-04-2002	17	By Promotion	Electronics	DAE (Electronics)
07	Ms. Robana Kausar	Lecturer	18-07-1974	07-05-2005	17	By Promotion	Architecture	DAE (Architecture)
08	Ms. Shazia Bano	Lecturer	22-05-1969	21-07-2006	17	By Promotion	DDM	DDM BFA (Hons)
09	Ms. Nargis	Lecturer	28-12-1964	21-07-2006	17	By Promotion	DDM	DAE Garments
10	Ms. Nuzma Parveen	Lecturer	04-03-1964	02-12-2022	17	By Promotion	DDM	DDM
11	Ms. Anz Fatima	Lecturer	06-01-1968	02-12-2022	17	By Promotion	Electronics	DAE Electronics
12	Ms. Ambreen	Lecturer	23-04-1979	02-12-2022	17	By Promotion	Architecture	DAE Architecture
13	Ms. Alizeen Zafar	Lecturer	13-03-1981	02-12-2022	17	By Promotion	DDM	DDM BFA (Hons)
14	Ms. Nazma Riaz	Lecturer	25-02-1982	02-12-2022	17	By Promotion	DDM	DDM Master (Fine Arts)
15	Ms. Nasreen	Lecturer	15-04-1980	02-12-2022	17	By Promotion	Computer	DAE (Comp Hardware) M.Sc Computer science
16	Ms. Safia Habib	Lecturer	04-04-1983	16-10-2009	17	By Initial	Islamicyat	MA (Islamicyat)
17	Ms. Shah Haram	Lecturer	27-03-1986	24-01-2012	17	By Initial	Maths	M.Sc Mathematics
18	Ms. Samina Ajmal	Jr. Inst.	01-04-1982	15-12-2007	15	By Initial	DDM	DDM Master (Fine Arts)
19	Ms. Saima Mubarak	Jr. Inst.	10-04-1988	01-12-2009	15	By Initial	DDM	DDM

Handwritten signatures and initials.

Handwritten signature.





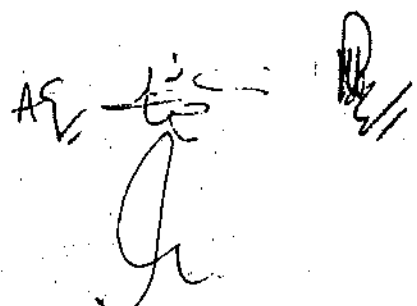
3. Two female incumbents having degree of Bachelor of Engineering are serving as Professor (BPS-20) against the sanctioned posts.
4. Three sanctioned positions BPS-19 are laying vacant as per table-1.
5. Three female incumbents as mentioned at serial 3-5 in the table-2 are serving as Assistant Professor (BPS-18). While, 6 sanctioned positions of BPS-18 are laying vacant.
6. Four posts of Head of Department (HOD) BPS-18 are laying vacant owing to no promotion path as per the existing rules 2015.
7. Twelve female incumbents as mentioned at serial 6-17 of the table-2 are serving as Lecturers (BPS-17) against the sanctioned posts. Discipline and qualifications are shown in the columns 8-9 of the above referred table against each employee.
8. The incumbents at serial 6-15 and 18 of the table-2 (hereinafter referred as Party-A) are claiming that the sanctioned positions of BPS-18 and above are reserved for their promotion being technical cadre posts.
9. Two female incumbents as mentioned at serial 18-19 of the table-2 are serving as Jr. Instructress (BPS-15) against the sanctioned posts. Discipline and qualifications are shown in the columns 8-9 of the above referred table-2 against each employee.
10. Dates of regular appointments in their respective grades are shown in the column 6 of the table-2.
11. As per the Finance department notification dated 07-02-2014 the following revisions were made to the sanctioned positions:

GCT/ GPI/ GTTC	Existing Positions					Revised Positions				
	B-20	B-19	B-18	B-17	Total	B-20	B-19	B-18	B-17	Total
GPI Female	01	05	08	29	43	02	09	16	16	43

12. The revised sanctioned positions were allocated to the Technical Cadre as per Annexure-I and table-2 of the notification as stated in para 11 ibid.
13. KP-TEVTA vide office order Endst: No.KP-TEVTA/Estt/4-tier/3794(1-3) dated 24-06-2022 have distributed the sanctioned posts of Assistant Professor (BPS-18) among teaching cadre female as under:
  - i) Total posts BPS-18 09
  - ii) Share of Basic Science and Humanity for Promotion 02
  - iii) Share of Degree Holders for Promotion 05
  - iv) Share of Diploma Holders for Promotion 02
14. Upon the commencement of KP-TEVTA Act 2015, all the sanctioned positions of civil servants for initial recruitment were abolished which would be filled under the KP-TEVTA regulation as public services.

**Findings:**

1. Upon the commencement of KP-TEVTA Act 2015, six posts of (Female) were abolished while 2 posts were supposed to be abolished.
2. No quota was given to the incumbents of Basic Science and Humanity Group (Female) as mentioned at serial #16-17 of the table-2 (Hereafter referred as Party-B).
3. Contention of the Party-A, since long, is for consideration of their degree i.e., BFA Hons and Master in Fine Arts as relevant-degrees for promotions.
4. The Party-A claim that the Party-B should not be promoted on the posts reserved for the technical cadre as notified in the Finance Department notification. They have made objections on the KP-TEVTA notification as stated at para 13 of the observations. On the other side, the Party-B is seeking for their long-awaited promotion.



After detailed investigation, thorough discussion and in-person hearing of the Parties, the following recommendations are firmed up:

**Recommendations:**

1. The degrees of the Party-A may be considered equivalent to 16 years of schooling subject to the verification from Higher Education Commission.
2. Proper promotion path may be defined for promotion to HOD (BPS-18) or the nomenclature of the post of HOD (BPS-18) may be changed as Assistant Professor (BPS-18) and may be reserved for the promotion of the Lecturers (female).
3. 10 posts, including 3 posts of HOD, may be reserved for promotion of female Lecturers BPS-17 having degree equivalent to 16 years of schooling irrespective of the subjects/group.
4. 03 posts including one post of HoD may be reserved for promotion of female Lecturers BPS-17 on the basis of 3 years Diploma.
5. A joint seniority of the incumbents (Lecturers female) having degrees equivalent to 16 years of schooling against the posts as stated at serial 3 of the recommendations may be maintained with slight modification in the existing rules or framing separate rules for the female faculty.
6. The promotion cases of the eligible incumbents may be materialized accordingly.

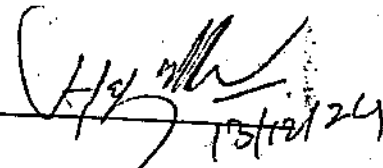
**Grounds:**

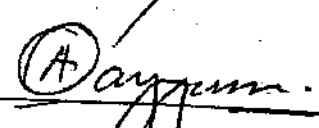
1. Article 25 and Article 27 of the Islamic Republic of Pakistan provides equality of citizen and safeguard against discrimination in services respectively.
2. KP-TEVTA Civil Servant Rules 2015 (Teaching Cadre).
3. Rules-17(2) of APT Rules of 1989 for determination of the seniority positions.


Submitted with thanks for the confidence reposed

**Committee Members:**

- 1) Engr. Hafeez Ur Rahman, Associate Professor,  
Govt. College of Technology, Peshawar
- 2) Mr. Qayum Khan, Associate Professor,  
Govt. College of Technology, Peshawar
- 3) Mr. Zia Ur Rahman, Deputy Director (Academics),  
KP-TEVTA H/Office, Peshawar.

  
15/12/24

  
Qayum





**VAKALATNAMA**

**BEFORE THE KHYBER PAKHTUNKHWA SERVICES TRIBUNAL**

**PESHAWAR**

Shah Haram

.....Petitioner/Appellant

**VERSUS**

Govt & others

.....Respondents/Defendants

I, Shah Haram do hereby appoint and constitute,

**Fazal Shah Mohmand, Ibad Ur Rehman Khalil & Baseer Shah** Advocates  
To act, appear and plead in the above-mentioned matter and to withdraw or  
compromise the said matter or submit to arbitration any differences or dispute  
that shall arise touching or in any manner relating to the said matter and to receive  
money and grant receipts therefore and to do all other acts and things which may  
be necessary to be done for the progress and the course of the prosecution of the  
said matter.

1. To draft and sign files at necessary pleadings, applications, objections, affidavits or other documents as shall be deemed necessary and advisable for the prosecution of the said matter at all its stages.
2. To employ any other Legal Practitioner, authorizing him to exercise the power as conferred on the undersigned advocate, wherever he may think fit to do so.

AND I hereby agree to ratify whatever the Advocate or his substitute shall do in the above matter. I also hereby agree not to hold the advocate or his substitute responsible for the result of the said matter in consequence of his absence from the court when the said matter is called up for hearing. I further hereby agree that in the event for the whole or any part of the fee to be paid to the advocate remaining unpaid, he shall be entitled to withdraw from the above matter. Received by me on 1-2-24.

Shah Haram  
Client (s)

ACCEPTED BY: [Signature]  
Fazal Shah Mohmand ASC,

[Signature] Ibad Ur Rehman Khalil

&  
Baseer Shah

[Signature]  
Advocates, High Court.