


10.09.2024


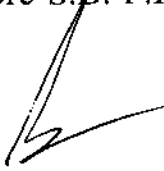
1. Learned counsel for the appellant present. Preliminary arguments as well as arguments on office objection heard.
2. Respondent No. 5 being unnecessary/improper parte is deleted from the list of respondents and the appellant also annexed the relevant service rules with the appeal. Objection No. 1 & 5 are removed.
3. Points raised need consideration. The appeal is admitted for regular hearing subject to all just and legal objections by the other side. The appellant is directed to deposit security fees within 10 days. Respondents be summoned through TCS, the expenses of which be deposited by the appellant within 03 days. Thereafter notice be issued to the respondents for submission of reply/comments. To come up for reply/comments on 07.10.2024 before S.B. P.P given to learned counsel for the appellant.


(Muhammad Akbar Khan)
Member (E)

Form-A
FORM OF ORDERSHEET

Court of _____

Case No. _____ /2024

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1	02.09.2024	As per direction of the Hon'ble Member Judicial present appeal is fixed for decision on office objection before Single Bench at Peshawar on 03.09.2024. Parcha Peshi given to the counsel for the appellant.  REGISTRAR
	03.09.2024	Appellant in person present and requested for adjournment on the ground that learned counsel for the appellant is busy before Hon'ble Peshawar High Court, Peshawar. Adjourned. To come up for arguments on office objection on 10.09.2024 before S.B. P.P given to learned counsel for the appellant.  (Muhammad Akbar Khan) Member (E)


SCANNED
IN 15/09/24
PESHAWAR

3. Service rules of 2023
are with Respondent No. 5
which have not been
provided, however relevant
to Appeal, the rules are
attached.


M. put before Tribunal.
B. J. J. J.

The present appeal was returned to the counsel for the appellant for completion and resubmission within 15 days. Today he resubmitted the same without removing the object no. 1 & 5.

Report submitted for perusal please.


19/8/24
Assistant
Institution Section

Let it be fixed
before S.B in OB,
706 3/8/24.


29/8/24.

The appeal of Mr. Saeed Ahmad Jan received today i.e on 12.08.2024 is incomplete on the following score which is returned to the counsel for the appellant for completion and resubmission within 15 days.

- ①- According to sub-rule-4 of rule-6 of Khyber Pakhtunkhwa Service Tribunal rules 1974 respondent nos. 4 & 5 are un-necessary/improper parties, in light of the rules ibid and on the written direction of the Worthy Chairman the above mentioned respondent number be deleted/struck out from the list of respondent.
- ✓ 2- Check list is not attached with the appeal.
- ③- Appeal has not been flagged/marked with annexures marks.
- 4- Annexures of the appeal are unattested.
- ⑤- Service rules of 2023 attached with the appeal are incomplete be completed. ✓ / ✓ / ✓ / ✓ / ✓ / ✓ / ✓
- ✓ Page nos. 15, 16, 17, 34, 44, 46, 47 & 48 of the appeal are illegible be replaced by legible/better one.
- ✓ The paper used in printing of page nos. 49 to 57 are rough which is not acceptable.
- 8- Three copies/sets of the appeal along annexures i.e. complete in all respect for Tribunal and one for each respondent may also be submitted with the appeal.

No. 560 /Inst./2024/KPST,

Dt. 12/8 /2024.

Amatullah
OFFICE ASISTANT
SERVICE TRIBUNAL
KHYBER PAKHTUNKHWA
PESHAWAR

Bilal Ahmad Kakaizai Adv.
High Court at Peshawar.

Resubmitted after removing objections

Bilal Ahmad
19/8/24
1. Since vires of rules have been challenged hence Secretary Finance being member of SSRC is necessary party. Appellant could not bypass Resp. No. 5, being administrative head.

BEFORE HONOURABLE SERVICE TRIBUNAL, PESHAWAR

Service Appeal No. 1458/2024.

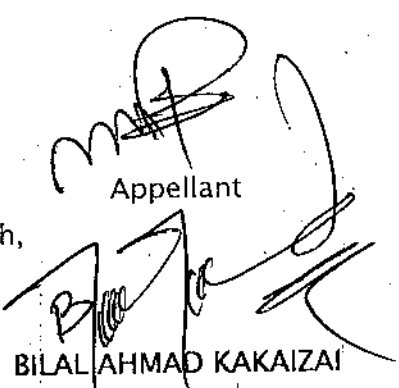
SAEED AHMAD JAN

Vs

Government of KPK etc.

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Wakalat Nama		—


Appellant

Through,

BILAL AHMAD KAKAIZAI

(Advocate, Supreme Court of Pakistan)

213, Sunehri Masjid Road, Near HBL

Nothia Branch, Peshawar Cantt.

0300-9020098

BEFORE HONOURABLE SERVICE TRIBUNAL, PESHAWAR

Service Appeal No. 1458 / 2024.

Khyber Pakhtunkhwa
Service Tribunal

Diary No. 14898

Dated 12-08-2024

SAEED AHMAD JAN,
Assistant,
Labour Court, Peshawar.

..... **APPELLANT**

Versus

1. GOVERNMENT OF KHYBER PAKHTUNKHWA
Through Chief Secretary,
Civil Secretariat, Peshawar.
2. SECRETARY LABOUR,
Government of Khyber Pakhtunkhwa,
Labour Department, Civil Secretariat, Peshawar.
3. SECRETARY ESTABLISHMENT,
Government of Khyber Pakhtunkhwa,
Establishment Department, Civil Secretariat, Peshawar.
4. SECRETARY FINANCE,
Government of Khyber Pakhtunkhwa,
Establishment Department, Civil Secretariat, Peshawar.
5. PRESIDING OFFICER,
Labour Court, Old Judicial Complex, Peshawar.

..... **RESPONDENTS**

SERVICE APPEAL UNDER SECTION 4 OF KHYBER PAKHTUNKHWA SERVICE TRIBUNAL ACT, 1974:

1. **FOR DECLARING THE SERVICE RULES OF THE LABOUR COURTS AS ULTRA VIRES IN CONSEQUENCE WHEREOF THE NECESSARY AMENDMENTS / ALTERATIONS AS PER RULES IN VOGUE IN OTHER DEPARTMENTS BE MADE:**

2. AGAINST APPELLATE ORDER DATED 23.07.2024 IN PURSUANCE OF WHICH THE DEPARTMENT APPEAL / REPRESENTATION WAS REJECTED.

Prayer: *That on acceptance of this Service Appeal the Impugned Service Rules of the Labour Courts of the Province be modified to the extent that New Promulgated Rules of the Labour Courts to the extent of promotion of Assistant to the post of Superintendent along with Computer Operators and Senior Scale Stenographers cum-judgment writer be declared ultra vires and the old regime of rules, 2015 may please be restored. It is further prayed that for the post of Computer Operators and Senior Scale Stenographers cum-judgment writer, new hierarchy of rules may please be notified or else the benefit of upgradation may please be extended to them after qualifying service for the purpose of upgradation as per policy.*

Respectfully Sheweth;

Short facts, giving rise to present Service Appeal, are as under:

1. That, Appellant was appointed as Muharrir in Labour Court, Peshawar vide Order dated 03.04.2010 by the Competent Authority, copy of the Appointment Order dated 03.04.2010 is attached as Annexure A.
2. That, during the course of employment, Appellant was promoted as Senior Clerk vide Order dated 08.06.2013, as per prevailing rules.
3. That, as per previous rules, the Appellant was having the prospects of promotion from Senior Clerk to the post of Assistant after completing 5 years' service as such Appellant was promoted vide order dated 31.01.2022 as Assistant, copy of the Promotion Order of the Appellant as Assistant is attached as Annexure B.
4. That, previously for the purpose of promotion, for the post of Superintendent, as per rules, there was 100% promotion quota for Assistants who have five years' service at their credit.

5. That, now, in the new rules for the purpose of promotion along with the Assistants, the technical posts of Computer Operators and Senior Scale Stenographers cum-judgment writer have also been added against the prevailing rules of others Directorates and Departments of Provincial Government, copy of Old and New Rules are attached as Annexure C.
6. That, as per routine practice, the technical posts of Computer Operators and Senior Scale Stenographers-cum-judgment writers, are allowed the benefit of upgradation after 10 years of service because the post of Superintendent is out of their cadre as the same is an administrative post and has nothing to do with the qualification and expertise of Computer Operators and Senior Scale Stenographers-cum-judgment writer.
7. That, against the issuance of New Rules and Joining the Cadres of administrative cadre of Assistant with Technical cadre of Computer Operators and Senior Scale Stenographers-cum-judgment writers, Appellant submitted his Departmental Appeal, which was forwarded through proper channel to the Competent Authority, copy of the Departmental Appeal / Representation along with Covering Letter dated 30.10.2023 are attached as Annexure D.
8. That, vide Order dated 23.07.2024 the Departmental Appeal / Representation of the Appellant was rejected by the Competent Authority, without mentioning any lawful reasons or justifications, copy of the Impugned Appellate Order dated 23.07.2024 is attached as Annexure E. hence this Appeal for indulgence and enforcement of rights *inter alia* on the following grounds:

GROUND:


- A. That, Impugned Service Rules to the extent of promotion of Assistant to the post of Superintendent along with Computer Operators and Senior Scale Stenographers-cum-judgment writers and Impugned Appellate Order are illegal, unlawful, void and ineffective upon the rights of the Appellant.
- B. That, same is against the principles of Natural Justice, also.
- C. That, as per minutes of Standing Service Rules Committee, no representative of any of Labour Courts was present nor any

reference of opinion of Labour Courts or signatures of any Presiding Officer is on file, copies of the minutes of the SSRC meeting dated 22.03.2023 along with some other relevant documents are attached as Annexure F.


- D. That, the act of the Department is against the principles enshrined in the Constitution of Islamic Republic of Pakistan, 1973.
- E. That, by way of notifying new rules the technical post of Computer Operators and Senior Scale Stenographers cum- judgment writer has been brought into the cadre of administration of Labour Court, which principle is against the norms of Justice and fair play.
- F. That, the post of Assistant is filled from amongst the holders of post of Senior Clerk after rendering 03 years' service as Senior Clerk.
- G. That, similarly the post of Senior Clerk is filled in from amongst the holders of the post of Junior Clerks after 03 years of Service.
- H. That, after almost 15 years of administrative experience, the post of Assistant becomes eligible for the post of Superintendent beyond which position no further promotion is prescribed.
- I. That, the post of Computer Operator or Senior Scale Stenographer is filled in on initial appointment basis and if any incumbent i.e. Computer Operators or Senior Scale Stenographers-cum-Judgment Writer is promoted to the Administrative post of Superintendent, he will be unable to tackle the administration moreover he will occupy the post of Superintendent till his retirement / superannuation or death, as there case may be, hence the promotion channel of all the incumbents would be blocked for decades.
- J. That, similarly for the purpose of promotion the Seniority List of Assistants, Computer Operators, Stenographers cum Judgment Writers have been mixed up which will benefit the Computer Operators and Stenographers cum Judgment Writers only because a new incumbent having 5 years' service will sit on the administrative post of Superintendent and will occupy the same for decades to come and lower rank will wait for their turn of promotion.

- K. That, in whole of the Province, Secretariat, Directorates & Offices etc, the post of Superintendent is filled in from amongst the holders of the post of Assistants moreover the benefit of upgradation is also available to the Computer Operators and Senior Scale Stenographers-cum-Judgment Writers.
- L. That, the fundamental, legal and constitutional rights of the Appellant are being violated by the Respondents.
- M. That, the Respondents Department, being public office, cannot be allowed to exercise its powers, in sheer violation of law nor are they allowed to promote nepotism and favoritism.
- N. That, it seems, that in order to favor selected and blue eyed incumbents, the whole process has been vanished; moreover the official Respondents have proceeded in violation of transparency and merit.
- O. That, the Respondents have violated Articles 4, 9, 10-A, 25, 27 and 37 of the Constitution of the Islamic Republic of Pakistan, 1973. The indulgence of this august Tribunal is, therefore, necessary and indispensable in order to save the ends of justice and to prevent the abuse of the process of law.
- P. The Appellant seeks permission to raise any other additional legal grounds at the time of hearing of this writ petition.

It is, therefore, prayed that Appeal be accepted as prayed for.


 Appellant

Through,


BILAL AHMAD KAKAIZAI
 (Advocate, Supreme Court of Pakistan)
 213, Sunehri Masjid Road, Near HBL
 Nothia Branch, Peshawar Cantt.
 0300-9020098

BEFORE HONOURABLE SERVICE TRIBUNAL, PESHAWAR

Service Appeal No. _____ / 2024.

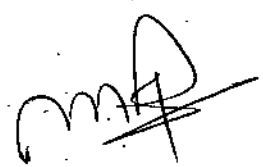
SAEED AHMAD JAN

vs

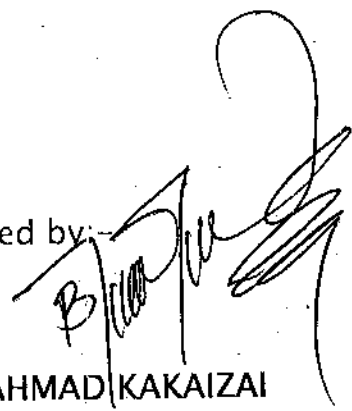
Government of KPK etc.

AFFIDAVIT

I, SAEED AHMAD JAN, Assistant, Labour Court, Peshawar, do hereby on oath affirm and declare that the contents of the Writ Petition are true and correct and nothing has been kept secret from this Honorable Court.


Deponent

Identified by:-



BILAL AHMAD KAKAIZAI
(Advocate, Supreme Court of Pakistan)



12 AUG 2024

BEFORE HONOURABLE SERVICE TRIBUNAL, PESHAWAR.

Service Appeal No. _____ / 2024.

SAEED AHMAD JAN

Vs

Government of KPK etc.

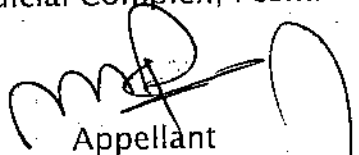
ADDRESSES OF PARTIES.

APPELLANT:

SAEED AHMAD JAN, Assistant, Labour Court, Peshawar

RESPONDENTS

1. Government of Khyber Pakhtunkhwa, Through Chief Secretary, Civil Secretariat, Peshawar.
2. Secretary Labour, Government of Khyber Pakhtunkhwa, Labour Department, Civil Secretariat, Peshawar.
3. Secretary Establishment, Government of Khyber Pakhtunkhwa, Establishment Department, Civil Secretariat, Peshawar.
4. Secretary Finance, Government of Khyber Pakhtunkhwa, Finance Department, Civil Secretariat, Peshawar.
5. Presiding Officer, Labour Court, Old Judicial Complex, Peshawar.


Appellant

Through,

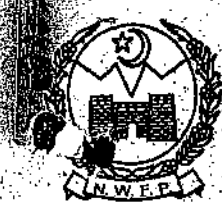

BILAL AHMAD KAKAIZAI

(Advocate, Supreme Court of Pakistan)

213, Sunehri Masjid Road, Near HBL

Nothia Branch, Peshawar Cantt.

0300-9020098



GOVERNMENT OF N.W.F.P.
OFFICE OF THE PRESIDING OFFICER
LABOUR COURT, PESHAWAR.

No. 209-12 /POLC/Pesh:

Dated Peshawar the 2 / 4 / 2010

A
9

OFFICE ORDER.

On the recommendation of the Departmental Selection Committee, Mr. Saeed Ahmad Jan son of Yousaf Jan r/o House No. 88, Mohallah Azimabad, outside Yaka Teeth Road, Peshawar, is hereby appointed as Junior Clerk BPS-7 ^{on temporary basis} with immediate effect, subject to production of Medical fitness Certificate on the following terms & conditions:-

1. He will be entitled to pay at the minimum of BPS-7 including usual allowances as admissible under the Rules and will also be entitled to annual increment as per existing policy.
2. He shall, for all intents and purposes, be a Civil servant except for purpose of pension or gratuity. In lieu of pension and gratuity, he shall be entitled to receive such amount contributed by him towards contributory Provident Fund (CPF) alongwith the contributions made by the Government of his account in the said fund, in the prescribed manner and rate fixed by the Government from time to time.

Fayyazullah Khan
(Fayyazullah Khan)
Presiding Officer/Distt; &
Sessions Judge, Labour Court,
Peshawar.

Enclst; No. _____ /L.C.Pesh: Dated Peshawar the _____ /4/2010.

Copy forwarded to:-

1. The Accountant General, NWFP., Peshawar.
2. Mr. Saeed Ahmad Jan s/o Yousaf Jan, r/o
3. Mr. Javid Ali, Section Officer, (Labour) Labour Department, Govt: of NWFP., Peshawar.
4. Personal file of the official concerned.

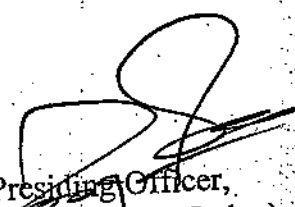
Presiding Officer/
Distt; & Sessions Judge,
Labour Court, Peshawar.

GOVERNMENT OF KHYBER PAKHTUNKHWA
OFFICE OF THE PRESIDING OFFICER
LABOUR COURT, PESHAWAR.

10

OFFICE ORDER

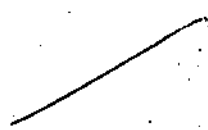
On recommendation of the Departmental Promotion Committee held on 6/06/2013, Mr. Saeed Ahmad Jan Muharrir BPS-05 is hereby promoted as Senior Clerk (BPS-09) against the vacant post, with immediate effect.



Presiding Officer,
(Distt. & Session Judge)
Labour Court, Peshawar

Endst: No. 348-51 /POLC/Pesh Dated Peshawar the. 08 /06/2013

Copy of the above is forwarded to:-

1. The Accountant General Office Khyber Pakhtunkhwa, Peshawar.
2. Mr. Saeed Ahmad Jan Senior Clerk, Labour Court, Peshawar.
3. The Section Officer (General) Government of Khyber Pakhtunkhwa, Labour Department, Peshawar.
4. Personal file of the Official concerned.


Presiding Officer,
(Distt. & Session Judge)
Labour Court, Peshawar


Presiding Officer,
(Distt. & Session Judge)
Labour Court, Peshawar



(11) B

GOVERNMENT OF KHYBER PAKHTUNKHWA
OFFICE OF THE PRESIDING OFFICER
LABOUR COURT, PESHAWAR

OFFICE ORDER

On the recommendation of the Departmental Promotion Committee held on 31/10/2022, Mr. Saeed Ahmad Jan, Senior Clerk (BPS-14) is hereby promoted as Assistant (BPS-16) against the vacant post, with immediate effect.

Presiding Officer,
(Distt: & Session Judge)
Labour Court, Peshawar

581-85
Endst: No. ___/POLC/Pesh

Dated Peshawar the. 31/10/2022

Copy of the above is forwarded to:-

1. The Accountant General Office Khyber Pakhtunkhwa, Peshawar.
2. Mr. Saeed Ahmad Jan, Assistant, Labour Court, Peshawar.
3. The Deputy Secretary, Government of Khyber Pakhtunkhwa, Labour Department.
4. The Section Officer (Labour) Government of Khyber Pakhtunkhwa, Labour Department, Peshawar.
5. Personal file of the Official concerned.

Presiding Officer,
(Distt: & Session Judge)
Labour Court, Peshawar

EXTRAORDINARY
GOVERNMENT



(12) C
REGISTERED NO. PIII
GAZETTE

KHYBER PAKHTUNKHWA

Published by Authority

PESHAWAR, THURSDAY, 19th OCTOBER, 2023.

GOVERNMENT OF KHYBER PAKHTUNKHWA
LABOUR DEPARTMENT

NOTIFICATION

Peshawar Dated, the 11th October, 2023.

SOL(LD)/5-50/2019/LCs/SRs .-In pursuance of the provisions contained in sub-rule (2) of rule 3 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989 and in supersession of all previous Notifications, issued in this behalf, the Labour Department, in consultation with the Establishment Department and the Finance Department, hereby lays down the method of recruitment, qualification and other conditions laid down in Columns No. 3 to 5 of the APPENDIX to this Notification, which shall be applicable to posts born in the Labour Courts, Khyber Pakhtunkhwa, specified in Column No. 2 of the said Appendix.

APPENDIX

S.#	Nomenclature of the Post	Minimum qualification for appointment by Initial Recruitment or by Transfer	Age limit	Method of Recruitment
1.	Superintendent (BPS-17).			By promotion, on the basis of seniority-cum-fitness, from amongst the holders of the posts of Assistant (BPS-16), Senior Scale Stenographer-cum-Judgment Writer (BPS-16) and Computer Operator, (BPS-16) of all Labour Courts with at least five (05) years' service as such: Note: For the purpose of promotion, a joint seniority list of Assistants, Senior Scale Stenographers-cum-Judgment Writers and Computer Operators of all Labour Courts shall be maintained in the Labour Department.
2.	Assistant (BPS-16).	At least Second Class Bachelor's Degree or its equivalent qualification from a recognized University.	20 to 32 years.	(a) Seventy-five (75%) percent by promotion, on the basis of seniority-cum-fitness, from amongst the holders of the post of Senior Clerk (BPS-14) of all Labour Courts having Bachelor's Degree or its equivalent qualification from a recognized University with at least three (03) years' service as such; and (b) twenty-five (25%) percent by initial recruitment. Note:- For the purpose of promotion, a Joint-seniority list of all Senior Clerks of all Labour Courts shall be maintained in the Labour Department.

(B)

5.	Senior Clerk (BPS-14).	---	---	By promotion, on the basis of seniority-cum-fitness, from amongst the holders of the post of Junior Clerk (BPS-11) of respective Labour Court with at least three (03) years' service as such.
6.	Junior Clerk (BPS-11).	(i) At least Second Class Intermediate Certificate or its equivalent qualification from a recognized Board; and (ii) a speed of 30 words per minute in typing on computer alongwith at least three (03) months Computer Certificate from a recognized Institute.	18 to 30 years.	(a) Fifty percent (50%) by promotion, on the basis of seniority-cum-fitness, from amongst the holders of the post of Muharrir (BPS-07) of respective Labour Court with three (03) years' service as such; and (b) fifty percent (50%) by initial recruitment.
7.	Muharrir (BPS-07).	(i) At least Second Class Intermediate Certificate or its equivalent qualification from a recognized Board; and (ii) a speed of 30 words per minute in typing on computer alongwith at least three (03) months Computer Certificate from recognized Institute.	18 to 30 years.	(a) Ninety percent (90%) by promotion, on the basis of seniority-cum-fitness, from amongst holders of the post of Bailiff Attendant (BPS-04) of respective Labour Court having Secondary School Certificate, with at least three (03) years' service as such; and (b) ten percent (10%) by initial recruitment.
8.	Driver (BPS-06).	At least Middle pass and possessing a valid Light Transport Vehicle (LTV) Driving License and medically fit.	18 to 32 years.	By initial recruitment.

9.	Bailiff (BPS-04). Attendant	At least-Secondary School Certificate or its equivalent qualification from a recognized Board.	18 to 40 years.	<p>(a) Fifty percent (50%) by promotion, on the basis of seniority-cum-fitness, from amongst holders of the posts of Process Server (BPS-03), Naib Qasid (BPS-03), Chowkidar (BPS-03), Sweeper (BPS-03) or other equivalent posts of respective Labour Court with three (03) years' service as such; and</p> <p>(b) fifty percent (50%) by initial appointment:</p> <p>Note: For the purpose of promotion, a joint seniority list of Process Servers, Naib Qasids, Chowkidars and Sweepers of respective Labour Court shall be maintained.</p>
10.	Process Server/Naib Qasid/ Sweeper (BPS-03). Chowkidar/	Preferably literate.	18 to 40 years.	By initial recruitment.

**Secretary to Government of the Khyber Pakhtunkhwa
Labour Department**

GOVERNMENT OF THE KHYBER PAKHTUNKHWA
PUBLIC SERVICE COMMISSION

NOTIFICATION

Published dated the 02nd June, 2015

Notification No. 10/05/2015. In pursuance of the provisions contained in sub-section 2 of section 10 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989, the Labour Department in consultation with the Establishment Department and the Finance Department hereby directs that in this Department Notifications No. SC/11/12/2015 dated 10/05/1996, the following further amendments shall be made:

In the Appendix:

(i) Under Serial No. 1, the following entries shall respectively be inserted in the relevant columns, namely:

1	2	3	4	5
1A	Superintendent			By promotion on the basis of seniority cum fitness, from amongst the Assistants with at least five years service as such.

(ii) Under Serial No. 2, the following shall be substituted, namely:

1	2	3	4	5
2	Senior State stenographer cum typewriter operator	(i) Second Class Bachelors Degree or equivalent qualification (ii) Age not exceeding 70 years (iii) Knowledge of English and 45 words per minute in typing and (iv) Knowledge of computer in using MS Word, MS Excel	20 to 32 years	By initial recruitment

GOVERNMENT OF THE KHYBER PAKHTUNKHWA
LABOUR DEPARTMENT

NOTIFICATION

Peshawar dated the 02nd June, 2015

No.SOL(LD) 5-50/2015:- In pursuance of the provisions contained in sub-rule (2) of rule 3 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules 1989, the Labour Department in consultation with the Establishment and the Finance Department hereby directs that in this Department. Notification No. SOI(IND)9-14/91, dated: 10-03-1996, the following further amendments shall be made namely;

AMENDMENTS

In the Appendix,

- (i) After, Serial No. 1, the following entries shall respectively be inserted in the relevant columns, namely:

1	2	3	4	5
1A	Superintendent			By promotion on the basis of seniority cum-fitness, from amongst the Assistants with at least five years service as such.

- (ii) For serial No. 2, the following shall be substituted, namely:

1	2	3	4	5
2	Senior scale Stenographer cum-judgment writer	(i) Second Class Bachelor's Degree or equivalent qualification from a recognized university. (ii) A speed of 70 words per minute in shorthand in English and 45 words per minute in typing and (iii) Knowledge of computer in using MS Word, MS Excel	20 to 32 years	By initial recruitment

the following shall be substituted, namely:

2	3	4	5
	Class 20-32 years		Seventy-five percent by promotion on the basis of seniority cum-fitness from amongst Senior Clerks with at least five years service as Muharrir and Senior Clerk and twenty-five percent by initial recruitment.

the following shall be substituted, namely:

2	3	4	5
Senior Clerk			By promotion on the basis of seniority cum-fitness from amongst the Muharrirs with at least two years service as such.

For Serial No. 5, the following shall be substituted, namely:

2	3	4	5
Muharrir	(i) Secondary School Certificate with 2 nd division or equivalent qualification from recognized Board; and (ii) Age below 30 years	18 to 30 years	By initial recruitment.

At Serial No. 7, the following entries shall be inserted, in respective columns, namely:

2	3	4	5
Senior	Standard	18 to 20 years	By initial recruitment.
Senior Server	Standard Certificate	18 to 20 years	By initial recruitment and

Against Serial No. 5 in column No. 2, the words and obliques "Senior Process Server" shall be deleted.

(iii) For serial No. 3, the following shall be substituted, namely:

1	2	3	4	5
3	Assistant	Second Class Bachelor's Degree or equivalent qualification from a recognized university.	20-32 years	Seventy Five percent by promotion, on the basis of seniority cum-fitness, from amongst Senior Clerks with at least five years service as Muharrir and Senior Clerk, and Twenty-five percent by initial recruitment.

(iv) For serial No. 4, the following shall be substituted, namely:

1	2	3	4	5
4	Senior Clerk			By promotion on the basis of seniority cum-fitness, from amongst the Muharrirs with at least two years service as such.

(v) For serial No. 5, the following shall be substituted, namely:

1	2	3	4	5
5	Muharrir	(i) Second School Certificate with 2 nd division or equivalent qualification from a recognized board and (ii) A speed of 30 words per minutes in typing.	18 to 30 years	By initial recruitment

(vi) After serial No. 7, the following entries shall be inserted, in respective columns namely:

1	2	3	4	5
7A	Bailiff	Middle Standard Certificate	18-30 years	By initial recruitment
7B	Process Server	Middle Standard Certificate	18-30 years	By initial recruitment and

(vii) Against serial No. 8, in column No. 2, the words and obliques "Bailiff/Process Server" shall be deleted.

Endst: No. SOL(LD)5-50/2015/1576-93 Dated Peshawar, the 02nd June, 2015.

A Copy is forwarded to:-

1. All Administrative Secretaries to Govt. of Khyber Pakhtunkhwa.
2. The Secretary to Government Khyber Pakhtunkhwa.
3. The Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
4. All heads of attached Departments, Khyber Pakhtunkhwa.
5. The Accountant General, Khyber Pakhtunkhwa.
6. The Secretary, Khyber Pakhtunkhwa. Public Service Commission.
7. PS to Minister Labour, Khyber Pakhtunkhwa.
8. PS to Chief Secretary, Khyber Pakhtunkhwa.
9. PS to Secretary Establishment Department, Khyber Pakhtunkhwa.
10. PS to Secretary Labour, Khyber Pakhtunkhwa.
11. The Director Labour, Khyber Pakhtunkhwa.
12. The Director Information, Khyber Pakhtunkhwa.
13. The Presiding Officer Labour Courts Peshawar, Mardan & Haripur.

-sd-

Section Officer (Labour)

(17-A)

GOVERNMENT OF N.W.F.P.
INDUSTRIES, COMMERCE, MINERAL DEVELOPMENT,
LABOUR AND TRANSPORT DEPARTMENT.

Dated Peshawar the 10/3/1994

NOTIFICATION.

NO.SOI(IND)9-14/91/ In pursuance of the provision contained in sub-rule (2) of rule 3 of the North-West Frontier Province Civil Servants (Appointment, Promotion and Transfer) Rules, 1989. the Industries, Commerce, Mineral Development, Labour and Transport Department, ⁱⁿ consultation with the Services and General Administration Department and the Finance Department, hereby directs that in this Department Notification No.SOI(IND)9-14/91/7975, dated 24/6/1993 after the words "Labour Appellate Tribunal" the words "and full time Labour Courts" shall be inserted.

Sd/-
SECRETARY TO GOVT. OF NWFP,
INDUSTRIES, COMMERCE, MINERAL DEVELOPMENT,
LABOUR AND TRANSPORT DEPARTMENT.

Endst.No-SOI(IND)9-14/91/

Dated 6/3/1994

Copy forwarded to:-

- 1) All Administrative Secretaries to Govt. of NWFP.
- 2) Secretary to Governor NWFP, Peshawar.
- 3) Secretary to Chief Minister, NWFP, Peshawar.
- 4) The Accountant General NWFP, Peshawar.
- 5) All Commissioners of Divisions in NWFP.
- 6) All Heads of Attached Departments in NWFP.
- 7) All District & Sessions Judges in NWFP.
- 8) All D.Cs/P.As in NWFP.
- 9) Secretary, Board of Revenue NWFP, Peshawar.
- 10) Registrar, Peshawar High Court, Peshawar.
- 11) Secretary, NWFP Public Service Commission, Peshawar.
- 12) Registrar, Service Tribunal, NWFP, Peshawar.
- 13) The Chief Inspector of Mines Labour Welfare NWFP, Pesh.
- 14) The Director, Labour Welfare NWFP, Peshawar.
- 15) The Presiding Officer, Labour Court, Peshawar.
- 16) The Presiding Officer, Labour Court, Mardan.
- 17) The Presiding Officer, Labour Court, Hattar, (Haripur).
- 18) PS to Minister for Labour NWFP.
- 19) The Manager, Govt. Printing Press, Peshawar for publication in the extraordinary Gazette. He is requested to supply 25 copies of Gazette Notification to this Deptt.
- 20) The Registrar, Labour Appellate Tribunal, NWFP, Peshawar.

alongwith a copy of Notification No.SOI(IND)9-14/91/7975 dt 24.6.93 with the remarks "93" that this Notification alongwith appendix shall be applicable only to existing posts.

P. M. Wazir
SECTION OFFICER (ADMN.).

A P P E N D I X

MUM QUALIFICATION
APPOINTMENT BY
IAL RECRUITMENT.

AGE
LIMIT

METHOD OF RECRUITMENT.

	3	4	5
--	---	---	---

5) Senior

6) Mohari Registrar.

Master's Degree/LLB from a recognised University

21-28 Years

a) Fifty person by promotion, on the basis of seniority-cum-fitness from amongst the Head-Clerks/Senior Scale Stenographers/Judgement Writers holding Master's Degree/LLB and have five years service as such.

NOTE:- A Joint seniority list of Head Clerks and senior Scale Stenographers/Judgement writers shall be maintained provided that if the date of regular appointments as Head Clerks and Senior Scale Stenographer/Judgement Writer is the same, the Head Clerk shall be deemed senior to Senior Scale Stenographer/Judgement Writer.

b) Fifty percent by initial recruitment. By initial recruitment.

2. Senior Scale Stenographer-cum-judgement Writer

- i) Higher Secondary School Certificate or equivalent qualification from a recognised Board; and
- ii) A speed of 130 words per minute in shorthand and 40 words per minute in typing.

18-25 years

3. Head Clerk/Assistant

Bachelor's Degree or equivalent qualifications from a recognised University.

18-25 years

(Reader(BPS-10)

Higher Secondary School Certificate or equivalent qualification from a recognised Board.

18-25 years

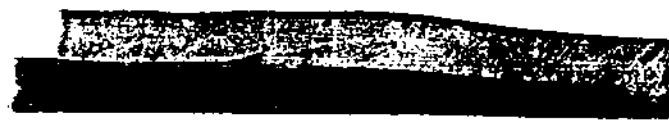
a) Fifty percent by promotion, on the basis of seniority-cum-fitness from amongst the Readers with 2 years service as such; and

b) Fifty percent by initial recruitment.

a) Fifty percent by promotion, on the basis of seniority-cum-fitness, from amongst Senior Clerks with three years service as such; and

b) Fifty percent by initial recruitment.

1	2	3	4	5
5)	Senior Clerk			By promotion, on the basis of seniority-cum-fitness from amongst Moharirs/Junior Clerks with three years' service as such.
6)	Moharir/Junior Clerks.	Secondary School Certificate or equivalent qualifications from a recognised Board with a speed of 30 Words per minute in typing.	18-27 years	By initial recruitment.
7)	Driver ✓	Literate possessing a valid heavy duty driving License.	18-30 years	By initial recruitment.
8)	Bailiff/Process Server/Naib Qasid.	Middle Standard Certificate	18-24 years.	By initial recruitment.
9)	Chowkidar/Mali/Sweeper.	Preferably Literate.	18-25 years.	By initial recruitment.





D

**GOVERNMENT OF KHYBER PAKHTUNKHWA
OFFICE OF THE PRESIDING OFFICER
LABOUR COURT, PESHAWAR**

(20)

No. 440-4/LC
Dated: 30-10-2023

To


THE CHIEF SECRETARY,
Government of Khyber Pakhtunkhwa,
Peshawar.

THE SECRETARY,
Government of Khyber Pakhtunkhwa,
Labour Department, Peshawar

**SUBJECT: DEPARTMENTAL APPEAL / REPRESENTATION AGAINST THE
ISSUANCE OF NEW SERVICE RULES VIDE NOTIFICATION
NO.SOL(LD)/5-50/2019/LCs/SRs/6140-58 DATED 11.10.2023 AND JOINT
SENIORITY LIST OF ASSISTANT, SENIOR SCALE STENOGRAPHERS
CUM-JUDGMENT WRITER AND COMPUTER OPERATORS (BPS-16)
ISSUED VIDE NOTIFICATION NO.SOL/5-55/2023/6210-14 DATED
13.10.2023.**

Sir,

Enclosed find herewith Departmental Appeal/Representation of Mr.Saeed Ahmad Jan, Assistant, Labour Court, Peshawar against the issuance of new Service Rules of Labour Courts, of Khyber Pakhtunkhwa, please.


Presiding Officer,
(Distt. & Session Judge)
Labour Court, Peshawar.

To,

(21)

1. HONORABLE CHIEF SECRETARY,
Government of Khyber Pakhtunkhwa,

2. THE SECRETARY,
Government of Khyber Pakhtunkhwa,
Labour Department, Peshawar.

Through Proper Channel

Subject: DEPARTMENTAL APPEAL / REPRESENTATION AGAINST
THE ISSUANCE OF NEW SERVICE RULES VIDE
NOTIFICATION NO. SOL(LD)/5-50/2019/LCs/SRs/6140-
58 DATED 11.10.2023.

Respectfully Sir,

I, Saeed Ahmad Jan Son of Yousaf Jan Assistant, Labour Court, Peshawar, submit my Departmental Appeal / Representation against the issuance of New Service Rules vide Notification No. SOL(LD)/5-50/2019/LCs/SRs/6140-58 Dated 11-10-2023 for your honor's sympathetic & benevolent considerations, as under: -

1. That, Appellant was appointed as Muharrir in the Labour Court, Peshawar vide Order dated 03/04/2010.
2. That, during the course of employment, the Appellant was promoted as Senior Clerk vide Order dated 08/06/2013, as per prevailing rules.
3. That, as per previous rules, the Appellant was having the prospects of promotion from Senior Clerk to the post of Assistant after completing 5 years' service as such the

appellant was promoted vide order dated:31.1.2022 as Assistant.

4. That, previously for the purpose of promotion, for the post of Superintendent, as per rules, there was 100% promotion quota for Assistants who have five years' service at their credit.
5. That, now, in the new rules for the purpose of promotion along with the Assistants, the technical posts of Computer Operators and Senior Scale Stenographers cum-judgment writer has also been added against the prevailing rules of others Directorates and Departments of Provincial Government.
6. That, as per routine practice, the technical posts of Computer Operators and Senior Scale Stenographers cum-judgment writer, are allowed the benefit of upgradation after 10 years of service because the post of Superintendent is out of their cadre as the same is an administrative post and has nothing to do with the qualification and expertise of Computer Operators and Senior Scale Stenographers cum-judgment writer.
7. That, the act of the Department is against the principles enshrined in the Constitution of Islamic Republic of Pakistan, 1973.
8. That, by way of notifying new rules the technical post of Computer Operators and Senior Scale Stenographers cum-judgment writer have been brought into the cadre of administration of Labour Court, which principle is against the norms of Justice and fair play.
9. That, similarly for the purpose of promotion the Seniority List of Assistants, Computer Operators, Stenographers cum Judgment Writers have been mixed up which will benefit the Computer Operators and Stenographers cum Judgment Writers only because a new incumbent having 5 years service will sit on the administrative post of Superintendent and will occupy the

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same for more than 2 decades and lower rank will wait for their turn of promotion.

In view of the above mentioned facts and legal objections, the New Promulgated Rules of the Labour Court of the Province to the extent of promotion of Assistant to the post of Superintendent along with Computer Operators and Senior Scale Stenographers cum-judgment writer be declared ultra vires and the old regime of rules, 2015 may please be restored. It is further prayed that for the post of Computer Operators and Senior Scale Stenographers cum-judgment writer, new hierarchy of rules may please be notified or else the benefit of upgradation may please be extended to them after qualifying service for the purpose of upgradation as per policy.



(Saeed Ahmad Jan)

Assistant,
Labour Court, Peshawar.



(24) E

**GOVERNMENT OF KHYBER PAKHTUNKHWA
LABOUR DEPARTMENT**

Dated 23.07.2024

ORDER:

No. SOL (LD)/5-55/2023/L.C WHEREAS, Mr. Saeed Ahmad Jan, Assistant, Labour Court Peshawar preferred departmental appeal against the new Service Rules of Labour Courts of Khyber Pakhtunkhwa, whereby provide that not only Assistant (BPS-16) but also Computer Operators (BPS-16) and Senior Scale Stenographers (BPS-16) can be promoted to the post of Superintendent (BPS-17).

WHEREAS, the appellate authority (Chief Secretary) appointed Secretary to Government of Khyber Pakhtunkhwa, Elementary & Secondary Education Department Khyber Pakhtunkhwa to afford personal hearing to the appellant on behalf of Chief Secretary and submit recommendations thereupon.

WHEREAS, the appellant official was provided opportunity of personal hearing which he availed on 06.06.2024 to express his stance in the presence of Departmental representative.

WHEREAS, After examination as per available record and through discussion, it was concluded that there is significant chances of promotion for all the cadres in the new Service Rules and his appeal has no weight and may be rejected. The same was conveyed to the Appellate Authority i.e Chief Secretary Khyber Pakhtunkhwa.

WHEREAS, Having considered the appeal, explanation of the appellant official and perusal of the record of the case with particular reference to the observance of relevant procedure coupled with evidence on records, **NOW THEREFORE**, the Chief Secretary Khyber Pakhtunkhwa has rejected the appeal of the appellant against the new Service Rules.

-Sd-

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

Encl. of Even No. and Date: /2328-36

Copy forwarded to the:

1. Presiding Officer, Labour Court, Peshawar.
2. PSO to Chief Secretary, Khyber Pakhtunkhwa.
3. PS to Secretary E&SE Department, Khyber Pakhtunkhwa.
4. PS to Secretary Labour Department, Khyber Pakhtunkhwa.
5. Official Concerned.
6. Master File.


23/7/24
SECTION OFFICER (LABOUR)



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

(25) F 235

Secy. Lab:

D. No. 13374

Dated 13-07-2023

No. SO(POLICY)/E&AD/2-69/2022

Dated Peshawar, the July 12, 2023

To

The Secretary to Government of Khyber Pakhtunkhwa,
Labour Department.

Subject:- MINUTES OF THE MEETING OF STANDING SERVICE RULES
COMMITTEE HELD ON 22.03.2023.

Dear Sir,

I am directed to refer to the subject and to enclose herewith a copy of approved minutes of Standing Service Rules Committee meeting held on 22.03.2023 under the Chairmanship of Special Secretary (Regulation), Establishment Department, for necessary action, please.

Your faithfully,

Section Officer (Policy)

Encl: as above;

ENDST: NO. & DATE EVEN;

Copy forwarded to:

1. PS to Special Secretary (Regulation), Establishment Department.
2. PA to Additional Secretary (Reg-II), Establishment Department.
3. PA to Deputy Secretary (Policy), Establishment Department.

Put up
AS(L)
SO(L)
W

Section Officer (Policy)

put up
SA
14/07

14/07



GOVERNMENT OF KHYBER PAKHTUNKHWA
ESTABLISHMENT & ADMINISTRATION
DEPARTMENT

23
26

(REGULATION WING)

**MINUTES OF THE MEETING OF STANDING SERVICE RULES COMMITTEE
HELD ON 22.03.2023.**

Meeting of the Standing Service Rules Committee (centralized) was held on 22.03.2023 at 11:00 AM under the chairmanship of Special Secretary (Regulation), Establishment Department in his office in order to discuss framing of service rules as well as to look into the proposed amendments in the existing service rules of the following Administrative Departments:-

1. Administration Department.
2. Labour Department.
3. Elementary & Secondary Education Department.

Following attended the meeting:

Sr. #	Name of officer	Designation	Department/office
1.	Mr. Habibullah Khan	Addl: Secretary (Admn)	Law Department
2.	Muhammad Saeedullah	Addl: Secretary (Reg-II)	Establishment Department.
3.	Abdul Akram	Addl: Secretary	E&SE Department.
4.	Muhammad Saeed	Dy. Director	Khyber Pakhtunkhwa; Public Service Commission.
5.	Mr. Noor ul Haq	Dy. Secretary (Policy)	Establishment Department.
6.	Mr. Niamat Khan	Section Officer	Finance Department.
7.	Muhammad Nazakat	Section Officer	Labour Department.
8.	Mr. Laeeq Ahmad	Section Officer	Administration Department.

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

Administration Department.

Agenda: Service rules for newly created post of Khadim (BPS-03) in Civil Officer's Mess Peshawar, Administration Department.

Representative of Administration Department while explaining the agenda item apprised the forum that Finance Department has created post of Khadim in Civil Officer's Mess Peshawar, of Administration Department which needs to be included in the existing Service Rules as amendment.

After threadbare discussion, the forum unanimously approved Service Rules for the newly created post of Khadim in Civil Officer's Mess, Peshawar as appended at Appendix-I.

[Handwritten signatures]

Agenda: Framing of Service Rules for the Ministerial staff of Labour Court, Khyber Pakhtunkhwa.

Representative of Labour Department apprised the forum that existing service rules of Labour Courts were notified on 10.03.1996 which were subsequently amended to the extent of different posts on 02.06.2015. In the recent past Labour Department has been segregated from the conglomeration of Industries, Commerce, Mineral Development and Transport Departments. Therefore, all previous notifications issued in this behalf have been superseded by the Administrative Department in consultation with Establishment Department and Finance Department and proposed fresh service rules for the posts borne on the cadre strength of Labour Courts in Khyber Pakhtunkhwa.

Representative of Administrative Department further informed that in the previous service rules, there exists a post of Stenographer (BS-16) that needs to be re-designated as Senior Scale Stenographer-Cum-Judgment writer (BS-16).

After threadbare discussion, the forum agreed to the proposal of the Administrative Department subject to the condition that the re-designated post i.e Senior Scale Stenographer-cum-Judgment writer (BPS-16) be duly reflected in the budget book of Finance Department.

Representative of the Administrative Department further proposed to create avenues for Muharrirs (BPS-07) by creating a post of Senior Clerk (BPS-14), wherein the Chair directed the representative to take up the case with Finance Department for creation of the post of Junior Clerk (BPS-11) in those Labour Courts where it does not exist.

After detailed discussion, the forum unanimously agreed upon the proposed service rules for various cadres in the Labour Courts of Labour Department as appended at Appendix-II.

Elementary & Secondary Education Department.

Agenda: Amendment in the Service Rules of Management Cadre under the Directorate of Elementary & Secondary Education and Curriculum & Teacher Education Khyber Pakhtunkhwa.

Representative of the Administrative Department explained that a new directorate namely, Directorate of Professional Development (DPD) by merging all the teachers training institutions has been formed to cater for the need of teachers training; this necessitated amendments in the existing service rules of Management Cadre. It is therefore, need of the hour to amend the existing service rules for enhancing professional skills of the workforce working in Elementary & Secondary Education Department. Moreover, SMC being a generalized training course does not meet requirement of the officers/teachers in the department. Therefore, instead of SMC, domain specific courses may be prescribed by the Directorate of Professional Development (DPD) and the officers will undergo trainings at DPD in their respective fields.

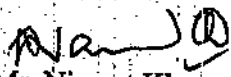
The forum, after threadbare discussion, unanimously agreed upon the proposed service rules as appended at Appendix-III.


The meeting ended with a vote of thanks to and from the Chair.


[Handwritten signatures]


MINUTES OF THE MEETING OF STANDING SERVICE RULES COMMITTEE HELD ON


22.03.2023

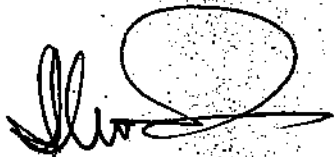

Mr. Niamat Khan
Section Officer,
Finance Department.

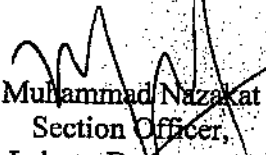

Muhammad Saeed
Deputy Director,
Public Service Commission
FOR SRC HELD ON 22-03-23



Mr. Noor ul Haq
Deputy Secretary (Policy),
Establishment Department



Mr. Habibullah
Addl. Secretary (Admn),
Law Department.


Mr. Akhtar Saeed Turk
Special Secretary (Reg),
Establishment Department


Mr. Laeeq Ahmad
Section Officer (ADMN)
Administration Department


Muhammad Nazakat
Section Officer,
Labour Department


Muhammad Saeedullah
Additional Secretary (Reg-II),
Establishment Department


Abdul Akram
Additional Secretary
E&SE Department



GOVERNMENT OF KHYBER PAKHTUNKHWA
LABOUR DEPARTMENT

No. SO (L)/LD/5.50/Vol-III/2023 / 3323-25
Dated: 19.07.2023

To
The Secretary to Government of Khyber Pakhtunkhwa
Finance Department

Subject: - RECTIFICATION OF BUDGET BOOK AS PER SERVICE RULES

Dear Sir,

I am directed to refer to your letter No. BOVIII/FD/3-9/2022-23/Vol-I Dated 10.05.2023 on the subject noted above and to reply as under:

- i. A case for issuance of final seniority lists of Inspector of Factories (Technical) BS-17 was moved on a Note to Establishment Department for approval but Establishment Department returned the Note with the observations that the nomenclature of the post in service rules is reflected as Inspector of Factories Technical while in the budget book the same has been shown as Inspector of Factories. (Copy enclosed)
- ii. Similarly in an SSRC meeting Dated 22.03.2023 duly attended by rep of Finance Department for framing of Service Rules for Labour Courts the forum agreed for re-designation of the post of Stenographer BS-16 to Senior Scale Stenographer-cum-Judgement Writer BS-16, the same be reflected in the budget book of Finance Department. (Copy enclosed)

2. In view of the above it is once again requested that the name of the above mentioned posts may be rectified in the relevant budget books against each DDO Code please,

Encls. As above:-

Endst. of Even no. and Date:

Copy forwarded to PS to Secretary Labour Deptt. Khyber Pakhtunkhwa.

Yours faithfully

SECTION OFFICER (LABOUR)

SECTION OFFICER (LABOUR)

o/c

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**GOVERNMENT OF KHYBER PAKHTUNKHWA
LABOUR DEPARTMENT**

F.No: SOL/5-55/2023
Dated: 13.10.2023

To

The Presiding Officers Labour Courts,
Peshawar, Mardan, D.I. Khan, Haripur & Swat.

Subject:- TENTATIVE SENIORITY LISTS OF ASSISTANT BPS-16/ COMPUTER OPERATOR. BPS-16/ SENIOR SCALE STENOGRAPHER-CUM-JUDGMENT WRITER BPS-16 AND SENIOR CLERK BPS-14.

Dear Sir / Madam,

I am directed to refer to the subject noted above and to enclose herewith a copy of tentative seniority lists as stood on 12.10.2023 with the request to circulate the lists among the concerned officials for the purpose of rectification. Observation / query (if any) may be communicated to this department up to 30th October, 2023, please.

2. In case of receipt of no response by the due date it would be considered that the particulars have been found correct.

Encl as above

Yours Faithfully,


SECTION OFFICER (LABOUR)

Endst. of Even No. and Date:

Copy forwarded to the P.S to Secretary, Labour Department, Khyber Pakhtunkhwa.


SECTION OFFICER (LABOUR)

Dairy No 178 Date 19-10-23
Labour Courts Peshawar

Bu

31

GOVERNMENT OF KHYBER PAKHTUNKHWA
LABOUR DEPARTMENT

Dated Peshawar the 10.2023

NOTIFICATION

SOL(LD)5-55/2023/ : In pursuance of Section-8 of Khyber Pakhtunkhwa Civil Servants Act, 1973 read with Rule-17 of Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion & Transfer) Rules, 1989, Tentative Seniority list of Senior Clerks (BPS-14) in Labour Courts, Khyber Pakhtunkhwa is hereby notified/circulated for general information.

Total Sanctioned Posts=05 of Senior Clerk (BPS-14)

Vacant: 02

S.No	Name of Official with father name & Academic Qualification	Date of Birth with Domicile	Date of 1 st entry into Govt. Service	Regular Appointment/Promotion to the Present Post			Present Appointment with Date and place of posting	Remarks
				Date	BPS	Method of recruitment /Appointment		
1	2	3	4	5	6	7	8	9
1	Umair Khan s/o Johar Khan	02.02.1995	09.07.2013	24.04.2017	14	By Promotion	(Labour Court Peshawar) 24.04.2017	Senior Clerk
2	Muhammad Yousaf s/o Abdul Aziz	09.03.1988	02.05.2016	20.12.2018	14	By Promotion	(Labour Court D.I Khan) 20.12.2018	Senior Clerk
3	Habib Ullah Khan s/o Muhammad Hanif	30.03.1986	08.04.2019	24.06.2021	14	By Promotion	(Labour Court Swat) 24.06.2021	Senior Clerk
4	Muhammad Wajid s/o Ali Asghar	14.04.1988	01.01.2013	14.11.2022	14	By Promotion	(Labour Court Haripur) 14.11.2022	Senior Clerk

-sd-

Secretary to Govt. Khyber Pakhtunkhwa Labour Department

Endst of even No. & Date

Copy forwarded to:-

1. All Presiding Officers, Labour Courts Khyber Pakhtunkhwa. (Peshawar, Mardan, Malakand, Haripur & D.I.Khan)
2. The Official (s) Concerned.
3. PS to Secretary, Labour Department, Khyber Pakhtunkhwa, Peshawar.

SECTION OFFICER (LABOUR)

GOVERNMENT OF KHYBER PAKHTUNKHWA
LABOUR DEPARTMENT

Dated Peshawar the _____ 2023

NOTIFICATION

NOTIFICATION NO. (C/S)-55/2023/ : In pursuance of Section-8 of Khyber Pakhtunkhwa Civil Servants Act, 1973 read with Rule-17 of Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion & Transfer) Rules, 1989, Tentative Seniority list of Assistants (BPS-16) / Senior Scale Stenographer-cum-Judgment Writer (BPS-16) / Computer Operator (BPS-16) in Labour Courts, Khyber Pakhtunkhwa is hereby notified/circulated for general information.

Total Sanctioned Posts=14, Assistant=07, Senior Scale Stenographer-cum-Judgment Writer=05; Computer Operator=02
Vacant: 02

S.No	Name of Official with father name & Academic Qualification	Date of Birth with Domicile	Date of 1 st entry into Govt. Service	Regular Appointment/Promotion to the Present Post			Present Appointment with Date and place of posting	Remarks
				Date	BPS	Method of recruitment /Appointment		
1	2	3	4	5	6	7	8	9
1	Faqir Zada s/o Sher Zada BA	18.02.1967 Mardan	08.02.1993	08.02.1993	16	By Initial	(Labour Court Mardan) 08.02.1993	Senior Scale Stenographer-cum- Judgment Writer
2	Riaz Ahmad s/o Naik Said MBA	05.03.1987 Swat	23-09-2016	04.10.2018	16	By Initial	(Labour Court Swat) 23.09.2016	Assistant
3	Irfan Ullah s/o Muhammad Sherin BS Honor Computer Science	11.06.1994 Swat	04.10.2018	04.10.2018	16	By Initial	(Labour Court Swat) 04.10.2018	Computer Operator
4	Muhammad Ibrahim s/o Jahangir Khan MSc	23.10.1990 D.I.Khan	31.01.2019	31.01.2019	16	By Initial	(Labour Court D.I Khan) 31.01.2019	Computer Operator
5	Junaid Shah s/o Mir Shah MA	02.07.1994 Charsadda	31.01.2019	31.01.2019	16	By Initial	(Labour Court D.I Khan) 31.01.2019	Assistant
6	Zain ul Abideen s/o Daud Khan MA Political Science	10.05.1989 Swabi	31.01.2019	31.01.2019	16	By initial	(Labour Court D.I.Khan) 13.02.2019	Assistant
7	Muhammad Muneeb Alam s/o Said Bahar B.Com	24.02.1988 Malakand	31.08.2020	31.08.2020	16	By Initial	(Labour Court Swat) 18.08.2022	Senior Scale Stenographer-cum- Judgment Writer

	Faiz ur Rehman s/o Habib ur Rehman B.Com	10.09.1997 Charsadda	31.03.2021	31.03.2021	16	By Initial	(Labour Court Peshawar) 31.03.2021	Senior Scale Stenographer-cum- Judgment Writer
	Irshad Muhammad s/o Mir Akbar Khan BA	01.11.1972 Mardan	22.12.1999	16.06.2022	16	By Promotion	(Labour Court Mardan) 16.06.2022	Assistant
0	Asad Iqbal Khan s/o Muhammad Iqbal Khan	17.04.1973 Haripur	02.10.1997	24.10.2022	16	By Promotion	(Labour Court Haripur) 24.10.2022	Assistant
1	Saeed Ahmed Jan s/o Yousaf Jan BA	15.08.1886 Peshawar	03.04.2010	31.10.2022	16	By Promotion	(Labour Court Peshawar) 31.10.2022	Assistant
2	Ahtisham Ul Haq s/o Anwar Ul Haq MA Islamia	23.08.1994 Peshawar	26.05.2014	30.03.2023	16	By Initial	(Labour Court Haripur) 30.03.2023	Senior Scale Stenographer-cum- Judgment Writer

Secretary to Govt. Khyber Pakhtunkhwa Labour Department

st of even No. & Date

y forwarded to: -

- 1. All Presiding Officers, Labour Courts Khyber Pakhtunkhwa. (Peshawar, Mardan, Malakand, Haripur & D.I. Khan)
- 2. The Official (s) Concerned.
- 3. PS to Secretary, Labour Department, Khyber Pakhtunkhwa, Peshawar.

SECTION OFFICER (LABOUR)

031101 COURTS/JUSTICE

FUNCTIONAL CUM OBJECT CLASSIFICATION AND PARTICULARS OF THE SCHEME	NUMBER OF POSTS		BUDGET ESTIMATES	REVISED ESTIMATES	BUDGET ESTIMATES
	2021-2022	2022-2023	2021-2022	2021-2022	2022-2023
			Rs	Rs	Rs
03 PUBLIC ORDER AND SAFETY AFFAIRS					
031 LAW COURTS					
0311 LAW COURTS					
031101 COURTS/JUSTICE					
PR4083 Labour Court Peshawar (Provincial)					
A01 TOTAL EMPLOYEES RELATED EXPENSES.			12,594,000	13,976,000	16,060,000
A011 TOTAL PAY	24	24	6,143,000	5,615,000	6,454,000
A011-1 TOTAL PAY OF OFFICERS	4	4	2,878,000	2,519,000	3,023,000
A01101 Total Basic Pay Of Officer	4	4	2,663,000	2,304,000	2,797,000
P062 Presiding Officer Labour Court (BPS-21)	1	1	1,316,000		1,382,000
S166 Superintendent (BPS-17)	1	1	540,000		567,000
A057 Assistant (BPS-16)	1	1	497,000		522,000
S115 Stenographer (BPS-16)	1	1	310,000		326,000
A01102 Personal pay			215,000	215,000	226,000
A011-2 TOTAL PAY OF OTHER STAFF	20	20	3,265,000	3,096,000	3,431,000
A01151 Total Basic Pay Other Staff	20	20	3,265,000	3,096,000	3,431,000
S035 Senior Clerk (BPS-14)	2	2	613,000		644,000
J013 Junior Clerk (BPS-11)	1	1	213,000		224,000
M066 Moharrir (BPS-07)	1	1	154,000		162,000
D112 Driver (BPS-06)	1	1	178,000		187,000
B069 Balif Attendent (BPS-04)	5	5	699,000		734,000
C057 Chowkidar (BPS-03)	2	2	220,000		231,000
N005 Naib Qasid (BPS-03)	3	3	540,000		567,000
P031 Process Server (BPS-03)	4	4	486,000		511,000
S162 Sweeper (BPS-03)	1	1	162,000		171,000
A012 TOTAL ALLOWANCES			6,451,000	8,361,000	9,606,000
A012-1 TOTAL REGULAR ALLOWANCES			6,449,000	8,359,000	9,602,000
A01201 Senior Post Allowance			16,000	16,000	17,000
A01202 House Rent Allowance			765,000	1,433,000	1,433,000

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NC21037 (030)
LABOUR

031101 COURTS/JUSTICE		FUNCTIONAL CUM OBJECT CLASSIFICATION AND PARTICULARS OF THE SCHEME		NUMBER OF POSTS	BUDGET ESTIMATES	REVISED ESTIMATES	BUDGET ESTIMATES
		2021-2022	2022-2023	2021-2022	2021-2022	2021-2022	2022-2023
					Rs.	Rs.	Rs.
03	PUBLIC ORDER AND SAFETY AFFAIRS						
031	LAW COURTS						
0311	LAW COURTS						
031101	COURTS/JUSTICE						
PR4083	Labour Court Peshawar (Provincial)						
A01	TOTAL EMPLOYERS RELATED EXPENSES.				12,594,000	13,976,000	16,060,000
A011	TOTAL PAY		24	24	6,143,000	5,615,000	6,454,000
A011-1	TOTAL PAY OF OFFICERS		4	4	2,878,000	2,519,000	3,023,000
A01101	Total basic Pay of Officer		4	4	2,663,000	2,304,000	2,797,000
P062	Presiding Officer Labour (BPS-21) Court		1	1	1,316,000		1,382,000
S166	Superintendent	(BPS-17)	1	1	540,000		567,000
A057	Assistant	(BPS-16)	1	1	497,000		522,000
S115	Stenographer	(BPS-16)	1	1	310,000		326,000
A01102	Personal Pay				215,000	215,000	226,000
A011-2	TOTAL PAY OF OTHER STAFF		20	20	3,265,000	3,096,000	3,431,000
A01151	Total basic Pay Other Staff		20	20	3,265,000	3,096,000	3,431,000
S035	Senior Clerk	(BPS-14)	2	2	613,000		644,000
J013	Junior Clerk	(BPS-11)	1	1	213,000		224,000
M066	Moharrir	(BPS-07)	1	1	154,000		162,000
D112	Driver	(BPS-06)	1	1	178,000		187,000
B069	Bailiff Attendant	(BPS-04)	5	5	699,000		734,000
C057	Chowkidar	(BPS-03)	2	2	220,000		231,000
N005	Naib Qasid	(BPS-03)	3	3	540,000		567,000
P081	Process Server	(BPS-03)	4	4	486,000		511,000
S162	Sweeper	(BPS-03)	1	1	162,000		171,000
A012	TOTAL ALLOWANCES				6,451,000	8,361,000	9,606,000
012-1	TOTAL REGULAR ALLOWANCES				6,449,000	8,359,000	9,602,000
A01201	Senior Post Allowance				16,000	16,000	17,000
A01202	House Rent Allowance				765,000	1,433,000	1,433,000

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031101 COURTS/JUSTICE

FUNCTIONAL CUM OBJECT CLASSIFICATION AND PARTICULARS OF THE SCHEME	NUMBER OF POSTS		BUDGET ESTIMATES	REVISED ESTIMATES	BUDGET ESTIMATES
	2021-2022	2022-2023	2021-2022	2021-2022	2022-2023
			Rs	Rs	Rs
03 PUBLIC ORDER AND SAFETY AFFAIRS					
031 LAW COURTS					
0311 LAW COURTS					
031101 COURTS/JUSTICE					
DI4395 Labour Court D.I.Khan					
A01 TOTAL EMPLOYEES RELATED EXPENSES.			9,892,000	11,458,000	12,263,000
011 TOTAL PAY	15	15	4,708,000	4,749,000	4,949,000
A011-1 TOTAL PAY OF OFFICERS	6	6	3,460,000	3,639,000	3,635,000
A01101 Total Basic Pay Of Officer	6	6	3,340,000	3,239,000	3,509,000
P062 Presiding Officer Labour Court (BPS-21)	1	1	1,653,000		1,736,000
S166 Superintendent (BPS-17)	1	1	412,000		433,000
A057 Assistant (BPS-16)	2	2	573,000		602,000
C082 Computer Operator (BPS-16)	1	1	317,000		333,000
S115 Stenographer (BPS-16)	1	1	385,000		405,000
A01102 Personal pay			120,000	400,000	126,000
A011-2 TOTAL PAY OF OTHER STAFF	9	9	1,248,000	1,110,000	1,314,000
A01151 Total Basic Pay Other Staff	9	9	1,248,000	1,110,000	1,314,000
S035 Senior Clerk (BPS-14)	1	1	301,000		317,000
M066 Moharrir (BPS-07)	1	1	134,000		141,000
D112 Driver (BPS-06)	1	1	112,000		118,000
B069 Balif Attendent (BPS-04)	2	2	210,000		221,000
C057 Chowkidar (BPS-03)	1	1	126,000		133,000
N005 Naib Qasid (BPS-03)	1	1	129,000		136,000
P081 Process Server (BPS-03)	1	1	118,000		124,000
S162 Sweeper (BPS-03)	1	1	118,000		124,000
A012 TOTAL ALLOWANCES			5,184,000	6,709,000	7,314,000
012-1 TOTAL REGULAR ALLOWANCES			5,182,000	6,707,000	7,310,000
A01201 Senior Post Allowance			16,000	16,000	17,000
A01202 House Rent Allowance			439,000	688,000	688,000

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LABOUR

031101 COURTS/JUSTICE

FUNCTIONAL CUM OBJECT CLASSIFICATION AND PARTICULARS OF THE SCHEME	NUMBER OF POSTS		BUDGET ESTIMATES	REVISED ESTIMATES	BUDGET ESTIMATES
	2021-2022	2022-2023	2021-2022	2021-2022	2022-2023
			Rs	Rs	Rs
03 PUBLIC ORDER AND SAFETY AFFAIRS					
031 LAW COURTS					
0311 LAW COURTS					
031101 COURTS/JUSTICE					
MR4031 Presiding Officer Labour Court Mardan					
A01 TOTAL EMPLOYEES RELATED EXPENSES.			10,955,000	11,364,000	13,577,000
A011 TOTAL PAY	16	16	6,196,000	4,851,000	6,512,000
A011-1 TOTAL PAY OF OFFICERS	4	4	3,873,000	2,526,000	4,069,000
A01101 Total Basic Pay Of Officer	4	4	3,872,000	2,491,000	4,067,000
P062 Presiding Officer Labour Court (BPS-21)	1	1	1,908,000		2,004,000
S166 Superintendent (BPS-17)	1	1	711,000		747,000
A057 Assistant (BPS-16)	1	1	533,000		560,000
S115 Stenographer (BPS-16)	1	1	720,000		756,000
A01102 Personal pay			1,000	35,000	2,000
A011-2 TOTAL PAY OF OTHER STAFF	12	12	2,323,000	2,325,000	2,443,000
A01151 Total Basic Pay Other Staff	12	12	2,323,000	2,325,000	2,443,000
S035 Senior Clerk (BPS-14)	1	1	393,000		413,000
J013 Junior Clerk (BPS-11)	1	1	213,000		224,000
M066 Moharrir (BPS-07)	1	1	251,000		264,000
D112 Driver (BPS-06)	1	1	141,000		149,000
B069 Balif Attendent (BPS-04)	2	2	320,000		336,000
C057 Chowkidar (BPS-03)	2	2	255,000		268,000
N005 Naib Qasid (BPS-03)	2	2	346,000		364,000
P081 Process Server (BPS-03)	1	1	199,000		209,000
S162 Sweeper (BPS-03)	1	1	205,000		216,000
A012 TOTAL ALLOWANCES			4,759,000	6,513,000	7,065,000
A012-1 TOTAL REGULAR ALLOWANCES			4,757,000	6,511,000	7,061,000
A01201 Senior Post Allowance			12,000	16,000	13,000
A01202 House Rent Allowance			415,000	611,000	611,000

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LABOUR

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031101 COURTS/JUSTICE

FUNCTIONAL CUM OBJECT CLASSIFICATION AND PARTICULARS OF THE SCHEME	NUMBER OF POSTS		BUDGET ESTIMATES	REVISED ESTIMATES	BUDGET ESTIMATES
	2021-2022	2022-2023	2021-2022	2021-2022	2022-2023
			Rs	Rs	Rs
03 PUBLIC ORDER AND SAFETY AFFAIRS					
031 LAW COURTS					
0311 LAW COURTS					
031101 COURTS/JUSTICE					
SW4510 Labour Court Malakand Division at Swat					
A01 TOTAL EMPLOYEES RELATED EXPENSES.			8,987,000	9,887,000	11,003,000
A011 TOTAL PAY	16	16	4,143,000	3,854,000	4,357,000
A011-1 TOTAL PAY OF OFFICERS	6	6	2,840,000	2,524,000	2,986,000
A01101 Total Basic Pay Of Officer	6	6	2,690,000	2,309,000	2,828,000
P062 Presiding Officer Labour Court (BPS-21)	1	1	1,184,000		1,244,000
S166 Superintendent (BPS-17)	1	1	362,000		381,000
A057 Assistant (BPS-16)	2	2	570,000		599,000
C082 Computer Operator (BPS-16)	1	1	266,000		280,000
S115 Stenographer (BPS-16)	1	1	308,000		324,000
A01102 Personal pay			150,000	215,000	158,000
A011-2 TOTAL PAY OF OTHER STAFF	10	10	1,303,000	1,330,000	1,371,000
A01151 Total Basic Pay Other Staff	10	10	1,303,000	1,330,000	1,371,000
S035 Senior Clerk (BPS-14)	1	1	301,000		317,000
M066 Moharrir (BPS-07)	1	1	128,000		135,000
D112 Driver (BPS-06)	1	1	158,000		166,000
B069 Balif Attendent (BPS-04)	2	2	196,000		206,000
C057 Chowkidar (BPS-03)	2	2	176,000		185,000
N005 Naib Qasid (BPS-03)	1	1	118,000		124,000
P081 Process Server (BPS-03)	1	1	108,000		114,000
S162 Sweeper (BPS-03)	1	1	118,000		124,000
A012 TOTAL ALLOWANCES			4,844,000	6,033,000	6,646,000
A012-1 TOTAL REGULAR ALLOWANCES			4,842,000	6,031,000	6,642,000
A01201 Senior Post Allowance			16,000	16,000	17,000
A01202 House Rent Allowance			363,000	570,000	570,000

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LABOUR

031101 COURTS/JUSTICE

FUNCTIONAL CUM OBJECT CLASSIFICATION AND PARTICULARS OF THE SCHEME	NUMBER OF POSTS		BUDGET ESTIMATES	REVISED ESTIMATES	BUDGET ESTIMATES
	2021-2022	2022-2023	2021-2022	2021-2022	2022-2023
			Rs	Rs	Rs
03 PUBLIC ORDER AND SAFETY AFFAIRS					
031 LAW COURTS					
0311 LAW COURTS					
031101 COURTS/JUSTICE					
HR4007 Labour Court Hattar Haripur					
A01 TOTAL EMPLOYERS RELATED EXPENSES.			11,245,000	13,415,000	14,274,000
A011 TOTAL PAY	20	20	5,623,000	5,537,000	5,911,000
A011-1 TOTAL PAY OF OFFICERS	4	4	2,990,000	3,029,000	3,142,000
A01101 Total Basic Pay Of Officer	4	4	2,989,000	3,028,000	3,140,000
P062 Presiding Officer Labour Court (BPS-21)	1	1	1,678,000		1,762,000
S166 Superintendent (BPS-17)	1	1	588,000		618,000
A057 Assistant (BPS-16)	1	1	478,000		502,000
S115 Stenographer (BPS-16)	1	1	245,000		258,000
A01102 Personal pay			1,000	1,000	2,000
A011-3 TOTAL PAY OF OTHER STAFF	16	16	2,633,000	2,508,000	2,769,000
A01151 Total Basic Pay Other Staff	16	16	2,633,000	2,508,000	2,769,000
S035 Senior Clerk (BPS-14)	1	1	349,000		367,000
J013 Junior Clerk (BPS-11)	1	1	189,000		199,000
M066 Moharrir (BPS-07)	1	1	259,000		272,000
D112 Driver (BPS-06)	1	1	151,000		159,000
B069 Bailiff Attendant (BPS-04)	3	3	383,000		403,000
C057 Chowkidar (BPS-03)	2	2	237,000		249,000
N005 Naib Qasid (BPS-03)	2	2	386,000		406,000
P081 Process Server (BPS-03)	4	4	490,000		515,000
S16Z Sweeper (BPS-03)	1	1	189,000		199,000
A012 TOTAL ALLOWANCES			5,622,000	7,878,000	8,313,000
A012-1 TOTAL REGULAR ALLOWANCES			5,620,000	7,577,000	8,309,000
A01201 Senior Post Allowance			16,000	16,000	17,000
A01202 House Rent Allowance			526,000	896,000	896,000

By Post

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GOVERNMENT OF KHYBER PAKHTUNKHWA
OFFICE OF THE PRESIDING OFFICER, LABOUR COURT, SWAT

No. 301 /LCS

Dated: 03/12/2022

To:
The Section Officer Labour,
Govt. of Khyber Pakhtunkhwa,
Labour Department, Peshawar:

Subject: APPLICATION REGRADING SERVICE STRUCTURE OF CLASS-IV EMPLOYEES OF LABOUR COURT MARDAN

Sub-Head: MINUTES OF THE MEETING REGARDING EXTENSION OF LABOUR COURTS JURISDICTION TO THE MERGED AREA OF KHEYBER PAKHTUNKHWA HELD ON 21.03.2019

Sir,

P-149/c

With reference to your letter No. SOL (LD)/5-50/2019/6295-99 dated 02.11.2022, on the subject noted above. The draft proposal for service structure for employees working in Labour Courts of Khyber Pakhtunkhwa is enclosed along with working papers consisting of two pages for further necessary action.

It is further stated that the Post of Presiding Officer is lying vacant since 10-10-2022, therefore it is requested that the said draft service rules may please be considered.

[Signature]
Superintendent,
Labour Court Swat.

Head of Sub-
Office
Labour Court Swat



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GOVERNMENT OF KHYBER PAKHTUNKHWA
OFFICE OF THE PRESIDING OFFICER, LABOUR COURT, SWAT

Proforma showing Proposed Method of Recruitment / Promotion and Appointment in Labour Courts in Khyber Pakhtunkhwa

Nomenclature of post	Minimum Qualification for appoint by initial recruitment	Minimum Qualification for appointment by promotion	Age	Method of Recruitment / Promotion	Remarks
Registrar (BPS-18)	—	—	—	By promotion on the basis of seniority-cum-fitness, from amongst the additional registrar (BPS-17) with at least five years service as such.	
Additional Registrar (BPS-17)	—	—	—	By promotion on the basis of seniority-cum-fitness, from amongst the Assistant (BS-16) with at least five years service as such. Note: A joint seniority list of Assistants of all labour courts shall be maintained for the purpose of promotion to the post of additional registrar.	Change in Nomenclature from Superintendent to Additional Registrar. Note: If time scale policy is not adopted, then for the purpose of promotion to the post of additional registrar Computer Operator (BPS-16) and Senior Scale Stenographer (BPS-16) shall be included in the joint seniority list of Assistants.
Assistant (BPS-16)	At least Second Class Bachelor Degree from a recognized University	At least Second Class Bachelor Degree from a recognized University	20 to 32 years	a) Seventy Five (75) percent by promotion, on the basis of seniority-cum-fitness, from amongst the Senior Clerk (BPS-14) with at least five years service as such; and b) Twenty Five percent by Initial recruitment.	

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Nomenclature of post	Minimum Qualification for appoint by initial recruitment	Minimum Qualification for appointment by promotion	Age	Method of Recruitment / Promotion	Remarks
Computer Operator (BPS-16)	(a) At least Second Class Bachelor's Degree in Computer Science/Information Technology (BCS / BIT / MCS sixteen year education) from a recognized University.		20 18 to 32 years	By initial recruitment.	Thrice time scale shall be granted in the following pattern. a) First Time Scale: On completion of 10 years' service in current substantive pay scale b) Second Time Scale: Current substantive pay scale On completion of 8 years' service after grant of first time scale or last promotion. c) Third Time Scale: On completion of 8 years' service after the grant of 2nd time scale or last promotion.
Senior Scale Stenographer (BPS-16)	(a) At least Second Class Bachelor's Degree from a recognized university; (b) A speed of seventy (70) words per minute in shorthand in English and forty five (45) words per minute in typing; and (c) Knowledge of Computer in using MS word and MS Excel.		20 to 32 years	By initial Recruitment	Thrice time scale shall be granted in the following pattern. a) First Time Scale: On completion of 10 years' service in current substantive pay scale b) Second Time Scale: Current substantive pay scale On completion of 8 years' service after grant of first time scale or last promotion. c) Third Time Scale: On completion of 8 years' service after the grant of 2nd time scale or last promotion.
Senior Clerk (BPS-14)		At least Second Class Bachelor Degree from a recognized University		By promotion, on the basis of Seniority-cum-fitness from amongst Junior Clerks (BS-11) with at least two years' service as such.	


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Junior Clerk / Muharrir (BPS-11)	(a) At least Secondary School Certificate with second Division or equivalent qualification from a recognized Board; and (b) A speed or Thirty (30) words per minute in typing.	(a) At least Secondary School Certificate with second Division or equivalent qualification from a recognized Board; and (b) A speed or Thirty (30) words per minute in typing.	18-30 years	(a) Fifty percent by promotion, on the basis of Seniority-cum-fitness from amongst Bailiffs, Process Servers, Naib Qasids, Sweepers and Chowkidars with two years service as such, who have passed secondary School Certificate Examination; and (b) Twenty percent by Initial recruitment. Note: A joint seniority of the posts of Bailiffs, Process Servers, Naib Qasids, Sweepers, and Chowkidars shall be maintained for the purpose of promotion to the post of Junior Clerk (BPS-11)	The post of Muharrir shall be considered as merged to the post Junior Clerk along with seniority.
Driver (BPS-06)	Literate having LTV driving license. Preference shall be given to those who have sufficient experience in driving, repair and maintenance of vehicles.	---	18 to 40 years	By Initial recruitment.	
Bailiff (BPS-06)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board	---	18 to 40 years	By Initial recruitment	Upgrade Scale from BPS-04 to BPS-06
Process Server (BPS-05)	At least Second Class Secondary School Certificate or equivalent	---	18 to 40 years	By Initial recruitment	Upgrade Scale from BPS-03 to BPS-05

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Nomenclature or post	Minimum Qualification for appoint by initial recruitment	Minimum Qualification for appointment by promotion	Age	Method of Recruitment/ Promotion	Remarks
	qualification from a recognized Board.				
Nalb Qasid (BPS-03)	Literate	—	18 to 40 years	By Initial recruitment.	
Chowkidar (BPS-03)	Literate with sound physique	—	18-40 years	By Initial recruitment	
Sweeper (BPS-03)	Literate	—	18 to 40 years	By Initial recruitment	
Mali (BPS-03)	Literate	—	18-40 years	By Initial recruitment	


FOR PRESIDING OFFICER,
Labour Court,
Malakand Division at Swat.

Handwritten signature and date: 06/04/2018
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**GOVERNMENT OF KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT
(Establishment Wing)**

NOTIFICATION

Dated 03-04-2018

No. SOE-V/E&AD/13-02/2018: In pursuance of the provisions contained in Sub-rule (2) of rule 3 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion & Transfer) Rules, 1989 and supersession of this Department Notification No. SOR-I(S&GAD)4-2/82 dated 08-06-1988, Establishment Department, in consultation with the Finance Department, hereby lays down the method of recruitment, qualification and other conditions specified in column 3 to 5 of the following Appendix which shall be applicable to the posts in the office of Services Tribunal Khyber Pakhtunkhwa, specified in column 2 of the Appendix with immediate effect.

APPENDIX

1 NOMENCLATURE OF POST	2	3 MINIMUM QUALIFICATION FOR APPOINTMENT BY INITIAL RECRUITMENT	4 AGE	5 METHOD OF RECRUITMENT
Registrar (ES-18)	By promotion on the basis of seniority-cum-fitness, from amongst the Additional Registrars, Superintendents and Budget & Accounts Officers (BPS-17), with at least five years service as such: Provided that if no suitable officer is available for promotion, then by transfer. Note: A joint seniority list of Additional Registrars, Superintendents and Budget & Accounts officers shall be maintained for the purpose of promotion to the post of Registrar.
Additional Registrar (BPS-17)	By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Registrars and Law Drafters (BPS-16), with at least five years service as such: Provided that if no suitable

BETTER COPY PAGES# 44 to 48
GOVERNMENT OF THE KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT
(Establishment Wing)

NOTIFICATION

Dated: 03-04-2018

No.SOE/E&AD/13-02/2018:- In pursuance of the provisions contained in Sub-rule (2) of rule 3 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules 1989 and suppression of this Department Notification No. SOR-I(S&GAD)4-2/82 dated: 08/06/1988, Establishment Department, in consultation with the Finance Department hereby lays down the method of recruitment, qualification and other conditions specified in column 3 to 5 of the following Appendix which shall be implicated to the posts in the office of Services Tribunal Khyber Pakhtunkhwa, specified in the para No. 02 of the Appendix with immediate effect.

APPENDIX

S. No	NOMENCLATURE OF POST	MINIMUM QUALIFICATION FOR APPOINTMENT BY INITIAL RECRUITMENT	AGE	METHOD OF RECRUITMENT
1	2	3	4	5
1	Registrar (BS-18)	.....	.....	By promotion on the basis of seniority-cum-fitness, from amongst the Additional Registrars, Superintendents and Budget & Accounts Officers (BPS-17), with at least five years service as such: Provided that if no suitable officer is available for promotion, then by transfer. Note: A Joint Seniority List of Additional Registrars, Superintendents and Budget & Accounts Officers shall be maintained for the purpose of promotion to the post of Registrar.
2	Additional Registrar (BPS-17)	By promotion on the basis of seniority-cum-fitness, from amongst the Assistant Registrars & Law Drafters (BPS-16), with at least five years service as such: Provided that if no suitable

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				years service as such: Provided that if no suitable person is available for promotion, then by transfer.
10.	Personal Assistant (BS-16)	.....	.....	By promotion, on the basis of seniority-cum-fitness, from amongst the Senior Scale Stenographers (BPS-16) with at least three years service as such.
11.	Senior Scale Stenographer (BPS-16)	(a) At least Second Class Bachelor's Degree from a recognized university; (b) A speed of seventy (70) words per minute in shorthand in English and forty five (45) words per minute in typing in English; and (c) Knowledge of Computer in using MS Word and MS Excel.	20 to 32 Years	By promotion, on the basis of seniority-cum-fitness, from amongst Junior Scale Stenographers (BS-14), with three years service as such: Provided that if no suitable person is available for promotion, then by initial recruitment.
12.	Law Drafter (BS-16)	At least Second Class L.L.B from a recognized University.	25 to 32 Years	By initial recruitment.
13.	Computer Operator (BPS-16)	(a) At least Second Class Bachelor's Degree in Computer Science / Information Technology (BCS/BIT four years) from a recognized University; or (b) At least Second Class Bachelor's Degree from a recognized University with one year Diploma in Information Technology from a recognized Board of Technical Education.	18 to 32 Years	By initial recruitment.
14.	Senior Clerk (BPS-14)	.....	.....	By promotion, on the basis of Seniority-cum-fitness, from amongst Junior Clerks (BPS-11), with at least two years service as such.
15.	Store Keeper (BPS-14)	At least Diploma in Commerce or Business Administration in Second Division from a recognized	18 to 30 Years	By initial recruitment.

				<p>office: is available promotion, then by transfer)</p> <p>Note: A joint seniority list of Assistant Registrars & Drafters shall be maintained for the purpose of promotion to the post of Additional Registrar</p>
3.	Superintendent (BPS-17)	.....	.....	<p>By promotion, on the basis of seniority-cum-fitness, amongst the Assistant (BPS-15), with at least four years service as such.</p>
4.	Budget & Accounts Officer (BS-17)	.....	.....	<p>By promotion, on the basis of seniority-cum-fitness, amongst the Cashier-cum-Assistant (BPS-16), with at least three years service as such.</p> <p>Provided that if no suitable officer is available promotion, then by transfer.</p>
5.	Private Secretary (BS-17)	.....	.....	<p>By promotion, on the basis of seniority-cum-fitness, amongst the Personal Assistants (BPS-16) with at least two years service as such.</p>
6.	Manager (MIS) (BPS-17)	.....	.....	<p>By promotion, on the basis of seniority-cum-fitness, amongst the Control Operators (BPS-16), with at least five years service as such.</p>
7.	Assistant Registrar (BS-16)	At least Second Class Bachelor Degree from a recognized University.	21 to 30 Years	By initial recruitment.
8.	Office Assistant (BS-16)	At least Second Class Bachelor's Degree from a recognized University	20 to 32 Years	<p>a) Seventy Five per cent promotion on the basis of seniority-cum-fitness, amongst the Senior (BPS-14), with at least years service as such.</p> <p>b) Twenty Five per cent initial recruitment.</p>
9.	Cashier Cum Assistant (BS-16)	.....	.....	<p>By promotion, on the basis of seniority-cum-fitness, amongst the Senior (BPS-14) with at least</p>

9.	Cashier Cum Assistant (BS-16)			By promotion on the basis of seniority-cum-fitness, from amongst the Store Keeper (BPS-14), with at least five years service as such: Years service as such: Provided that if no suitable person is available for promotion, then by transfer.
10.	Personal Assistant (BS-16)			By promotion on the basis of seniority-cum-fitness, from amongst the Senior Scale Stenographers (BPS-16), with at least five years service as such:
11	Senior Scale Stenographer (BPS-16)	<ul style="list-style-type: none"> a) At least Second Class Bachelor's Degree or equivalent qualification from a recognized university. b) A speed of seventy (70) words per minute in shorthand in English and forty five (45) words per minute in typing and c) Knowledge of computer in using MS Word and MS Excel. 	20 to 32 years	By promotion on the basis of seniority-cum-fitness, from amongst the Junior Scale Stenographers (BPS-14), with at least five years service as such: Provided that if no suitable person is available for promotion, then by initial recruitment.
12	Law Drafter (BS-16)	At least Second Class L.L.B from a recognized University.	25 to 32 years	By Initial recruitment.
13	Computer Operator (BPS-16)	<ul style="list-style-type: none"> a) At least Second Class Bachelor's Degree in Computer Science/Information Technology (BCS/BIT four years) from a recognized University; or b) At least Second Class Bachelor's Degree from a recognized University with one year Diploma in Information Technology from a recognized Board of Technical Education. 	18 to 32 years	By Initial recruitment.
14	Senior Clerk (BPS-14)			By promotion on the basis of seniority-cum-fitness, from amongst the Junior Clerks (BPS-11), with at least two years service as such:
15	Store Keeper (BPS-14)	At least Diploma in Commerce or Business Administration in Second Division from a recognized	18 to 30 years	By Initial recruitment.

				years service as such: Provided that if no suitable person is available for promotion, then by transfer. Note: A Joint Seniority List of Assistant Registrars & Law Drafters shall be maintained for the purpose of promotion to the post of Additional Registrar.
3.	Superintendent (BPS-17)	.....	.....	By promotion on the basis of seniority-cum-fitness, from amongst the Assistant (BPS-16), with at least five years service as such:
4.	Budget & Accounts Officer (BS-17)	.....	.....	By promotion on the basis of seniority-cum-fitness, from amongst the Cashier-cum-Assistant (BPS-16), with at least three years service as such: Provided that if no suitable person is available for promotion, then by transfer.
5.	Private Secretary (BS-17)	.....	.....	By promotion on the basis of seniority-cum-fitness, from amongst the Personal Assistants (BPS-16), with at least two years service as such:
6.	Manager (MIS) (BPS-17)	.....	.....	By promotion on the basis of seniority-cum-fitness, from amongst the Computer Operators (BPS-16), with at least five years service as such:
7.	Assistant Registrar (BPS-16)	At least Second Class Bachelor's Degree from a recognized university.	21 to 30 years	By initial recruitment
8.	Office Assistant (BS-16)	At least Second Class Bachelor's Degree from a recognized university.	20 to 32 years	a) Seventy Five percent promotion on the basis of seniority-cum-fitness, from amongst the Senior Clerks (BPS-14), with at least two years service as such and b) Twenty Five percent initial recruitment

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22. Photostat Operator (BPS-04)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized board with one year experience as Photocopier.	18 to 40 Years	By initial recruitment.
23. Naib Qasid (BPS-03)	Literate	18 to 40 Years	By initial recruitment.
24. Process Server (BPS-03)	Literate	18 to 40 Years	By initial recruitment.
25. Carvakiar (BPS-03)	Literate with sound physique	18 to 40 Years	By initial recruitment.
26. Sweeper (BPS-03)	Literate	18 to 40 Years	By initial recruitment.

**SECRETARY ESTABLISHMENT
GOVT: OF KHYBER PAKHTUNKHWA**

Ends: of Even No. & Date:-

Copy forwarded to:-

1. All Administrative Secretaries to Govt: of Khyber Pakhtunkhwa.
2. Principal Secretary to Governor, Khyber Pakhtunkhwa.
3. Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
4. Registrar, Peshawar High Court, Peshawar.
5. Registrar, Services Tribunal, Khyber Pakhtunkhwa, Peshawar.
6. Deputy Director I.T, Establishment & Administration Department for uploading on the official website of Establishment & Administration Department.
7. Manager, Govt: Printing Press, Peshawar for publication in the Govt: Gazette. He is requested to furnish 30 copies of the printed Notification to this Department and 10 copies to Law Department.
8. PS to Secretary, Establishment Department.
9. PS to Special Secretary (Estt), Establishment Department.
10. PA to Additional Secretary (Reg), Establishment Department.
11. PA to Deputy Secretary (Estt), Establishment Department.

(Akhtar Nawaz)
SECTION OFFICER (E-V)

		Board of Technical Education.		
16.	Junior Scale Stenographer (BPS-14)	i. At least Intermediate or its equivalent qualification in Second Division from a recognized Board; and ii. a speed of fifty (50) words per minute in Shorthand in English and thirty-five (35) words per minute in typing in English; and iii. Knowledge of Computer in using MS Word and MS Excel.	18 to 30 Years	By initial recruitment.
17.	Junior Clerk (BPS-11)	i) At least Secondary School Certificate with Second Division or equivalent qualification from a recognized Board; and ii) A speed of Thirty (30) words per minute in typing in English.	18 to 30 Years	a) Thirty-three percent promotion, on the basis of Seniority-cum-Merit, from amongst Daftaris, Board Generator Operators, Photostat Operators, Qasids, Pressmen, Showkoors and such with two years service such, who have passed Secondary School Certificate Examination; and b) Sixty-seven percent initial recruitment.
18.	Driver (BPS-06)	Literate having LTV driving license. Preference shall be given to those who have sufficient experience in driving, repair and maintenance of vehicles.	18 to 40 Years	By initial recruitment.
19.	Daftari (BPS-04)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board.	18 to 40 Years	By initial recruitment.
20.	Ballif (BPS-04)	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board.	18 to 40 Years	By initial recruitment.
21.	Generator Operator (BPS-04)	Relevant Certificate from a Recognized Technical Institute.	18 to 40 Years	By initial recruitment.

		Board of Technical Education.		
16.	Junior Scale Stenographer (BPS-14)	(i) At least Intermediate or its equivalent qualification from a recognized Board; and (ii) A speed of fifty (50) words per minute in shorthand in English and thirty five (35) words per minute in typing and (iii) Knowledge of computer in using MS Word and MS Excel.	18 to 30 years	By Initial recruitment.
17.	Junior Clerk (BPS-11)	(i) At least Secondary School Certificate with Second Division or its equivalent qualification from a recognized Board; and (ii) A speed of thirty (30) words per minute in typing English.	18 to 30 years	a) Thirty Three percent promotion on the basis of seniority-cum-fitness, from amongst Draftaries Bailiff, Generator Operator, Photostat Operators, Naib Qasids, Process Server, Chowkidars and Sweepers with two years service as such, who have at least Secondary School Certificate Examination; and b) Sixty Seven percent initial recruitment
18.	Driver (BPS-06)	Literate having LTV driving license. Preference shall be given to those who have sufficient experience in driving, repair and maintenance of vehicles.	18 to 40 years	By Initial recruitment.
19.	Daftari (BPS-04)	At least Secondary School Certificate or its equivalent qualification from a recognized Board.	18 to 40 years	By Initial recruitment.
20.	Bailiff (BPS-04)	At least Secondary School Certificate or its equivalent qualification from a recognized Board.	18 to 40 years	By Initial recruitment.
21.	Generator Operator (BPS-04)	Relevant certificate from a Recognized Technical Institute.	18 to 40 years	By Initial recruitment.

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22.	Photostat Operator (BPS-04)	At least Secondary School Certificate or its equivalent qualification from a recognized Board with one year experience as Photocopier.	18 to 40 years	By Initial recruitment.
23.	Naib Qasid (BPS-03)	Literate	18 to 40 years	By Initial recruitment.
24.	Process Server (BPS-03)	Literate	18 to 40 years	By Initial recruitment.
25.	Chowkidar (BPS-03)	Literate with sound physique	18 to 40 years	By Initial recruitment.
26.	Sweeper (BPS-03)	Literate	18 to 40 years	By Initial recruitment.

SECRETARY ESTABLISHMENT
GOVT. OF KHYBER PAKHTUNKHWA

Endst: of Even No. & Date:-

Copy forwarded to the:-

1. All Admin Strative Secretaries to Govt. of Khyber Pakhtunkhwa.
2. Principal Secretary to Governor, Khyber Pakhtunkhwa.
3. Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
4. Registrar, Peshawar High Court, Peshawar.
5. Registrar, Services Tribunal, Khyber Pakhtunkhwa, Peshawar.
6. Deputy Director I.T, Establishment & Administration Department for uploading on the official website of Establishment & Administration Department.
7. Manager, Govt. Printing Press, Peshawar for publication in the Govt. Gazette. He is requested to furnish 30 copies of the printed Notification to this Department and 30 copies to the Law Department.
8. PS to Secretary, Establishment, Department.
9. PS to Special Secretary (Estt), Establishment, Department.
10. PS to Additional Secretary (Reg), Establishment, Department.
11. PA to Deputy Secretary (Estt), Establishment, Department.

-sd-

(Akhtar Nawaz)
SECTION OFFICER (E-V)

C.No. 4(3-1)

PESHAWAR HIGH COURT (SUBORDINATE COURTS STAFF) RECRUITMENT RULES, 2003

NOTIFICATION

Dated Peshawar the 26.3.2003

No. 39-J In pursuance of the provisions contained in Sub Rule (2) of Rule 3 of the [Khyber Pakhtunkhwa]¹ Civil Servants (appointment, Promotion and Transfer) Rules, 1989, and in supersession of all previous rules, issued in this behalf, the Competent Authority is pleased to lay down the method of recruitment, qualifications and other conditions specified in column 3 to 5 of the Appendix to this Notification, which shall apply to posts in Subordinate Courts in the [Khyber Pakhtunkhwa]² specified in column # 2 of the said Appendix.

APPENDIX

Peshawar High Court (Subordinate Courts Staff) Recruitment Rules, 2003.

1	2	3	4	5
S No	Nomenclature of Post	Minimum qualification for appointment by initial recruitment	Age Limit	Method of recruitment
1	Superintendent BPS-17 ³			By promotion, on the basis of seniority-cum-fitness, from amongst holders of the posts of Assistant/Reader, Assistant/Clerk of Court, Assistant/Assistant Clerk of Court, Assistant/Accountant and Assistant/Civil Nazir at serial # 4 to 8 (all BPS-16) ⁴ with at least five years' service as such:

¹ Substituted by The Khyber Pakhtunkhwa Laws (Amendment) Act, 2011

² Substituted by The Khyber Pakhtunkhwa Laws (Amendment) Act, 2011

³ Basic pay scale upgraded vide Notification No.FD/SO(FR)10-22/2014 Dated 20th May, 2014

⁴ Basic pay scale upgraded vide Notification No.FD/SO(FR)10-22/2014 Dated 20th May, 2014

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III-Human Resources

I-Ministerial Establishment of District Courts

				Provided that a common seniority list of holders of the posts at serial # 4 to 8 below shall be maintained for the purpose of promotion to the post of Superintendent BPS-17 ¹ .
2	Senior Scale Stenographer BPS-16 ²	i. Bachelor's Degree from a recognized University and speed of 100 words per minute in Shorthand and 40 words per minute in typing in English. Preference will be given to the candidates having knowledge of MS Office. ii. In the Districts where Urdu is the Court language, speed of 30 words per minute in typing in Urdu as well.	18 – 30 years	i. Twenty five percent by initial recruitment; and ii. seventy five percent by promotion, on the basis of seniority-cum-fitness, from amongst holders of the post of Steno typist (BPS-14) ³ with at least three years' service as such.
3	Steno typist BPS-14 ⁴	i. Intermediate or equivalent qualification from a recognized board; and	18 – 30 years	By initial recruitment.

¹ Basic pay scale upgraded vide Notification No.FD/SO(FR)10-22/2014 Dated 20th May, 2014

² Basic pay scale upgraded vide Notification No.FD/SO(FR)10-22/2012 Dated 19th June 2012

³ Basic pay scale upgraded vide Notification No.FD/SO(FR)10-22/2014 Dated 20th May, 2014

⁴ Substituted vide Notification No.13-J dated 26th November, 2019

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I-Ministerial Establishment of District Courts

		<p>ii. a speed of ¹[50] words per minute in shorthand and 35 words per minute in typing in English. Preference will be given to the candidates having knowledge of MS Office.</p> <p>iii. In the Districts where Urdu is the Court language, speed of 30 words per minute in typing in Urdu as well.</p>		
4	Assistant/Reader. BPS-16 ²	Bachelor's Degree from a recognized University.	18 – 30 years	<p>i. Twenty five percent by initial recruitment; and</p> <p>ii: seventy five percent by promotion, on the basis of seniority-cum-fitness, from amongst holders of the posts of Senior Clerks at serial # 10 to 12 (all BPS-14)³ with at least three years service as such.</p>
5	Assistant/Clerk Of Court BPS-16 ⁴	Bachelor's Degree from a recognized University.	18 – 30 years	<p>i. Twenty five percent by initial recruitment; and</p> <p>ii: seventy five percent by promotion, on the basis of</p>

¹ Substituted vide notification No.130 of Peshawar High Court Dated 6th October, 2004

² Basic pay scale upgraded vide Notification No. FD/SO(FR)10-22/2014 Dated 20th May, 2014

³ Basic pay scale upgraded vide Notification No.FD/SO(FR)10-22/2014 Dated 20th May, 2014

⁴ Basic pay scale upgraded vide Notification No. FD/SO(FR)10-22/2014 Dated 20th May, 2014

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III-Human Resources

I-Ministerial Establishment of District Courts

				seniority-cum-fitness, from amongst holders of the posts of Senior Clerks at serial # 10 to 12 (all BPS-14) with at least three years service as such.
6	Assistant/Assistant Clerk of Court BPS-16 ¹	Bachelor's Degree from a recognized University.	18 – 30 years	i. Twenty five percent by initial recruitment; and. ii: seventy five percent by promotion on the basis of seniority-cum-fitness, from amongst holders of the posts of Senior Clerks at serial # 10 to 12 (all BPS-14) with at least three years service as such.
7	Assistant/Accountant BPS-16 ²	Bachelor's degree from a recognized University. Preference will be given to Bachelor's degree with Commerce, Economics or Mathematics/Statistics as Special subject.	18 – 30 years	By initial recruitment.
8	Assistant/Civil Nazir BPS-16 ³			By promotion, on the basis of seniority-cum-fitness, from amongst holders of the post of Junior Clerk/Naib Nazir (BPS-11 ⁴), capable of keeping and examining accounts in English and Urdu, with five years service as such.

¹ Basic pay scale upgraded vide Notification No. FD/SO(FR)10-22/2014 Dated 20th May, 2014

² Basic pay scale upgraded vide Notification No. FD/SO(FR)10-22/2014 Dated 20th May, 2014

³ Basic pay scale upgraded vide Notification No. FD/SO(FR)10-22/2014 Dated 20th May, 2014

⁴ Finance department Rectification No. BO-II/FD/SNE/PHC/2020-21 Dated 07th July 2020

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9	Computer Operator BPS-16 ¹	² [] M.Sc/BIT/BCS or equivalent from recognized university	18 – 30 years	By initial recruitment.
10	Senior Clerk/Reader BPS-14 ³			By promotion, on the basis of seniority-cum-fitness, from amongst holders of the posts of Junior Clerk/Nazir, Junior Clerk/Copyist, Junior Clerk/Copy Clerk, Junior Clerk/Examiner, Junior Clerk/Muharrir and Junior Clerk/Typist at serial # 13 to 18 (all BPS-11) with at least three years' service as such: Provided that a common seniority list of the holders of the posts from serial # 13 to 18 below shall be maintained for the purpose of promotion to the post of Senior Clerk/Reader.
11 ⁴	Senior Clerk/Record Keeper BPS-14 ⁴			By promotion, on the basis of seniority-cum-fitness, from amongst holders of the posts of Junior Clerk/Nazir, Junior Clerk/Copyist, Junior Clerk/Copy Clerk, Junior Clerk/Examiner, Junior Clerk/Muharrir and Junior Clerk/Typist at serial # 13 to 18 (all BPS-11) with at least three years' service as such:

¹ Substituted vide Peshawar High Court Notification No.22993 Dated 26th November, 2019

² Words "First Class" stand omitted vide Corrigendum dated 28th January 2021

³ Basic pay scale upgraded vide Notification No. FD/SO(FR)10-22/2014 Dated 20th May, 2014

⁴ Basic pay scale upgraded vide Notification No. FD/SO(FR)10-22/2014 Dated 20th May, 2014

III-Human Resources

I-Ministerial Establishment of District Courts

				Provided that a common seniority list of the holders of the posts from serial # 13 to 18 below shall be maintained for the purpose of promotion to the post of Senior Clerk/Record Keeper.
12	Senior Clerk/English Clerk BPS-14 ¹			By promotion, on the basis of seniority-cum-fitness, from amongst holders of the posts of Junior Clerk/Nazir, Junior Clerk/Copyist, Junior Clerk/Copy Clerk, Junior Clerk/Examiner, Junior Clerk/Muharrir and Junior Clerk/Typist at serial # 13 to 18 (all BPS-11) with at least three years' service as such: Provided that a common seniority list of the holders of the posts from serial # 13 to 18 below shall be maintained for the purpose of promotion to the post of Senior Clerk/English Clerk.
12 A	Telephone Operator ² BPS-7	Secondary School Certificate or equivalent qualification from a recognized Board with one year experience in any recognized organization	18-30	By initial recruitment

¹ Basic pay scale upgraded vide Notification No. FD/SO(FR)10-22/2014 Dated 20th May, 2014

² Added vide Notification No.152-J Dated 18th May, 2012

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I-Ministerial Establishment of District Courts

13	Junior Clerk/Nazir BPS-11 ¹	<p>i. Secondary School Certificate Examination or equivalent qualification from a recognized Board, preference will be given to holders of additional qualifications in Accounts; and</p> <p>ii. a speed of 30 words per minute in typing.</p>	18 – 30 years	<p>i. Not less than 70 percent by initial recruitment; and</p> <p>ii. not more than 30 percent by promotion, from amongst the holders of the posts of Daftari and Record Lifter with Matric and three years' service as such; and in case no suitable candidate from amongst holders of the posts of Daftari and Record Lifter is available, then from amongst holders of the posts of Chowkidar, Naib Qasid, Sweeper, Chowkidar-cum-Mali, Mali and Water Carrier who have passed Secondary School Certificate Examination and have at least five years' service as such.</p> <p>Note. For the purpose of promotion, separate common seniority lists of (i) the holders of the posts of Daftari and Record Lifter; and (ii) the holders of the posts of Chowkidar, Naib Qasid, Sweeper, Chowkidar-cum-Mali, Mali and Water Carrier shall be maintained with reference to the date of their acquiring the Secondary School Certificate: Provided that:</p> <p>a. if two or more officials have acquired the Secondary School Certificate in the same session, the official having longer service shall rank senior to other officials; and</p>
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¹ Basic pay scale upgraded vide Notification No. FD/SO(FR)10-22/2014 Dated 20th May, 2014

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III-Human Resources

I-Ministerial Establishment of District Courts

				b. where a senior official does not possess the requisite experience at the time of filling up a vacancy, the official next junior to him possessing the requisite experience shall be promoted in preference to the senior official.
14	Junior Clerk/Copyist BPS-11 ¹	i. Secondary School Certificate Examination or equivalent qualification from a recognized Board; and ii. a speed of 30 words per minute in typing.	18 – 30 years	i. Not less than 70 percent by initial recruitment; and ii. not more than 30 percent by promotion, from amongst the holders of the posts of Daftari and Record Lifter with Matric and three years' service as such; and in case no suitable candidate from amongst holders of the posts of Daftari and Record Lifter is available, then from amongst holders of the posts of Chowkidar, Naib Qasid, Sweeper, Chowkidar-cum-Mali, Mali and Water Carrier who have passed Secondary School Certificate Examination and have at least five years' service as such. Note. For the purpose of promotion, separate common seniority lists of (i) the holders of the posts of Daftari and Record Lifter; and (ii) the holders of the posts of Chowkidar, Naib Qasid, Sweeper, Chowkidar-cum-Mali, Mali and Water Carrier shall be

¹ Basic pay scale upgraded vide Notification No. FD/SO(FR)10-22/2014 Dated 20th May, 2014

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III-Human Resources

I-Ministerial Establishment of District Courts

				<p>maintained with reference to the date of their acquiring the Secondary School Certificate: Provided that:</p> <p>a. if two or more officials have acquired the Secondary School Certificate in the same session, the official having longer service shall rank senior to other officials; and</p> <p>b. where a senior official does not possess the requisite experience at the time of filling up a vacancy, the official next junior to him possessing the requisite experience shall be promoted in preference to the senior official.</p>
15	Junior Clerk/Copy Clerk BPS-11 ¹	<p>i. Secondary School Certificate Examination or equivalent qualification from a recognized Board; and</p> <p>ii. a speed of 30 words per minute in typing.</p>	18 – 30 years	<p>i. Not less than 70 percent by initial recruitment; and</p> <p>ii. not more than 30 percent by promotion, from amongst the holders of the posts of Daftari and Record Lifter with Matric and three years' service as such: and in case no suitable candidate from amongst holders of the posts of Daftari and Record Lifter is available, then from amongst holders of the posts of Chowkidar, Naib Qasid, Sweeper, Chowkidar-cum-Mali, Mali and Water Carrier who have passed Secondary School Certificate Examination</p>

¹ Basic pay scale upgraded vide Notification No. FD/SO(FR)10-22/2014 Dated 20th May, 2014

Before Khyber Pakhtunkhwa Service
Tribunal, وکالت نامہ Peshawar

بعدالت جناب

Govt. of KP etc بنام Saeed Ahmad Jan
Appellant منجانب مقدمہ بعنوان

منجانب

دعوی

علت

موضوع

جرم

تھانہ

باعث تحریر آنکہ

مقدمہ عنوان بالا میں اپنی طرف سے واسطے پیروی و جواب دہی کارروائی متعلقہ / جملہ

ان مقام پر اور کیلئے Bilal-A-Kakarwal ایڈووکیٹ

کو وکیل مقرر کر کے اقرار کیا جاتا ہے کہ صاحب موصوف کو مقدمہ کی کل کارروائی کا اختیار ہوگا، نیز وکیل صاحب کو راضی نامہ کرنے و تقرر ثالث و فیصلہ بر حلقہ دینے جواب دعویٰ اقبال دعویٰ اور درخواست از ہر قسم کی تصدیق ذریں پر دستخط کرنے کا اختیار ہوگا، نیز بصورت عدم پیروی یا ڈگری یکطرفہ یا اپیل کی برآمدگی اور منسوخ، نیز دائر کرنے اپیل نگرانی نظر ثانی و پیروی کرنے کا اختیار ہوگا اور بصورت ضرورت مقدمہ مذکورہ کے کل یا جزوی کارروائی کے واسطے اور وکیل یا مختیار قانونی کو اپنے ہمراہ یا اپنے بجائے تقرر کا اختیار ہوگا اور صاحب مقرر شدہ کو وہی جواب دیہ جملہ مذکورہ باختیارات حاصل ہوں گے اور اس کا ساختہ پرداخت منظور و قبول ہوگا دوران مقدمہ میں جو خرچہ ہر جانہ التوائے مقدمہ کے سبب سے ہوگا کوئی تاریخ پیشی مقام دورہ یا حد سے باہر ہو تو

وکیل صاحب پابند نہ ہونگے کہ پیروی مذکورہ کریں، لہذا وکالت نامہ لکھ دیا تاکہ سند رہے

مقام 12-08-2024 کے لئے منظور ہے

دستخط ایڈووکیٹس

bc-11-1062

0300-9020098

bilalahmad78@gmail.com