10.09.2024

KAMRANULLAH

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

## FORMOF ORDERSHEET

Court of

Case No.

#### /2024

S.No. Date of order Order or other proceedings with signature of judge proceedings 3 2 1 02.09.2024 As per direction of the Hon'ble Member 1 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. **CAST**RAR Appellant in person present and requested for 03.09.2024 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)

10.09.2024 1. Appellant along with his counsel present.

maspruce

2. The appellant has applied for provision of impugned order, through RTI but the same was not provided to him, therefore, a preadmission notice be issued to the respondents through TCS for submission of reply/comments. Appellant is directed to deposit TCS expenses within 07 days and thereafter notice be issued to the respondents for submission of reply/comments. To come up for reply/comments as well as preliminary hearing on 07.10.2024 before S.B. P.P given to learned counsel for the appellant.

> (Muhammad Akbar Khan) Member (E)

Appellanto thave annexed relevant service roles. Rest of roles are not provided te Appellants. Please put before Tribunal. B)wo 200

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.

708 3/9/24. 1

Report submitted for perusal please.

Let it be 7, i ed Institution Section befæle s.B m OB

29/ 8/24

The appeal of Mr. Junaid Shah 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.

Check list is not attached with the appeal.

Appeal has not been flagged/marked with annexures marks.

Annexures of the appeal are unattested.

Service rules of 2023 attached with the appeal are incomplete be completed.

Page nos. 14, 15, 16, 34, 44, 47 & 48 of the appeal are illegible be replaced by legible/better one.

7 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. 56/ /inst./2024/KPST,

Dt. 12/8 /2024.

SERVICE TRIBUNAL KHYBER PAKHTUNKHWA PESHAWAR.

Bilal Ahmad Kakaizai Adv. High Court at Peshawar.

Kesubmitted after removing objections.

lovent

Dince vires of Rules have been challenged by the Appellant, hence being members of SSRC, Respondent No. 4 4 5 ang mandatory, moreover the Appellants could not bypass Respondent. No. 5 being administrative head:

# BEFORE HONOURABLE SERVICE TRIBUNAL, PESHAWAR

Service Appeal No. 1459 / 2024.

JUNAID SHAH

Government of KPK etc.

1

# INDEX

Vs

Description of Documents					
MEMO OF SER	MEMO OF SERVICE APPEAL.				
AFFIDAVIT		07			
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Annexure4	Appointment Order dated 31.01.2019.	09-10			
	New & Old Rules.	11-19			
Annexure-C	Departmental Appeal / Representation along with Covering Letter dated 30.10.2023.	20-23			
Annexure-D	Impugned Appellate Order dated 23.07.2024.	24			
	Minutes of the SSRC meeting dated 22.03.2023 etc	25-57			
Wakalat Nama	• •	<u> </u>			

Through,

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

# BEFORE HONOURABLE SERVICE TRIBUNAL, PESHAWAR

Service Appeal No.1459 / 2024.

JUNAID SHAH,
Assistant,
Labour Court, Kohat

9

hyber Pakhtukhwa Service Tribunał Diary No. 14897 Dared 12-08-2024

3 ... APPELLANT

#### <u>Versus</u>

- GOVERNMENT OF KHYBER PAKHTUNKHWA, Through Chief Secretary, Civil Secretariat, Peshawar.
- SECRETARY LABOUR, Government of Khyber Pakhtunkhwa, Labour Department, Civil Secretariat, Peshawar.

## SECRETARY ESTABLISHMENT,

Government of Khyber Pakhtunkhwa, Establishment Department, Civil Secretariat, Peshawar.

#### 4. SECRETARY FINANCE,

3.

Government of Khyber Pakhtunkhwa, Establishment Department, Civil Secretariat, Peshawar.

## 5. PRESIDING OFFICER,

Labour Court, Old Judicial Complex, Kohot.

RESPONDENTS

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

1. FOR DECLARING THE SERVICE RULES OF 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 DEPARTMENTAL APPEAL / REPRESENTATION OF THE APPELLANT 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 with regard to 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 or else other posts of Computer Operators and Senior Scale Stenographers cum-judgment-writers may be given other channel of promotion. It is further prayed that for the post of Computer Operators and Senior Scale Stenographers cumjudgment-writers, 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 Assistant in Labour Court, Dera Ismail Khan vide Order dated 31.01.2019, copy of the Appointment Order dated 31.01.2019 is attached as <u>Annexure A</u>.
- 2. 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.
- 3. 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 New & Old Rules are attached as <u>Annexure B</u>.

3

- 4. 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.
- 5. 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 <u>Annexure C</u>.
- 6. 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 <u>Annexure D</u>. hence this Appeal for indulgence and enforcement of rights *inter alia* on the following grounds:

#### GROUNDS:

. А.

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-judgmentwriters 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.

That, the act of the Department is against the principles enshrined in the Constitution of Islamic Republic of Pakistan, 1973.

D.

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 present, copies of the minutes of the SSRC meeting dated 22.03.2023 is attached as <u>Annexure E</u>

That, by way of notifying new rules the technical post of Computer Operators and Senior Scale Stenographers cumjudgment writer has been brought into the cadre of administration of Labour Court, which principle is against the norms of Justice and fair play.

E.

Ι.

Ι.

F. That, the post of Assistant is filled from amongst the holders of post of Senior Clerk after rendering  $\underline{\mathscr{G}}$  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  $\underline{\alpha}$ 3. years of Service.

H. That, after more than 15 years of administrative experience, the post of Assistant becomes eligible for the post of Superintendent beyond which position no further promotion is prescribed.

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.

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. 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.
- Ρ.

К.,

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.

Through,

Ř

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

# BEFORE HONOURABLE SERVICE TRIBUNAL, PESHAWAR

Service Appeal No. \_\_\_\_\_/ 2024.

Vs

JUNAID SHAH

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Government of KPK etc.

51

# AFFIDAVIT

I, JUNAID SHAH, Assistant, Labour Court, Kohat, 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.



Identified by:-

BILAL AHMAD KAKAIZAI (Advocate, Supreme Court of Pakistan)



M2 AUG

# BEFORE HONOURABLE SERVICE TRIBUNAL, PESHAWAR

Service Appeal No. \_\_\_\_ / 2024.

JUNAID SHAH

Government of KPK etc.

#### ADDRESSES OF PARTIES.

#### APPELLANT:

JUNAID SHAH, Assistant, Labour Court, Kohat.

Vs

#### **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, Representation

Through,

Appellant BILAL AHMAD KAKAIZAI

(Advocate, Supreme Court of Pakistan) 213, Sunehri Masjid Road, Peshawar Cantt. 0300-9020098

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	OFFICE OF THE PRESID	NNG OFFICER
(DIST)	RICT & SESSIONS (UDGE) LAP	<u>BOUR COURT, D.I.KHAN</u> .
1	Ph: & Fax No. 096	6-9280093
	Email:labourcourtdik	nan@gmail.com
No.	L/C/DIK/2019	Dated//2019
		· · · · · · · · · · · · · · · · · · ·

Page 1 of 2

#### APPOINTMENT ORDER

Consequent upon the recommendations of Departmental Selection Committee held on 12/12/2018 at the office of the Presiding Officer, Labour Court Dera Ismail Khan and in compliance with the letter bearing No.SOL (LD) 5-50/2018/Vol-1/258-59, dated Peshawar, the 15th January,2019 of Section Officer (Labour), the competent authority, is pleased to make the following appointsments as initial recruitment to the posts of Computer Operator(BPS-16) and Assistant(BPS-16), against the vacant post in this Office/Court on the terms and conditions mentioned hereinafter with immediate effect.

	• For the Post of Computer Operator(BPS-10)							
ſ	Sr No	Application No		Father Name	CNIC No.	Address		
ł			Muhammad Ibrahim		12101-2278929-9	Yousaf Gilani		
	T	-+ i	Wananinad Ibranin	• • • • • • • • • • • • • • • • • • •		Town, House		
						No.5, Post Office		
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			·			Ismail Khan		
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#### For the Post of Assistants(BPS-16)

		ne Post of Assist	ONIO N-	Address	
Sr No	Application No	Name	Father Name	CNIC No.	
		Junaid Shah	Meer Shah	171030-362758-7	Post Office Shab
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					Charsada Province of
				•	KPK Pakistan
	<u> </u>	Zain-ul- Abideen	Dauuood Khan	16202-0855721-9	Mohallah Koz Qadar
2	_ 203	Zam-ui- Aolucen	Duudooda	•	Khan Khel, Mainai,
· ·					Tehsil and District
	·		· ·	1 · · ·	Swabi

#### Terms & Conditions

Your Appointment is purely on temporary basis.

- They will get pay at the minimum of BPS-16 including usual Ĩ, allowances as admissible under the rules, they will also be entitled to annual increment as per existing policy.
- They shall be governed by the Khyber Pakhtunkhwa Civil Servant П.
- Act 1973, and all the laws applicable to the civil servants and the rules made thereunder.
- They shall be on probation initially for a period of one year Ш. extendable to further one year.

Page Z of 2

- IV. Their services will be governed by such rules and orders related to leave, T.A/D.A, Medical Attendance and pay etc, as may be issued by Government from time to time.
- In case they wishes to resign at any time fourteen days notice shall be necessary or in lieu thereof fourteen days pay shall be forfeited.
- VI. They shall produce a medical certificate of fitness from Medical Superintendent, District Headquarter Hospital D.I.Khan, and Character Certificate from Gazetted Officer.
- VII. Their retention in service shall be subject to verification of their Domicile.
- VIII. Their appointment is liable to be terminated at any time without assigning any reason before the expiry of the period of probation/extended period of probation, if their performance during this period is not satisfactory.

IX. They shall join duty at their own expenses.

2. If the above terms & conditions are acceptable to them, they should submit the arrival report within 30 days of issuance of this order.

Muhammad Jamal Khan (District & Sessions Judge) Presiding Officer Labour Court D.I.Khan

Dated DIKhan the  $\frac{3/}{2019}$ 

Endst No. 2/-28 /L/C/DIK/2019 Copy for information forwarded to:-

- > The Registrar, Peshawar High Court, Peshawar.
- The PS to Secretary, Labour Department, Govt; of Khyber Pakhtunkhwa, Peshwar.
- > The Distric Accounts Officer, D.I.Khan
- > The Budget Officer, BO(VIII), Finance Department Govt; of Khyber Pakhtunkhwa Peshwar.
- > Mr. Muhammad Ibrahim S/o Jahangir Khan.
- ≻ Junaid Shah S/o Meer Shah.
- > Zain-ul-Abideen S/o Dauuood Khan.
- ➢ Office Copy.

Muhammad Jamal Khan (District & Sessions Judge) Presiding Officer Labour Court D.I.Khan

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# EXTRAORDINARY

## GOVERNMENT



# 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.

<u>D.SOL(LD)/5-50/2019/LCs/SRs</u>.-In pursuance of the provisions contained in sub-rule (2) of rule 3 of the Khyber Pakhtunkhwa Civil Servar ppointment, Promotion and Transfer) Rules 1989 and in supersession of all previous Notifications, issued in this behalf, the Labour Department, nsultation with the Establishment Department and the Finance Department, hereby lays down the method of recruitment, qualification and other conditio d 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 Pakhtunkhw

- ,		421 KHYBER PAKHTUNKHWA GOVERNMENT GAZETTE, EXTRAORDINARY, 19th OCTOBER, 2023
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):	<ul> <li>(i) At least Second Class 18 to 30 Intermediate Certificate or its equivalent qualification from a recognized Board; and</li> <li>(ii) a speed of 30 words per minute in typing on computer alongwith at least three (03) months Computer Certificate from a recognized Institute.</li> <li>(ii) At least Second Class 18 to 30 years.</li> <li>(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</li> <li>(b) fifty percent (50%) by initial recruitment.</li> </ul>
7.	Muharrir (BPS-07).	<ul> <li>(i) At least Second Class 18 to 30 (a) Ninety percent (90%) by promotion, on the basis of seniority- Intermediate Certificate or its equivalent qualification from a recognized Board; and</li> <li>(ii) a speed of 30 words per minute in typing on computer alongwith at least three (03) months Computer Certificate from recognized Institute.</li> <li>(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</li> <li>(b) ten percent (10%) by initial recruitment.</li> </ul>
8.	Driver (BPS-06).	At least Middle pass and possessing a 18 to 32 By initial recruitment. valid Light Transport Vehicle (LTV) years. Driving License and medically fit.

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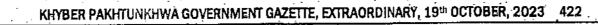
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(BPS-04), or its equivalent qualification from a years. cum-fitnes	ent (50%) by promotion, on the basis of seniority- ss, from amongst holders of the posts of Process
	ss, from amongst holders of the posts of Process
	PS-03), Naib Qasid (BPS-03), Chowkidar (BPS-03),
Sweeper	(BPS-03) or other equivalent posts of respective
Labour Co	ourt with three (03) years' service as such; and
(b) fifty perce	ent (50%) by initial appointment:
Note: For the pu	irpose of promotion, a joint seniority list of Process
	Qasids, Chowkidars and Sweepers of respective
	all be maintained.
10. Process Server/Naib Preferably literate. 18 to 40 By initial recruit	ment.
Qasid/ Chowkidar/	
Sweeper (BPS-03).	

Secretary to Government of the Khyber Pakhtunkhwa Labour Department

Printed and published by the Manager, Staty. & Ptg. Deptt., Kiryber Pakhtunkhwa, Peshawar

# COVERNMENT OF THE KHYBER PAKHTUNKHW

Peshowor, doted the 02<sup>nd</sup> June, 2015

No Sol (LD) 3 50/2015 - In Dursuance of the provisions contained in subnue (2) obvies of the Knyber Pakhtunkhwa Civil Servants (Appointment Promotions and Transfer) Rules 1989 the Labour Department (in consultation with the Establishment Department and the Finance Department in effects that in this Department Notifications No SOF(INDIPER 01 dated 40-03-1996) the following further amendments shall:

De mode incrinely AMENOMENIS In the Appendix

(inserted in the relevant columns, namely.

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## BETTER COPY PAGE# 15 GOVERNMENT OF THE KHYBER PAKHTUNKHWA LABOUR DEPARTMENT NOTIFICATION

# Peshawar dated the 02<sup>nd</sup> June, 2015

No.SOL(LD) 5-50/2015:- In pursuance of the provisions contained in subrule (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:

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

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# BETTER COPY PAGE# 15

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

	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:

	2		3	4	5
5	Muharrir	(i)	Certificate with 2 <sup>nd</sup>	18 to 30 years	By initial recruitment
		· ·	division or equivalent		
: <sup>-</sup> .			qualification from a recognized board		
		(ii)	and A speed of 30	-	
		· .	words per minutes in typing.		

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

1	2	3		T
	D 11/00		4	5
/A	Bailiff	Middle Standard Certificate	18-30 years	By initial recruitment
7B	Process Server	Middle Standard Certificate	18-30 yéars	By initial recruitment and
				by minuter recruitment and

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

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and S Jeb. N ۸. Clon Officer (Labour)

## BETTER COPY PAGE# 16

# Endst: No. SOL(LD)5-50/2015/1576-93 Dated Peshawar, the 02<sup>nd</sup> 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) GOVERNMENT OF NWIF P. TINDUSTRIES, COMMERCE, MINERAL DEVELOPMENT, LABOUR AND TRANSPORT DEPARTMENT,

NOTIFICATION: NO.SOI(IND)9-14/91/ in sub-rule (2) of rule 3 of the North-West Frontier Province

Civil Servants (Appointment, Promotion and Transfer) Pules, 1989, the Industries, Commerce, Mineral Development, Labour and Transport Department, 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/ 7575, dated 26/6/1993 after, the words (Labour Appellate Tribunal" the words "and full time Labour Courts" shall be inserted.

> SECRETARY TO GOVT. OF NWFP, INDUSTRIES, COMMERCE, MINERAL DEVELOPMENT, LABOUR AND TRANSPORT DEPARTMENT:

51.1.

#### Endst\_No,SOI(IND)9-14/51

# Copy forwarded te:

All Administrative Secretaries to Govt. of NWFP. 1) Secretary to Governor NWEP, Peshawar. 2) Secretary to Chief Minister, NWFP, Peshawar The Accountant General NWFP, Peshawar -3) 4) 5) All Commissioners of Divisions in NWFP. All Heads of Abtached Departments in NWFP. ·6) All District & Sessions Judges in NWF#: 7.) B) All D.Cs/P.As in NWEP. 5) Secretary, Beard of Revenue NWFP, Peshawar.
10) Registrar, Peshawar High Court, Peshawar.
11) Secretary, NWFR Public Service Commission, Peshawar. .95 12) Registrar, Service Tribunal, NWEP, Peshawar,
13) The Chief Inspector of Mines Labour Welfare NWEP, Pesh.
14) The Director, Labour Welfare NWEP, Peshawar, arongwith aronowith a copy of with the remarks 93 (Haripur): What this Netification

afongwith appendix shall be applicable only to existing posts.

18) PS to Minister for Labour NWFP.
12) The Manager Gevt.Printing Press, Peshawar for publication in the sextra-relinary Gazette He is requested to supply 25 copies of Gezette Notification to this Deptt.
20) The Registrar, Labour Appellate Tribunal, NWFP, Peshawar.

# SECTION OFFICER ADMN : ).

5) Senio	MUM QUALIFICATION APPOINTMENT BY IAL RECRUITMENT.	<u>A P P E N D I X</u> Age Limit	METHOD OF RECRUITMENT.	(18)
6) Mohari 1. Reýssurar,	3 Master's Degree/LLB from a recognised University	4 21-23 a) Fifty pa Years Cum-fita	son by promotion, on the basis	of seniority-
		LLB and I NOTE: A.Jo	ess from amongst: the Head-Cierk ohers/Judgement Writers holding have five years service as such int seniority list of Head Cier)	Master's Degree/
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Senior Scale Stenographer- Cum ludgement Writer	i) Higher Secondary School Certificate or equivalent qualification from a recognised Board; and	b) Fifty per	Senior Scale Stanographer/Judg cent by initial recruitment recruitment	lement Write
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6) Moharir/Junior lerks

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Secondary School Certifizate or equivalent qualifications from a recognised Board with a speed of 30 words per minute in typing. Literata possessing a valid heavy duty driving License.

Qasid Chowkidar/Mali/ Preferably Literate Sweeper

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#### <u>OFFICE OF THE PRESIDING OFFICER</u> (DISTRICT & SESSIONS JUDGE) LABOUR COURT, D.I.KHAN. Phone: & Fax No. 0966-9280093 Email:labourcourtdikhan@gmail.com

No. 149 /LC/D1K/2023

Dated: 26/10/2023

To,

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

Subject:

## TENTATIVE SENIORITY LIST OF ASSISTANT BPS-16, COMPUTER OPERATOR BPS-16 AND SENIOR SCALE STENOGRAPHER-CUM-JUDGMENT WRITER BPS-16 AND SENIOR CLERK BPS-14.

With reference to your Letter No. SOL/5/5-55/2023/6210-14 dated Peshawar 13/10/2023 on the subject cited above.

Enclosed please find herewith an appeal in respect of Mr. Junaid Shah (Assistant BPS-16) is sent for further necessary action.

-Sd-

(Mrs. Hina Khan) D&SJ/Presiding Officer Labour Court D.I.Khan

Endst No. & Date Even.

Copy forwarded for information to:-

010

1. PS to Secretary Labour, Labour Department, Civil Secretariat, Khyber Pakhtunkhwa Peshawar.

-Sd-

(Mrs. Hina Khan) D&SJ/Presiding Officer Labour Court D.I.Khan



HONOURABLE CHIEF SECRETARY. Government of Khyber Pakhtunkhwa Labour Department Peshawar

HONOURABLE SECRETARY 2. Government of Khyber Pakhtunkhwa Labour Department Peshawar

Through Proper Channel

1.

Subject:

DEPARTMENTAL APPEAL / REPRESENTATION AGAINST THE VIDE NOTIFCATION OF NEW SERVICE RULES ISSUANCE NO.SOL(LD)/5-50/2019/LCs/SRS/6140-58 11/10/2023 DATED AND SENIOR SCALE JOINT SENIORTY LIST ASSISTANTS, OF STENOGRAPHERS AND COMPUTER OPERATORS (BPS-16) ISSUED VIDE NOTIFICATION NO.SOL/5-55/2023/6210-14 DATED 13/10/2023

Respected Sir,

1.

3.

4

I, Junaid Shah S/O Meer Shah, Assistant (BPS-16) Labour Court, D.I.Khan 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 and Joint Seniority List of Assistants, Senior Scale Stenographers and Computer Operators (BPS-16) issued vide Notification No.SOL/5-55/2023/6210-14 dated 13/10/2023 for your honor's sympathetic and benevolent considerations, as under:-

> That the appellant was appointed as Assistant (BPS-16) in the Labour Court, D.I.Khan vide Order No.21-28/L/C/DIK/2019 dated 31/01/2019.

That appellant was performing his duties as per old Service Rules. 2.

That as per Pervious Rules, the appellant was having the prospects of promotion from Assistant (BPS-16) to the post of Superintendent (BPS-17) after completing 5 years' service.

That as per new Service Rules, for the employees of Labour Courts, for the purpose of promotion to the post of Superintendent,

Page 1 of 3

a new note has been inserted according to which Joint Seniority List of all the Assistants, Senior Scale Stenographers and Computer Operators of all the Labour Courts should be jointly maintained, consequently, the appellant's seniority has been affected and has become junior to other colleagues.

5.

. 6. That the Labour Courts in the Province of Khyber Pakhtunkhwa were initially established under the repealed Industrial Relation Ordinance 1969.

- That, thereafter from time to time different statues were promulgated by the Federal Government in respect of Industrial Relation etc. (Industrial Relation Ordinance, 2002 and Industrial Relations Act,2008). It merits mentioning here that before the 18<sup>th</sup> Constitutional Amendment in the Constitution of Islamic Republic of Pakistan, 1973, the head of Labour was in Concurrent Legislative List, which has now been abolished.
- That after 18<sup>th</sup> Constitutional Amendment and expiry of Industrial Aci, 2008 on 30/04/2010, the Government of Khyber Pakhtunkhwa legislated and promulgated Khyber Pakhtunkhwa Industrial Relation Act, 2010.
- 8. That under Section 48 of the KP Industrial Relation Act, 2010, Labour Courts are functioning in the Province.
- That, Currently 5 Labour Courts are functioning in the Province i.e.
   Labour Court at Peshawar, Mardan, Haripur, Swat and D.I.Khan.
- 10. That the issuance of Joint Seniority List is against the principles enshrined in the Constitution of Islamic Republic of Pakistan, 1973 and against the principles of trichotomy of powers.

11. That, now there are following main issues, which need to be given sympathetic consideration by your honor:-

Page 2 of 3

That since my appointment in the year 2019, I had Legitimate expectation of being promoted to the post of Superintendent under the Previous Rules, now with the enforcement of New Rules and issuance of Joint Seniority List, that Legitimate expectation has been taken away as the number of posts of Assistant and Superintendent are 5 each in the whole province and addition of Senior Scale Stenographers and Computer Operators to the seniority list for the purpose of promotion to the post of Superintendent, will completely diminish my chances of promotion to the post of Superintendent.

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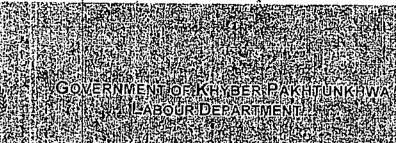
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That throughout the Federal and Provincial Governments, separate seniority list of Assistants, Senior Scale Stenographers and Computer Operators are maintained as all the 3 posts are of different cadre and performs specific duties.

In view of the above, mentioned facts and legal objections, it is humbly requested that the New Promulgated Rules of the Labour Court of the Province to the extent of preparation of Joint Seniority List for the purpose of promotion to the post of Superintendent being against my right of legitimate expectancy and fundamental rights guaranteed in the Constitution, may please be declared ultra vires, Joint Seniority List may kindly be withdrawn, with such other relief as may deem fit in the circumstances of the case may also be granted.

> Junaid Shah Assistant (BPS-16) Labour Court D.LKhan

Page 3 of 3



# ORDER ORDER No. SOL (LD)/5-55/2023/L/COWHEREAS M/2000aid Shah Assistan DII/Khanspreferred departmental tappear against the fnew Service R

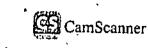
Dill/Khanspreterred (departmental tappeal against time new, Service: Rules, on Courts (or, Khyber, Bakhtunkhwa: whereby, provide that not only Assistantia (BPS also, Computer Operators (BRS: 16), and Senior Scale Stenographers (BPS: 16) promoted to the post of Superintendent (BRS: 17) WHEREAS: the grappellate, authority (Chief, I Secretary) trappointed? Secret Sove(rment of Khyber-Pakhtunkhwa: Elementary) & Secondary Education Depa Khyber-Pakhtunkhwa: top and the grapher of the grapher of the grapher Secretary and submit reportmendations the reupon Secretary and submit reportmendations the reupon WHEREAS: Stretzer of the grapher of the grapher of the grapher of the grapher where availed on 00:06.2024 to appress this stance and the presence of Depart representative

Representative WHEREAS: Anterlexamination as pervavailable record and through discussion elevations concluded that there is significant chances of promotion for all the codres in the new Service-Rules and fils appeal has notive ight and may be released. The Same was conveyed of the Appellate Authority of Chief Secretary Khyber Pakhtury have of the perusal of the record of the case with particular reference to the observance of relevant procedure coupled with evidence on records. Now it HEREFORE, the Chief Secretary Khyber Pakhturkhya has relected the appeal of the appeal and against the new Service Bules of the Secretary of the construction of the secretary Khyber Pakhturkhya has relected the secretary of the secretary Khyber Pakhturkhya has relected the secretary of the appeal and the secretary Khyber Pakhturkhya has relected the secretary of the secretary Khyber Pakhturkhya has relected the secretary of the secretary Khyber Pakhturkhya has relected the secretary of the secretary Khyber Pakhturkhya has relected the secretary of the secretary Khyber Pakhturkhya has relected the secretary of the secretary Khyber Pakhturkhya has relected the secretary of the secretary Khyber Pakhturkhya has relected the secretary of the secretary Khyber Pakhturkhya has relected the secretary of the secretary Khyber Pakhturkhya has relected the secretary of the secretary Khyber Pakhturkhya has relected the secretary of the secretary Khyber Pakhturkhya has relected the secretary of the secretary Khyber Pakhturkhya has relected the secretary of the secretary Khyber Pakhturkhya has relected the secretary of the secretary Khyber Pakhturkhya has relected the secretary of the secretary Khyber Pakhturkhya has relected the secretary of the secretary Khyber Pakhturkhya has relected the secretary Khyber Pakhturkhya has relected t

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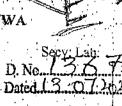
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ENT OF KHYBER PAKHTUNKHWA BLISHMENT DEPARTMENT (REGULATION WING) D. N

No. SO(POLICY)/E&AD/2-69/2022 . Dated Peshawar, the July 12, 2023



Your faithfully,

Section Officer (Policy)

Section officer (Policy)

The Secretary to Government of Khyber Pakhtunkhwa, Labour Department.

G!

## Subject:- <u>MINUTES OF THE MEETING OF STANDING SERVICE RULES</u> COMMITTEE HELD ON 22.03.2023.

Dear Sir,

To

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.

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.

14/0



## GOVERNMENT OF KHYBER PAKHTUNKHWA ESTABLISHMENT & ADMINISTRATION DEPARTMENT

## (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:

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

Sr.#	Name of officer	Designation	D
-			Department/office
<u>I.</u>	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.
5.	Mr. Niamat Khan	Section Officer	Finance Department.
7.	Muhammad Nazakat	Section Officer	Labour Department.
8.	Mr. Laceq Ahmad	Section Officer	Administration Department.

Following attended the meeting:

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.

Labour Department.

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 sprength 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.

MINUTES OF THE MEETING OF STANDING SERVICE RULES COMMITTEE HELD ON

22.03.2023

1Na Mr. Niamat Khan Section Officer, Finance Department.

Muhammad Saced

Deputy Director, Public Service Commission For service Hel D on 21 -03-23

Mr. Moor ul Hag Deputy Secretary (Policy), Establishment Department

m

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

Mr. Laceq Ahmad Section Officer (ADMN) Administration Department

Mullammad Nazakat Section Officer, Labour Department

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

Abdul Akram Additional Secretary E&SE Department

Q'

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



# GOVERNMENT OF KHYBER PAKHTUNKHWA LABOUR DEPARTMENT

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

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:

- 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)
- 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:-

faithfully SECTION OFFICER (LABOUR)

SECTION OFFICE

LABOUR)

Endst. of Even no. and Date:

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

olc



# GOVERNMENT OF KHYBER PAKHTUNKHWA

F.No: SOL/5-55/2023 Dated: 13.10.2023 62M-

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

# Subject:- <u>TENTATIVE SENIORITY LISTS OF ASSISTANT BPS-16/ COMPUTER</u> <u>OPERATOR BPS-16/ SENIOR SCALE STENOGRAPHER-CUM-</u> 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 30<sup>th</sup> 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

Endst. of Everi No. and Date:

SECTION OFFICER (LABOUR)

Yours/Faithfu

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

# GOVERNMENT OF KHYBER PAKHTUNKHWA LABOUR DEPARTMENT

# FICATION

· · ·

Dated Peshawar the .10.2023

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 & ansfer) Rules, 1989, Tentative Seniority list of Senior Clerks (BPS-14) in Labour Courts, Khyber Pakhtunkhwa is hereby notified/circulated for general Information.

	S.No-	Name of Official with father name & Academic	Date of Birth	Date of 1 <sup>st</sup>	Regular A	ppoint: Pre	nent/Promotion to the sent Post		
	Qualification	Qualification	with Domicile	entry into Govt. Service	Date	BPS	Method of recruitment /Appointment	Present Appointment with Date and place of posting	Remarks
. [	 ,	Umair Khan s/o Johar	3	4	5 -	6	7		
		Khan	02.02.1995	09.07.2013	24.04.2017	14	By Promotion	8 {Labour Court Peshawar}	9
· · · ·	2	Muhammad Yousaf s/o Abdul Aziz	09.03.1988	02.05.2016	20:12.2018			24.04.2017	Senior Clerk
	3	Habib Ullah Khan s/o Muhammad Hanif	30.03.1986	08.04.2019			By Promotion	(Labour Court D.I Khan) 20.12.2018	Senior Clerk
• •	4	Muhammad Wajid s/o Ali			24.06.2021	- 14 .	By Promotion	(Labour Court Swat) 24.06.2021	Senior Clerk
L	— <u> </u>	Asghar		01.01.2013	14.11.2022	14	By Promotion	(Labour Court Haripur) 14.11.2022	Seniór Clerk

Endst of even No. & Date

Copy forwarded to: -

All Presiding Officers, Labour Courts Knyber Pakhtunkhwa. (Peshawar, Mardan, Malakand, Haripur & D.I.Khan) 2

PS to Secretary, Labour Department, Khyber Pakhtunkhwa, Peshawar.

Secretary to Govt. Khyber Pakhtunkhwa Labour Department

-sd-

SECTION OFFICER (LABOUR)

# GOVERNMENT OF KHYBER PAKHTUNKHWA LABOUR DEPARTMENT

Dated Peshawar the

# **FICATION**

SULLU15-55/2023/\_\_\_\_\_: In pursuance of Section-8 of Khyber Pakhtunkhwa Civil Servants Act, 1973 read with Rule-17 of Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion htunkhwa is hereby notified/circulated for general information. Total Sanctioned Posts=14, Assistant=07, Senior Scale Stenographer-cum-Judgment Writer=05, Computer Operator=02

	Name of Official with S.No father name & Academic		Date of Birth with	Date of 1 <sup>st</sup> entry into	Regular Appointment/Promotion to the Present Post				
•	1	Qualification 2	Domicile	Govt. Service	Date	BPS	Method of recruitment	Present Appointment with Date and place of posting	Remarks
	1	Faqir Zadas/o Sher Zada	3	4	5	6	7	0	
		BA	18.02.1967 Mardan	08.02.1993	08.02.1993	16	By Initial	8 (Labour Court Mardan)	9 Senior Scale
	2	Riaz Ahmad s/o Naik Said MBA	<u>05.03.1987</u> Swat	23-09-2016	04.10.2018	16	Des fortes	08.02,1993 (Labour Court Swat)	Stenographer-cum- Judgment Writer
	·	Irfan Ullah s/o. Muhammad					By Initial	23.09.2016	Assistant
	3	Sherin BS Honor Computer Science	<u>11.06.1994</u> <u>Swat</u>	04.10.2018	04.10.2018	16	By Initial	(Labour Court Swat)	Computer Operator
Ī	4	Muhammad Ibrahim s/o Jahangir Khan	23.10.1990				p#.	04.10.2018	
		Junaid Shah s/o Mir Shah	<u>D.I.Khan</u>	31.01.2019	31.01.2019	16	By Initial	(Labour Court D.i Khan) 31.01:2019	Computer Operator
	<b>5</b> .	MA	<u>02.07.1994</u> <u>Charsadda</u>	31.01.2019	31.01.2019	<b>1</b> 6	By Initial	(Labour Court D.I Khan)	
	6	Zain ul Abideen s/o Daud Khan MA, Political Science	<u>10.05.1989</u> Swabi	31.01.2019	31.01.2019	16	By initial	31.01.2019 (Labour Court D.I.Khan)	Assistant
	7	Muhammad Muneeb Alam s/o Said Bahar B.Com	24.02.1988	31.08.2020	31.08.2020		By Initial	13.02.2019 (Labour Court Swat)	Assistant
								18.08.2022	Stenographer-cum

	an a			
			n an an fairte an ann an Anna Anna an Anna an Anna an Anna Anna an Anna an Anna an Anna an Anna	
8 Fatz ur. Rehman Szó Habib Ur. Rehman B.Com	<u>97</u> 31.03.2021 <u>ja</u> 31.03.2021 - 16	By Initial	(Labour Court Peshawar) 31.03.2021	Senior Scale
9 Irshadi Muhammadis/o Mir: Akban Khan I <u>Mardar</u>	16.06.2022 16:	By Promotion	(Labour Court Mardan) 16,06,2022	Assistant
10 Asad Igbal Khan s/o Multammad Igbal Khan r	<u>16</u>	By Promotion	(Labour Court Harlpur) 24:10:2022	Assistant
11 Saeed Ahmed Jan s/o Yousaf Jan BA		By Promotion.	S.: (Labour Countrestawar)	Assistant
Ahtisham Ul Haq s/o Anwar 12 Josmu, Ul Haq s/o Anwar MAIslamiat (	ar   20.03.2014,   50.03.2023   10	By Initial		Sentor Scale Crist Sterographer Crist

det tier det tier det of even No: & Date py towarded to 1. All Presiding Officers, Labour Courts Khyber Pakhtunkhwa. (Peshawar, Mardan, Malakand, Haripur & Official 2. The Official (s) Concerned PS to Secretary Labour Department, Khyber Pakhtunkhwa, Peshawar. 19月1日,

ndst of even No & Date

to Govt: Khyber Pakhtunkhwa Labour Department

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SECTION OFFICER (LABOUR)

850 (030) NC11037 (030) LABOUR

21

1 COURTS/JUSTICE

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FUNCTIONAL CUM OBJECT CLA	58UTCATION 7	🖓 🕆 NUMB	KR-OF The State	+2:7BUDGET - THE	REVISED	BUDGET
AND PARTICULARS OF THE SCH	DEMO:	1 10	1918		BSTIMATES.	ESTEMATES
		2021-2022	2022-2023	2031-2022	2021-2022	2022-2023
	·	<u> </u>		Re		
03 PUBLIC ORDE	R AND SAF	ETY AFFA	IRS .	Re	ng, Ru	Ra
031 LAW COURTS			· · · · · · · ·	a	, ,	
0311 LAW COURTS '031101 COURTS/JUST			· · · · ·	15		
				1974) 1976 - Maria Maria	<b></b>	
PR4083 Labour Court I	Pestawar (Pro	rvincial) .		and the self the self.	<b>1000</b>	
		· · ·	. D2.			••••
A01 TOTAL EMPLOYEES R	ELAYED EXPE	NSES.	• • •	<u>12_594.000</u>	11.976.000	16.060.000
TOTAL PAY	• • •		ا <sup>ير</sup> .	77 6.143 000		
<u>C</u>					<u>5.615.000</u>	<u> </u>
ANTI-I TOTAL PAY OF OFFICE	RH S		4	2,878,000	2.519.000	3.023.000
.h.a			· • • • • • • •	· ـــ ـــ ۲		
A01101 Total Basic Pay Of Officer		4	4	2 663 000	2 10 1 000	2 797 000
P062 Presiding Officer Labour, Court	(BPS-21)		1	1,316,000		1,382,000
			1.45 <b>17</b> 1 - 1	<b>-</b>	- CR0	
'St66 Superintendent	(BPS-17)	.1		540,000	1.	567,000
A057 Assistant	(BPS-16)	1	1-	497,000		522,000
S#15 Stenographer	(BPS-16)	r -	1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	310,000		326,000
A01102 Personal pay		•••	-	215,000	215,000	226,000
	• • • •				213,000	220,000
A011-1 TOTAL PAY OF OTHER	81424	20	20	3.265.000	<u>000_000</u>	1.431.000
A01151 Total Basic Pay Other Staff		-				
	•		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 . T	1.			224,000
M066 Moharrir	(BPS-07)	с <b>н</b> н к	1.19	154,000		162,000
DI12 Driver	(BPS-06)		1	178,000		187,000
B069 Balif Attendent	(BPS-01)	· 5'.	5	699,000	• • •	734,000
C057 Chowledur	(BPS-03)	2.	2	220,000		-
N005 Naib Qasid	(BPS-03)					231,000
			, 	540,000		567,000
POSI Process Server	(BPS-03)		4	486,000 ~	angen Station in the state of	\$11,000
SI62 Sweeper	(BPS-03)		1	167,000		171,000
A012 TOTAL ALLOWANCES	••••			6.451.000	8 161.000	9.606.000
		, I	tu na tak		· · · · · · · · · · · · · · · · · · ·	
DIAL REGULAR ALLO	WANCES			6.449.000		9 607 000
			- 1°, 1		-	
A01201 Senior Post Allowance	• .			16,000 -	16,000	17,000

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850 NC21037 (030) LABOUR

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0311			•		•	
FUNCT AND PA	IONAL CUM OBJECT CLASSIFIC. ARTICULARS OF THE SCHEME	ATION N 2021-2022	UMBER OF POSTS 2022-2023	BUDGET ESTIMATES 2021-2022	REVISED ESTIMATES 2021-2022	BUDGET ESTIMATES 2022-2023
03 031 0311 0311 031101	PUBLIC ORDER AND SAFETY LAW COURTS LAW COURTS COURTS/JUSTICE	AFFAIRS		Rs.	Rs.	Rs.
PR4083	Labour Court Peshaw	  ar (Provinc	ial)			
A01	TOTAL EMPLOYERS RELAT	! Ed expen:	SES.	<u>12,594,000</u>	13,976,000	<u>16,060,000</u>
A011 ·	TOTAL PAY	<u>24</u>	<u>24</u>	<u>6,143,000</u>	<u>5,615,000</u>	6,454,000
A011-1	TOTAL PAY OF OFFICERS	4	<u>4</u>	2,878,000	2,519,000	<u>3,023,000</u>
A01101	Total basic Pay of Officer	4	<u>4</u>	2,663.000	<u>2,304,000</u>	2,797,000
P062	Presiding Officer Labour (BPS-21) Court		. 1	1,316,000		1,382,000
S166	Superintendent (BPS-17)	1	1	540,000	• • •	567,000
A057	Assistant (BPS-16)	1,	l ·	497,000	:	522,000
S115	Stenographer (BPS-16)	I	. 1	310,000		326,000
A01102	Personal Pay	ļ .		215,000	215,000	226,000
A011-2	TOTAL PAY OF OTHER STAF	F <u>20</u>	<u>20</u>	3,265,000	<u>3,096,000</u>	<u>3,431.000</u>
A01151	Total basic Pay Other Staff-	<u>20</u>	<u>20</u>	3,265,000	<u>3,096,000</u>	<u>3,431,000</u>
S035	Senior Clerk (BPS-14)	2	2	613,000		644,000
.1013	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	s	699,000		734,000
C057	Chowkidar (3PS-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	$\mathbb{E}_{1} = \mathbb{E}_{1}$	162,000		171,000
A012	TOTAL ALLOWANCES			<u>6,451,000</u>	<u>8,361,000</u>	<u>9,606,000</u>
012-1	TOTAL REGULAR ALLOWANG	EES .	*	<u>6,449,000</u>	8,359,000	<u>9,602,000</u>
A01201	Senior Post Allowance		1 1	16,000	16,000	17,000
A01202	House Reat Allowance			765,000	1,433,000	1,433,000
-			-			



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031101 COURTS/JUSTICE				
PINCTION IT CITY				
FUNCTIONAL CUM OBJECT CLASSIFICATION AND PARTICULARS OF THE SCHEME	NUMBER OF	BUDGET	REVISED	BUDGET
	POSTS 2021-2022 2022-2023	ESTIMATES 2021-2022	ESTIMATES	ESTIMATES
		1923-1922	2021-2022	2022-2023
03 PUBLIC ORDER AND SAL		Ru	'Rs	Rs
03 PUBLIC ORDER AND SAF 031 LAW COURTS	ETY AFFAIRS			
0311 LAW COURTS				
031101 COURTS/JUSTICE				
DI4395 Labour Court D.I.S.ban		1.4		
DI4395 Labour Court D.I.Khan				
A01 TOTAL EMPLOYEES RELATED EXPE	NSES.	9.892.000	11,458,000	
				12,263,000_
COLI TOTAL PAY	15 15	4,708,000	4,749,000	4:949.880
A011-1 TOTAL PAY OF OFFICERS	6 6			
	e e	<u>3,460,000</u>	<u> </u>	3.635.000
A0)101 Total Basic Pay Of Officer	<u>б</u>	3 340 000	3,239,000	<u></u>
, P062 Presiding Officer Labour (BPS-21)	1 1	1,653,000	· · · · ·	1 20 6 600
Court		1,000,000		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 1	317,000		333,000
S115 Stenographer (BPS-16)	1 1	385,000		
A01102 Personal pay			• • • •	405,000
Autuz Penadai pay		120,000	400,000	126,000
A011-2 TOTAL PAY OF OTHER STAFF	2 2	1,248,000		1:314.000
		· · ·		<u>1,313.000</u>
A01151. Total Basic Pay Other Staff	<u> 9</u> 9	1_248_000	1_110_000	1.314.000
S035 Senior Clerk (BPS-14)		301,000'	2	317,000
MQ66 Maharrir (BPS-07)	1 1	134,000		
DL12 Driver (BPS-06)	1 1	112,000		141,000
B069 Ballf Attendent (BPS-04)	. 2	210,000		118,000
C057 Chowkidar (BPS-03)		· · · ·		221,000
N005 Naib Qarid (BPS-03)		126,000		133,000
		129,000		136,000
	1 1	118,000		; 124,000
S162 Sweeper (BPS-03)	1 1	118,000		124,000
A012 TOTAL ALLOWANCES		<u>5.184.000</u>	<u> </u>	7,314,000
AMOID I TOTAL DECEMBER AND AND AND AND				
12-1 TOTAL REGULAR ALLOWANCES		5,182,000	<u>6,707,000</u>	<u>7.310.000</u>
A01201 Senior Post Allowance		16,000	16 000	
A01202. House Rent Allowance	i i i	439,000	16,000 688,000	17,000 688,000
		• • •		

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# NC21037 (030) LABOUR

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031	101 COURTS/JUSTIC	<b>L</b> i Airi					
FUNCTIO	NAL CUM OBJECT CLASS	FICATION	NUMBER	L OF 25-14-5.	BUDGET	REVISED	BUDGET
AND PA	RTICULARS OF THE SCHE	VCE	POST	<b>19</b>	ESTIMATES	ESTIMATES	ESTIMATES
			2021-2022	2022-2023	2021-2022	2021-2022	2022-2023
-				<u> </u>	· · · · · · · · · · · · · · · · · · ·		
	DIGITO CODED		 1001 / 1002 / 1000	<u>,</u> '	Rs	Rs	Rs
03 031	PUBLIC ORDER LAW COURTS	AJU SAFL	IX AFFAIN	<b>a</b>			
0311						19 July 19 Jul	
0311		æ					
1.1.1							
MR4	031 Presiding Officer	Labour Cou	rt Mardan		174 - E	· · .:	
				· · · •			
A01	TOTAL EMPLOYEES REL	ATED EXPEN:	SES.		10,955,000.	11,364,000	13,577,000
	TOTAL PAY	• • • • •	16	16	6.196.000	4.851.000	6,512,000
C						A STATE OF A	
A011-1	TOTAL PAY OF OFFICER	us .	4		3,873,000	2.526.000	4.069.000
· · ·							
A01101	Total Basic Pay Of Officer		4	4	3,872,000	7.491,000	<u>4 067 000</u>
P062,	Presiding Officer Labour	(BPS-21)			1,908,000		2,004,000
i free	Court		1	· ·			2,004,000
Stéé	Superintendent	(BPS-17)	1	1	711,000	· · · ·	747,000
A057	Assistant	(BPS-16)	·	.,	533,000		560,000
\$115							
. 6115	Stenographer	(BPS-16)	i 1.	1	720,000	1. A. 2.	756,000
A01102	Personal pay			· · ·	1,000	35,000	2,000
٢.	ghadh an dhach shek	-					
A011-2	TOTAL PAY OF OTHER S	ITAPF	12	12 -	2,121,000	2,325,000	2,443,000
A01151	Total Basic Pay Other Staff		12	12	2 323 000	2.325.000	<u>2 443 000</u>
1 . K I				,			<u></u>
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		251,000	$p \to \infty$	264,000
'D112		(BPS-06)			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
Post .	Process Server	(BPS-03)	. 1	· 1	199,000	2. 1	209,000
\$162	Sweeper	(BPS-03)			205,000		216,000
A012	TOTAL ALLOWANCES				4,759,000	6.513,000	7,065,000
San i							
· 🚱 12-1 ·	TOTAL REGULAR ALLOW	ANCES			4,757,000	6,511,000	7.061.000
A01201	Senior Post Allowance			·. ·			
	House Rent Allowance				12,000 415,000	16,000	13,000
			· · ·		+15,000	611,000	611,000
10 a 10 a					•		



#### 031101 COURTS/JUSTICE ٠. FUNCTIONAL CUM OBJECT CLASSIFICATION NUMBER OF BUDGET REVISED BUDGET AND PARTICULARS OF THE SCHEME POSTS ESTIMATES ESTIMATES ESTIMATES 2021-2022 2022-2023 2021-2022 2021-2022 2022-2023 Rs Rs Rı 03 PUBLIC ORDER AND SAFETY AFFAIRS 031 LAW COURTS LAW COURTS 0311 031101 COURTS/JUSTICE. SW4510 Labour Court Malikand Division at Swat 10A TOTAL EMPLOYEES RELATED EXPENSES. 987.004 .ñoa.coñ .0I1 · TOTAL PAY 43,000 854\_000 <u>á 357 UDÓ</u> A011-1 TOTAL PAY OF OFFICERS 840.000 524.000 .986.000 A01101 Total Basic Pay Of Officer 690,000 309,000 2 828 000 P062 Presiding Officer Lubour. (BPS-21) 1,184,000 1 1,244,000 \$166 Superintendent (BPS-17) 362,000 381.000 · A057 Assistant (BPS-16) 2 570,000 \$99,000 C082 Computer Op (BPS-16) 266**,600** 280,000 \$115 Stenographer (BPS-16) 308,000 324,000 A01102 Personal pay 150,000 215,000 158,000 AUII-2 TOTAL PAY OF OTHER STAFF 10 10 .303.000 30.000 171 000 A01151 Total Basic Pay Other Staff £O 303 000 330,000 371 000 S035 Senior Clerk (BPS-14) 301,000 317,000 M066 Moharrir (BPS-07) 128,000 135,000 D112 Driver (BPS-06) 158,000 166,000 .B069 Belif Atte (BPS-04) 2 196,000 206,000 COST Chowkidar (BPS-03) 1,76,000 185,000 N005 Naib Qasid (BPS-03) 118,000 124,000 P081 Process Server (BPS-03) 108,000 114,000 SI62 Sweeper . • (BPS-03) 118,000 124,000 A012 TOTAL ALLOWANCES . 44.004 300 646:000 012-1 TOTAL REGULAR ALLOWANCES 142.DOD 031.000 A01201 Senior Post Allowance 16,000 16,000 17,000 A01202 House Rent Allowance 363,000 570,000 570,000

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- '	03	1101 COURTS/JUST		· · · · · · · · · · · · · · · · · · ·			
							A. G.
	FUNCT	ONAL CUM OBJECT CLA	SURCATION	I DEPENDENCION	· · ·		
	AND PA	RTICULARS OF THE SCH	EME	NUMBER OF POSTS	BUDGET	REVISED	BUDGET
				2021-2022 2022-2023	ESTIMATES	ESTIMATES	ESTIMATES
	· · · ·				2021-2022	2021-2022	2022-2023
					Ra		
	03	PUBLIC ORDE	R AND SAFE	TY AFFAIRS	***	Rı	Rs
	031	LAW COURTS				· · · · ·	
	0311						
194 - L	0311	01 COURTS/JUST	ICE				
	· HR4	007 Labour Court 1	T				
		1007 Labour Court I	iznai Haripur				
	A01	TOTAL EMPLOYLES R	ELATEN EXPENS	PC	-		
	÷	(		123.	<u> </u>	<u> </u>	14.224.000L
		TOTAL PAY		20 20	5.623.000	-	
					<u></u>	5,517,000	<u>5;911 AAA</u>
• • •	A011-1	TOTAL PAY OF OFFICE	ERS	4 4	2.990.000	3,029,000	7.3.47.000
							3,142,000
	· A01101	Total Basic Pay Of Officer		4 4		3 028 000	3 140 000
	P062	Presiding Officer Labour	(BPS-21)				
		Court	(018-21)		1,678,000	• • • •	1,762,000
	S166	Superintendent	(BPS-17)	1	<b>FOR 000</b>		
1.4.44	-	Assistant			588,000 +		618,000
	1	•	(8PS-16)	1 1	478,000	•	502,000
•	Si 15	Stenographer	(BPS-16)	1 1	245,000	e e e segre	258,000
	A01102	Personal pay			1 000		
					1,000	1,000	2,000
	A011-2	TOTAL PAY OF OTHER	STAIT	16 16	7.633.999	2 508_000	<u>7.769.000</u>
						<u> </u>	<u>4_69,1000</u>
	A01151	Total Basic Pay Other Staff		गर गर	2,693,000	2.508.000	2 769 000
۰.	8035	Senior Clerk	(3PS-14)				
					349,000		367,000
• •	3013	Junior Clerk	( <b>3P8-1</b> 1)	1 1	189,000		199,000
• •	M066	Moharrir	(3PS-07)	1 1	259,000		272,000
	D112	Driver	(1 <b>3PS-0</b> 6)		151,000		
	B069	Balif Attendent	(3PS-04)				159,000
		sector and a definition of the sector of the			383,000		403,000
	- Cus/	Chowkidar	(3PS-03)	2.2	237,000		249,000
	N005	Naib Qasid	(IJPS-03)	2 2	386,000		406,000
	P081	Process Server	(BPS-03)	4 4	490,000		
	\$162	Sweeper	() JPS-03)				515,000.
			(04°0-05)	1 ( <b>1</b> )	189,000		199,000
•••	A012	TOTAL ALLOWANCES			5.622.000	7.878.000	8 313,000
	<b>.</b>						
(	012-1	TOTAL REGULAR ALLON	VANCES		<u>5,620.000</u>	7.577.000	8,309,000
	101001	Sector Bart All					
		Senior Post Allowance House Rent Allowance			16,000	16,000	17,000
		COURS AEM ANOWARCS			526,000	896,000	896,000
1				•			

GOVERNMENT OF KNYBER PAKHUNKHIMA OFFICE OF THE PEEL DING OFFICER, LABOUR COURT, SMAY

No. 301 /LCS

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THURSDAY HOURS

POSSION NIT CO

15 Auto Humir

To:

.Sir,

Dated: 03/12/2022

The Section Officer Labour, Govt. of Knyber Pakhtunkhwa, Labour Department, Peshawar-

Subject: <u>APPLICATION REGRADING SERVICE STRUCTURE</u> OF CLASS-IV EMPLOYEES OF LABOUR COURT MARDAN

Sub-Head: <u>MNINUTES OF THE MEETING REGARDING EXTENSION OF LABOUR</u> COURTS JRISDICTION TO THE MERGED AREA OF KHEYBER PAKHTUNKHWA HELD ON 21.03.2019

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.

Superintendent,

Labour Court Swat,



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# GOVERNMENT OF KINDER PAKHIRAIOHMA OFFICE OF THE PRESIDING OFFICER, LABOUR COURT, SAMT

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

· · · ·	14 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	141			
ราวมีที่ได้รากเรื่องว่ามีมาจะ พากรายประการ การการการการการการการการการการการการการก	and an english stratighter provide The state of the strategy of the strategy and the state of the strategy of the strategy	ad baaddeeddacydd gaar i'r yw a cholaet aen i'r ar yn ywy g cholaet ar ywyn ywy	<u>.</u>	Weightenning in Easter (Conserve) The second and the second s	
gistrar (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.	is provi
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 pirpose of promotion to the post of additional registrar.	Change in Nomenclatu Superintendent to Registrar. Note: If time scale poli adopted, then for the p promotion to the post of registrar Computer Operato and Senior Scale Stenogram 16) shall be included in seniority list of Assistants.
(BPS-16)	At least Second Class Bachelor Degree from a ecognized 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 any nest the Senior Clerk (BPS-14) with at least five years service as such and b) Twenty Five percent by initial recruitment.	School of Assistants.

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	(a) At least Second Class Bachelor's Degree In	Contra States A Paul M. Charles Technology			
	Computer Science/information				Thrice time scale shall be granted in a scale shall be granted in a scale shall be granted in a scale in a scale of the sc
Computer Operator (BPS-16)	Technology (BCS / BIT / MCS sixteen year education) from a		20 18 to 32 years	By Initial recruitment.	b) Second Tinter Scale:
	recognized University.				substantive pay scale Oh completion of 8 years' service after grant of first time scale or last promotion
	(a) At least Second Class				c) Third Time Scale: On completion of 8 years' service after the grant of 2nd time scale or last promotion
	Bachelor's Degree from a recognized university; (b) A speed of seventy (70)				Thrice time scale shall be granted in . the following pattern. a) First Time Scale: On completion of
Senior'Scale Stenographer (BPS-16)	words per minute in shorthand in English and forty five (45) words per		20 to 32 Vears	By Initial Recruitm <u>en</u> t	10 years' service in current substantive pay scale. b) Second Time Scale: Current
	minute in typing; and (c) Knowledge of Computer in using MS word and MS		VERIN		substantive pay scale On completion of 8 years' service after grant of first time scale or last promotion.
	Excel:	At long Constants			c) Third Time Scale: On completion of 8 years' service after the grant of 2nd time scale of 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-14) with at least two years' service as such.	denie, en rest promotion.

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Antonio	Nylmmanutra I. Nylmmanutra I. Ny tomananakanatan'i Sor		a Aga na		
Junior Clerk / Muharrir (BPS-11)		equivalent qualification		(a) Fiffy percent by promotion, on the basis of Seniority-cum-fitness from amongst Balliffs, Process Servers, Nalb Odsids, Sweepers and Chowkidars with two years service as such, who have passed secondary School Certificate Examination; and (b) DEifty percent by initial recruitment. Note: A joint seniority of the posts of Balliffs, Process Servers, Nalb Oasids, Sweepers, and Chowkidars	The post of Muharrir shall be considered as merged to the post Junior Clerk along with seniority.
	Literate having LTV driving			shall be maintained for the purpose of promotion to the post of Junior Clerk (BPS-11)	
Driver, (8PS-06).	license. Preference shall be given to those who have sufficient, experience in driving, repair an		18 to 40 years	By initial recruitment.	
Balliff (BPS-06)	maintenance of vehicles.At least Second ClassSecondarySecondaryCertificatequalificationfrom	s)	18 to 40 years	By initial recruitment	Upgrade Scale from BPS-04 to BPS-06
> Procéss Serve (BPS-05)	recognized Board	ol	18 to 4 years		Upgrade Scale from BPS-03 to BPS-05

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เป็นกลาวกับไปกับแกะ :	CLARTERNAL CONTRACTOR	្រុង សាមរកពារក្រោម សូមរាល់ ស្រុកស្រុង ហើយសាមរំ		17 Willing teul an Ricentation and A	
();;;;;();;;;;;;;;;;;;;;;;;;;;;;;;;;;;	្មត្រូមចាំរាប់សេរី អាហ៍ដាំ សែក ហ៊ានយាមរាល់ ទី	ວເຈົ້າເອເທງແຕ່ລັກແ ເປັນນີ້ . ເຫັດເຫຼັດເປີຍເປັນ			
	qualification from a recognized Board.				
Naib Qasid (BPS-03)	Literate		18 to 40 years	By Initial recruitment.	
Chowkidar (8PS-03)	Literate with sound physique	<del>-</del>	18-40 years	By Initial recruitment	
Sweeper (BPS-03)	Literate	2-	18 to 40 years	By initial recruitment	
Mali (BPS-03)	Literate		18-40 years	By initial recruitment	

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

#### GOVERNMENT OF KHYEER PAKHTUNKHWA ESTABLISHMENT DEPARTMENT (Establishment Wing)

# NOTIFICATION

### Dated 03-04-2018

<u>SOF-V/E&AD/13-02/2018</u>: 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. 5:)P-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 sobridated to fice of Services Tribunal Khyber Pakhtunkhwa; specified and the Approximation with minediate effect.

S NOMENCLATURE	MINIMUM	AGE	METHOD OF
OF POST	UALIFICATION FOR	l · 📑	RECRUITMENT
	APPOINTMENT BY	· ·	RECROTIFIENT
IN	ITIAL RECRUITMENT		1
2	3	4	
Registrar (ES-18).			5
			By promotion on the basis of
		: .	seniority-cum-fitness, from
		<u> </u>	amongst the "Additional
ī			Registrars, Superintendents
	• • • • • • •	[	and Budget & Accounts
		ļ	Officers (BPS-17), with at
<i>u</i> i <i>i i</i>			least five years service as
		· · · ]	such:
		· · I	
			Provided that if no suitable
			officer is available for
			promotion, then by transfer.
		1.	Note: A-joint seniority list of
			Additional Registrars,
		ľ	Additional Registrars,
		· · ·	Superintendents and Budget
	1		& Accounts, officers shall be
			maintained for the purpose of
			promotion to the post of
Additional Registers (			Registrar.
Service and the service of the servi	· · · · · · · · · · · · · · · · · · ·	÷	By promotion on the basis of
			seniority-cum-fitness, from
		i	amongst the Assistarit
		l F	Registrars and Law, Drafters
		c	BPS-16), with at least five
			ears service as such:
	'. I	1	consistentice as such.
		<u> </u>	rovided that if no suitable

# APPENDIX

# BETTER COPY PAGES# 44 to 48 <u>GOVERNMENT OF THE KHYBER PAKHTUNKHWA</u> <u>ESTABLISHMENT DEPARTMENT</u> (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.

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

#### APPENDIX

					······································
		1997) 19770) 1977) 1977) 1977) 1977) 1977) 1977) 1977) 1977) 1977) 1977)		11	
		$\mathbf{N}$			A ( )
	<b>x</b> -	$\sim$			0) 92
		S.			office: is available
	Ì				promotion, then by gansfer
,	1				
	1 1				Note: A joint seriority list of
					Assistant Registrars 30 Law Drafters shall be maintained
	.'				for the purpose of promotion .
	•				to the post of additional
	3,	Superintendent			Registra
		Superintendent; (BPS-17)			By promotion, on the basis and
i i		(010-17)			seniority-cum-fitness, thema
	<b> </b> . '				amongst the Assistant (148
. ·	ļ.,				16), with at least (the second
	4.	Budget & Accounts			By promotion, on the basis
		Officer (BS-17)			seniority-cum-fitness
					amongst the Caspier-com-
	1.			·   ·	Assistant (BPS-16), with
ŧ.				<b>*</b> -	least three years service
i					such:
Ģ	· ·			· ·	Provided that if no subshire ?
1					officer is available
	· ·	D-basta C			promotion, then by transfer
	5.	Private Secretary			By promotion, on the pass of
		(BS-17)			seniority-cum-fitness?
					amongst the Personal
	• •				Assistants (BPS-16) with
					least two years service the such.
	6.	Manager (MIS)			By promotion, on the base
		(BPS-17)			seniority-cum-fitness
Ì				•	amongst the Comment
. 1		- · ·			Operators (BPS-15 ), with a
·				1 A A	least five years service
	7.	Assistant Registrar			such.
		(BS-16)	Al: least Second Class Bachelor Degree from a	21 <sup>1</sup> to 30, Years	By initial recruitment.
·		(00 10)	recognized University.	TEAIS	
·	8.	Office Assistant	At least Second Class	20 to 32	a) Sought Title
	· '	(BS-16)	Bachelor's Degree from a	Years	a) Seventy Five Decemption
	[		recognized University		seniority-com-fitness.
ſ	. 1				amongst the Senior Mars
	` · .				(BPS-14), with at least see
·ĺ	:				years service as such and
	·				b)Twenty Five pe
$\left  \right $	╧┤	Cochier Curr			initial recruitment.
下	9.	Cashier Cum			By promotion, on the basis
	j.	Assistant(BS-16)			seniority-cum-fitness,
	. •				amongst, the Store Store is
.–	· • •			<u> </u>	(BPS-14) with an least

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- 	<b>i</b>		45	45
				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 o 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-Assistan (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
				<ul> <li>b) Twenty Five percent initial recruitment</li> </ul>

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				· · · · · · · · · · · · · · · · · · ·	years service as such:
				·	Provided that if no suita-
	• .•				person is available for
					promotion, then by transfer. By promotion, on the basis of
	,10	Personal Assistant			seniority-cum-fitness, from
		(BS-16)			amongst the Senior Scale
	<b>1</b>				Stenographers (BPS-16) with
					at least three years service as
1 A.					such.
	11.	Seniór Scale	(a) At least Second	20 to 32 Years	By promotion, on the basis of seniority-cum-fitness, from
		Stenographer	Class Bachelor's Degree	Tears	seniority-cum-fitness, from amongst Junior Scale
		(BPS-16)	from a recognized		Stenographers (BS-14), with
			univérsity;		three years service as such:
			(b) A speed of seventy (70) words per minute in		
			shorthand in English and		Provided that if no suitable
			forty five (45) words per		person is available for
	4.4 - 1 1		minute in typing in English;	•	promotion; then by initi- recruitment
			and	· · ·	recruitment
			(c) Knowledge of	·	
			Computer in using MS Word	· · · ·	
			and MS Excel. At least Second Class L.L.B	25 to 32	By initial recruitment.
•		aw Drafter	from a recognized	Years	
		(BS-16)	University.		
		Computer Operator	(a) At least Second	18 to 32	By initial recruitment.
		(BPS-16)	Class Bachelor's Degree in	Years	
			Computer Science /		
			Information Technology (BCS/BIT four years) from a		
			recognized University; or	· · ·	
	· . '		(b) At least Second	· ·	
			Class Bachelor's Degree		
	: '	1999 - 1999 - 1999 - 1999 - 1999 - 1999 - 1999 - 1999 - 1999 - 1999 - 1999 - 1999 - 1999 - 1999 - 1999 - 1999 -	from a recognized		
			University with one year	-	
		n with the second s	Diploma in Information		e
· · · ·			Technology from a recognized Board for		
			recognized Board of. Technical Education		
•	14	Senior Clerk (BPS-14)			By promotion, on the basis of "
	1. 1. H				Seniority-cum-fitness, from
and the second	:			·	amongst Junior Clerks (BPS-
	2				11), with at least two years
			And Internet in	18 to 30	service as such: By initial recruitment.
	1)5	Store Keeper	At least Diploma in Commerce or Business	Years	Ex Inder Col and teller
	ł	(EPS-14)	Commerce or Business Administration in Second		
$\sim$	ł :		Division from a recognized		
	١.,	and a second			3

and the second second

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	· · ·			40
9.	Cashier Cum Assistant (BS-16)	1		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)		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:
· ·		<ul> <li>b) A speed of seventy (70) words per minute in shorthand in English and forty five (45) words per</li> </ul>		Provided that if no suitable person is available for promotion, then by
		minute in typing and c) Knowledge of computer in using MS Word and MS Excel.		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	18 to 32 years	By Initial recruitment.
		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.		
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
15	Store Keeper (BPS- 14)	At least Diploma in Commerce or Business Administration in Second Division from a recognized	18 to 30 years	as such: By Initial recruitment.

	(Books			1100 60	$\mathbf{v}$
16. Junice Sa	Educal	of Tech	nical (	(+0) (47)	/
		<u>ion.</u>		$\smile \bigcirc$	
(BPS-14)	her lits eau	ast Intermediate	or 18 to 3	0 p	
	in Seco	nd Divisi		By Initial recruitm	liðja:
	recogni	zed Board; and	a la a		
	ii) a spe	ed of fifty (50)			
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	minute ir	typing in Englist			
	III. Knowle	dge of Computer	.  . '		
	· · · · · · · · · · · · · · · · · · ·	IS Word and MS			
17. Junior Clerk				· · ·	
(BPS-11)	Cortis	Secondary Schoo	1 19 10 10		
	Division	with Second	1 v 1	a) Thirty three, ie	
		Additional			
	qualification recognized	i from a			
	-cogriized	Board; and	1 1	The second se	8.44
	II) A speed o	of Thirty (30)	1 1	Sencially	
		inute in typing	l. 15		
	in English.	, crbuid	1. i Y	Construction of the second second	
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				condary School Cer amination, and	
18 Driver (000			. F	Contraction Relia	
18. Driver (BPS-06)	Literate havin license. Prefer		init	Sixty-seven pro	nt a grand the
	license, Prefer	g LIV driving			
	given to thos	ence shall be	Years	initial recruitment	
	sufficient exp		· · · .		
19. Daftari (BPS-04)	<u> </u>	and is and it			
(DPS-04)			·		
	Come -	Schooll v	to 40 By in ears	itial recruitment	
	Certificate or	equivalient (	ears		
20					
20. Ballif (BPS-04)	A: least Sec		1		
	Secondary		0.40 Py nit		
		<ul> <li>School I - Ye</li> </ul>	ars l'	ial peruitment	
	qualification f	equivalant 1.			
21. Generator	recognized been	rom a			
	Nelevant Certificati				
	Recognized	e from a 18 to	40 By initia	ป การบบขางห	
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		Board of Technical Education.		
- 16	Junior Scale	e (i) At least Intermediate	18 to 30	
	Stenographer (BPS			By Initial recruitment.
	14)	qualification from a		
		1- 1	1	
		recognized Board:		
		(ii) A speed of fifty (50)		
		words per minute in		
	,	shorthand in English	· · ·	
		and thirty five (35)		
	· · ·	words per minute in		
		typing and	i i	
	•	(iii) Knowledge of		
		computer in using	-	· · · ·
	· · ·	MS Word and MS	·	
17.		Excel.		· · · · · · · · · · · · · · · · · · ·
	(D. C	() () () () () () () () () () () () () (	18 to 30	a) Thirty Three percent
1	11)	School Certificate	years	promotion on the basis of
4		with Second		seniority-cum-fitness, from
<b>1</b> . •		Division or its	• . •	amongst Draftaries Bailiff,
[		equivalent		Generator Operator,
		qualification from a		Photostat Operators, Naib
		recognized Board:		Qasids, Process Server,
		and	•	Chowkidars and Sweepers
		(ii) A speed of thirty		with two years service as
í ·		(30) words per		such, who have at least
•		minute in typing		Secondary Schoel
		English.	-	Certificate Examination:
				and
1				
•				b)' Sixty Seven percent initial
	· · ·		. •	recruitment
18.	Driver (BPS-06)	Litoute Latin TOXI 1		
10.	DIVER (DES-00)	Literate having LTV driving	18 to 40	By Initial recruitment.
ļ		license. Preference shall be	years	
		given to those who have		
		sufficient experience in driving,		
		repair and maintenance of	•	
		vehicles.	•	
19.	Daftari (BPS-04)	At least Que I and		
19.	Daitan (Dr 5-04)	At least Secondary School	18 to 40	By Initial recruitment.
		Certificate or its equivalent	years	
		qualification from a recognized Board.		
	•	Dotald.		
20.	Bailiff (BPS-04)	At logat Granda GI 1	10 10	
		At least Secondary School	18 to 40	By Initial recruitment.
		Certificate or its equivalent	years	
		qualification from a recognized Board.		· · · · · · · · · · · · · · · · · · ·
		Doelu.		
21.	Generator Operator	Relevant certificate from a	19 +- 40	
		Recognized Technical Institute.		By Initial recruitment.
			years	
··· · •••••!	L	·		

22. Implostar Operator.		18 to 40	By initial recruitment.
(SIP\$-04)	Secondary School	Years 1	
	Certificate or equivalent		
	i qualification from a		
	recognized board with one		
	year experience as	· ·	
	Photocopier.	•	
23   Naib Qasid (BPIS-03)	Literate	18 to 40	By initial recruitment.
		Years,	
👫 Process Server	Literaté	18 to 40	By initial recruitment.
( <u>BPS-C3</u> )		Years	
Convikidar (BPS (1))	Literate with sound physique	-18 to 40	By initial recruitment.
د در بای میروند در این میروند کند. زیرد از مربوق میروند کمیمین محکول می		_Years	
-U Sweeper (BPS-US)	Literate	18 to 40	By initial recruitment.
		Years	

#### SECRETARY ESTABLISHMENT GOVT: OF KHYBER PAKHTUNKHWA

### Endst: of Even No. & Date:-

oney forwarded tobing --

- As Administrative Secretaries to Govt: of Khyber Pakhtunkhwa:
- Principal Secretary to Governor, Khyber Pakhtunkhwa.
- Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
- 4. Registrar, Peshawar High Court, Peshawar.
  - Pegistrar, Services Tribunal, Khyber Pakhtunkhwa, Peshawar.
- Ceputy Director 1.1, Establishment & Administration Department for uploading on the official website of Establishment & Administration Department. Heanager, Govt: Printing Press, Peshawar for publication in the Govt: Gazette. He is requested to remish 30 copies of the printed Notification to this Department and
- 35 copies to Sew Department.
- DS to Secretary, Establishment Department.
- () to Special Secolary (Estt), Establishment Department.
- Adoitional Secretary (Reg), Establishment Department.
- FA to Deputy Secretary (Estt), Establishment Department.

(Akhtar Nawaz) SECTION OFFICER (E-V)

			<u>.</u>	
22.	Photostat Operator	At least Secondary School	18 to 40	By Initial recruitment.
	(BPS-04)	Certificate or its equivalent	years	
		qualification from a recognized	•	· ·
· ·		Board with one year experience	*	
	· · · · ·	as Photocopier.	l S	
23.	Naib Qasid (BPS-03)	Literate	18 to 40	By Initial recruitment.
L			years	
.24.	Process Server (BPS-	Literate	18 to 40	By Initial recruitment.
	03)		years	
25.	Chowkidar (BPS-03)	Literate with sound physique	18 to 40	By Initial recruitment.
	· · ·		years	
. ?6.	Sweeper (BPS-03)	Literate	18 to 40	By Initial recruitment.
			years	

## SECRETARY ESTABLISHMENT GOVT. OF KHYBER PAKHTUNKHWA

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# 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)

# I-Ministerial Establishment of District Courts

#### COURTS (SUBORDINATE COURT ∕∍**H** PESL **TMENT RULES, 2003** STAFF

urces

## 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]<sup>2</sup> specified in column # 2 of the said Appendix.

# APPENDIX

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

			İ		
1	2		3	4	5
-s	Nomenclatu	Mi	nimum	Age	Method of recruitment
No	re of Post.	qua	lification	Limit	
			for		
· ' .		app	ointment		
			initial		
		rec	ruitment		
1	Superintende nt BPS-17 <sup>3</sup>				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) <sup>4</sup>
۰.			1		with at least five years' service
		ŀ			as such:
•		1	<u>.                                    </u>	<u> </u>	<u> </u>

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

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

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

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I-Ministerial Establishment of District Courts -

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" Г		T		· · · · · · · · · · · · · · · · · · ·	· · · · · · · · · · · · · · · · · · ·
ľ					Provided that a common
		<u> </u>			seniority list of holders of the
					posts at serial # 4 to 8 below
.				1.6	shall be maintained for the
					purpose of promotion to the
					· · · · · · · · · · · · · · · · · · ·
ŀ					post of Superintendent BPS-
╞					17 <sup>1</sup> .
1	2	Senior Scale	i. Bachelor's	18-30	i. Twenty five percent by initial
		Stenographer	Degree from a	years	recruitment; and
		BPS-16 <sup>2</sup>	recognized	· · ·	
ľ			University and	•	ii. seventy five percent by
	•		speed of 100	· · ·	promotion, on the basis of
.			words per		seniority-cum-fitness, from
ľ			1 1 1	· · ·	
	1.		ninute in	· ·	amongst holders of the post of
			Shorthand and		Steno typist (BPS-14) <sup>3</sup> with at
1			40 words per		least three years' service as
			minute in		such.
ł		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	typing in		· · · · ·
[			English.		
			Preference will		
			be given to the		
ł			• • · · ·		
ľ			candidates		
	· . '		having		
			knowledge of	· ·	
-[4			MS Office.		
	• •		ii. In the		
ľ			Districts where		
	•		Urdu is the		
ķ					
ŀ			Court language,		
·   ·		• • •	speed of 30		
			words per		
			minute in		
			typing in Urdu	1 - I.	
			as well.	1	
ŀ	3	Steno typist	i. Intermedi	18 - 30	Bý initial recruitment.
	- I	BPS-14 <sup>4</sup>			By minarreer manent.
		DI 0-14	ate or	years	
		; .	equivalent		
	· . [		qualificati	· · ·	
	'		on from a		
Ľ			recognize		
	.		d board;		
			and	'	

<sup>4</sup> Basic pay scale upgraded vide Notification No.FD/SO(FR)10-22/2014 Dated 20<sup>th</sup> May, 2014. <sup>2</sup> Basic pay scale upgraded vide Notification No.FD/SO(FR)10-22/2012 Dated 19<sup>th</sup> June 2012 <sup>3</sup> Basic pay scale upgraded vide Notification No.FD/SO(FR)10-22/2014 Dated 20<sup>th</sup> May, 2014 <sup>4</sup> Substituted vide Notification No.13-J dated 26<sup>th</sup> November, 2019

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ĺ	, 4		stant/Rea		lor's	18-30		wenty					
		der.	BPS-16 <sup>2</sup>		e from a	years,	1.	iitial re		-		•••	
;				recogi				venty					· [ ', '
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			•					ll BPS					1
'								yeas s				131	1 <sup>°</sup> .
	5	Assi	stant/Cle	Bache	lor's	18-30		wenty				·· · · •	-
	-	1	f Court		e from a	years		iitial re	-				
	'	BPS		recog		, 50010		venty i				· · · :	
				Unive		1	1	otion,	-		-		
. [	. •	<u> </u>					LEGU		<u> </u>				

<sup>1</sup> Substituted vide notification No.130 of Peshawar High Court Dated 6<sup>th</sup> October, 2004 <sup>2</sup> Basic pay scale upgraded vide Notification No. FD/SO(FR)10-22/2014 Dated 20<sup>th</sup> May, 2014 <sup>3</sup> Basic pay scale upgraded vide Notification No.FD/SO(FR)10-22/2014 Dated 20<sup>th</sup> May, 2014 <sup>4</sup> Basic pay scale upgraded vide Notification No.FD/SO(FR)10-22/2014 Dated 20<sup>th</sup> May, 2014

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			·. ·	
,'				seniority-cum-fitness, from
•				amongst holders of the posts of
			1 - 1 - 1	
				Senior Clerks at serial # 10 to
				12 (all BPS-14) with at least
				three yeas service as such.
6	Assistant/Ass	Bachelor's	18 - 30	i. Twenty five percent by
•	istant Clerk.	Degree from a	years	initial recruitment; and.
	of Court	recognized	r i	
	BPS-16 <sup>1</sup>	University.	• • •	
			1	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 yeas service as such.
				intee yeas service as such.
· .				
7	Assistant/Acc		18 – 30	By initial recruitment.
ļ	ountant BPS-	degree from a	years	
	16 <sup>2</sup>	recognized	<u>}</u>	
1 - A		University.		
		Preference will	:	
	• •	be given to		
		Bachelor's		
		degree with	•	
.		Commerce,		
1		Economics or		
		Mathematics/St		
·				
		Special subject.	· · · · · · · · · · · · · · · · · · ·	Duana tha basis of
8	Assistant/Civ			By promotion, on the basis of
P .	il Nazir BPS			seniority-cum-fitness, from
F.	163			amongst holders of the post of
				Junior Clerk/Naib Nazir (BPS-
				11 <sup>4</sup> ), capable of keeping and
1				examining accounts in English
1	1 1.		1	and Urdu, with five years
· ·	1 ·			l'and Oldu, with five years

<sup>1</sup> Basic pay scale upgraded vide Notification No. FD/SO(FR)10-22/2014 Dated 20<sup>th</sup> May, 2014 <sup>2</sup> Basic pay scale upgraded vide Notification No. PD/SO(FR)10-22/2014 Dated 20<sup>th</sup> May, 2014 <sup>3</sup> Basic pay scale upgraded vide Notification No. FD/SO(FR)10-22/2014 Dated 20<sup>th</sup> May, 2014 <sup>4</sup> Finance department Rectification No.BO-IVFD/SNE/PHC/2020-21 Dated 07<sup>th</sup> July 2020

-----Judicial Estacode 2021

III-Human Resources

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# I-Ministerial Establishment of District Courts

		· · ·	-		
9	Computer	[ <sup>2</sup> [ ] ·	• •	18-30	By initial recruitment.
ŀ. '	Operator	M.Sc/	BIT/BCS	years	
	BPS-16 <sup>1</sup>	or equ	iivalent		
		from			
		recog	nized		
, · ·		unive	• •		
10	Senior Clerk/			······	By promotion, on the basis of
	Reader BPS-	· · · ·	. · ·	• · ·	seniority-cum-fitness, from
	143			· ·	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:
•				. *	
, <sup>1</sup> .					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
				•	Clerio recader
		· [	· ,		4 <sup>1</sup>
11	Senior		·		By promotion, on the basis of
	. Clerk/Record				seniority-cum-fitness, from
.	Keeper BPS-				amongst holders of the posts of.
2° .	14 <sup>4</sup>				Junior Clerk/Nazir, Junior
•	, <b>,</b> , , , , , , , , , , , , , , , , ,	•			Clerk/Copyist, Junior
				· ·	Clerk/Copy Clerk, Junior
			· ·	•	Clerk/Examiner, Junior
1					Clerk/Muharrir and Junior
· ·					Clerk/Typist at serial # 13 to 18
					(all BPS-11) with at least three
		<u> </u>			years' service as such:

<sup>1</sup> Substituted vide Peshawir High Court Notification No.22993 Dated 26<sup>th</sup> November, 2019
 <sup>2</sup> Words "First Class" sharit omitted vide Corrigendum dated 28<sup>th</sup> January 2021
 <sup>3</sup>Basic pay scale upgraded vide Notification No. FD/SO(FR)10-22/2014 Dated 20<sup>th</sup> May, 2014
 <sup>4</sup> Basic pay scale upgraded vide Notification No. FD/SO(FR)10-22/2014 Dated 20<sup>th</sup> May, 2014

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seniority	d that a common
seniority	
seniority	
	/ list of the holders – L
	osts from serial # 13
	elow shall be
	ied for the purpose
	otion to the post of
	Clerk/Record
Keeper.	
	ion, on the basis of
	cum-fitness, from
	lders of the posts of
	erk/Nazir, Junior
	Copyist, Junior
	py Clerk, Junior
	xaminer, Junior
	harrir and Junior
Clerk/Typist	t at serial # 13 to 18
(all BPS-11)	) with at least three
years' s	ervice as such:
	Provided that a
CO1	mmon seniority list
of	f the holders of the
pos	sts from serial # 13
	18 below shall be
	naintained for the
	rpose of promotion
	the post of Senior
	erk/English Clerk.
12 Telephone Secondary 18-30	
A Operator School By	initial recruitment
<sup>2</sup> BPS-7 Certificate of	
equivalent	
qualification	
from a	
recognized	
Board with one	
year experience	
in any	
recognized	
organization	

III-Human Resources I-Ministerial Establishment of District Courts

<sup>1</sup> Basic pay scale upgraded vide Notification No. FD/SO(FR)10-22/2014 Dated 20<sup>th</sup> May, 2014
 <sup>2</sup> Added vide Notification No. 152-J Dated 18<sup>th</sup> May, 2012

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Judicial Estacode 2021

	. III-H	Iuman Resourc	es	I-Min	isterial Es	stablishment of District Courts
		· · · · · · · · · · · · · · · · · · ·				
	13	Junior	<u>í.</u>	Secondary	18 - 30	i. Not less than 70 percent by
. ·		Clerk/Nazir	Į	School	years	initial recruitment; and
		BPS-11		Certificate		ii. not more than 30 percent by
				Examinati	•	promotion, from amongst
			. :	on or	•	the holders of the posts of
•		1		équivalent	· · · ·	Daftari and Record Lifter
· .	• • •			qualificati		with Matric and three years'
- e <sup>1</sup>				on from a		service as such: and in case
			· ·	• • •		
	• •			recognize	•	no suitable candidate from
				d Board,		amongst holders of the posts
				preference		of Daftari and Record Lifter
				will be	<b>.</b> .	is available, then from
	• • •			given to	. •	amongst holders of the posts
1				holders of		of Chowkidar, Naib Qasid,
· .	•	· · ·		additional		Sweeper, Chowkidar-cum-
		• •	, .	qualificati		Mali, Mali and Water
			•	ons in		Carrier who have passed
		. '		Accounts;		Secondary School
. · [				and	· .	Certificate Examination and
	• • •	· · ·	ii.	a speed of	٦,	have at least five years'
:	•			30 words		service as such.
	· ·			per minute		Note. For the purpose of
.				in typing.		promotion, separate common
						seniority lists of (i) the holders
	;					of the posts of Daftari and
			4			
ļ						Record Lifter; and (ii) the
. *	•	· · · ·		:		holders of the posts of
]						Chowkidar, Naib Qasid,
. [	÷ .					Sweeper, Chowkidar-cum-Mali,
.	r > 1		1			Mali and Water Carrier shall be
						maintained with reference to
	·				· · · · ·	the date of their acquiring the
	;	•	۰. ج			Secondary School Certificate:
. [						Provided that:
. [	' [					a. if two or more officials
	·.	· · · ·				have acquired the
<u> </u>				1		Secondary School
, İ						Certificate in the same
			•			session, the official having
:	· ·		. •			longer service shall rank
.  ·			÷ 1			senior to other officials;
						and
· L	. '		· ,	·		
•			· .			

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

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	<u>III-</u>	Iuman Resourd	ces .	I-Min	isterial E	stablishment of District Courts
	•	l		· · · · · · · · · · · · · · · · · · ·	·····	b. where a senior official
				1		does not possess the
,						requisite experience at the
1			1		<b>.</b> .	time of filling up a
					· ·	vacancy, the official next
	. '					junior to him possessing
			•			the requisite experience
	•			· · · ·		shall be promoted in
••						preference to the senior
		х. <sup>с</sup> т. ,	· ·			official,
	1.4	Junior	i. Sec	ondary	18 – 30	i. Not less than 70 percent
		Clerk/Copyis		hool	years	by initial recruitment; and
		t BPS-11	Cei	rtificate		
			Ex.	amination .		ii. not more than 30 percent
			or			by promotion, from
			equ	iivalent	•	amongst the holders of the
			qua	lification		posts of Daftari and
	· *.		fro	m a		Record Lifter with Matric
ļ			rec	ognized		and three years' service as
Ì			Bo	ard; and		such: and in case no
	'					suitable candidate from
			ii. a sp	eed of 30		amongst holders of the
			words	per		posts of Daftari and
1			minute	e in		Record Lifter is available,
			typing			then from amongst holders
			 			of the posts of Chowkidar,
			•			Naib Qasid, Sweeper,
ł						Chowkidar-cum-Mali,
•	.:					Mali and Water Carrier
			_			who have passed
ĺ	1				· ,	Secondary School
	9 - E					Certificate Examination
					•	and have at least five
	•					years' service as such.
ŀ	·					Note. For the purpose of
						promotion, separate common
Į	· [					seniority lists of (i) the holders
						of the posts of Daftari and
	.		• .			Record Lifter; and (ii) the
	· . ·		1.		ана (с. 181). Страната	holders of the posts of
						Chowkidar, Naib Qasid,
	. •					Sweeper, Chowkidar-cum-Mail,
						Mali and Water Carrier shall be
	<b>t</b>	L				· · · · · · · · · · · · · · · · · · ·

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-Mi	nisterial E	stablishment of District Courts
·			
			maintained with reference to the date of their acquiring the
			Secondary School Certificate:
			Provided that:
			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
	*		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
	4		experience shall be
			promoted in preference to
			the senior official.
15 Junior i. S	econdary	18-30	i. Not less than 70 percent
Clerk/Copy S	chool	years	by initial recruitment; and
	ertificate		
	xamination .		ii, not more than 30 percent
Ol	uivalent		by promotion, from
	alification		amongst the holders of the. posts of Daftari and Record
	om a		Lifter with Matric and
re	cognized		three years' service as
В	bard; and		such: and in case no
			suitable candidate from
word	speed of 30 speed of an		amongst holders of the
minu			posts of Daftari and Record Lifter is available; then
typin			from amongst holders of
	-		the posts of Chowkidar,
			Naib Qasid, Sweeper,
			Chowkidar-cum-Mali,
			Mali and Water Carrier who have passed
			who have passed Secondary School
			Certificate Examination
		,	

ι.



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

Suit / Appeal / Claim / Petition / Application No.

Junald Bhah Government of Khyber Pakhtunkhwa etc On behalf of

KNOW ALL to whom these present shall come that I / We, <u>The Petitioners</u> through my legally constituted attorney \_\_\_\_\_\_ do hereby appoint <u>MR. BILAL AHMAD KAKAIZAI (ASC)</u> (herein after called the Advocate) to be my / our Advocate in above noted case. He is authorized:-

- 1. To act, appear and plead in the above-noted case in Court / Tribunal / Authority / Commission etc or in any other Court in which the same may be tried or heard.
- 2. To sign, file verify and present pleadings, appeals cross objections, written statement, comments or petitions for execution review, revision, withdrawal, compromise or other petitions or affidavits or other documents as may be deemed necessary or proper for the prosecution / disposal of the said case in all its stages.
- 3. To file and take back documents, to admit and / or deny the documents of opposite party.
- 4. To withdraw or compromise the said case with my / our prior approval.
- 5. To take execution proceedings.
- 6. To do all other acts and things, which may be necessary to be one for the progress and in the course of prosecution / proceedings of the said case.
- 7. To appoint and instruct any other Legal Practitioner, authorizing him to exercise the power and authority hereby conferred upon the Advocate whenever he may think it to do so.

And I / We the undersigned do hereby agree to ratify and confirm all acts done by Advocate or his substitute in the matter as my / our own acts, as if done by me / us to all intents and purposes.

And I / We undertake that I / we or my / our duly authorized agent would appear in the Court on all hearings and will inform the Advocates for appearance when the case is called.

And I / We undersigned do hereby agree not to hold the advocate or his substitute responsible for the result of the said case. The adjournment costs whenever ordered by the Court shall be of the Advocate which he shall receive and retain himself.

And I / We undersigned do hereby agree that in event of the whole or part of the fee agreed by me / us to be paid to the Advocate remaining unpaid he shall be entitled to withdraw from the prosecution / proceedings of the said case until the same is paid up. The fee settled is only for the above case and above Court. I / We hereby agree that once the fee is paid. I / we will not be entitled for the refund of the same in any case whatsoever.

I / we do hereunto set my / our hand to these presents the contents of which have been understood by me / us on this 02<sup>nd</sup> Day of May 2024.

Accepted Advocate

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Clients: