

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

Service Appeal No. 885/2024

Tahir Ullah.....Appellant

**VERSUS**

Khyber Pakhtunkhwa Public  
Service Commission & others..... Respondents

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20

  
Senior Law Officer  
Public Service Commission

11-10-24  
Peshawar

1

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

Service Appeal No. 885/2024

Tahir Ullah.....Appellant

**VERSUS**

Khyber Pakhtunkhwa Public  
Service Commission & others..... Respondents

**PARAWISE REPLY OF (RESPONDENT NO. 01 & 02)**

Khyber Pakhtunkhwa  
Service Tribunal

**RESPECTFULLY SHEWETH:**

Diary No. 16356

**PRILIMINARY OBJECTIONS:**

Dated 07-10-2024

1. That appellant has got no cause of action / locus standi to file the instant service appeal against the replying respondents.
2. That the appellant is not a genuinely aggrieved person from any act of the replying respondents.
3. That the appeal is not based on facts and is unjustified and illegal demand against the lawful authority of the Commission.
4. That the appeal is bad in the eyes of Law and not tenable.
5. That the allegations of the appellant are baseless and misleading.
6. That no discrimination / injustice has been done to the appellant.

**ON FACTS:**

1-8. That the posts of Deputy Director Curriculum and Research (BPS-18) was created vide Finance Department letter No. BOIV/FD/2-22/2017-18/SNE(PSC) dated 17.05.2018; (Annex-A); Standing Service Rules Committee (SSRC) was constituted vide Notification No. KP/PSC/Admn/FF-603/15019-31 dated 18.05.2018 (Annex-B) to frame rules related to service (Terms & Conditions) of commission staff governed under the Khyber Pakhtunkhwa Officers and Servants (Terms & Conditions of Service) Regulations 1985. The SSRC, in its meeting held on 19.07.2018, unanimously recommended and framed rules and method of recruitment for the post of Deputy Director Curriculum & Research as 50% by initial recruitment and

50% by promotion notified vide Notification dated 02.08.2018 (**Annex-C**). Moreover, one post of Deputy Director Curriculum & Research (BPS-18) was advertised vide commission Advertisement No. 08/2018 Sr. No. 42 but no suitable candidate qualify for the post and was leftover. Consequently, the same was advertised vide Advertisement No. 10/2019 Sr. No. 102 by changing the method of recruitment from 50% by initial recruitment to 100% by promotion and by initial recruitment if no suitable person for promotion is available notified vide Notification No. KP/PSC/Admn/GF-603/26101-10 dated 15.11.2019 (**Annex-D**). The appellant was appointed as Assistant Director Research and Curriculum on 08.08.2019 and was not eligible for promotion at that time being short of service, hence the post was advertised. However, the method of recruitment and age was again amended by SSRC in its meeting held on 15.02.2023 and notified vide Notification No. KP/PSC/Admn/GF-603/017073 dated 10.08.2023 (**Annex-E**). The method of recruitment was amended as 50% each to promotion and initial appointment. Hence advertised vide Advertisement No. 02/2024 Serial No. 17 (**Annex-F**).

9. That the appeal of the appellant was examined in light of prevalent law and rules and was regretted. Thus, the appellant being not genuinely aggrieved person from any act of the replying respondents has got no grounds to invoke the jurisdiction of this Honorable Tribunal against its lawful authority.

#### GROUND:

- a-f. Incorrect. There is no adverse effect on the rights of the appellant by providing 50% each to initial and promotional quota. The Standing Service Rules Committee has the authority to amend or frame new rules and these rules would apply to all posts in Public Service Commission. Furthermore, it is pertinent to mention that rules and amendments notified by the government provide for a flexible system of promotion and recruitment. Maintaining a 50/50 split between initial quota and promotion quota ensures a fair and balanced system. It provides equal opportunities for both new entrants and those seeking promotion, promoting meritocracy and equal


representation. The amendment aimed at having a well-rounded and diverse organization. The appellant's promotion prospects would depend on fulfilling the criteria set forth in the rules.

g-l. Incorrect. The appellant has failed to prove that the amendments have contravened any existing law or rules, or have been unjustly applied. Each department or wing has different rules and procedures. The appellant has failed to prove any discrimination. Thus, allegations of malafide intentions are baseless. No evidence provided in this behalf.


m. Incorrect. As replied above.

g-n.

It is, therefore, requested that on acceptance of the submissions made herein above the instant appeal may kindly be dismissed against the replying respondent.

  
**SECRETARY**  
**KHYBER PAKHTUNKHWA**  
**PUBLIC SERVICE COMMISSION**  
**(RESPONDENT NO.01)**  
 Munawar Masawat  
 Secretary  
 Khyber Pakhtunkhwa  
 Public Service Commission

  
**STANDING SERVICE RULES**  
**COMMITTEE THROUGH ITS**  
**CHAIRMAN**  
**(RESPONDENT NO.02)**

  
 Capt. Sikander Qayyum  
 (Retd.) Chairman KPPSC

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

Service Appeal No. 885/2024

Tahir Ullah.....Appellant

VERSUS

Khyber Pakhtunkhwa Public  
 Service Commission & others..... Respondents

**AFFIDAVIT**

I, Capt. Sikander Qayyum (Retd.) Chairman Khyber Pakhtunkhwa Public Service Commission Peshawar, do hereby solemnly affirm and declare that the contents of the accompanying Para-wise comments are correct and true to the best of my knowledge and belief, nothing has been concealed from this Honorable Tribunal and the answering respondent have neither been placed ex-parte nor defense has been struck off.



*(Signature)*  
 DEPONENT

CNIC: 17301-1277842-3

Phone: 091-9213500

5 Annex A



GOVERNMENT OF KHYBER PAKHTUNKHWA  
FINANCE DEPARTMENT

2-22

NO. BOIV/FD/2-22/2017-18/SNE(PSC)  
Dated Peshawar, the 17-05-2018

To

The Secretary,  
Govt of Khyber Pakhtunkhwa,  
Administration Department.

Subject:- **ESTABLISHMENT OF CURRICULUM AND RESEARCH WING AND STRENGTHENING OF EXAMINATION I.T AND ADMN WINGS OF PUBLIC SERVICE COMMISSION (PSC).**

Dear Sir,

I am directed to refer to your letter No. SOB(AD)6(24)PSC/SNE/2011-12 dated 27-04-2017 on the subject noted above and to state that in pursuance to the approval accorded by the Honorable Chief Minister on a summary moved by the Administration Department, Finance Department agrees to the creation of the following 25 No. posts of various categories under PR-4025, in Public Service Commission with immediate effect, subject to the observance of all codal/legal formalities before incurrence of expenditure:-

S.#	Designation	BPS	No. of posts
1.	Director, Curriculum & Research	19	01
2.	Deputy Director I.T	18	01
3.	Deputy Director, Admn:	18	01
4.	Deputy Director, Exam	18	01
5.	Deputy Director, Curriculum & Research	18	02
6.	Law Officer	18	01
7.	Assistant Director, Curriculum & Research	17	02
8.	Law Officer	17	02
9.	Private Secretary	17	01
10.	Junior Scale Stenographer	14	04
11.	Naib Qasid	03	05
12.	Telephone Exchange Operator	03	02
13.	Sweeper	03	02
Total:-			25

2- The Expenditure involved is chargeable under Grant No. NC 21002 (002) Function Classification 01-General Public Service 015-General Services 0151-Personal Services 015101-Estt: Services Gen: Admn PR-4025 Public Service Commission and will be met out within the sanctioned budget grant during the current financial year 2017-18.

3- Audit copy of the above creation may be prepared & sent to this department for authentication please.

Yours Faithfully,

(MOZAM KHAN)  
BUDGET OFFICER-IV

Endst: of even No. & Date.

Copy forwarded to the:-

- 1) Accountant General, Khyber Pakhtunkhwa, Peshawar.
- 2) The Secretary, Public Service Commission, Khyber Pakhtunkhwa.
- 3) Director, FMIU, Finance Department.
- 4) Master File.

BUDGET OFFICER-IV

Attended  
12  
LAW OFFICER  
Kyber Pakhtunkhwa  
Public Service  
Commission



6 Annex B

**KHYBER PAKHTUNKHWA PUBLIC SERVICE COMMISSION**

**NOTIFICATION**

In pursuance of Section 10-A of Khyber Pakhtunkhwa PSC Ordinance 1978 read with Section 13 of Khyber Pakhtunkhwa PSC Officers and Servants (Terms & Conditions of Service) Regulations 1985 as well as Government of Khyber Pakhtunkhwa Establishment Department letter No.SOE-V(E&AD)/11-7/2011 dated 18.10.2017, the competent authority is pleased to constitute a Standing Service Rules Committee (SSRC) for Khyber Pakhtunkhwa Public Service Commission with immediate effect:-

- |  |              |
|--|--------------|
| i. Chairman, Khyber Pakhtunkhwa Public Service Commission.           | Chairman     |
| ii. Member, Public Service Commission as designated by Chairman PSC. | Member       |
| iii. Secretary, Khyber Pakhtunkhwa Public Service Commission.        | Member/Secy: |
| iv. Additional Secretary (Reg), Establishment Deptt: or his nominee  | Member       |
| v. Additional Secretary (Reg), Finance Deptt: or his nominee         | Member       |
| vi. Additional Secretary, Law Deptt: or his nominee                  | Member       |

TOR of the committee shall be as under:-

2. The Committee shall frame/add/amend rules related to service matters (Terms & Conditions) of Commission, staff governed under Khyber Pakhtunkhwa PSC Officers and Servants (Terms & Conditions of Service) Regulations 1985.

--sd/--

**CHAIRMAN  
KHYBER PAKHTUNKHWA  
PUBLIC SERVICE  
COMMISSION**

No.KP/PSC/Admn/FF-603/15019-31

Dated: 18/05/2018

Copy to:-

1. Secretary to Govt. of Khyber Pakhtunkhwa, Establishment Department.
2. Secretary to Govt. of Khyber Pakhtunkhwa, Law Department.
3. Secretary to Govt. of Khyber Pakhtunkhwa, Finance Department.
4. Additional Secretary (Reg:), Establishment Department.
5. Additional Secretary (Reg:), Finance Department.
6. Additional Secretary, Law Department.
7. PS to Chairman, Khyber Pakhtunkhwa PSC.
8. PS to Secretary, Khyber Pakhtunkhwa PSC.
9. PA to Director Recruitment, Khyber Pakhtunkhwa PSC.
10. Chairman PSC decision file.

**Assistant Director (Admn)**

*Attested*  
  
**LAW OFFICER  
Kyber Pakhtunkhwa  
Public Service  
Commission**

## KHYBER PAKHTUNKHWA PUBLIC SERVICE COMMISSION

## NOTIFICATION

2<sup>nd</sup> August, 2018

**Notification No. KP/PSC/Admn/GF-603/21571-79.** In exercise of the powers conferred by Section 10 (A) of the Khyber Pakhtunkhwa Public Service Commission (Amendment) Ordinance, 2002 (Khyber Pakhtunkhwa Ordinance No. XXVII of 2002) and as per recommendations of SSRC, the Commission is pleased to direct that in the Khyber Pakhtunkhwa Public Service Commission, Officers and Servants (Terms and Conditions of Service) Regulations, 1985, the following further amendments shall be made, namely: -

**AMENDMENT**

In the appendix

- i) after S.No.1(A), the following new entries shall be inserted in the respective columns, namely:

S. No	Nomenclature of post	Appointing Authority	Age	Qualification	Minimum Experience	Method of Recruitment
1	2	3	4	5	6	7
1(B)	Director, Curriculum & Research	Governor in consultation with the Chairman	32-45 years	Ph. D in Statistics / Maths/ Economics / Business Administration / Public Administration / Public Policy/ Social Sciences from a recognized university; or M. Phil in one of the above mentioned subjects; or At least Second Class Masters Degree from a recognized university in one of above mentioned subjects.	Ph.D having 5 years experience in the relevant field; or M.Phil having seven years experience in the relevant field; or At least 2 <sup>nd</sup> Class Masters Degree with 12 years experience in the relevant field.	50% by initial recruitment. 50% by promotion on the basis of seniority-cum-fitness from amongst the Deputy Director Curriculum and Research possessing at least 2 <sup>nd</sup> Class Masters Degree in one of the subjects mentioned in column 5.

- ii) After S.No.2(B), the following new entries shall be inserted in the respective columns, namely:

S. No	Nomenclature of post	Appointing Authority	Age	Qualification	Minimum Experience	Method of Recruitment
1	2	3	4	5	6	7
2 (C)	Deputy Director, IT	Governor in consultation with the Chairman	-	-	-	By promotion on the basis of seniority cum fitness from amongst the Assistant Director IT/ Web Administrator/ LAN Administrator with five years service as such; or If no suitable officer for promotion is available then by initial recruitment.

- ii) After S.No.2(C), the following new entries shall be inserted in the respective columns, namely:

S. No	Nomenclature of post	Appointing Authority	Age	Qualification	Minimum Experience	Method of Recruitment
1	2	3	4	5	6	7
2 (D)	Deputy Director, Curriculum & Research	Governor in consultation with the Chairman	32-45 years	a. Ph.D in Statistics/ Maths / Economics / Business Administration /	Ph.D having 2 years experience in the relevant field; or M.Phil having	a. 50% by initial recruitment.

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 Kyber Pakhtunkhwa  
 Public Service  
 Commission



	Research			Public Administration / Policy/ Social Sciences from a recognized university; or b. M. Phil in one of the above mentioned subjects; or c. At least Second Class Masters Degree from a recognized university in one of above mentioned subjects.	five years experience in the relevant field; or At least 2 <sup>nd</sup> Class Master Degree with 7 years experience in the relevant field.	b. 50% by promotion on the basis of seniority-cum-fitness from amongst the Assistant Directors Curriculum & Research possessing at least 2 <sup>nd</sup> Class Masters Degree in one of the subjects mentioned in column 5.
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iv) The existing entries under S.No.2(B) may be substituted with the following entries in the respective columns, namely:

S.No.	Nomenclature of Post	Appointing Authority	Age	Qualification	Min: Exp	Method of Recruitment
2(B).	Deputy Director Recruitment/ Admn./ Exam./ (BPS-18)	Governor in consultation with the Chairman	-	-	-	By promotion on the basis of seniority cum fitness from amongst the Assistant Directors, Assistant Director (Admn), Controllers Examination, Account Officer (BPS-17) with five year service as such.  Note:- A joint seniority list of Assistant Directors, Assistant Director (Admn), Controllers Examination and Accounts Officer shall be maintained for the purpose of promotion.

v) After S.No.2(D), the following new entries shall be inserted in the respective columns, namely:

S. No	Nomenclature of post	Appointing Authority	Age	Qualification	Minimum Experience	Method of Recruitment
1	2	3	4	5	6	7
2 (E)	Senior Law Officer (BPS-18)	Governor in consultation with the Chairman	28-45	At least 2 <sup>nd</sup> Class LL.B Degree or equivalent qualification from a recognized University.	Five years experience as practising lawyer duly registered with Bar Council at High Court with excellent drafting skills; OR Five years service as Law Officer BPS-17	By initial recruitment

vi) After S.No.3, the following new entries shall be inserted in the respective columns, namely:

S. No	Nomenclature of post	Appointing Authority	Age	Qualification	Minimum Experience	Method of Recruitment
1	2	3	4	5	6	7
3(A)	Assistant Director Curriculum/ Research (BPS-17)	Governor in consultation with the Chairman	22-30	At least 2 <sup>nd</sup> Class Master Degree in Statistics / Maths/ Economics / Business Administration / Public Administration / Public Policy/ Social Sciences	-	By initial recruitment; or by transfer

vi) After S.No.3(A), the following new entries shall be inserted in the respective columns, namely:

S. No	Nomenclature of post	Appointing Authority	Age	Qualification	Minimum Experience	Method of Recruitment
1	2	3	4	5	6	7
3(B)	Law Officer	Governor in	21-35	At least 2 <sup>nd</sup> Class	At least two	By initial

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Public Service  
Commission

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(BPS-17)	consultation with the Chairman	LL.B Degree or equivalent qualification from a recognized University.	years experience as practising registered lawyer.	recruitment.
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- vii) The method of recruitment under Column 7 against S.No.4(C), shall be substituted as under: -
- a) 50% by initial recruitment
- b) 50% by promotion on the basis of seniority-cum-fitness, from amongst the Assistant Programmers and Computer Operators having qualification prescribed for initial recruitment with five years service as such.
- viii) In Column 7, against S.No.5, after the word "Assistant" oblique and word "/Statistical Investigator" shall be inserted.
- ix) In Column 7, against S.No.10, after the word "Junior Clerk" oblique and word "/Typist" shall be inserted.
- x) The existing entries against S.No.13 & 14 shall be substituted with the following entries in the respective columns, namely:

S. No	Nomenclature of post	Appointing Authority	Age	Qualification	Minimum Experience	Method of Recruitment
1	2	3	4	5	6	7
13	Driver	Secretary	18 to 40 years	Possessing a valid driving license.	---	By initial recruitment after advertisement of the posts in leading newspapers.
14	Naib Qasid/ Residence Orderly/ Behishti/ Chowkidar	Secretary	18 to 40 years	-	-	By initial recruitment after advertisement of the posts in leading newspapers.

- xi) After S.No.14(A), the following new entries shall be inserted in the respective columns, namely:

S. No	Nomenclature of post	Appointing Authority	Age	Qualification	Mini Exp:	Method of Recruitment
1	2	3	4	5	6	7
14 (B)	Telephone Exchange Operator	Secretary	18 to 40 years	Secondary School Certificate.	-	By initial recruitment after advertisement of the posts in leading newspapers.

Chairman  
KP Public Service Commission  
Dated 02.08.2018

Endst: No. KP/PSC/Admn/GF-603/ 21571-79

Copy to:

1. The Secretary to Govt: of Khyber Pakhtunkhwa, Establishment Department.
2. The Secretary to Govt: of Khyber Pakhtunkhwa, Finance Department.
3. The Additional Secretary (Regulation) Establishment Department.
4. The Additional Secretary (Regulation) Finance Department.
5. The Manager, Govt: Printing and Stationery Department, Peshawar.
6. The Director Recruitment, KP PSC.
7. The Director Examination, KP PSC.
8. The Senior Psychologist, KP PSC.
9. PS to Chairman, KP PSC.



SECRETARY

Attested

M  
L.O. KP PSC

LAW OFFICER  
Kyber Pakhtunkhwa  
Public Service  
Commission

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Annex D

## KHYBER PAKHTUNKHWA PUBLIC SERVICE COMMISSION

## NOTIFICATION

15<sup>th</sup> November, 2019

**Notification No. KP/PSC/Admn/GF-603/26101-10.** In exercise of the powers conferred by Section 10 (A) of the Khyber Pakhtunkhwa Public Service Commission (Amendment) Ordinance, 2002 (Khyber Pakhtunkhwa Ordinance No. XXVII of 2002), the Commission is pleased to direct that in the Khyber Pakhtunkhwa Public Service Commission, Officers and Servants (Terms and Conditions of Service) Regulations, 1985, the following further amendments shall be made, namely:-

**AMENDMENT**

In the appendix

- Basic Pay Scale i.e., (BPS) wherever reflected with Nomenclature of post shall be deleted.
- The entries under Column 6 and 7 against S.No.1 shall be substituted as follows: -

Column 6	Column 7
Experience	Method of Recruitment
Deleted	By transfer of a PCS/ PMS/ PAS officer not below the rank of BS-20 as given in the schedule of PMS Rules.

- The entries under Column 5, 6 and 7 against S.No.1(A) shall be substituted as follows: -

Column 5	Column 6	Column 7
Qualification	Experience	Method of Recruitment
Ph.D in Psychology; or M.Phil in Psychology; or 2 <sup>nd</sup> Class Master Degree/ BS four years in Psychology or equivalent qualification from a recognized University/ Institute.	With Ph.D seven years experience in the relevant field; With M.Phil eleven years experience in the relevant field; With Master/ BS Degree, twelve years experience in the relevant field.	By promotion on the basis of seniority-cum-fitness, from amongst Psychologists having at least seven years service as such or twelve years service in BPS-17 and above.  If no suitable officer for promotion is available then by initial recruitment or by temporary transfer for a specific period or by deputation in accordance with deputation policy of Provincial Government.

- The entries under Column 6 and 7 against S.No.1(B) shall be substituted as follows: -

Column 6	Column 7
Experience	Method of Recruitment
Ph.D having 5 years experience in the field of Teaching at University or Post Graduate Institute Research/ Curriculum Development/ Statistical Analysis/ Career Counseling; or M.Phil having seven years experience in the field given above; or At least 2 <sup>nd</sup> Class Masters Degree or equivalent qualification with 12 years experience in the field given above.	By promotion on the basis of seniority-cum-fitness from amongst the Deputy Director Curriculum and Research having at least 12 years service in BPS-17 and above or seven years service in BPS-18.  If no suitable officer for promotion is available then by initial recruitment or by temporary transfer for a specific period or by deputation in accordance with deputation policy of Provincial Government.

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Kyber Pakhtunkhwa  
Public Service  
Commission

(11)

5. The entries under Column 6 and 7 against S.No.2 shall be substituted as follows: -

Column 6	Column 7
Experience	Method of Recruitment
<p>Five years experience gained after Master Degree in Psychology, as specified below:-</p> <p><b>a) Field Specialization</b> Psychometrics or clinical Psychology</p> <p><b>b) Nature of Experience</b> Teaching Experience / Professional Research interest construction measurement and evaluation, vocational counseling, personnel selection and placement, job analysis and related areas.</p>	<p>By promotion from the holder of the post of Assistant Psychologist having at least five years service as such.</p> <p>If no suitable officer for promotion is available then by initial recruitment or by temporary transfer for a specific period or by deputation in accordance with deputation policy of Provincial Government.</p>

6. The entries under Column 7 against S.No.2(C) shall be substituted as follows: -

Column 7
Method of Recruitment
<p>By promotion on the basis of seniority cum fitness from amongst the Assistant Director IT/ Web Administrator/ LAN Administrator/ Manager Operations having at least five years service as such.</p> <p>If no suitable officer for promotion is available then by initial recruitment or by temporary transfer for a specific period or by deputation in accordance with deputation policy of Provincial Government</p>

7. The entries under Column 7 against S.No.2(D) shall be substituted as follows: -

Column 7
Method of Recruitment
<p>By promotion on the basis of seniority cum fitness from amongst the Assistant Directors Curriculum and research having at least five years service as such.</p> <p>If no suitable person for promotion is available then by initial recruitment.</p> <p>If no suitable officer is available for initial recruitment then by temporary Transfer of a BS-18 officer of any Government/ Autonomous/ Semi- Autonomous Department/ Institution having experience in the relevant field.</p>

8. The entries under Column 7 against S.No.2(E) shall be substituted as follows: -

Column 7
Method of Recruitment
<p>By promotion on the basis of seniority cum fitness from amongst the Law Officers having at least five years service as such.</p> <p>If no suitable officer for promotion is available then by initial recruitment or by temporary transfer for a specific period or by deputation in accordance with deputation policy of Provincial Government</p>

9. Against S.No.3, the following new entries under Column 4 and 5 shall be added and the existing entries under Column 7 shall be substituted as follows: -

Column 4	Column 5	Column 7
Age Limit	Qualification	Method of Recruitment
21-32 years	At least 2 <sup>nd</sup> Class Bachelor Degree from a recognized university.	<p>By promotion on the basis of seniority-cum-fitness from amongst Registrar Examination, Superintendents and Private Secretaries to the Chairman/ Members /Secretary who are graduates having at least five years service as such.</p> <p>Note: - i) A joint seniority list of Registrar Examination, Superintendents and Private Secretaries to the Chairman/ Members /Secretary shall be maintained for the purpose of promotion.</p> <p>ii) For acquiring the qualification of graduation a grace period of six years from date of issue of the amendment shall be provided to the existing non-graduate employees.</p> <p>If no suitable official for promotion is available then by initial recruitment or by temporary transfer for a specific period or by deputation in accordance with deputation policy of Provincial Government.</p>

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Kyber Pakhtunkhwa  
Public Service  
Commission

10. The existing entries under Column 7 against S.No.3(A) shall be substituted as follows:

Column 7
Method of Recruitment
By initial recruitment.  If no suitable officer for initial recruitment is available then by temporary transfer for a specific period or by deputation in accordance with deputation policy of Provincial Government.

11. The existing entries under Column 5, 6 and 7 against S.No.4 shall be substituted as follow:

Column 5	Column 6	Column 7
Qualification	Experience	Method of Recruitment
At least Second Class Master Degree in Psychology from recognized University with special emphasis on theory & practice of test construction, its use and interpretation and/ or statistical method of research and techniques.	Deleted	By initial recruitment.  If no suitable officer for initial recruitment is available then by temporary transfer for a specific period or by deputation in accordance with deputation policy of Provincial Government.

12. Against S.No.4(B) the following new entries shall be added under Column 5 and the existing entries under Column 6 and 7 shall be substituted as follows: -

Column 5	Column 6	Column 7
Qualification	Experience	Method of Recruitment
At least 2 <sup>nd</sup> Class Master Degree in Commerce or MBA or equivalent qualification from a recognized university/ Institute.	Five years practical experience in Accounts Management in a Govt: / Autonomous/ Semi Autonomous Institute/ Office.	a) By transfer or deputation of an Accounts Officer from other departments having at least five years experience in Accounts Managements; or b) by promotion, on the basis of seniority cum fitness from amongst Superintendents having at least five years practical experience in Accounts Managements. If no suitable official for transfer/ promotion is available then by initial recruitment.

13. The existing entries under Column 4 and 7 against S.No.4(C) shall be substituted as follows: -

Column 4	Column 7
Age Limit	Method of Recruitment
21-32 years	a) 50% by initial recruitment b) 50% by promotion, on the basis of seniority-cum-fitness, from amongst the Assistant Programmers/ Assistant Managers/ Assistant Web Developer/ Assistant Network Administrator/ Computer Operators, having qualification prescribed for initial recruitment for the post of Computer Operator with at least five years service as such.

14. After S.No.4(C) another S.No. 4(D) shall be added as follows: -

1	2	3	4	5	6	7
4 (D)	Manager Operations	Governor in consultation with the Chairman	21 to 32 years	At least 2 <sup>nd</sup> class degree of BCS (4 Years) / BIT (4 years) MIT/ MCS/ MSC in Computer Science or equivalent qualification from a recognized University/ institute.	-	a) 50% by initial recruitment b) 50% by promotion, on the basis of seniority-cum-fitness, from amongst the Assistant Programmers/ Assistant Managers/ Assistant Web Developer/ Assistant Network Administrator/ Assistant Computer Operators, having qualification prescribed for initial recruitment for the post of Computer Operator with at least five years' service as such.

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 L.O. KPPSC  
 LAW OFFICER  
 Kyber Pakhtunkhwa  
 Public Service  
 Commission

(B)

15. Against S.No.5, the existing entries under Column 6 shall be deleted and Column 7 shall be substituted as follows:

Column 6		Column 7	
Experience		Method of Recruitment	
Existing	Proposed		
Five years service as Assistant/ Statistical Investigator	Delete	By promotion on the basis of seniority-cum-fitness from amongst the Assistants /Statistical Investigator.	By promotion on the basis of seniority-cum-fitness from amongst the Assistants /Statistical Investigator having at least five years service as such. Note:- A joint seniority of Assistants and Statistical Investigator shall be maintained for the purpose of promotion.

16. S.No.5(A) shall be substituted as follows: -

1	2	3	4	5	6	7
5 (A)	Private Secretary to Chairman/ Member/ Secretary	Chairman	21 to 32 years	i) Bachelor Degree or equivalent qualification from a recognized university; and ii) A speed of 120 words per minute in English Shorthand and 45 words per minute in English typing. iii) knowledge of computer in using MS Word and MS Excel	-	By promotion on the basis of seniority-cum-Fitness from amongst the Senior Scale Stenographers having at least five years service as such.  If no suitable official for promotion is available then by initial recruitment.

17. The existing entries under Column 4, 5 and 6 against S.No.6 shall be substituted/deleted as follows:

Column 4	Column 5	Column 6
Age Limit	Qualification	Experience
21-32 years	At least Second Class Bachelor Degree with Statistics as one of the subjects from a recognized University.	Deleted

18. S.No.7 shall be substituted as follows: -

1	2	3	4	5	6	7
7.	Senior Scale Stenographer	Secretary	21 to 32 years	i) Bachelor Degree or equivalent qualification from a recognized university; and ii) A speed of 70 words per minute in English Shorthand and 45 words per minute in English typing. iii) Knowledge of computer in using MS Word, MS Excel.	-	By promotion on the basis of seniority-cum-fitness from amongst the holders of the posts of Junior Scale Stenographers; having at least three years service as such.  Provided that if no suitable Junior Scale Stenographer is available for promotion then by initial recruitment

19. S.No.9 shall be substituted as follows: -

1	2	3	4	5	6	7
9.	Assistant	Secretary	21 to 32 years	At least Second Class Bachelor's Degree or equivalent qualification from a recognized University	-	a) Seventy Five (75%) percent by promotion on the basis of seniority cum fitness from amongst the Senior Clerks/ Assistant Printing with at least three (03) years service as Senior Clerk /Assistant Printing or five (05) years service as Junior Clerk and Senior Clerk; and b) Twenty five (25%) by initial recruitment.

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Kyber Pakhtunkhwa  
Public Service  
Commission

14

20. The existing entries under Column 4 and 5 against S.No.9(B) shall be substituted as follows: -

Column 4	Column 5
Age Limit	Qualification
21-32 years	At least second class degree of BCS (4 Years) / BIT (4 years) MIT/MCS/ MSC in Computer Science or equivalent qualification from a recognized University/ institute with minimum speed of ten (10) thousand key depressions per hour for punching data entry verification;

21. After S.No.9(B), Serial 9(C) shall be added as follows: -

1	2	3	4	5	6	7
9 (C)	Assistant Manager/ Assistant Web Developer/ Assistant Network Administrator	Secretary	21 to 32 years	At least 2 <sup>nd</sup> class degree of BCS (4 Years) / BIT (4 years) MIT/ MCS/ MSC in Computer Science or equivalent qualification from a recognized University/ institute.	-	By initial recruitment

22. The existing entries under Column 7 against S.No.10 shall be substituted as follows: -

Column 7
Method of Recruitment
By promotion on the basis of seniority cum fitness from amongst the holders of the posts of Junior Clerks/ Typist with at least two years services as such.

23. After S.No.10 another S.No. 10(A) shall be added as follows: -

1	2	3	4	5	6	7
10 (A).	Assistant Printing	Secretary	21 to 32 years	Bachelor Degree from a recognized university/ Institute	-	By initial recruitment

24. The existing entries under Column 5 and 7 against S.No.11 shall be substituted as follows:

Column 5	Column 7
Qualification	Method of Recruitment
<p>i) At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board; and</p> <p>ii) A speed of 30 words per minute in English Typing with knowledge of MS word.</p>	<p>a) Thirty Three per cent by promotion, on the basis of seniority cum fitness, from amongst the Daftaries, who posses Secondary School Certificate or equivalent qualification from recognized Board with at least two (02) years service as such;</p> <p>Provided that if no suitable Daftari is available for promotion then the post shall be filled by promotion on the basis of seniority cum fitness from amongst Naib Qasid, Residence Orderly, Mali, Behishti, Chowkidar, Electrician, Telephone Exchange Operator and Sweeper, who posses Secondary School Certificate or equivalent qualification from recognized Board with at least three (03) years service as such; and</p> <p>b) Sixty seven per cent by initial recruitment.</p> <p>Note:- Officials on the panel for promotion against posts of Junior Clerk shall achieve a speed of thirty (30) words per minute in English typing before being promoted.</p>

25. The existing entries under Column 4, 5 and 7 against S.No.12 shall be substituted as follows: -

Column 4	Column 5	Column 7
Age Limit	Qualification	Method of Recruitment
18 to 40 years	At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board.	By promotion on the basis of seniority-cum-fitness, from amongst the Naib Qasid, Residence Orderly, Mali, Behishti, Chowkidar, Electrician, Telephone Exchange Operator and Sweeper with at least three years service as such and having qualification of Secondary School Certificate from a recognized Board.

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Khyber Pakhtunkhwa  
Public Service  
Commission

(15)

26. The existing entries under Column 5 against S.No.13 shall be substituted as follows: -

Column 5
Qualification
At least Middle Pass having a valid driving licence

**Chairman  
KP Public Service  
Commission**

Endst: No. KP/PSC/Admn/GF-603/ 26101-10

Dated 15.11.2019

Copy to:

1. The Secretary to Govt: of Khyber Pakhtunkhwa, Establishment Department.
2. The Secretary to Govt: of Khyber Pakhtunkhwa, Finance Department.
3. The Additional Secretary (Regulation) Establishment Department.
4. The Additional Secretary (Regulation) Finance Department.
5. The Manager, Govt: Printing and Stationery Department, Peshawar.
6. The Director Recruitment, KP PSC.
7. The Director Examination, KP PSC.
8. The Senior Psychologist, KP PSC.
9. PS to Chairman, KP PSC.
10. PS to Secretary, KP PSC

  
**Deputy Director Admn:**

Attested

  
L.O. KP PSC

LAW OFFICER  
Kyber Pakhtunkhwa  
Public Service  
Commission





(16)

Amended E  
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**KHYBER PAKHTUNKHWA PUBLIC SERVICE COMMISSION**

**NOTIFICATION**

10 August, 2023

Notification No.KP/PSC/Admn/GF-603/ In exercise of powers conferred by Section 10 (A) of the Khyber Pakhtunkhwa Public Service Commission Ordinance, 1978 (Khyber Pakhtunkhwa Ordinance No.XI of 1978) (as amended from time to time) and the recommendations of the SSRC's meeting held on 15.02.2023, the Commission has been pleased to direct that in the Khyber Pakhtunkhwa Public Service Commission, Officers and Servants (Terms and Conditions of Service) Regulations, 1985 the following amendments shall be made, namely:-

**AMENDMENT**

In the appendix

1. The entries under column 4 and 7 against S.No.2D (Deputy Director Curriculum & Research) shall be substituted as follows:-

Column 4	Column 7
Age Limit	Method of Recruitment
25-35 years	a. 50% by promotion on the basis of seniority cum fitness from amongst the Assistant Directors Curriculum & Research having at least five years service as such; and b. 50% by initial recruitment.

2. The entries under column 5 and 7 against S.No.4C (Assistant Director IT) shall be substituted as follow:-

Column 5	Column 7
Qualification	Method of Recruitment
At least 2 <sup>nd</sup> class degree of BCS (4 Years) / BIT (4 Years) or MIT/MCS/MSc in Computer Science or equivalent qualification from a recognized University / institute.	a. 50% by initial recruitment; and b. 50% by promotion on the basis of seniority-cum-fitness, from amongst the Assistant Managers / Assistant Web Developer / Assistant Network Administrator / Computer Operators with at least five years service as such.

3. The entries under column 5, against S.No.13 (Driver) shall be substituted as follows:-

Column 5
Qualification
At least Secondary School Certificate from a recognized Board / Institution and holding a valid LTV driving license.

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Kyber Pakhtunkhwa  
Public Service  
Commission

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The entries under column 5, 6 and 7 against S.No.14A (Electrician) shall be substituted as follows:-

Column 5 Qualification	Column 6 Experience	Column 7 Method of Recruitment
At least Secondary School Certificate from a recognized board / institution with diploma in Electrical field from a recognized Institution or Board of Technical Education.	Three years practical experience of electrical work.	By initial recruitment after advertisement of the posts in leading newspapers.

Secretary  
Khyber Pakhtunkhwa  
Public Service Commission

Endst No KPIPSC/Admn/GF-603/ 017072

Dated 10/08/2023


Copy to:

1. The Secretary to Govt: of Khyber Pakhtunkhwa, Establishment Department.
2. The Secretary to Govt: of Khyber Pakhtunkhwa, Finance Department.
3. The Additional Secretary (Regulation) Establishment Department.
4. The Additional Secretary (Regulation) Finance Department.
5. The Manager, Govt: Printing and Stationery Department, Peshawar.
6. The Director Recruitment, Khyber Pakhtunkhwa PSC.
7. The Director Examination, Khyber Pakhtunkhwa PSC.
8. The Director C&R, Khyber Pakhtunkhwa PSC.
9. The Senior Psychologist, Khyber Pakhtunkhwa PSC.
10. The Senior Law Officer, Khyber Pakhtunkhwa PSC.
11. PS to Chairman, Khyber Pakhtunkhwa PSC.
12. PS to Secretary, Khyber Pakhtunkhwa PSC.

  
Assistant Director (Admn)  
10/8/23

o/c

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L.O. KPPSC

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Khyber Pakhtunkhwa  
Public Service  
Commission

(18)

Annex F

**KHYBER PAKHTUNKHWA PUBLIC SERVICE COMMISSION**

**2-Fort Road Peshawar Cantt:**

**website: [www.kppsc.gov.pk](http://www.kppsc.gov.pk)**

**Tele: Nos. 091-9214131, 9213563, 9213750, 9212897**

**Dated : 03/05/2024**

**Advertisement No : 02/2024**

آن لائن درخواستیں: آخری تاریخ کے شام پانچ بجے (دفتری اوقات کار) تک وصول کی جائیں گی۔ شام پانچ بجے کے بعد کوئی درخواست قابل قبول نہیں ہو گی۔ لہذا آخری تاریخ کا انتظار نہ کریں۔

Online applications are invited for the following posts from Pakistani citizens having domicile of Khyber Pakhtunkhwa by 21.05.2024. (Till 5:00 PM).

Applications other than online will not be accepted. To apply, visit any Easy Paisa Agent, deposit application fee of RS.500/- excluding service charges up to official timing of the closing date and get transaction I.D through SMS. Visit PSC website [www.kppsc.gov.pk](http://www.kppsc.gov.pk) and apply online.

Candidates are advised to fill in all the columns carefully as change(s) will not be allowed after submission. It is mandatory for all the Applicants to upload their scanned attested documents at the time of apply.

**AGRICULTURE, LIVESTOCK, FISHERIES & COOPERATIVE DEPARTMENT**

1	<b>ONE (1) POST(S) OF SENIOR RESEARCH OFFICER</b> <b>QUALIFICATION :</b> (i) At least Second class Ph.D Degree in Veterinary, Animal, Poultry Science, Micro-biology, Biochemistry, Bio-Technology or Molecular Biology from recognized university with Two Research publications, after at least 2nd Class degree in Doctor of Veterinary Medicine or equivalent qualification in Veterinary Sciences from a recognized university OR ii) At least Second Class MS.c (Hons), M.Phil or M.S Degree in Veterinary, Animal, Poultry Sciences, Micro-biology, Bio-chemistry, Bio-Technology or Molecular Biology from recognize university with two research publications and valid registration with Pakistan Veterinary Medical Council, after at least Second Class degree in Doctor of Veterinary Medicine or equivalent qualification from a recognized university, having three years experience as such. <b>AGE LIMIT :</b> 28 to 45 years <b>PAY SCALE :</b> BPS-18 <b>ELIGIBILITY :</b> Both (Male/Female) <b>ALLOCATION :</b> Merit
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**CULTURE, TOURISM, ARCHEOLOGY, MUSEUMS DEPARTMENT**

2	<b>ONE (1) POST(S) OF GRAPHIC DESIGNER</b> <b>QUALIFICATION :</b> At least Second-Class Bachelor's Degree in Graphic designing, Fine Arts, Computer Science or equivalent qualification from recognized University. <b>AGE LIMIT :</b> 22 to 32 years <b>PAY SCALE :</b> BPS-16 <b>ELIGIBILITY :</b> Both (Male/Female) <b>ALLOCATION :</b>																
	<table border="1"><thead><tr><th></th><th>Merit</th><th>Zone-I</th><th>Zone-II</th><th>Zone-III</th><th>Zone-IV</th><th>Zone-V</th><th>Zone-VI</th></tr></thead><tbody><tr><td></td><td>1</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td></tr></tbody></table>		Merit	Zone-I	Zone-II	Zone-III	Zone-IV	Zone-V	Zone-VI		1	-	-	-	-	-	-
	Merit	Zone-I	Zone-II	Zone-III	Zone-IV	Zone-V	Zone-VI										
	1	-	-	-	-	-	-										

3	<b>ONE (1) POST(S) OF JUNIOR ARCHITECT</b>
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Khyber Pakhtunkhwa  
Public Service  
Commission

19

**INFORMATION & PUBLIC RELATIONS DEPARTMENT**

15	<b>TWO (2) POST(S) OF ASSISTANT INFORMATION OFFICER / ASSISTANT PRODUCER / SUB EDITOR</b> <b>QUALIFICATION :</b> At least Second Class Bachelor's Degree from a recognized University, with Journalism as one of the Subject Or At least Second Class Bachelor's Degree from a recognized University with two years practical experience in Journalism. <b>AGE LIMIT :</b> 21 to 30 years <b>PAY SCALE :</b> BPS-16 <b>ELIGIBILITY :</b> Both (Male/Female)														
<b>ALLOCATION :</b>	<table border="1"><thead><tr><th>Merit</th><th>Zone-I</th><th>Zone-II</th><th>Zone-III</th><th>Zone-IV</th><th>Zone-V</th><th>Zone-VI</th></tr></thead><tbody><tr><td>1</td><td>1</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td></tr></tbody></table>	Merit	Zone-I	Zone-II	Zone-III	Zone-IV	Zone-V	Zone-VI	1	1	-	-	-	-	-
Merit	Zone-I	Zone-II	Zone-III	Zone-IV	Zone-V	Zone-VI									
1	1	-	-	-	-	-									
16	<b>ONE (1) POST(S) OF NEWS EDITOR</b> <b>QUALIFICATION :</b> At least Second class Bachelor's Degree from a recognized university having experience in copy Editing / Print / Electric Media. <b>AGE LIMIT :</b> 21 to 32 years <b>PAY SCALE :</b> BPS-16 <b>ELIGIBILITY :</b> Both (Male/Female) <b>ALLOCATION :</b> Merit														

**KHYBER PAKHTUNKHWA PUBLIC SERVICE COMMISSION**

17	<b>ONE (1) POST(S) OF DEPUTY DIRECTOR CURRICULUM &amp; RESEARCH</b> <b>QUALIFICATION :</b> (a)Ph.D in Statistics/Maths/Economics/Business Administration/Public Administration/Public Policy/social Sciences from a recognized University; or (b)M.Phil in one of the above mentioned subjects; or (c) At least Second Class Masters Degree from a recognized University in one of above mentioned subjects. <b>EXPERIENCE :</b> Ph.D having two years experience in the field of Teaching at University or Post Graduate Institute Research/Curriculum Development/ Statistical Analysis/Career Counselling; or with M.Phil having five years experience in the field given above; or with Masters Degree having seven years experience in the field given above. <b>AGE LIMIT :</b> 25 to 35 years <b>PAY SCALE :</b> BPS-18 <b>ELIGIBILITY :</b> Both (Male/Female) <b>ALLOCATION :</b> Merit
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**PLANNING AND DEVELOPMENT DEPARTMENT**

18	<b>ONE (1) POST(S) OF STATISTICAL OFFICER (BUREAU OF STATISTICS)</b> <b>QUALIFICATION :</b> 2nd Class (C Grade) Master's degree in Statistics, Economics, Computer Science or Mathematics from a recognized University; or Master's Degree in Statistics, Economics Computer Science or Mathematics from a recognized University with four years experience related to the field of qualification in any Government Department/Agency (BPS-16) or equivalent post. <b>AGE LIMIT :</b> 21 to 35 years <b>PAY SCALE :</b> BPS-17 <b>ELIGIBILITY :</b> Both (Male/Female)														
<b>ALLOCATION :</b>	<table border="1"><thead><tr><th>Merit</th><th>Zone-I</th><th>Zone-II</th><th>Zone-III</th><th>Zone-IV</th><th>Zone-V</th><th>Zone-VI</th></tr></thead><tbody><tr><td>-</td><td>1</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td></tr></tbody></table>	Merit	Zone-I	Zone-II	Zone-III	Zone-IV	Zone-V	Zone-VI	-	1	-	-	-	-	-
Merit	Zone-I	Zone-II	Zone-III	Zone-IV	Zone-V	Zone-VI									
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**POPULATION WELFARE DEPARTMENT**

19	<b>ONE (1) POST(S) OF ENGLISH TEACHER (FEMALE)</b> <b>QUALIFICATION :</b> At least Second Class Master's Degree in English Literature or equivalent qualification from a University. <b>AGE LIMIT :</b> 22 to 35 years <b>PAY SCALE :</b> BPS-17 <b>ELIGIBILITY :</b> Female														
<b>ALLOCATION :</b>	<table border="1"><thead><tr><th>Merit</th><th>Zone-I</th><th>Zone-II</th><th>Zone-III</th><th>Zone-IV</th><th>Zone-V</th><th>Zone-VI</th></tr></thead><tbody><tr><td>1</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td><td>-</td></tr></tbody></table>	Merit	Zone-I	Zone-II	Zone-III	Zone-IV	Zone-V	Zone-VI	1	-	-	-	-	-	-
Merit	Zone-I	Zone-II	Zone-III	Zone-IV	Zone-V	Zone-VI									
1	-	-	-	-	-	-									

Attested  
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L.O. KPPSC  
LAW OFFICER  
Kyber Pakhtunkhwa  
Public Service  
Commission



**KHYBER PAKHTUNKHWA  
PUBLIC SERVICE COMMISSION  
2-FORT ROAD, PESHAWAR CANTT  
(NEAR GOVERNOR HOUSE)**

**AUTHORIZATION**

Mr. Mehtab Gul (CNIC No: 17301-1972107-9), Law Officer-II (BS-17), Khyber Pakhtunkhwa Public Service Commission, Government of Khyber Pakhtunkhwa is hereby authorized to do all the acts pertaining to litigation including appearance, vetting, submission and signing of Power of Attorneys, Affidavits, Reports, Para-wise Comments and Appeals etc. on behalf of the Khyber Pakhtunkhwa Public Service Commission before all the Courts of Pakistan, particularly the CPLA/Appeals against the orders of the High Court.

**Secretary**

**Khyber Pakhtunkhwa  
Public Service Commission**

*Munawar Maswat*

**ATTESTED BY**

**Deputy Director  
Public Service Commission  
K.P.K Peshawar**