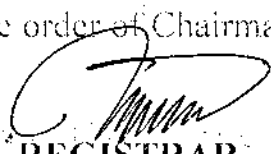


# FORM OF ORDER SHEET

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

**Appeal No. 1090/2024**

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

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

Service Appeal No 1090 /2024

Safia Habib.....Appellant

**V E R S U S**

Govt. & others.....Respondents

**I N D E X**

S. No	Description of documents	Annexure	Pages
1.	Service Appeal		1-6
2.	Application for the condonaiton of delay with Affidavit		7-8
3.	Copies of Educational Testimonials, Training Certificate & Notification dated 15-10-2009	A, B	9-12
4.	Copy of Notification dated 07-02-2014	C	13-15
5.	Copy of Notification dated 22-04-2015	D	16-22
6.	Copy of departmental appeal dated 30-03-2023 with reminder dated 06-10-2023	E	23-24
7.	Copy of Seniority List	F	25-
8.	Copy of Office Order dated 24-06-2022	G	26-27
9.	Copy of Budget Book	H	28-29
10.	Copy of Inquiry Report	I	30-32
11.	Vakalat Nama		33

Dated: 01.8.2024

Through

*Safia*  
Appellant

*Fazal Shah Mohmand*  
Advocate,  
Supreme Court of Pakistan

**OFFICE:-**

Cantonment Plaza Flat 3/B  
Khyber Bazar Peshawar  
Cell# 0301 8814841  
Email:- fazalshahmohmand@gmail.com

(1)

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

Service Appeal No 1090 /2024

Safia Habib, Lecturer, Islamiyat (BPS-17),  
Govt. Polytechnic Institute, for Women,  
Hayatabad, Peshawar.

.....Appellant

**VERSUS**

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

.....Respondents

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

**PRAYER:-**

On acceptance of this appeal, respondents may kindly be directed to allocate quota to female incumbents in Four Tier Formula and

2

promote the appellant as Assistant Professor  
(BPS-18), from due date with all back benefits.

**Respectfully Submitted:-**

1. That the appellant is highly qualified who have qualified her M. Phill. and Master Degree in Islamiyat and have also passed six months Technical Teacher Management Training Course in the year 2014 and upon the recommendations of Khyber Pakhtunkhwa Public Service Commission, the appellant was appointed as Instructor/Lecturer (Islamiyat), (BPS-17) vide Notification dated 15-10-2009 and since appointment the appellant performed her duties with honesty and full devotion and to the entire satisfaction of her high ups. **(Copies of Educational Testimonials, Training Certificate & Notification dated 15-10-2009 is enclosed as Annexure A & B).**
2. That it is worth to mention that there are three Govt. Poly Technic Institutions for Women in Khyber Pakhtunkhwa, one is situated at Peshawar, the other is situated at Dera Ismail Khan while the third one is situated in Timergara Dir Lower. It is also notable that only two female incumbents are posted in these two Institutions, one is the appellant while the other is Mst. Shah Haram, the appellant, after appointment was posted to Govt. Poly Technic Institute (Women), Dera Ismail Khan and was then transferred to Peshawar.
3. That in order to provide career progression to the teaching staff, initially four tier Formula was notified in the year 1992 which was revised in favor of teaching staff of Technical education and Manpower Training, Khyber Pakhtunkhwa vide Notification dated 07-02-

2014, however as per respondents, in the stated Four Tier Formula, share/quota has not been allocated to females of Basic Sciences and Humanity Group. **(Copy of Notification dated 07-02-2014 is enclosed as Annexure C).**

4. That the method of Recruitment, Qualification and other conditions for the posts of teaching cadre staff of Govt. Colleges of Technology, Govt. Polytechnic Institutes, Govt. Technical Teachers Training College and Govt. Technical Institutes (Male & Female) were notified vide Notification dated 22-04-2015, according to which the post of Assistant Professor (Basic Sciences and Humanity Group) BPS-18), is to be filled by Sixty percent by promotion on the basis of Seniority cum fitness from amongst the Lecturers(Basic Sciences and Humanity Group) BPS-17), with six months training in Teaching Methodology having five years' service as such while forty percent is to be filled by initial recruitment. **(Copy of Notification dated 22-04-2015 is enclosed as Annexure D).**
5. That since appointment no promotion or up-gradation has been allowed to the appellant despite the fact that the post of Assistant Professor (BPS-18) in (Basic Sciences and Humanity Group) is lying vacant since its creation on 07-02-2014 and the appellant is perfectly fit, eligible and coming up to the criteria.
6. That the appellant time and again approached respondents for her promotion as Assistant Professor (BPS-18) but to no avail and finally the appellant approached respondents through departmental appeal dated 30-03-2023 with reminder dated 06-10-2023 which was duly processed. **(Copy of departmental**

**appeal dated 30-03-2023 with reminder dated 06-10-2023 is enclosed as Annexure E).**

7. That according to the Final seniority List issued vide Notification dated 22-04-2024, only two Female Lecturers are serving in Basic Science and Humanity Group, the appellant is at the top while one Mst. Shah Haram is at Serial No 2 of the stated Seniority List. **(Copy of Seniority List is enclosed as Annexure F).**
8. That the KP TEVTA have distributed the sanctioned posts of Assistant Professors (BPS-18) among teaching cadre females vide Order dated 24-06-2022, accordingly two posts have been allocated to basic Sciences and Humanity Group. **(Copy of Office Order dated 24-06-2022 is enclosed as Annexure G).**
9. That as per Budget Book from 2020 to 2022, too there is no distribution or allocation, so the post of Assistant Professor (BPS-18), is to be filled on the basis of seniority cum fitness and the appellant as such is entitled to be promoted to the post of Assistant Professor (BPS-18) from the date the posts were created and the appellant became eligible for the same. **(Copy of Budget Book is enclosed as Annexure H).**
10. That promotion case of the appellant along with her stated colleague for promotion to the post of Assistant Professor (BPS-18), was placed before the Provincial Selection Board in its meeting held in the year 2023 however the same was deferred for reasons best known to respondents.
11. That even an inquiry was conducted in the matter by the Inquiry Committee, and the inquiry committee recommended vide made favorable recommendations vide its recommendations No 2, 3, 5 and 6 in respect of

(S)

the appellant and to materialize the promotion case of the eligible incumbents. **(Copy of Inquiry Report is enclosed as Annexure I).**

12. That the omissions and commissions of respondents department of not promoting the appellant as Assistant Professor (BPS-18) from the date when the appellant became eligible and vacancy was available, is against the law, facts and principles of justice on grounds inter-alia as follows:-

**GROUND:**

- A. That the omission and commissions of the respondents are illegal, unconstitutional, and unlawful, without lawful authority and of no legal effect, therefore need the interference of this honorable Tribunal.
- B. That the appellant is denied treatment in accordance with law and rules which being her fundamental right as per Article 4 and 25 of the Constitution and law of the land.
- C. That the appellant is perfectly senior, fit and eligible and coming up to the criteria has got every right to be promoted as Assistant Professor (BPS-18) from due date.
- D. That since appointment no promotion or up-gradation has been granted to the appellant in violation of Article 37 and 38 of the Constitution of the Islamic republic of Pakistan.
- E. That the appellant is discriminated as the colleagues of the appellant who were appointed along the appellant or even appointed much after the appellant are not only promoted to BPS-18 rather some are even promoted as

6

Associate Professors (BPS-19); while the appellant is treated differently for no fault on her part.

- F. That the appellant could not be made to suffer for the fault of respondents even if any, hence too the appellant is entitled to be promoted as prayed for.
- G. That the appellant is having about 15 years of service with unblemished service record.
- H. That the appellants seek the permission of this honorable Tribunal for further/additional grounds at the time of arguments.

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

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

**Dated:-01.8.2024**

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

**LIST OF BOOKS:**

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

**CERTIFICATE:**

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



*[Signature]*  
**ADVOCATE**



(7)

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

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

Safia Habib.....**Appellant**

**V E R S U S**

Govt. & others.....**Respondents**

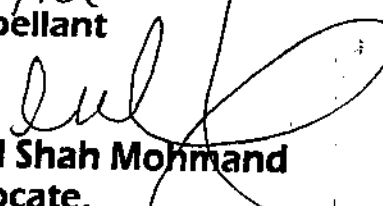
**Application for the condonation of delay if any**

**Respectfully Submitted:-**

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

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

**Dated:-01.08.2024**

*Safia*  
**Appellant**  
Through.   
**Fazal Shah Mohmand**  
**Advocate,**  
**Supreme Court of Pakistan**

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

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

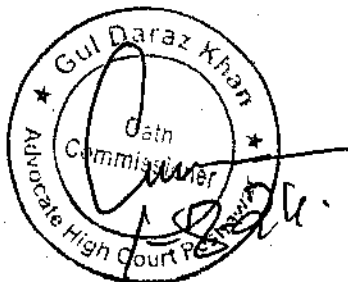
Safia Habib.....**Appellant**

**V E R S U S**

Govt. & others.....**Respondents**

**AFFIDAVIT**

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



*Safia Habib*  
**DEPONENT**

CNIC 1734-1254359-8

A  
9

UNIVERSITY OF JALSHAWAR  
(JALSHAWAR)

SESSION

of

AND A STUDENT/PRIVATE CANDIDATE OF

HAVING PASSED THE PRESCRIBED EXAMINATION HELD IN \_\_\_\_\_  
IS THIS DAY ADMITTED BY THE UNIVERSITY OF JALSHAWAR TO THE DEGREE OF

MASTER OF ARTS

III

IN \_\_\_\_\_ DIVISION

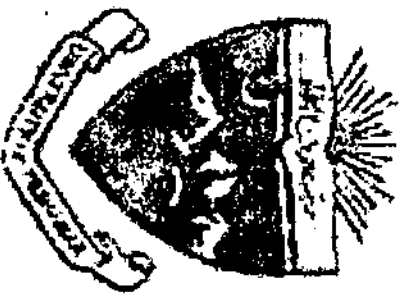
THE EXAMINATION WAS TAKEN AS A WHOLE / IN PARTS

SERIAL NO. 053703

REGISTERED IN

ROLL NO.

RESULTS DATED ON



*Signature*  
REGISTERAR

COUNCILOR

CHIEF EXAMINER

CHIEF EXAMINER

10

S. No. 234

G.T.T.C/2014

Reg No. 238

**GOVERNMENT OF KHYBER PAKHTUNKHWA**



**DIRECTORATE OF TECHNICAL EDUCATION & MANPOWER TRAINING**

**TECHNICAL TEACHERS TRAINING COLLEGE  
PHASE-7, HAYATABAD, PESHAWAR**

**CERTIFICATE**

**This is to certify that**

*Mr./Mrs./Miss.* Safia Habib, Lecturer

*Son/Daughter/Wife of Mr.* Habib Rasool

*of the* GTTC (W) Nowshera

*has passed the* 06 *months*

**Technical Teacher Management Training Course**

*held at this College, w.e.f.* 02-05-2014

*to* 01-11-2014

*His/her performance is as under:*

1. Teaching Technology	<u>126</u>
2. Trade Theory	<u>100</u>
3. Workshop Practice	<u>66</u>
4. Project	<u>70</u>

*Attested*  
*[Signature]*  
2. 11. 20  
Superintendent F&D  
University of Engineering  
Technology Peshawar

**CERTIFICATE IN TECHNICAL TEACHERS/MANAGEMENT TRAINING COURSE**  
*is awarded to him/her at Peshawar*

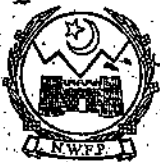
*on the* 26<sup>th</sup> *day of* May 2015

*[Signature]*  
**PRINCIPAL**



**DIRECTOR GENERAL**  
**TECHNICAL EDUCATION & MANPOWER TRAINING**  
**KHYBER PAKHTUNKHWA**

Tele: \_\_\_\_\_



GOVERNMENT OF N.-W.F.P.  
INDUSTRIES, COMMERCE, MINERAL DEVELOPMENT,  
LABOUR AND TECHNICAL EDUCATION DEPARTMENT.

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

October 15, 2009.

**NOTIFICATION**

**No. SOIII(IND)TE/3-5/2009.** The Competent Authority on the recommendation of the NWFP Public Service Commission and in pursuance of the provisions contained in sub-section (2) of section-19 of the NWFP Civil Servants Act, 1973 (NWFP Act No. XVIII of 1973), as amended by the NWFP Civil Servants (Amendment) Act, 2005 (NWFP Act No. IX of 2005), is pleased to order appointment of the following Female Instructors (Islamiyat/Physics) (BPS-17) in the Directorate General of Technical Education & Manpower Training, NWFP subject to the terms and conditions mentioned hereunder:

1. Miss. Safia Habib D/O Habib Rasbol,  
Street # 2 Sector F-8 H# 285; Phase-6, Hayatabad, Peshawar.
2. Miss Naheed Rehman D/O Mehfooz-Ur-Rehman.  
Mahalla Kanan Khel, Village & P/O Rajjar Teh: & Dist: Charsadda.

**TERMS AND CONDITIONS**

- a) They will, for all intents and purposes, be Civil Servants except for the purposes of pension or gratuity. In lieu of pension and gratuity, they will be entitled to receive such amount contributed by them towards Contributory Provident Fund (C.P.F) along with the contributions made by Government to their account in the said fund, in the prescribed manner.
- b) They will be governed by the NWFP Civil Servants Act 1973, all the laws applicable to the Civil Servants and Rules made there-under.
- c) They will, initially, be on probation for a period of two years extendable up to three years.
- d) Their services will be liable to termination at any time without assigning any reasons, therefore, before the expiry of the period of probation/extended period of probation, if their work during this period is not found satisfactory, in such an event, they will be given a month's notice of termination from service or one month's pay in lieu thereof. In case they wish to resign at any time, a month's notice shall be necessary or in lieu thereof a month's pay shall be forfeited.
- e) Their services will be liable to termination during initial/extended period of probation without any notice.
- f) They will not be entitled to any TA/DA on their first appointment as Female Instructors (BPS-17) in the Directorate General of Technical Education & Manpower Training, NWFP.

2. The Competent Authority has further been pleased to order the following postings with immediate effect.

S. No.	Name/Father's Name	Posted as
1.	Miss. Safia Habib d/o Habib Rasool	Instructress (Islamat) (BPS-17), Govt. Polytechnic Institute (Women) D.I.Khan
2.	Miss. Naheed Rehman d/o Mehfooz-Ur-Rehman	Instructress (Physics) (BPS-17), Govt. Polytechnic Institute (Women), D.I.Khan

3. If the above terms and conditions are acceptable to them, they should report for duty to the Principal of the Institute they have been posted in, with immediate effect.

Secretary to Govt. of NWFP,  
Industries, Commerce, Min. Dev.  
Labour & Tech: Edu: Department.

Endst.No.SOIII(IND)TE/3-5/2009

Dated Pesh: the October 15, 2009.

Copy is forwarded to: -

- 1) The Director General, Technical Education and Manpower Training, NWFP Peshawar along-with all documents of the officer for record.
- 2) The District Account Officer, D.I.Khan.
- 3) The Deputy Secretary NWFP Public Service Commission, Peshawar w/r to his letter No. SR-I/40136 dated 22.082009.
- 4) The Principal concerned.
- 5) The Manager, Govt. Printing Press, Peshawar.
- 6) The Lady Officers, concerned.
- 7) O/O file.

  
SECTION OFFICER-III



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

Dated: 07/03/2014.

NOTIFICATION:-

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

Government Colleges of Technology/Polytechnic Institutes:-

GCT/GPI/ GTTC	Existing Position.					Revised Position					Total Addition.				
	B-20	B-19	B-18	B-17	Total	B-20	B-19	B-18	B-17	Total	B-20	B-19	B-18	B-17	Total
Technical Subjects (Male)	10	76	00	207	452	23	96	167	172	458	13	14	167	-75	00
GPI(Female)	01	04	"	22	27	02	04	16	16	38	01	02	08	-13	00
Basic Sciences & Humanities Subjects (Male)	01	20	"	66	146	07	29	34	36	106	06	09	13	-30	00
<b>GRAND TOTAL</b>	<b>12</b>	<b>101</b>	<b>166</b>	<b>362</b>	<b>641</b>	<b>32</b>	<b>128</b>	<b>237</b>	<b>244</b>	<b>641</b>	<b>20</b>	<b>27</b>	<b>91</b>	<b>-115</b>	<b>00</b>

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

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

	BPS-20	BPS-19	PS-18	Posts to be abolished in BPS-17
Technical Subject(Male)	13	14	48	-75
Technical Subject(Female)	01	04	08	-13
<b>TOTAL</b>	<b>14</b>	<b>18</b>	<b>56</b>	<b>-88</b>
Basic Sciences & Humanities Subjects (Male)	06	09	13	-30
<b>TOTAL</b>	<b>06</b>	<b>09</b>	<b>13</b>	<b>-30</b>
<b>GRAND TOTAL</b>	<b>20</b>	<b>27</b>	<b>71</b>	<b>-118</b>

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

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

Endst.No. & date as above.

Copy forwarded to:-

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

SECTION OFFICER(FR)  
FINANCE DEPARTMENT.

Endst.No. & Date as above.

Copy forwarded to:-

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

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

**ATTESTED**

DEPUTY DIRECTOR  
(Admin & HR)  
Khyber Pakhtunkhwa TEVTI

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

## A- Technical Subjects.

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

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

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

ATTESTED

DEPUTY DIRECTOR

(Admin & HR)  
 Khyber Pakhtunkhwa TEVTU



15

Annexure-II

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

ii- Basic Sciences & Humanities Subject (Male)

S.N	Name of College/Institute.	BPS-20	BPS-19	BPS-18	BPS-17	Total
01	Government College of Technology, Peshawar	01	05	08	02	16
02	Government College of Technology, Tungi(Charsakla)	0	03	03	02	08
03	Government College of Technology, Nowshera.	01	03	05	04	13
04	Government College of Technology, Swabi	0	03	03	04	10
05	Government College of Technology, Kohat	01	02	04	02	09
06	Government College of Technology, Abbottabad.	01	03	04	03	11
07	Government College of Technology, Bannu.	01	03	04	04	12
08	Government College of Technology, Dera Ismail Khan.	01	02	04	05	12
09	Government College of Technology, Mingora (Swat)	01	02	04	03	10
10	Government College of Technology, Timergara(D/Lower)	0	02	02	06	10
11	Government Polytechnic Institute, Haripur.	0	01	04	02	07
12	Government Polytechnic Institute, Takht Bhai(Mardan)	0	0	02	02	04
13	Government Polytechnic Institute, Karak.	0	0	02	03	05
14	Government Polytechnic Institute, Manshra.	0	0	0	02	02
15	Government Polytechnic Institute, Lakki Marwat	0	0	02	01	03
16	Government Polytechnic Institute, Buner.	0	0	02	03	05
17	Government Polytechnic Institute, Warai(Upper Dir)	0	0	01	03	04
18	Government Polytechnic Institute, Mardan	0	0	0	01	01
19	Government Polytechnic Institute, Batkhela(Malakand)	0	0	0	01	01
20	Government Polytechnic Institute, Sardar Ghari, Peshawar	0	0	0	02	02
21	Government Technical Teachers Training College, Peshawar	0	0	0	01	01
	<b>Grand Total:</b>	<b>7</b>	<b>29</b>	<b>54</b>	<b>56</b>	<b>146</b>

*[Signature]*  
 DIRECTOR GENERAL,  
 TECHNICAL EDUCATION & MANPOWER  
 TRAINING, KHYBER PAKHTUNKHWA  
 PESHAWAR.

*[Signature]*  
 SECTION OFFICER-III  
 INDUSTRIES/COMMERCE  
 & TECHNICAL EDUCATION DEPTT.  
 PESHAWAR

**ATTESTED**

*[Signature]*  
 DEPUTY DIRECTOR  
 (Admin & HR)  
 Khyber Pakhtunkhwa TEVTU.

EXTRAORDINARY  
GOVERNMENT



REGISTERED NO. PIII  
GAZETTE

# KHYBER PAKHTUNKHWA

Published by Authority

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

Government of Khyber Pakhtunkhwa  
Industries, Commerce & Technical Education Department

## NOTIFICATION

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

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

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

673

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

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Industries, Commerce  
Manpower and  
Tech: Education Dept  
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## APPENDIX

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

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**KHYBER PAKHTUNKHWA GOVT: GAZETTE, EXTRAORDINARY, 24<sup>TH</sup> NOVEMBER, 2017 675**

4.	Associate Professor (Basic Science and Humanity Group) BPS-19	i. Ph.D/ M.Phil in the relevant subject from a recognized University with five years teaching or Professional experience in the relevant filed; or  ii. Master's Degree in the relevant subject, from a recognized University with twelve years teaching or professional experience in the relevant filed.	30-45 years	a). Eighty percent by promotion, on the basis of seniority cum fitness, from amongst the Assistant Professors (Basic Sciences and Humanity Group) BPS-18, having seven years service as such with six month training in teaching Methodology or Technical Teachers training course from a recognized Institute; and  b). Twenty percent by initial recruitment
5.	Assistant Professor (Technical Cadre) (BPS-18)	i. Ph.D in the relevant technology from a recognized University; or  ii. Master's Degree in the relevant technology from a recognized University with three years experience in the relevant filed; or  iii. Bachelor's Degree in Engineering or four years Bachelor's Degree in Technology or equivalent qualification in the relevant technology from a recognized university having five years experience in the relevant filed.	30 -- 45 years	a. Fifty percent by promotion, on the basis of seniority cum fitness, from amongst the Lecturers (Technical Cadre) BPS17 having Bachelor's degree in Engineering or four years B.Tech (Hons) or equivalent qualification in the relevant Technology with six months Technical Teacher training course having five years experience in the relevant filed;  b. Ten percent by promotion, on the basis of seniority cum fitness, from amongst the Lecturers (Technical Cadre), BPS-17 having Diploma of Associate Engineering with six month Technical Teacher Training Course in the relevant technology from a recognized Institute having five years service as such; and  c. Forty percent by initial recruitment.
6.	Assistant Professor (Basic Sciences and Humanity Group) BPS-18	i. Ph.D or M.Phil in the relevant subject from a recognized University; or  ii. Master's Degree in the relevant subject from recognized University having five years teaching experience in the relevant filed in Government Semi Government or Autonomous Organization.	30-45 Years	a. Sixty percent by promotion, on the basis of seniority cum fitness, from amongst the Lecturers (Basic Sciences and Humanity Group) BPS-17 with six months training in Teaching Methodology having five years service as such and  b. Forty percent by initial recruitment.

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

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

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

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

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

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

Section Officer  
Electricity, Commerce  
Ministry and  
Tech. Education Deptt  
Govt. of K.P.K.

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Khyber Pakhtunkhwa 12731

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

15. *[Signature]*  
**Secretary to Govt of K.P.K**  
**Industries, Commerce,**  
**Manpower and**  
**Tech. Education Deptt**  
**Govt. of K.P.K**

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

**ATTESTED**

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

*[Handwritten mark]*



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To

The Chief Minister,  
Khyber Pakhtunkhwa, Peshawar.

Through

PROPER CHANNEL.

*280/em out 04  
4.4.2023*

Subject:-

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

R/Sir,

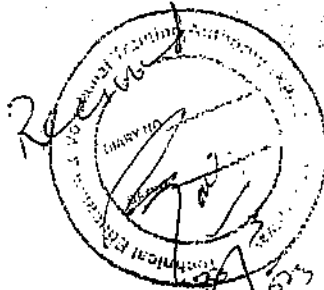
It is humbly submitted that the undersigned is working as Lecturer (islamiyat BPS-17) since 15.09.2009 in KP TEVTA as civil servant.

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

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

Thanking you in advance.

Yours



*Safia*

Mrs. Safia Habib  
Lecturer (Mathematic)  
Govt. Polytechnic Institute (W)  
Hayatabad, Peshawar. 03219029574  
*etc*

11-10-23  
Ex 205

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MUGI-P. WIE  
06-10-23

The Chief Secretary,  
Khyber Pakhtunkhwa, Peshawar

SE 8084  
9-10-23  
SSR  
9-10-23

**Subject: APPEAL TO CONSIDER THE PROMOTION CASE**

Dear Sir,

With due respect it is stated that the undersigned were appointed as Lecturers Islamiyat + Mathematics in 2009 and 2013 respectively through Public Service Commission being relevant degree holders.

The case of promotion in respect of undersigned was included in the Agenda of Provincial Selection Board meeting dated 19.09.2023. However, the same was deferred due to submission of a complaint by a Non-degree holder Teacher inspite of KP-TEVTA's clarification. Moreover, Service rules regarding promotion of Lecturer (Basic Science & Humanity Group) are crystal clear and may be perused at (Annex-I). 4-Tier Formula is also clear about our promotion which is placed at (Annex-II).

SSR  
2357  
ASR-I

It is therefore, requested to kindly consider the promotion case of undersigned.

09-10-23

**Dated: 06<sup>th</sup> October, 2023**

Yours faithfully,

  
Mrs. Safia Habib  
Lecturer KP-TEVTA

  
Mrs. Shah Haram  
Lecturers KP-TEVTA



GOVERNMENT OF KHYBER PAKHTUNKHWA  
INDUSTRIES, COMMERCE AND TECHNICAL EDUCATION DEPARTMENT

**NOTIFICATION**

NO. SO-TE (IND)/F-6/17/Lect/ In pursuance of section 8 of Khyber Pakhtunkhwa Civil Servants Act, 1973 read with rule 17 of Khyber Pakhtunkhwa Civil Servants (appointment, Promotion and Transfer) Rules, 1989, the Government Authority has been pleased to order Issuance of final seniority list of the Lecturers (Female) (Basic Science & Humanities Group) (BPS-17), Khyber Pakhtunkhwa Technical Education and Vocational Training Authority (who had not opted to become TEVTA employees on creation of TEVTA) is hereby notified for general information.

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

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

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

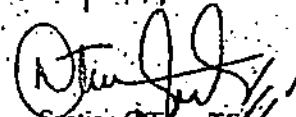
NO. SO-TE (IND)/F-6/17/Lect/

Copy is forwarded to:-

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

SECRETARY ESTABLISHMENT  
KHYBER PAKHTUNKHWA

Dated 28/04/2024

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

26 G



Khyber Pakhtunkhwa Technical Education & Vocational Training Authority Plot # 5-771, Old Bara Road, University Town Peshawar  
E-Mail [media@kptepta.gov.pk](mailto:media@kptepta.gov.pk)  
Exchange: +92-91-9704271-72-73-74



OFFICE ORDER:-

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

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

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

Remaining total posts BPS-18 distribute amongst the following= 09

- i) Share of Basic Sciences & Humanity Group for promotion 02
- ii) Share of Degree holder for promotion = 05
- iii) Share of Diploma holders for promotion = 02

DIRECTOR (ADMIN/HR)

BRN NO. KP-TEVTA/1534/1-tier/3799(1-3)

Dated 24/06/2022

Cop. forwarded for information to the:-

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

ATTESTED

*[Signature]*  
DIRECTOR (ADMIN/HR)

*[Handwritten notes and signatures]*

**BETTER COPY OF THE PAGE NO. 26**  
Khyber Pakhtunkhwa Technical Education &  
Vacational Trg: Authority Plot # 5-771,  
Old Bara Road, University Town, Peshawar  
E-mail: [medio@kptevta.gov.pk](mailto:medio@kptevta.gov.pk)  
Exchange: +92-91-5704271-72-73-74

**OFFICER ORDER:**

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

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

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

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

DIRECTOR (ADMN/HR)

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

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

DIRECTOR (ADMN/HR)

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

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


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

*J. P. H. D.*  
 DIRECTOR (Admn/Hr),  
 KP-TEVTA.

*S. M. M. M.*  
 Section Officer III  
 Industries, Commerce  
 Manpower and  
 Tech. Education Dept.  
 Govt. of K.P.A.

NC21036 (029)  
TECHNICAL EDUCATION AND MANPOWER

093102 PROFESSIONAL / TECHNICAL UNIVERSITIES/ COLLEGES / INSTITUTES						
FUNCTIONAL CUM OBJECT CLASSIFICATION AND PARTICULARS OF THE SCHEME	NUMBER OF POSTS		BUDGET ESTIMATES	REVISED ESTIMATES	BUDGET ESTIMATES	
	2020-2021	2021-2022	2020-2021	2020-2021	2021-2022	
			Rs	Rs	Rs	
09	EDUCATION AFFAIRS AND SERVICES					
093	TERTIARY EDUCATION AFFAIRS AND SERVICES					
0931	TERTIARY EDUCATION AFFAIRS AND SERVICES					
093102	PROFESSIONAL / TECHNICAL UNIVERSITIES/ COLLEGES / INSTITUTES					
DI4349	Principal Govt Polytechnic Institute for Women D I Khan					
A01	TOTAL EMPLOYEES RELATED EXPENSES.		10,979,000	13,736,000	12,692,000	
A011	TOTAL PAY	32	32	6,736,000	8,130,000	7,086,000
A011-1	TOTAL PAY OF OFFICERS	13	13	1,959,000	3,349,000	2,063,000
A01101	Total Basic Pay Of Officer	13	13	1,959,000	3,349,000	2,063,000
P082	Professor (BPS-20)	1	1	241,000		254,000
A160	Associate Professor (BPS-19)	1	1	211,000		223,000
A130	Assistant Professor (BPS-18)	5	5	753,000		791,000
L028	Lecturer (BPS-17)	4	4	497,000		523,000
L033	Librarian (BPS-17)	1	1	151,000		160,000
A057	Assistant (BPS-16)	1	1	106,000		112,000
A011-2	TOTAL PAY OF OTHER STAFF	19	19	4,777,000	4,781,000	5,023,000
A01151	Total Basic Pay Other Staff	19	19	4,777,000	4,781,000	5,023,000
J015	Junior Instructor (BPS-14)	2	2	1,018,000		1,070,000
S035	Senior Clerk (BPS-14)	1	1	414,000		435,000
J013	Junior Clerk (BPS-11)	1	1	282,000		297,000
S079	Shop Assistant (BPS-06)	5	5	1,223,000		1,285,000
C057	Chowkidar (BPS-03)	3	3	557,000		586,000
N005	Naib Qasid (BPS-03)	2	2	392,000		413,000
S080	Shop Attendant (BPS-03)	4	4	694,000		729,000
S162	Sweeper (BPS-03)	1	1	197,000		208,000
A012	TOTAL ALLOWANCES			4,243,000	5,606,000	5,606,000
A012-1	TOTAL REGULAR ALLOWANCES			4,241,000	5,604,000	5,604,000
A01202	House Rent Allowance			532,000	613,000	613,000
A01203	Conveyance Allowance			572,000	998,000	998,000

  
 Section Officer III  
 Industries, Commerce  
 Manpower and  
 Tech Education Dept  
 Govt of H.P.

NC21036 (029)  
TECHNICAL EDUCATION AND MANPOWER

093102 PROFESSIONAL /TECHNICAL UNIVERSITIES/ COLLEGES /INSTITUTES

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



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**Inquiry Report**

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

**Committee members:**

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

**Measures taken:**

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

**Absent complainant(s):**

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

**Observations:**

1. Current status of sanctioned posts (Female):

Table-1

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

2. Detail of the filled position are as under:

Table-2

#	Name	Designation	Date of Birth	Regular Appointment/ Promotion to the present post			Discipline	Qualification
				Date	BPS	Method of Recruitment		
01	Ms. Jemila Gul	Professor	05-04-1963	23-02-2019	20	By Promotion	Electrical	B Sc Engineering
02	Ms. Sarwat Kazwal	Professor	01-01-1972	24-01-2017	20 (ACB)	By Promotion	Electronics	B Sc Engineering
03	Ms. Haeemah	Assistant Professor	04-04-1970	19-11-2018	19	By Promotion	Electronics	B Tech (Hons)
04	Ms. Nuzrat Aziz	Assistant Professor	19-01-1969	07-01-2003	18	By Promotion	Fine Arts	BFA (Hons)
05	Ms. Farukh Naz	Assistant Professor	21-02-1969	08-11-2023	18	By Promotion	Architecture	B Tech (Hons) Civil
06	Mr. Yasmeena	Lecturer	05-09-1969	04-04-2003	17	By Promotion	Electronics	DAE (Electronics)
07	Ms. Robina Kanwar	Lecturer	18-07-1974	07-05-2003	17	By Promotion	Architecture	DAE (Architecture)
08	Ms. Shazia Bano	Lecturer	22-05-1969	21-07-2006	17	By Promotion	DDM	DDM
09	Ms. Nargis	Lecturer	28-12-1964	21-07-2006	17	By Promotion	DDM	BFA (Hons)
10	Ms. Nazma Parveen	Lecturer	04-03-1964	02-12-2022	17	By Promotion	DDM	DAE Garments
11	Ms. Aziz Fatima	Lecturer	06-01-1968	02-12-2022	17	By Promotion	DDM	DDM
12	Ms. Ambreen	Lecturer	23-04-1979	02-12-2022	17	By Promotion	Electronics	DAE Electronics
13	Ms. Afshreen Zahir	Lecturer	13-01-1982	02-12-2022	17	By Promotion	Architecture	DAE Architecture
14	Ms. Nazma Rizq	Lecturer	25-02-1982	02-12-2022	17	By Promotion	DDM	DDM
15	Ms. Nasreen	Lecturer	13-04-1980	02-12-2022	17	By Promotion	DDM	BFA (Hons)
16	Ms. Safia Habib	Lecturer	04-04-1983	16-10-2009	17	By Initial	Computer	Master (Fine Arts)
17	Ms. Shah Haram	Lecturer	27-01-1986	24-01-2013	17	By Initial	Islamic	DAE (Comp Hardware)
18	Ms. Samina Ajmal	Jr. Inst.	01-04-1982	19-12-2007	15	By Initial	DDM	M.Sc Computer Science
19	Ms. Samia Mubarak	Jr Inst.	10-04-1988	03-12-2008	15	By Initial	DDM	M.Sc Mathematics
					15	By Initial	DDM	Master (Fine Arts)
							DDM	DDM

Handwritten signatures and initials.

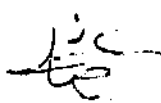

3. Two female incumbents having degree of Bachelor of Engineering are serving as Professor (BPS-20) against the sanctioned posts.
4. Three sanctioned positions BPS-19 are laying vacant as per table-1.
5. Three female incumbents as mentioned at serial 3-5 in the table-2 are serving as Assistant Professor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

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

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

**Findings:**

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

AS  

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

**Recommendations:**

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

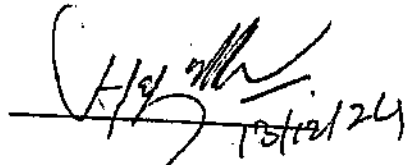
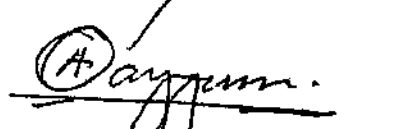

**Grounds:**

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

Submitted with thanks for the confidence reposed

**Committee Members:**

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

WAKALAT NAMA

IN THE COURT OF

SERVICE TRIBUNAL

Safia Habib VERSUS

Govt of

KNOW ALL to whom these presents shall come that I the undersigned appoint:  
**Fazal Shah Mohmand** *Advocate Supreme Court of Pakistan*,  
(herein after called the advocate) to be the Advocate for the Petitioner No. \_\_\_/Respondents No. \_\_\_/Plaintiff No. \_\_\_ / Defendant No. \_\_\_ in the above mentioned case, to do all the following acts, deeds and things or any of them, that is to say;

- 1) To act and plead in the above mentioned case in this court or any other Court in which the same may be tried or heard in the first instance or in appeal or review or execution or in any other stage of its progress until its final decision.
  - 2) To sign, verify and present pleadings, appeals, cross-objections, petitions for execution, review, revision, withdrawal, compromise or other petition or affidavits or other documents as shall be deemed necessary or advisable for the prosecution of said case in all its stages.
  - 3) To withdraw or compromise in the said case or submit to arbitration any difference or dispute that shall arise touching or in any manner relating to the said case.
  - 4) To receive money and grant receipts therefore and to do all other acts and things which may be necessary to be done for the progress and the course of the prosecution of the said case.
  - 5) To engage any other Legal practitioner authorizing him to exercise the power and authorities hereby conferred on the Advocate whenever he may think fit to do so.
- AND I hereby agree to ratify whatever the Advocate or his substitute shall do in the promises.

AND I hereby agree not to hold the Advocate or its substitute responsible for the result of the said case and in consequence of his absence from the court when the said case is called up for hearing

AND I hereby that in the event of the whole or any part of the fee agreed by me to be paid to the Advocate remaining unpaid, He shall be entitled to withdraw from the prosecution of the said case until the same is paid.

IN WITNESS WHEREOF I hereunto set my hand to these presents the contents of which have been explained to and understood by me, this \_\_\_/\_\_\_/2019

Accepted By

**Fazal Shah Mohmand**

*Advocate Supreme Court of Pakistan*

Flat # 3/B, Cantonment Plaza,

Khyber Bazar, Peshawar.

Signature/thumb impression

of party / parties.