

KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

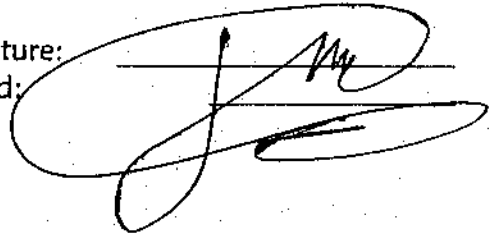
CHECK LIST

Case Title: Kiramet Shah vs IGP and Others

S#	CONTENTS	YES	NO
1	This Appeal has been presented by:		
2	Whether Counsel/Appellant/Respondent/Deponent have signed the requisite documents?	✓	
3	Whether appeal is within time?	✓	
4	Whether the enactment under which the appeal is filed mentioned?	✓	
5	Whether the enactment under which the appeal is filed is correct?	✓	
6	Whether affidavit is appended?	✓	
7	Whether affidavit is duly attested by competent Oath Commissioner?	✓	
8	Whether appeal/annexures are properly paged?	✓	
9	Whether certificate regarding filing any earlier appeal on the subject, furnished?	✓	
10	Whether annexures are legible?	✓	
11	Whether annexures are attested?	✓	
12	Whether copies of annexures are readable/clear?	✓	
13	Whether copy of appeal is delivered to AG/DAG?	✓	
14	Whether Power of Attorney of the Counsel engaged is attested and signed by petitioner/appellant/respondents?	✓	
15	Whether numbers of referred cases given are correct?	✓	
16	Whether appeal contains cutting/overwriting?	✓	
17	Whether list of books has been provided at the end of the appeal?	✓	
18	Whether case relate to this court?	✓	
19	Whether requisite number of spare copies attached?	✓	
20	Whether complete spare copy is filed in separate file cover?	✓	
21	Whether addresses of parties given are complete?	✓	
22	Whether index filed?	✓	
23	Whether index is correct?	✓	
24	Whether Security and Process Fee deposited? On	✓	
25	Whether in view of Khyber Pakhtunkhwa Service Tribunal Rules 1974 Rule 11, notice along with copy of appeal and annexures has been sent to respondents? On		
26	Whether copies of comments/reply/rejoinder submitted? On		
27	Whether copies of comments/reply/rejoinder provided to opposite party? On		

It is certified that formalities/documentation as required in the above table have been fulfilled.

Name: Noor Wali Khan Markez

Signature: 

Dated:

BEFORE THE HONORABLE SERVICE TRIBUNAL,
KHYBER PAKHTUNKHWA PESHAWAR

Amended Service Appeal No 424 /2024

Kiramat Shah.....Appellant

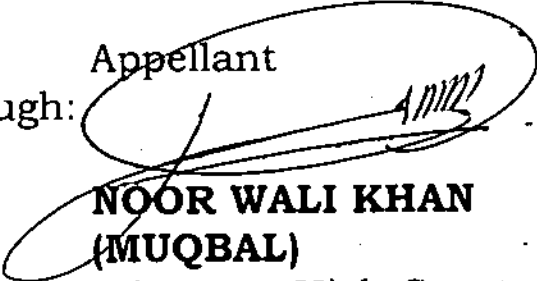
VERSUS

IGP, KPK & others.....Respondents

I N D E X

S NO	DESCRIPTION OF DOCUMENTS	ANNEX	PAGES
1.	Service Appeal	-	1-5
2.	Affidavit	-	6
3.	Copy of appeal and impugned order dated 06/02/2024	A	7-9
4.	Copies of the Relevant Documents	B	10-36 ^A
5.	WakalatNama		37.

Through: Appellant


NOOR WALI KHAN
(MUQBAL)

Advocate, High Court
Peshawar

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BEFORE THE HONORABLE SERVICE TRIBUNAL,
KHYBER PAKHTUNKHWA PESHAWAR

Amended Service Appeal No _____/2024

Khyber Pakhtunkhwa
Service Tribunal

Diary No. 17560

Dated 04/11/24

Kiram Shah (Belt No. _____) Inspector BS-16,
Acting DSP / Training Khyber Pakhtunkhwa Police.

.....Appellant

V E R S U S

1. Inspector General of Police, Khyber Pakhtunkhwa, Central Police Office, Peshawar.
2. Deputy Inspector General of Police Head Quarters, Khyber Pakhtunkhwa, Central Police Office, Peshawar.

.....Respondents

AMENDED SERVICE APPEAL UNDER SECTION 4
OF KHYBER PAKHTUNKHWA SERVICE
TRIBUNAL ACT 1974, AGAINST THE IMPUGNED
ORDER DATED 20.12.2023 AND 06.02.2024
ISSUED BY THE RESPONDENT NO 2 WHEREBY
THE PROMOTION OF THE APPELLANT FROM
BPS-16 TO BPS-17 WAS DEFERRED, HENCE THE
IMPUGNED ORDER MAY KINDLY BE DECLARE
UNLAWFUL, UN-CONSTITUTIONAL AND VOID AB
INITIO.

Prayer in Appeal:

On acceptance of this Service Appeal, the impugned Order dated 06.02.2024 issued by the respondent No 2 may kindly be set aside and the

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appellant may kindly be promoted from BS-16 to BS-17 as per his service record /career.

Respectfully Sheweth:-

The Appellant humbly submits as under:-

1. That the Appellant is peaceful and law abiding citizen of Pakistan and is entitled for all the rights guaranteed by the Constitution of Islamic Republic of Pakistan, 1973.
2. That the appellant was appointed on 06.10.1985 as Constable in the Khyber Pakhtunkhwa Police by the Competent Authority after fulfillment all the codal and legal formalities.
3. That the appellant was promoted to the up post step by step upon the recommendations of the competent authority and best service carrier.
4. That the DPC were held on 20th of December 2023 whereby the appellant were not considered for the promotion of the Rank of DSP with BPS-17.
5. That feeling aggrieved from the said deferred Order, the appellant filed Departmental Appeal on 28.12.2023, which was turn down and has not been considered for the promotion on the basis of Seniority-cum-fitness. **(Copy of appeal and impugned order dated 06/02/2024 are attached as Annexure-A)**
6. That so far as the Standing Order No. 03/2022, the appellant is entitled for the promotion to the Rank of DSP BS-17 and now the appellant is serving Acting DSP.
7. That as per the length of service of the appellant, the appellant had a long spotless service and as per

the Certificates, Training and as per the ACR report, the appellant have an excellent services towards his department. **(Copies of the Relevant Documents are attached as annexure B)**

- 8. That the respondents while deciding the Departmental Appeal with the observations herein mention in the order is based on misrepresentation, nepotism and favoritism, with the following observations as under:

"However, the Committee unanimously recommend that the Officer having a long length of service be superseded, deferred and not humanitarian on grounds. He is given one year time to improve his performance"

- 9. That the appellant has been served with great zeal and zest and there is no complaint against the appellant in his entire service.

- 10. That the appellant feeling aggrieved from the impugned order dated 06/02/2024 of the respondent No.2, hence approaches this Hon'ble Tribunal inter alia on the following grounds:

GROUND:

- A. That the impugned actions and inactions of the respondents are illegal, unlawful, without lawful authority and jurisdiction, liable to be struck down.
- B. That the impugned act of deferring the appellant from promotion is illegal and un-constitutional. Hence the same acts are liable to be declared as such.
- C. That the appellant have been treated in violation of the constitutional spirit.

- D. That the appellant has been discriminated and he is being treated against the law, rules and regulations, thus, deprived of equal protection of law, which is mandated by Article 24/25 of the Constitution of Islamic Republic of Pakistan, 1973.
- E. That the acts of the Respondents of not following the same criteria which has been safeguarded by the law and rules, while in the instant case the respondents have not yet considered the case of the Appellant, which is illegal, unlawful, unnatural, ab-initio, null and void in the eye of law, hence liable to be declared so.
- F. That under the law there is specific provision and procedure for the upgradation, scale and promotion, but the respondents did not followed the same procedure in the instant case.
- G. That it is pertinent to mention here that the Appellant was eligible and entitled for promotion but the respondents had illegally and unlawfully not promoting the service of the Appellant just to favour their blue eyed, which is illegal, unlawful, without lawful authority and is liable to be declared so.
- H. That the order of the respondents is based upon favoritism, nepotism and upon the political pressure.
- I. That the fundamental rights of the Appellant has blatantly violated by the Respondents and the Appellant has been discriminated and has been denied his due rights under the Constitution of Islamic Republic of Pakistan, 1973.
- J. That the Appellant is not treated in accordance with law, rules and Regulations.
- K. That the Appellant was appointed according to rules and on adopted procedure by the respondents and after his appointments he has never ever given an opportunity of any complaint to the respondents and


performed his duties with full devotions, the Appellant being eligible for Promotion being most Senior employee of the Respondents Department.

L. That any other ground not raised here specifically may graciously be allowed to be raised at the time of arguments.

PRAYER:-


It is, therefore, most humbly prayed that, On acceptance of this Service Appeal, the impugned Order dated 20.12.2023 and 06.02.2024 issued by the respondent No 2 may kindly be set aside and the appellant may kindly be promoted from BPS-16 to BPS-17 as per his service record /career.

Any other relief, not specifically asked for may also graciously be extended in favour of the Appellant in the circumstances of the case.

Through:  Appellant
NOOR WALI KHAN
(MUQBAL)
Advocate, High Court
Peshawar.

CERTIFICATE:

It is certified that no such like Appeal has earlier been filed before this Hon'ble Tribunal.


DEPONENT

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BEFORE THE HONORABLE SERVICE TRIBUNAL,
KHYBER PAKHTUNKHWA PESHAWAR

Amended Service Appeal No _____/2024

Kiram Shah.....Appellant

VERSUS

IGP, KPK & others.....Respondents

AFFIDAVIT

I, Kiramat Shah (Belt No. _____) Inspector BS-16, Acting DSP / Training Khyber Pakhtunkhwa Police, do hereby solemnly affirm and declare on oath that the contents of the accompanying **Amended Service Appeal** are true and correct to the best of my knowledge and belief and nothing has been concealed from this Hon'ble Court.

[Handwritten signature and date 20-10-24]

DEPONENT

خدمت جناب انسپکٹر جنرل آف پولیس خیبر پختونخواہ پشاور

جانب عالی

گزارش ہے کہ مورخہ 20-12-2023 کو انسپکٹر جنرل ڈسپلینری کی پرموشن کی DPC مقرر تھی۔ پرموشن کی نوٹیفیکیشن بحوالہ نمبری CPO/E-1/Promotion/3289 مورخہ 20-12-2023 جاری ہوئی ("A"/F) جس میں میرے سارے ایڈوانس کورس کے ساتھی شامل تھے اس نوٹیفیکیشن میں مجھ سے کافی جوئرز کو بھی پرموشن کیا گیا۔ چونکہ میرا نام اس مسئلہ DPC کی لسٹ سیریل نمبر 12 پر نہیں تھا۔

اس بات متعلقہ PCB برانچ CPO سے معلوم ہوا کہ میرا نام پرموشن کمیٹی ممبران نے بوجہ ڈائریکٹوریٹ سیشنل برانچ میں گزارنے پر ایک سال کے لئے Deffered کیا ہے جبکہ اس ضابطہ و شرائط (Criteria) پرموشن مسئلہ لیٹر ("B"/F) میں اس بات کوئی ذکر نہیں ہے اور میرے تمام کوائف و لوازمات برائے پرموشن مکمل تھے جو کہ PCB برانچ CPO کے ریکارڈز موجود ہیں۔

واضح رہے کہ اس سے پہلے مورخہ 27-11-2023 کو بھی DPC ہو چکی ہے جس میں بحوالہ لف شدہ نوٹیفیکیشن ("C"/F) کے سیریل نمبر 40 پر اشفاق عالم نمبر: P/372 جو کہ CCP Traffic سے بحوالہ آرڈر نمبر-23792 94/E-II مورخہ 19-12-2012 بہ عہدہ ASI تاحال سیشنل برانچ میں تعینات ہے اس تعیناتی میں وہ DSP تک پرموشن ہو کر سیشنل برانچ میں تعینات کیا گیا (یعنی 11 سال سے سیشنل برانچ میں تعینات ہے)۔

اسی طرح سیریل نمبر 47 پر ذاکر اللہ نمبر P/75 پر بحوالہ آرڈر نمبری E-II/76-1874 مورخہ 20-01-2014 سے عرصہ تقریباً 10 سال سیشنل برانچ میں DSP پرموشن ہو کر واپس سیشنل برانچ میں تعینات کیا گیا۔ پوسٹنگ ریکارڈ حسب آرڈر مسئلہ ہائے ذیل ہے۔

- پرموشن انسپکٹر اور تبادلہ سیشنل برانچ مورخہ 05-11-2014۔
- تبادلہ ہائی وے ٹریفک پولیس پشاور ریجن مورخہ 02-12-2015۔
- تبادلہ سیشنل برانچ مورخہ 04-12-2017۔



• تبادلہ CPO مورخہ 03-09-2023۔

• ایڈوائس کورس PTC، مگھو مورخہ 03-09-2023۔

• واپس CPO مورخہ 22-12-2023۔

• تبادلہ سپیشل براج BDU مورخہ 22-12-2023۔

مزید برآں اس کے ساتھ آسٹریا ہالانے مجھے سپیشل براج BDU میں اچھے Supervision اور کارکردگی کی بنا پر بحوالہ نوٹیفیکیشن نمبر 21/19 CPO/E-1/Transfer/Posting/21-10-2022 پر Acting DSP سپیشل براج BDU میں پوسٹنگ کر کے پشاور ریجن (ضلع پشاور و خیبر) کی ذمہ داریاں سونپی گئی اسی دوران میں نے ISI-CTD، IB کے ساتھ خیبر اور کئی میں اس دہشت گردی کے لہر کے دوران سرچ واپریشن کی ڈیوٹیاں سرانجام دی ہے۔ لہذا بذریعہ درخواست استدعا ہے کہ اس پروموشن لسٹ پر نظر ثانی کر کے مجھے انصاف دیکر اپنے ساتھیوں کے ساتھ پروموشن کرنے کے احکامات صادر فرمادے۔

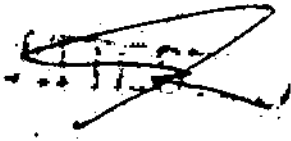
سائل عمر بردعا گور ہے گا۔

العارض

کرامت شاہ نمبر P/273

ایکٹنگ ڈی ایس پی سپیشل براج BDU پشاور

مورخہ 27-12-2023





OFFICE OF THE
INSPECTOR GENERAL OF POLICE,
KHYBER PAKHTUNKHWA
CENTRAL POLICE OFFICE,
PESHAWAR.

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No. CPO/CPB/ 31 Dated Peshawar 6 February 2024.

To: Mr. Kiramat Shah No. P/273,
Inspector (BS-16)
Acting DSP/ Elite Force Khyber Pakhtunkhwa.

Subject: DEPARTMENTAL SELECTION COMMITTEE DATED 20.12.2023

Memo: Your case for promotion to the rank of Deputy Superintendent of Police (BS-17) was discussed in the Departmental Selection Committee meeting held on 20.12.2023. The recommendations of the DSB are given as under:-

"Quantification with respect to PERs/ACRs and Junior Command Course stood at 62.08 marks whereas Board members unanimously awarded him 01 marks out of 30 marks while keeping in view his Professional Expertise, quality of work and output, experience in Training, Operations, Investigation, his Leadership traits, conduct, discipline, Integrity and general reputation (financial, professional and ethical). On cumulative basis he scored 63.08 Marks as per Standing Order No. 03/2022.

The officer has failed to achieve the requisite score of 65 for promotion to the rank of DSP as per Standing Order No. 03/2022. His case is fit for supersession.

The Committee members are of the view that his variety of experience is missing. He is to be assigned field posting."

However, the Committee unanimously recommended that the Officer having a long length of service be deferred and not superseded, on humanitarian grounds. He is given one year time to improve his performance.

Through this Letter you are being conveyed to improve your performance in terms of qualitative and quantitative aspects and earn good PERs which may support your consideration for promotion after one year's time.

*(IRIZWAN MANZOOR) P/ST
DIRECTOR*

For Inspector General of Police,
Khyber Pakhtunkhwa,
Peshawar

Endst: No. and dated even

Copy of above is forwarded for information to the:-

1. Additional Inspector General of Police/Commandant Elite Force, Khyber Pakhtunkhwa.
2. Additional Inspector General of Police, HQs; Khyber Pakhtunkhwa.
3. Assistant Inspector General of Police, Legal Khyber Pakhtunkhwa.
4. PSO to Inspector General of Police, Khyber Pakhtunkhwa.
5. Office Superintendent Secret & Establishment-I CPO Peshawar.

[Handwritten signature]

[Handwritten signature]

- 1. Additional Inspector General of Police, HQ: Khyber Pakhtunkhwa
- 2. Deputy Inspector General of Police, HQ: Khyber Pakhtunkhwa
- 3. PSO to worthy Inspector General of Police, Khyber Pakhtunkhwa
- 4. Office Supdt. Secret Branch with the directions to provide synopsis alongwith
- 5. Locations to Career Planning Branch (CPD)
- 6. Exchange Operation Room with the direction to communicate the same to all concerned

End: No. & date given

[Signature]
 (DR. AMBULLAH) SP
 AIG/Establishment
 For Inspector General of Police,
 Khyber Pakhtunkhwa,
 Peshawar.

- 1. Advance Course Certificate (alongwith Marks (Marked / Total Marks).
- 2. One year tenure as Inspector in Investigation Branch or CTD or Special Branch or any Police Training Institutions as per amended Police Rules 13, 16A.
- 3. Ferial Posting.
- 4. No Departmental Enquiry Certificate.
- 5. Medical Fitness Certificate.
- 6. Fresh photograph in proper uniform.
- 7. Last three years Minor or Major punishment awarded with complete details, if any.
- 8. Annual Confidential Reports/PERS for the last five years.

It is intimated that the following information of Inspectors serving in your Regions/District/Units are urgently required which may please be provided to this office within two days possibly in connection with later promotion to the rank of DSP (BS-17). The Departmental Selection Committee will be held shortly:-

To: All Heads of Police Units
 All Khyber Pakhtunkhwa
 All Regional Police Officers,
 Khyber Pakhtunkhwa
 The Capital City Police (Office),
 Peshawar.

Subject: **PROVISION OF INFORMATION REGARDING PROMOTION OF INSPECTORS TO THE RANK OF DSP**

Memo:

No. 292 (CPB/CPD) Peshawar
 Date: 03/11/2023

**OFFICE OF THE
 INSPECTOR GENERAL OF POLICE,
 KHYBER PAKHTUNKHWA
 PESHAWAR**



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ORDER

On production the following transfer / posting of officiating inspectors are hereby
 order with immediate effect.

S. No	Name & Rank/No.	From	To
1	Inspector Ghani Nawaz No. V/15	Kohat Region	CTD
2	Inspector Nabi Shah No. B/37	Bannu Region	CTD
3	Inspector Muhammad Ali No. B/44	Bannu Region	CTD
4	Inspector Gul Roof No. B/50	Bannu Region	CTD
5	Inspector Waqar Ahmad No. B/63	Bannu Region	CTD
6	Inspector Gu. Sher Khan No. MR/99	Mardan Region	CTD
7	Inspector Muhammad Ajmal No. H/72	Hazara Region	CTD
8	Inspector Azmat Ali No. K/200	Kohat Region	CTD
9	Inspector Umar Gul No. MR/59	Mardan Region	CTD
10	Inspector Imran Farooq No. MR/62	Mardan Region	CTD
11	Inspector Farooq Zaman No. H/70	Mardan Region	CTD
12	Inspector Fazale Subhan No. MR/15	Mardan Region	CTD
13	Inspector Muhammad Saeed No. MR/27	Mardan Region	CTD
14	Inspector Kausar Khan No. MR	Mardan Region	CTD
15	Inspector Feham Basha No. MR/14	Mardan Region	CTD
16	Inspector Fozil Khan No. MR/7	Mardan Region	CTD
17	Inspector Z. Amir Khan No. H/11	Hazara Region	CTD
18	Inspector Muhammad Arshad No. H/41	Hazara Region	CTD
19	Inspector Muhsenrad Tahir No. H/56	Hazara Region	CTD
20	Inspector Muhammad Rifaat No. H/57	Hazara Region	CTD
21	Inspector Sajjad Muhammad No. H/73	Hazara Region	CTD
22	Inspector Muhammad Javed No. H/58	Hazara Region	CTD
23	Inspector Raja Khan No. H/60	Hazara Region	CTD
24	Inspector Masood Khan No. H/61	Hazara Region	CTD
25	Inspector Sheraz Ahmad No. H/62	Hazara Region	CTD
26	Inspector Muhammad Gulzar No. H/63	Hazara Region	CTD
27	Inspector Faisal No. H/64	Hazara Region	CTD
28	Inspector Muhammad Shateen No. H/66	Hazara Region	CTD
29	Inspector Abdul Hafeez No. H/67	Hazara Region	CTD
30	Inspector Muhammad Tariq No. H/68	Hazara Region	CTD
31	Inspector Muhammad Saeed No. H/70	Hazara Region	CTD
32	Inspector Inayat Khan No. MR/14	Mardan Region	CTD
33	Inspector Muslim Shah No. MR/29	Mardan Region	CTD
34	Inspector Muhammad Tahir No. MR/31	Mardan Region	CTD

36	Inspector Muhammad Iqbal No. MP/40	Mardan Region	CTD
36	Inspector Niaz Hussain No. M/45	Mardan Region	CTD
37	Inspector Hassan Ullah No. M/121	Malakand Region	CTD
38	Inspector Abdul Ghafer No. M/54	Mardan Region	CTD
39	Inspector Rosh Ul Amin No. MP/10	Mardan Region	CTD
40	Inspector Ihsan Ullah Khan No. M/296	Malakand Region	CTD
41	Inspector Anwar Shah No. M/134	Malakand Region	CTD
42	Inspector Naeem Khan No. M/347	Malakand Region	CTD
43	Inspector Muhammad Shafi No. M/454	Malakand Region	CTD
44	Inspector Bhadur Khan No. M/457	Malakand Region	CTD
45	Inspector Haji Akbar No. M/463	Malakand Region	CTD
45	Inspector Ghani UR Rehman No. M/470	Malakand Region	CTD
47	Inspector Tameez Ud Din No. M/471	Malakand Region	CTD
48	Inspector Aqel Shah No. M/114	Malakand Region	CTD
49	Inspector Abdul Hasnain No. P/252	CCP	CTD
50	Inspector Habib Khan No. P/253	CCP	CTD
51	Inspector Ibad Ur Rehman No. P/254	CCP	CTD
52	Inspector Muhammad Rizq No. P/255	CCP	CTD
53	Inspector Anwar Ud Din No. P/254	CCP	CTD
54	Inspector Muhammad Naeem No. P/257	CCP	CTD
55	Inspector Anwar Hussain No. P/258	CCP	CTD
56	Inspector Dani Muhammad No. P/259	CCP	CTD
57	Inspector Imtiaz Ali No. P/260	CCP	CTD
58	Inspector Safa Ur Rehman No. P/261	CCP	CTD
59	Inspector Farhad Ali No. P/262	CCP	CTD
60	Inspector Imdad Ullah No. P/263	CCP	CTD
61	Inspector Muhammad Arif No. P/264	CCP	CTD
62	Inspector Muhammad Naveem No. P/265	CCP	CTD
63	Inspector Madad Khan No. P/266	CCP	CTD
64	Inspector Muhammad Faris No. P/267	CCP	CTD
65	Inspector Khayal Nawaz No. P/268	CCP	CTD
66	Inspector Mushtaq No. P/269	CCP	CTD
67	Inspector Anwar Khan No. P/270	CCP	CTD
68	Inspector Muhammad Gayyom No. P/271	CCP	CTD
69	Inspector Hazrat Ali No. P/272	CCP	Special Branch
70	Inspector Sardar Hussain No. P/273	CCP	Special Branch
71	Inspector Karan Ullah No. P/274	CCP	Special Branch
72	Inspector Ghani Khan No. P/275	CCP	Special Branch
73	Inspector Iqbal Marif No. P/276	CCP	Special Branch

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75	Inspector Akhtar Gul No. P/266	CCP	Special Branch
76	Inspector Fazal Karim No. P/277	CCP	Special Branch
76	Inspector Dost Muhammad No. P/279	CCP	Special Branch
77	Inspector Mian Niaz Muhammad No. P/279	CCP	Special Branch
78	Inspector Sikandar Shah No. P/280	CCP	Special Branch
79	Inspector Jan Muhammad No. P/281	CCP	Special Branch
80	Inspector Abdul Rauf No. P/282	CCP	FRP
81	Inspector Khurshid Khan No. P/283	CCP	FRP
82	Inspector Niaz Ahmad No. P/284	CCP	FRP
83	Inspector Zahoor Ur Rehman No. P/285	CCP	Elite Force
84	Inspector Sardar Hussain No. P/285	CCP	Elite Force
85	Inspector Shafi Ullah No. P/287	CCP	Elite Force
86	Inspector Muhammad Shaheen Shah No. P/288	CCP	Elite Force
87	Inspector Noor Ul Jan No. P/289	CCP	Elite Force
88	Inspector Muhammad Tahir No. P/290	CCP	PTC Hangu
89	Inspector Israr Muhammad No. P/292	CCP	PTC Hangu
90	Inspector Khilal Roor No. P/293	CCP	PTC Hangu
91	Inspector Muhammad Raghif No. P/294	CCP	Investigation HQrs
92	Inspector Muhammad Ghulam No. M/1/R	Malakand	Investigation HQrs

2. All the above mentioned offg: Inspectors are directed to report to their new place of posting by 20th of Nov, 2014.

3. A compliance report will be sent by all RPOs, DPOs and DIG/CTD on 22nd of Nov, 2014.

(MAIN MUHAMMAD ASIF) PSP
Addl IGP/ Headquarters
For Inspector General of Police
Khyber Pakhtunkhwa
Peshawar

No. 1307-16/E-II dated Peshawar the 12 Nov 2014

Copy of above is forwarded for information and necessary action to the:

1. Additional Inspector General of Police, Special Branch KPK Peshawar
2. Additional Inspector General of Police, Investigation KPK Peshawar
3. Additional Inspector General of Police, FRP Peshawar
4. All Regional Police Officers KPK
5. Capital City Police Officers Peshawar
6. The Deputy Inspector General of Police/CTD and Traffic Peshawar
7. The Commandant Elite Force KPK Peshawar
8. The Commandant Police Training College Hangu
9. Supt: Secret Branch
10. U.O.P files

13/11/14
13/11/14
13/11/14

SSP/Admn
EC

act
Khan

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OFFICE OF THE
INSPECTOR GENERAL OF POLICE
KHYBER PAKHTUNKHWA

Dated Peshawar the 21/10/2020

NOTIFICATION

No. CPO/E-I/2020/Post/1119
exercise powers of
the Additional Inspector General of Police, Headquarters Khyber Pakhtunkhwa
section (2) of Section 17 of the Khyber Pakhtunkhwa Police Act, 2017, the
transfers/postings is hereby ordered in the public interest with immediate effect:-

S#	Name & Rank	From	To
1	Mr. Kiramat Gul No. P/273 Inspector (15-16)	Inspector BDU Special Branch Khyber Pakhtunkhwa	At the disposal of Branch, Khyber Pakht as A.I.G. BDU pay & scale

Sd/-

(MOHAMMAD ALI BABAKHEI
(UNPM, NSWC)

Additional Inspector General of
HQs, Khyber Pakhtunkhwa

No & date of copy:

Copy forwarded to the -

1. Accountant General Khyber Pakhtunkhwa Peshawar
2. Additional Inspector General of Police HQs, Khyber Pakhtunkhwa
3. Deputy Inspector General of Police HQs, Khyber Pakhtunkhwa
4. Deputy Inspector General of Police Special Branch, Khyber Pakhtunkhwa
5. AIG BDU Special Branch, Khyber Pakhtunkhwa
6. Registrar CHQ Peshawar.
7. Supdt. Secy. & Supdt. E-II CHQ Peshawar.
8. Officers concerned.
9. I. O. P. File.

Yr. BDU Peshawar

Assistant Inspector General of Police
Bomb Disposal Unit, Special Branch
Khyber Pakhtunkhwa, Peshawar

(FAROON RASHID KHAN
AIG Establishment
for Provincial Police Office
Khyber Pakhtunkhwa
Peshawar

INSPECTOR GENERAL OF POLICE
KHYBER PAKHTUNKHWA



OFFICE OF THE
INSPECTOR GENERAL OF POLICE
KHYBER PAKHTUNKHWA

Dated Peshawar the 22/12/2023

NOTIFICATION

No. CPO/E-I/Transfer/Posting/ 3304 In exercise of the powers conferred upon the Provincial Police Officer, Khyber, Pakhtunkhwa under sub-section (4) of Section 17 of the Khyber Pakhtunkhwa Police Act, 2017, the following transfers/postings are hereby ordered in the public interest, with immediate effect: -

S#	Name & Rank	From	To
1.	Mr. Muhammad Mofiz Khan DSP (BS-17)	On arrival from Advance Course	At the disposal of Addl: IGP Special Branch Khyber Pakhtunkhwa.
2.	Mr. Fazli Karim No. P1277 Inspector (BS-16)	On arrival from Advance Course	At the disposal of Addl: IGP Special Branch Khyber Pakhtunkhwa for further posting as Acting DSP in his own pay & scale.
3.	Mr. Kiramat Shah No. P1270 Inspector (BS-16)	On arrival from Advance Course	At the disposal of Addl: IGP Special Branch Khyber Pakhtunkhwa for further posting in BDU Special Branch as Acting DSP in his own pay & scale.

Sd/-
(AKHTAR HAYAT KHAN) PSP
PROVINCIAL POLICE OFFICER
KHYBER PAKHTUNKHWA

No. & date even.

Copy forwarded to tho: -

1. Accountant General Khyber Pakhtunkhwa Peshawar.
2. Addl: Inspector General of Police, Special Branch & HQrs: Khyber Pakhtunkhwa.
3. Deputy Inspector General of Police, HQrs: Khyber Pakhtunkhwa.
4. Addl. Director General (Elections-I), Election Commission of Pakistan, Islamabad.
5. PSO to IGP Khyber Pakhtunkhwa.
6. Registrar CPO Peshawar.
7. Officers concerned.
8. Supdt: Secret and E-II CPO, Peshawar.
9. U.O.P File.

For Inspector General of Police
Khyber Pakhtunkhwa

POLICE DEPARTMENT

KP POLICE

Annual Confidential Report on the working of Assistant Sub- Inspector Sub- Inspector and Inspector for the year ending 01-01-2023 to 31.12.2023.

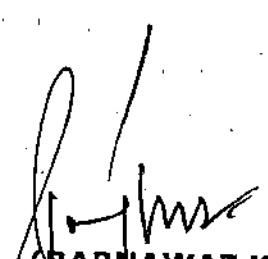
Name, Province or Rang No, Rank and Grade.	Insp- KIRAMAT SHAH No.P/273
Father's Name	MEHMOOD SHAH
Where and on what duties employed during the past 12 months	Acting DSP CCP Peshawar
Class of Superintendent of Police Report, i.e "A" or "B"	A
Is he honest?	No complaints received
<p><i>I agree</i></p> <p>(SAQIB ISMAIL MEMON)PSP Deputy Inspector General of Police Special Branch, Khyber Pakhtunkhwa, Peshawar <u>01.01.2023 to 24.08.2023</u></p> <p>(KASHIF ALAM)PSP Deputy Inspector General of Police - Special Branch, Khyber Pakhtunkhwa, Peshawar <u>25.08.2023 to 31.12.2023</u></p>	<p><i>A hard working officer</i></p> <p><i>[Signature]</i></p> <p>(RABNAWAZ KHAN) Assistant Inspector General of Police Bomb Disposal Unit, Special Branch, Khyber Pakhtunkhwa, Peshawar</p> <p><i>[Signature]</i></p>

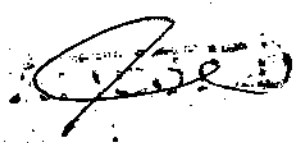
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POLICE DEPARTMENT

KP POLICE

Annual Confidential Report on the working of
Assistant Sub- Inspector Sub- Inspector and Inspector for the year ending
01-01-2022 to 31.12.2022.

Name, Province or Rang No, Rank and Grade	Insp - KIRAMAT SHAH
Father's Name	MEHMOOD SHAH
Where and on what duties employed during the past 12 months	Acting DSP BDS Peshawar
Class of Superintendent of Police Report, i.e "A" or "B"	'A'
Is he honest?	No complaints received
	A hard working officer
(SAQIB ISMAIL MEMON)PSP Deputy Inspector General of Police Special Branch, Khyber Pakhtunkhwa, Peshawar	 (RABNAWAZ KHAN) Assistant Inspector General of Police Bomb Disposal Unit, Special Branch, Khyber Pakhtunkhwa, Peshawar



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POLICE DEPARTMENT

KP POLICE

Annual Confidential Report on the working of Assistant Sub-Inspector Sub-Inspector and Inspector for the year ending **01-01-2021 to 31-12-2021**

Name, Province or Rang No, Rank and Grade	Kiram Shah 273/P
Father's Name	Mahmood shah
Where and on what duties employed during the past 12 months	RI BDU SPECIAL BRANCH
Class of Superintendent of Police Report, i.e "A" or "B"	<i>A</i>
Is he honest?	<i>Yes</i>
Remarks by:	
<ul style="list-style-type: none"> 1. Superintendent of Police 2. Regional Deputy Inspector General of Police <p><u>12-03-2021 To 31-12-2021</u></p> <p><i>(Signature)</i> (MUHAMMAD IJAZ KHAN) PSP Deputy Inspector General of Police, Special Branch, Khyber Pakhtunkhwa, Peshawar</p>	<p><u>1-1-2021 To 3-8-2021</u></p> <p><i>He is outstanding officer. He would be good SDDO.</i></p> <p><i>(Signature)</i> (Shafiqat Malik) S.S.T Assistant Inspector General of Police, Bomb Disposal Unit, Special Branch, Khyber Pakhtunkhwa, Peshawar</p> <p><u>29-09-2021 To 31-12-2021</u></p> <p><i>A hard working officer</i></p> <p><i>(Signature)</i> (RABNAWAZ KHAN) Assistant Inspector General of Police Bomb Disposal Unit, Special Branch Khyber Pakhtunkhwa Peshawar</p>

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POLICE DEPARTMENT

K.P.K. POLICE

Annual Confidential Reports on the working of Assistant Sub-Inspectors, Sub-Inspectors and Inspectors for the year ending 01.01.2019 TO 31.12.2019.

Name, Provincial or Range No. Rank and Grade	INSP: KIRAMAT SHAH-NO. 273/P
Father's Name	Mehmood Shah
Where and on what duties employed during the past 12 months.	RI/BDU/SB
Class of Superintendent of Police's Report, i.e. "A" or "B"	ul A ul
Is he honest?	ul / ul
Remarks by :- (1) Superintendent of Police. (2) Regional Deputy Inspector General of Police	<p>ul Drop Kiramat performed exceedingly well</p> <p>ul</p>
20-6-19 to 31-12-19	

(Signature)

(SHAFQAT MALIK)
Assistant Inspector of Police, BDU
Special Branch, Khyber Pakhtunkhwa,
Peshawar

(Signature)

(QAZI JAMIL-UR-REHMAN) PSP
Deputy Inspector General of Police,
Special Branch, Khyber Pakhtunkhwa,
Peshawar.

(Signature)

Police No. 99

POLICE DEPARTMENT

NO. 13-17

CSMD RWFP/1677/FS

TRAFFIC KP, PESHAWAR.

Annual Confidential Report on the working of Assistant, Sub-Inspectors, Sub-Inspectors and Inspectors for the year ending 31st December 2017.

Name, Provincial or Range No.	Inspector Kiramat NO.P 273
Rank and Grade.	
Father's Name	Mahmood Shah
Where and on what duties Employed during the past 12 months.	Highways Traffic Police Khyber Pakhtunkhwa.
Class of Superintendent of Police's Report, i.e. "A" or "B".	(A)
Is he honest?	

Remarks by:-

- (1) Superintendent of Police,
- (2) Deputy Commissioner and
- (3) Deputy Inspector General of Police

(Tahir Ayub Khan) PSP
 Deputy Inspector General of Police,
 Traffic Khyber Pakhtunkhwa,
 Peshawar.

*A road working
 police officers*

08.03.2017 to 06.12.2017

No complaints

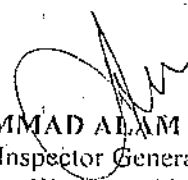
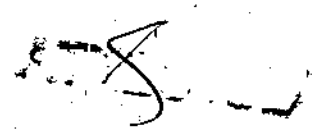
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POLICE DEPARTMENT

KHYBER PAKHTUNKHWA, POLICE

Annual confidential report on the working of Assistant Sub-Inspectors, Sub-Inspectors and Inspectors for the year ending 31st December, 2017

Name, Provincial Rang No. Rank and Grade.	INSPECTOR KIRAMAT SHAH NO.P/273
Father's Name	MEHMOOD SHAH
Where and on what duties employed during the past 12 months.	<u>01/01/2017 TO 07/03/2017</u> <u>Highways Traffic Police, Khyber Pakhtunkhwa.</u>
Class of Superintendent of Police's Report, i.e. "A" or "B"	
Is he honest?	
Remarks by:- 1) Superintendent of Police, and 2) Deputy Inspector-General of Police.	<p>(From 01.01.2017 to 07.03.2017)</p> <p>Period for the three months has no comment.</p> <p> (MUHAMMAD ALAM SHINWARI) Deputy Inspector General of Police, Traffic, Khyber Pakhtunkhwa, Peshawar</p> <p></p>

Police No. 99.

990-(62)

DIG. MR. 10131/10/4/014

C.R. 10131/10

GS&PD. NWFP. 1559 F.S. 500P. of 100-9-12-

29

No. 13-17

POLICE DEPARTMENT

KHYBER PAKHTUNKHWA, POLICE

Annual Confidential Report on the working of Assistant Sub-Inspectors, Sub-Inspectors and Inspectors for the year ending 31st December, 2013.

Name, Provincial or Range No. Rank and Grade	SI Kiramat Shah
Where and on what duties Employed during the past 12 months.	From 01.01.2013 to 03.07.2013 SHO PS Prang From 04.07.2013 to 08.10.2013 SHO PS Batagram & then transferred to District Nowshera.
Class of Superintendent of Police's Report, i.e "A" or "B"	"A"
Is he honest?	NO Complaint.
Remarks by :- (1) Superintendent of Police, (2) Regional Deputy Inspector General of Police.	<p>From 01.01.2013 to 08.04.2013</p> <p>An efficient, hardworking officer</p> <p><i>[Signature]</i></p> <p>(MUHAMMAD NISAR ALI MARWAT) PSP District Police Officer, Charsadda</p> <p>From 08.04.2013 to 02.08.2013</p> <p>good performance</p> <p><i>[Signature]</i></p> <p>(GHULAM HUSSAIN) PSP District Police Officer, Charsadda</p> <p>From 02.08.2013 to 08.10.2013</p> <p>Period less than three months, hence no comments.</p> <p>Good and competent Police officer</p> <p><i>[Signature]</i></p> <p>(SHAFI ULLAH KHAN) District Police Officer, Charsadda</p>

[Signature]
(MUHAMMAD SAIED) PSP
Deputy Inspector General Of Police.
Mardan Region-1 Mardan.

[Signature]

Police No. 95

NO. 13-17



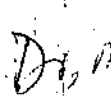
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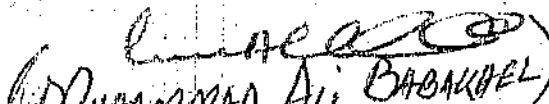
DISTRICT NOWSHERA

30

POLICE DEPARTMENT.

Annual confidential report on the working of Assistant Sub-Inspectors, Sub-Inspectors and Inspectors for the year ending 31st December 2014.

Name, Provincial or Range NO. Rank and Grade.	KIRAMAT SHAH No. 319 Sub-Inspector BPS- 14
Where and on what duties employed during the past 12 months.	03.01.2014 TO 30.10.2014 (O.I.P.S Raisalpur) 02.11.2014 TO 15.11.2014 (Invest: HQrs)
Class of Superintendent of police's Report, i.e. "A" or "B"	"A"
Is he honest?	No complaints.
Remarks by:- (1) Superintendent of Police, (2) Deputy Inspector-General of Police.	Hard worker and obedient Police officer.  (SYED ISRAR-UD-DIN) Superintendent of Police, Investigation Nowshera. For the period 1 st 10 19 th 14 agreed  ASIF ZAFAR CHEEMA Deputy Inspector General of Police, Investigation-HQ Khyber Pakhtunkhwa, Peshawar. Agreed Received less than 3 months have no comments Agreed.  Dr. MAZHARUL HAQ KAKA KHEL Deputy Inspector General of Police, Investigation-HQ Khyber Pakhtunkhwa, Peshawar.


(MUHAMMAD ALI BABAKHEL)
Addl. Inspector General of Police,
Investigation
Khyber Pakhtunkhwa Peshawar.





STANDING ORDER NO. 03/2022

KHYBER PAKHTUNKHWA POLICE PROMOTION POLICY 2022

In exercise of the powers conferred by sub-section (3) of section 17 of the Khyber Pakhtunkhwa Police Act, 2017 (Act No. II of 2017), the Inspector General Khyber Pakhtunkhwa Police is pleased to issue the following Standing Order:

Aim

In order to streamline promotions in Khyber Pakhtunkhwa Police Establishment, provide uniform promotions policy, guidelines and mechanism for DPC or DSB for the objective and subjective assessments of the candidates on line for promotion to prevent and minimize the litigations and to clarify the ambiguities arising out of the promotion proceedings, the following patent promotion policy is promulgated.

1. Short Title, Application and Commencement:

- 1) The policy shall be called the Khyber Pakhtunkhwa Police Promotion Policy 2022.
- 2) The policy shall be applicable to promotions of all cadres of Khyber Pakhtunkhwa Police Ministerial Staff and IT Staff.
- 3) The Policy shall come into force at once.

2. Objectives:

Promotion means appointment of an Officer to a higher post in the Khyber Pakhtunkhwa Police. The Khyber Pakhtunkhwa Police Act, 2017 (Act No. II of 2017), the Khyber Pakhtunkhwa Police Rules 1934, The North West Frontier Province (Promotion of Superintendent of Police and Deputy Superintendent of Police) Rules 2007 and other appointment, promotion and transfer rules provide legal framework for appointment by promotion, this standing order further elaborates on methodology for objective assessment of performance of Officers for promotion to higher ranks.

3. Definitions:

- a) "Actualization" means assumption of charge of the higher post upon promotion or availing proforma promotion or promotions benefits after retirement.
- b) "Consideration for Promotion" means and included the objective and subjective assessment of the candidate on line for all kinds of promotion by DSB, DSC or DPC as the case may be. The recommendation shall include approval, defer and supercede.
- c) "Departmental Selection Board" or "DSB" means a board constituted under section 122 of the Khyber Pakhtunkhwa Police Act, 2017 (Act No. II of 2017) to consider promotion to all posts in Basic Pay Scales 18 for the time being reserved for promotion in their respective cadres.
- d) "Departmental Selection Committee" or "DSC" means a committee constituted by the Inspector General Khyber Pakhtunkhwa Police, under section 122 of the Khyber Pakhtunkhwa Police Act, 2017 (Act No. II of 2017) to consider promotion to all posts in

ATTES

Basic Pay Scales 17 for the time being reserved for promotion in their respective cadres.

- e) "Departmental Promotion Committee" or "DPC" means a committee constituted by the Inspector General Khyber Pakhtunkhwa Police, under section 122 of the Khyber Pakhtunkhwa Police Act, 2017 (Act No. 11 of 2017) to consider promotion to all posts in Basic Pay Scales 07 to 16 for the time being reserved for promotion in their respective cadres.
- f) "Deferment" means an officer not approved for promotion by the appointing authority on recommendations of the DSB, DSC or DPC, as the case may be, for reasons to be recorded in writing as prescribed for deferment by this Promotion Policy or any other Law, Rules, or Standing Order.
- g) "Promotion on Acting-Charge Basis" is a promotion on acting charge basis against a clear vacancy in case the officer does not possess the requisite length of service/experience.
- h) "Regular Promotion" is a promotion against a clear vacancy, which may occur due to promotion of the incumbent to a higher post on regular basis, his retirement, death, dismissal, removal from service, creation of a new post or any other such reason.
- i) "Supersession" means an officer not approved for promotion by the appointing authority on recommendations of the DSB, DSC or DPC, as the case may be, for reasons to be recorded in writing as prescribed for supersession by this Promotion Policy or any other Law, Rules, or Standing Order.
- j) "Standing Order" means an order issued by the Inspector General of Khyber Pakhtunkhwa Police under sub-section (3) of section 17 of the Khyber Pakhtunkhwa Police Act, 2017 (Act No. 11 of 2017).

4. Mandate of DSB, DSC or DPC:

- 1) The DSB, DSC or DPC, as the case may be, shall consider an officer for promotion in order of seniority and in accordance with any rules or criteria specified for promotion to the particular post in Khyber Pakhtunkhwa Police.
- 2) While making consideration for promotion, the DSB, DSC or DPC, as the case may be, shall follow the provisions of this policy and guidelines set out in any rules specified for promotion to a particular post in Khyber Pakhtunkhwa Police.
- 3) Subject to availability of a post for the time being reserved for promotion, an officer shall be considered for promotion and after such consideration, he shall be recommended for regular promotion; or appointment on acting charge basis; or deferment; or supersession.

5. Eligibility and fitness of candidates:

- 1) An officer shall be considered for promotion to posts reserved for promotion subject to his suitability and assessment of the following aspects:
 - a) Seniority position.
 - b) Satisfactory completion of probation period.
 - c) Qualification/experience as provided in the relevant service rules.
 - d) Minimum five years length of service in the rank the officer is presently holding.
 - e) Minor penalty of withholding of promotion for a specific period, will take effect from the date when a junior is considered for promotion and is promoted on regular basis for the first time.
 - f) Medical Fitness.

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- 2) Successful completion of mandatory training and passing of any prescribed departmental promotion examination provided in any Law, Rules, or Standing Order. Provided that in case an officer who is nominated in order of seniority for mandatory training declines to proceed on training for two consecutive training courses, then he/she would forfeit the right to consideration for promotion.

6. Grounds for deferment:

- 1) After consideration of the names on the panel, the DSB, DSC or DPC may recommend a civil servant for deferment on the basis of any one or more of the following reasons:
 - a) PER dossier is incomplete, or any other document/information required by the DSB, DSC or DPC for determining his suitability for promotion is not available.
 - b) The record of the officer for last three years contains an adverse PER/ACR, and decision on his representation against adverse remarks is pending.
 - c) Disciplinary proceedings, anti-corruption, or other enquiries or criminal cases are pending against the officer. However, preliminary inquiry/probe in the department or complaint pending with Anti-Corruption Establishment shall not be considered as a cause of deferment.
 - d) The officer is on deputation with a foreign Government/ international organization.
 - e) The officer is on training abroad/long leave for a period of more than six months or is not likely to return within a period of six months.
 - f) The officer is on contract appointment outside or within the department.
 - g) The inter se seniority of the officer is disputed/ subjudice.
 - h) The officer has not earned a full year's report after having been on deputation abroad/employment with foreign Government/long leave.
 - i) The officer does not fulfill any specific condition laid down for a specific category of officers/officials such as mentioned any Law, Rules, or Standing Order.
- 2) The civil servant whose promotion has been deferred will be considered in the subsequent DSB or DSC, as soon as the reason of deferment ceases to exist. The officer who for any reason is deferred for promotion shall regain his original seniority if he is not subsequently superseded.

7. Grounds for Supersession:

- 1) The Board shall supersede those officers who do not fulfill the eligibility threshold as provided in this Policy or any other Law, Rules or Standing Order.
- 2) The DSB, DSC or DPC may recommend a civil servant for supersession on the basis of any one or more of the following reasons:
 - a) The record of the officer contains adverse remarks (not expunged after representation) during the last three years.
 - b) The officer has failed to qualify or failed to appear in the prescribed departmental examination (within the prescribed attempts) or mandatory training.
 - c) The officer has been awarded a major penalty within three years of the date of consideration for promotion, and penalty order is not set aside by competent authority.
 - d) The officer has been awarded 05 or more minor penalties during the last 03 years.
 - e) The officer has been deferred by three consecutive DSBs, DSCs or DPCs.


 ATTENTION

8. Communication of Reasons of Deferment/Supersession:

- 1) The officers deferred or superseded by the DSB, DSC or DPC shall be informed about the reasons for their supersession/deferment to enable such officers to improve their performance and to complete their record/any other deficiency, as the case may be.

9. Effect of Supersession on Promotion:

- 1) An officer who is superseded on any account shall lose his seniority and if he subsequently promoted, his seniority will be fixed at the top of the officers with whom he is promoted.
- 2) An officer who is superseded on any account shall not be considered for promotion unless he has earned one more PER for one full year.
- 3) First supersession shall be for one year and the case of the officer shall be brought up before the DSB, DSC or DPC after the lapse of that period. If the officer/official is superseded again, the supersession shall be for three years and if he is superseded again (third time) then it shall be treated as permanent supersession.

10. Forgo of Promotion:

- 1) Promotion is a mode of appointment, therefore, an officer after issuance of promotion notification, can refuse to accept the promotion. However, on such refusal he shall stand superseded.
- 2) The effect of such a supersession shall be for three years and the officer shall be considered for promotion after three years. In case the officer is cleared for promotion and he again forgoes promotion then the officer shall be deemed to have been permanently superseded.

11. Minimum Threshold Marks & Quantification:

- 1) The minimum threshold marks for promotion to various Basic Scales shall be calculated as per weightage in the following table:

Basic Scale	Last 05 Years PER/ACR	Training Score	DSB, DSC or DPC Score
BS 18	50 % weight	20 % weight	30 % weight
BS 17	60 % weight	20 % weight	20 % weight
BS 16	80 % weight	Pass	20 % weight
Others	80 % weight	Pass	20 % weight

- 2) The DSB, DSC or DPC, as the case may be shall apply its collective judgment to determine the fitness for promotion, and award marks to an officer and place him in category A, B or C in accordance with the classification given in the following table:

Category	Marks for BS-18	Marks for BS-17 and below
A	21-30	13-20
B	11-20	6-12
C	01-10	01-05


ATTESTED

- 35
- 3) The DSB, DSC or DPC, as the case may be shall categorize officers on the attributes and parameters as given in the following table.

Parameters/ attributes	Marks for BS-18	Marks for BS-17 and below
Professional Expertise, quality of work and output	7.5	05
Variety and relevance of experience Training, Operations, Investigation and others	7.5	05
Leadership, conduct, discipline and behavior	7.5	05
Integrity, General reputation (financial, professional, ethical)	7.5	05

- 4) The minimum threshold marks for promotion to various Basic Scales shall be as follows:

Basic Scale	Minimum Threshold Marks
BS 18	70 % Marks
BS 17	65 % Marks
BS 16	60 % Marks
Others	50 % Marks

- 5) The PERs/ACRs shall be quantified in the following manner:

Grading	Quantification
Outstanding (A+)	10 Marks
Very Good (A)	8 Marks
Good (B)	7 Marks
Average (C)	5 Marks
Below Average (D)	3 Marks

12. Specialist Cadres:

- 1) The condition of mandatory periods as contained in Police Rules for general cadre shall not be strictly applicable to officers belonging to specialist cadres such as Traffic Wardens Service, Counter Terrorism Cadre, or any other specialized cadre of purely technical posts, for promotion within their own lines of specialization under their respective service rules.

13. Panel of Officers Per Vacancy:

- 1) A panel consisting of a minimum of two officers per vacancy shall be submitted for consideration of the DSB, DSC or DPC depending on availability of the eligible officers in the cadre.

14. Power to Remove Difficulties:

- 1) The Provincial Police Officer may by notification make changes in this Standing Order as deemed appropriate.

Sd/-
(MOAZZAM JAH ANSARI)PSP
(QPM, UNPM, NSWG)
PROVINCIAL POLICE OFFICER
KHYBER PAKHTUNKHWA

ATTACHED

No. 531-630 /GB, dated Peshawar the

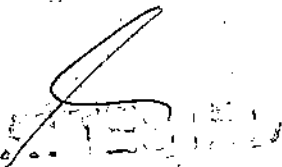
02 December, 2022

36

Copy of the above is forwarded for information and necessary action to the:-

1. All Heads of Police Offices in Khyber Pakhtunkhwa.
2. PRO to PPO.
3. Registrar CPO, Peshawar.

sd/
(ABBAS AHSAN)PSP
DIG Headquarters,
Khyber Pakhtunkhwa, Peshawar



424/2024 (Kisamat Shah vs Police Deptt)

25th July, 2024 1. Learned counsel for the appellant present. Mr.

Muhammad Jan, District for the respondents present.

2. Learned counsel for the appellant submitted an application for amendments in memo and grounds of appeal.

Application is allowed. He may do so within 10 days. To come up for amendment of appeal as well as arguments on 31.10.2024 before D.B. P.P given to the parties.

(Aurangzeb Khattak)
Member (J)

(Kalim Arshad Khan)
Chairman

Ahsan Shah, P.A.

Certified to be true copy

EX. MEMBER 30/10/24
Khyber Pakhtunkhwa
Service Tribunal
Peshawar

Khyber Pakhtunkhwa Service Tribunal Peshawar
Application No. 450 Date: 30/10/24
Name of Applicant: Parvez
Number of Pages: 12
Copying Fee: 5/-
Urgent Date: 31/10/24
Total: 10/-
Name & Signature: [Signature] Date: 20/10/24
Date of Copying: 20/10/24

