NOTIFICATION

No.SO(Policy)/E&AD/1-25/2017. The competent authority is pleased to direct that in the "Khyber Pakhtunkhwa policy regulating appointment to posts in Development Projects" circulated vide this department letter No.SOR-VI/E&AD/1-25/2007 dated 2nd July, 2008, the following further amendments shall be made, namely:

AMENDMENTS

1. After sub-para (iii) of para 2, the following new sub-para, as so numbered shall be inserted, namely;

   "2(iv) Negotiable Pay Package: Special Pay Package as determined by the administrative department shall be included in the PC-1 with full justification for such positions which are (a) Either specialized in nature, (b) Unique in terms of qualification, experience, and availability of such services in the market are either scarce or monopolized; and (c) The market value is so high.

   Note: In the instant case BPS system shall not apply. Furthermore, approval of such positions shall be granted by the committee headed by the Additional Chief Secretary, Planning & Development, Khyber Pakhtunkhwa".

2. After the words and dot “working day,” occurring in the last line of sub-para(ii) of para 3 the following text shall be added, namely:

   “Urgent cases may refer to those cases wherein projects involve hiring of Human Resource and are required to be implemented / executed as quick as possible in the best public interest. The matters of urgency are as follows:
   a. Security issues/projection of counter narrative
   b. Disaster Management/Health issues
   c. Projects involving seasonal factors
   d. Signature/ pilot project
   e. Projects at the verge of completion.”

3. After the word and dot “post.” occurring in the last line of sub-para(iv) of para 3 the following text shall be added, namely;

   “The appointing authority/administrative department keeping in view number of the applicants may hire the services of a registered independent testing service/agency to be used as a screening tool in order to facilitate the shortlisting process as per project policy.”

4. After the words and dot “merit list.” occurring in the last line of sub-para(viii) of para 3, the following text shall be added, namely:

   “After completion of hiring process in a project, a waiting list duly signed by members of the selection committee shall be maintained which shall remain valid till 6 months and any candidate on merit can be appointed during the period from the list if a post(s) is fallen vacant due to the following reasons:
   i. Non-joining
   ii. Resignation. or;
   iii. Disqualification due to disciplinary action.”
5. After sub-para (xi) of para 3, the following new sub-paras, as so numbered shall be inserted, namely;

(xii). Any upgradation in BPS of posts on regular side shall automatically apply to similar position in the projects.

(xiv). Project employees shall be entitled to avail casual leaves and any long leave not exceeding 45 days with full justification and approval of the competent authority. However, maternity leave will be admissible to the female employees as per Khyber Pakhtunkhwa Civil Servants Revised Leave Rules, 1981”.

(xv). The project employee(s) or the government servant(s) as the case may be, who are assigned additional charge of the posts of projects will be allowed Additional Charge Allowance from the project @ 20% of their basic pay subject to maximum of Rs.12000/- per month or as revised from time to time, in addition to their normal pay and allowances. The period shall not be less than 30 days and not exceed 90 days. [sub-para (d) of para 1 of this department letter bearing No.SOR-VI/E&AD/1-25/2007 dated 17th October, 2008 may be deemed deleted].

(xvi). A committee under the Chairmanship of Chief Economist, P&D with the requisite members will examine the cases of headhunting and will forward their recommendations for approval of the Additional Chief Secretary, P&D.

(xvii). The appointing authority / administrative department shall ensure maximum possible competition in the hiring process. However, they may shortlist 5 to 10 applicants against one post for interview. Furthermore, there will be no bar on the number of shortlisted candidates in the case of posts falling in specialized categories.

6. For sub-para (v) of Para 4, the following shall be substituted, namely;

“ (v) During deputation, the Civil Servant may ordinarily vacate the officially allotted residential accommodation if the duty station of the Project Post is outside the district of accommodation. In case they want to retain it, they shall pay house rent to the Government at market rates as prescribed by the Government from time to time.

7. For sub-para (b) of Para 6, the following shall be substituted, namely;

“b. A candidate shall be a citizen of Pakistan having domicile of Khyber Pakhtunkhwa or FATA. However, in case of a post requiring highly Technical and Professional qualification and experience, the appointing authority, with the approval of the next higher authority, may appoint a candidate domiciled of any other province or area provided that there is no candidate available having domicile from Khyber Pakhtunkhwa or FATA.”

8. For the criteria as mentioned in sub-para (c) of para-6 the following shall be substituted, namely;

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<thead>
<tr>
<th>A. Minimum prescribed qualification = 60 Marks</th>
<th>Marks distribution</th>
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<tr>
<td>S.No</td>
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<td>(iv) M.A/M.Sc./Equivalent/16 years education</td>
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For Professional/Technical posts [Total Marks for 1st Div.=60, 2nd Div.=45, 3rd Div.=36]

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<tr>
<th>S.No</th>
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<td>3rd Professional</td>
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B. Higher Qualification = 10 Marks
   One step = 7 Marks
   Two step = 10 Marks

C. Experience (in the relevant field 1.5 marks per year) = 15 Marks
   (Maximum marks : 15)
   Note: The relevant experience gained prior to essential / desired qualification required for the post will also be considered/counted.

D. Interview = 8 Marks
   Note: A candidate securing less than 40% marks in the interview shall be considered as failed.

E. Training course: = 7 Marks
   Minimum three months training in the relevant field from a University/Institution recognized by the HEC or any Board of Technical Education or any training institute established by the Federal Government or any Provincial Government.

SECRETARY TO GOVERNMENT OF KHYBER PAKHTUNKHWAS
ESTABLISHMENT DEPARTMENT

ENDST: NO & EVEN DATE

Copy is forwarded to:-

1. Additional Chief Secretary, Govt. of Khyber Pakhtunkhwa, Planning & Development Department.
2. Additional Chief Secretary (FATA), FATA Secretariat Peshawar.
3. The Senior Member Board of Revenue, Khyber Pakhtunkhwa.
4. All Administrative Secretaries to Govt. of Khyber Pakhtunkhwa.
5. The Principal Secretary to Governor, Khyber Pakhtunkhwa.
6. The Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
7. All Divisional Commissioners in Khyber Pakhtunkhwa.
8. All Heads of Attached Departments in Khyber Pakhtunkhwa.
9. All Autonomous/Semi Autonomous Bodies in Khyber Pakhtunkhwa.
10. All Deputy Commissioners in Khyber Pakhtunkhwa and Political Agents in FATA.
11. The Registrar Peshawar High Court, Peshawar.
12. The Registrar, Khyber Pakhtunkhwa Service Tribunal, Peshawar.
13. The Secretary, Khyber Pakhtunkhwa Public Service Commission, Peshawar.
14. All Additional Secretaries, Deputy Secretaries and Section Officers in Establishment & Administration Department.
15. PS to Chief Secretary, Khyber Pakhtunkhwa.
16. PA to Special Secretary (Reg)/(Estb), Establishment Department.

(BEENISH IQBAL)
SECTION OFFICER (POLICY)