



GOVERNMENT OF THE KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT.
(REGULATION WING)

Dated: 06.12.2017

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-I 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."

