

محکمہ داخلہ و قبائلی امور صوبہ خیبر پختونخوا

سوال نمبر 1527

منجانب:- محترم عدنان خان صاحب رکن صوبائی اسمبلی خیبر پختونخوا

جواب

سوال

کیا وزیر داخلہ ازراہ کرم ارشاد فرمائیں گے کہ

(الف) خیبر پختون خوا میں پولیس کانسٹیبل کی تنخواہ کتنی ہے اور اس کا سکیل کتنا ہوتا ہے؟

(ب) پولیس کانسٹیبل کی اپ گریڈیشن کس طرح ہوتی ہے اور اس میں کتنا وقت لگتا ہے۔ تفصیل فراہم کی جائے۔

سوال نمبر 311 کے حوالے سے موصول شدہ جواب از دفتر بجٹ آفیسر سی پی او پشاور بحوالہ لیٹر نمبر A-3/6522 مورخہ 26.07.2024 معروض ہوں کہ

(الف) خیبر پختون خوا میں پولیس کانسٹیبل کی تنخواہ موجودہ نظر ثانی شدہ پے سکیل 2022 کے مطابق چوالیس ہزار اٹھ سو ننانوے روپے بنتی ہے اور اس کا سکیل سات ہے۔

(ب) اس سے قبل صوبائی حکومت کے محکمہ خزانہ کے نوٹیفیکیشن نمبر SO(FR)/FD/7-B/2015-16/CPO/3305 مورخہ 03.01.2018 جو کہ ہمراہ (الف) ہے، نے پولیس کانسٹیبل سکیل پانچ سے سکیل سات کو اپ گریڈ کیا تھا۔ جس پر صوبائی حکومت کے محکمہ خزانہ کو کل مالیاتی مضمرات مبلغ 950.784 ملین روپے کے اضافی بوجھ برداشت کرنا پڑھا تھا۔ جس پر تقریباً تین سال کا عرصہ لگا تھا۔ جب کہ جنرل اپ گریڈیشن صوبائی حکومت کے اختیارات ہیں۔

البتہ انفرادی اپ گریڈیشن کی صورت میں محکمہ فنانس نے اپ گریڈیشن کمیٹی تشکیل دی ہوئی ہے اور اس سلسلے میں اپ گریڈیشن پالیسی کا اجراء بھی کیا ہوا ہے جو کہ ذیل ہے:

مشکلات کی وجہ سے مجوزہ پوسٹوں کی اپ گریڈیشن

بعض سرکاری ملازمین کی ترقی کے مزید امکانات نہ ہونے کی وجہ سے اور ایک عہدے پر کافی عرصے تک رہنے کی وجہ سے ان کے عہدوں کی اپ گریڈیشن کی تجاویز محکمہ فنانس کی اپ گریڈیشن کمیٹی کے سامنے زیر غور لائی جاتی ہیں بشرطیکہ:

1- سروس 10 سال سے کم نہ ہو۔

2- موجودہ سروس اسٹرکچر میں پروموشن کے بالکل امکانات نہ ہوں۔

3- موجودہ پے سکیل میں پہلے سے ذاتی اپ گریڈیشن کے ذریعے موجودہ عہدے پر اضافہ نہ کیا گیا ہو۔

نیز یہ کہ مجوزہ اپ گریڈیشن عہدے دار کے لیے ذاتی ہو گی اور اس عہدے کو چھوڑنے پر محکمہ فنانس کی جانب سے وہ پوسٹ ڈی گریڈ کر دی جاتی ہے (کا پی لف ہے)۔



(11A)

**GOVERNMENT OF KHYBER PAKHTUNKHWA
FINANCE DEPARTMENT
(REGULATION WING)**

Dated Peshawar, the 03-01-2018

NOTIFICATION

No. SO(FR)/FD/7-8/2015-16/CPO/3305 The Competent Authority has been pleased to accord sanction to upgradation of pay scales of the following posts of Police Department Khyber Pakhtunkhwa, with immediate effect:-

| S.No. | Nomenclature of the post | Existing Scale | Upgraded Scale |
|-------|--------------------------|----------------|----------------|
| 1 | Constable | BPS-05 | BPS-07 |
| 2 | Head Constable | BPS-07 | BPS-09 |
| 3 | Assistant Sub-Inspector | BPS-09 | BPS-11 |

The pay of the existing incumbents of the posts shall be fixed in higher pay scales at a stage next above the pay in the lower pay scale.

SECRETARY TO GOVT. OF KHYBER PAKHTUNKHWA
FINANCE DEPARTMENT

Endst No. & Date even.

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

1. PS to Additional Chief Secretary, FATA.
2. All Administrative Secretaries Government of Khyber Pakhtunkhwa.
3. Senior Member, Board of Revenue, Khyber Pakhtunkhwa Peshawar.
4. Accountant General, Khyber Pakhtunkhwa, Peshawar.
5. Secretary to Governor, Khyber Pakhtunkhwa, Peshawar.
6. Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
7. Secretary Provincial Assembly, Khyber Pakhtunkhwa.
8. All Heads of Attached Departments in Khyber Pakhtunkhwa.
9. Registrar, Peshawar High Court, Peshawar.
10. All Deputy Commissioners, Political Agents, District & Sessions Judges / Executive District Officers in Khyber Pakhtunkhwa.
11. Chairman, Khyber Pakhtunkhwa, Public Service Commission, Peshawar.
12. Registrar, Service Tribunal Khyber Pakhtunkhwa.
13. All the Autonomous and Semi Autonomous Bodies in Khyber Pakhtunkhwa.
14. Secretary to Govt; of Punjab, Sindh and Baluchistan, Finance Department, Lahore, Karachi and Quetta.
15. The District Comptroller of Accounts, Peshawar, Mardan, Kohat, Bannu, Abbottabad, Swat and D.I. Khan.
16. The Senior District Accounts Officer Nowshera, Swabi, Charsadda, Haripur, Mansehra and Dir Lower.
17. The Treasury Officer, Peshawar.
18. All District/Agency Accounts Officers in Khyber Pakhtunkhwa / FATA.
19. PSO to Senior Minister for Finance, Khyber Pakhtunkhwa.
20. PSO to Chief Secretary, Khyber Pakhtunkhwa.
21. Director Local Fund Audit, Khyber Pakhtunkhwa Peshawar.
22. PS to Finance Secretary.
23. PAs to All Additional Secretaries/ Deputy Secretaries in Finance Department.
24. All Section Officers/Budget Officers in Finance Department.

(Signature)
03-1-18
SECTION OFFICER (FD)

(12)

GOVT. OF KHYBER PAKHTUNKHWA
FINANCE DEPARTMENT

(REGULATION WING)

NO. SO(FR)/FD/7-2/2008
Dated Peshawar, the 11th October, 2010

To

1. All the Administrative Secretaries to Govt. of Khyber Pakhtunkhwa.
2. The Senior Member, Board of Revenue, Khyber Pakhtunkhwa, Peshawar.
3. The Secretary to Governor, Khyber Pakhtunkhwa, Peshawar.
4. The Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
5. The Secretary Provincial Assembly, Khyber Pakhtunkhwa.
6. The Registrar, Peshawar High Court, Peshawar.
7. The Registrar, Khyber Pakhtunkhwa, Public Service Commission, Peshawar.
8. The Registrar, Service Tribunal Khyber Pakhtunkhwa.
9. All the Divisional Commissioners, Khyber Pakhtunkhwa.

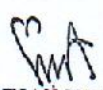
Subject: POLICY AND CRITERIA FOR UPGRADATION OF POSTS.

Dear Sir,

I am directed to refer to the subject noted above and to enclose herewith a copy of revised Policy/ Criteria for Up-gradation of Posts duly approved by the Provincial Cabinet in its meeting held on 23rd August, 2010 in supersession of the policy and criteria for up-gradation circulated vide Finance Department letter No. SO(FR)/FD/7-2/2008 dated 19-01-2009.

2. I am accordingly directed to request that the enclosed policy/ criteria for up-gradation of posts may please be brought into the notice of all concerned and in future proposals for up-gradation may be scrutinized strictly in accordance with the approved policy before submission to the up-gradation committee for consideration.


Yours faithfully,


(SHAUKAT ULLAH)
SECTION OFFICER (FR)

END. NO & DATE EVEN

Copy is forwarded for information to:

1. The Accountant General, Khyber Pakhtunkhwa, Peshawar.
2. All Section/ Budget Officers, in Finance Department.


SECTION OFFICER (FR)

REVISED POLICY AND CRITERIA FOR UPGRADATION OF POSTS.

1. All proposals regarding upgradation of any post in any Provincial Department or office shall be placed before the following committee for scrutiny and recommendations: -

- | | | |
|------|--|----------------------|
| i. | Secretary to Govt: of Khyber Pakhtunkhwa, Finance Department. | Chairman |
| ii. | Secretary to Govt: of Khyber Pakhtunkhwa, Establishment Department. | Member |
| iii. | Additional Finance Secretary (Regulation) Finance Department. | Member-cum-Secretary |
| iv. | Additional Secretary of the concerned Department. | Member |

Note: - In case the post of Additional Secretary is not sanctioned in concerned department, the Deputy Secretary of the concerned department will represent as member of the up-gradation committee for scrutiny and recommendations of the upgraded posts.

2. No proposal/ request for up-gradation of post(s) to higher pay scale shall be entertained except in following cases: -

(I). UPGRADATION OF POSTS PROPOSED AS PART OF RE-ORGANIZATION/ RE-STRUCTURING OF DEPARTMENTS:-

Proposals for upgradation of certain posts as a sequel to the re-organization/ re-structuring of the department/ organization will be considered/ scrutinized by the committee on following parameters: -

- i. *Objectives set forth for Re-organization.*
- ii. *Reasons, factors and impediments in the existing structure which led to Re-organization process.*
- iii. *Why upgradation of some posts are essential for re-organization.*
- iv. *Proposed changes in method of recruitment as part of re-organization proposed; Provided that before submitting proposals of upgradation of posts to the Finance Department in such cases, the Administrative Department will do proper consultation with Establishment Department for developing a practical and modest Re-organization proposal.*

(II). UPGRADATION OF POSTS PROPOSED DUE TO INDIVIDUAL HARDSHIP CASES:

(a) Proposals for upgradation of certain posts due to the reasons that some civil servants do not have further promotion chances and have stayed on one position for reasonably long time, will be placed before the committee for consideration only if the proponent departments provides following information:-

- (i) *Reasons due to which concerned Government servant is unable to be promoted in normal procedure.*

- (ii) All requisite details about creation of such posts and formulation of service rules with particular reference to the reasons as to why the service rules can not give career progression to the holders of these posts.
 - (iii) Whether organizational structure as well as service rules need revision to avoid recurring of the hardship to the future entrants.
 - (iv) The steps taken by the department concerned to resolve such hardships on permanent basis.
- (b) The committee after proper scrutiny of case in terms of above parameter and if satisfied that the upgradation of certain post(s) is the only solution, may make its recommendations to the competent authority for upgradation on personal basis provided that: -
- (i) There shall be no upgradation of post beyond BPS-19 in such cases.
 - (ii) Such recommendations will only be made in case where there are absolutely no promotion prospects in the service structure for incumbent of said post(s).
 - (iii) No such recommendations will be made in a case where the incumbent has less than 10 years of stay on one and the same position;
 - (iv) The incumbent has not been earlier elevated in the existing pay scale by personal upgradation.
 - (v) The proposed upgradation will be personal to the incumbent and the post shall stand downgraded as and when vacated by such incumbent.

(III). UPGRADATION OF POSTS PROPOSED ON GROUNDS OF PRINCIPLE OF PARITY.

While processing the cases where the proponent department seeks upgradation of certain posts to a higher pay scale on the analogy of similar posts in some other department in this province created with same nomenclature, the committee shall take into account following parameters:

- (i). Ascertainment of full details about all such posts created with same nomenclature by any other department in addition to those departments whose analogy has been quoted by proponent department.
- (ii). Nomenclature shall not be the sole criterion for determining parity/ comparability of post(s). Other details i.e. the job description and prescribed qualification would necessarily be examined.
- (iii). In case of difference of prescribed qualification or the job description (or both) as the case may be, the committee may direct change of nomenclature of post(s) in any department to avoid confusion on this ground.
- (iv). The committee may associate with all such departments having same nomenclature of certain post(s) with same responsibilities and same qualifications to ascertain as to what were reasons for creation of same posts in different departments with different pay scales, and thus make recommendations in respect of all such posts in all concerned departments, whether they took up the case or otherwise, to bring uniformity in pay scales in all departments to avoid future references.

Provided that the committee shall not recommend such proposals for uniformity where prescribed qualifications as well as the qualifications possessed by existing incumbents is not at par with the post(s)/ incumbents cited as precedence.

Provided further that in such cases the committee may recommend change of nomenclature of either those post(s) having higher prescribed qualifications or those having lesser prescribed qualifications as may be deemed appropriate by the committee.

(IV). UPGRADATION PROPOSED FOR RETENTION OF AN OFFICER ON SAME POST AFTER HIS PROMOTION TO HIGHER PAY SCALE.

Retention of an officer on the same post after he has been promoted to next higher position by the competent authority, is against the spirit of the promotion policy, hence shall not be ordinarily allowed. However, in case due to peculiar exigencies of services if it becomes unavoidable to retain a promoted officer on the same position than the concerned department shall move a summary for the Chief Minister, mentioning therein the detailed reasons and justifications in support of their such proposal and route it through the Establishment Department and the Finance Department for obtaining orders of the Chief Minister, Khyber Pakhtunkhwa.

Provided that in such cases the post will be up-graded personally for the incumbent till his stay as such and shall automatically stand downgraded to its original position thereof.

(V). UPGRADATION OF A POST PROPOSED ON THE ANALOGY OF SOME OTHER PROVINCE.

Any order made by any other Province regarding creation of a post with certain nomenclature in certain pay scale does not have any binding effect on any other Province to follow the same. Therefore, in such cases the committee shall examine the proposals totally on its own merit keeping in view the above mentioned guidelines, in general, and shall furnish its recommendations independently.

3. The committee may, however, take any other point into consideration while examining proposed upgradation to ensure effective running of a department/ organization in public interest.
4. The recommendations of the above committee shall be submitted for approval of the competent authority as per table given below: -

| Sr. No. | Scale | Competent authority | |
|---------|------------------|---|--|
| 1. | BPS-1 to BPS-15 | Competent Authority (Finance Department) (In case of Finance Department employees the competent authority shall be Admn: & Establishment Department) | In consultation with the above inter departmental committee. |
| 2. | BPS-16 to BPS-17 | Chief Secretary, Khyber Pakhtunkhwa | In consultation with the above inter departmental committee |
| 3. | BPS-18 & above | Chief Minister, Khyber Pakhtunkhwa | In consultation with the above inter departmental committee |