

**THE <sup>1</sup>[KHYBER PAKHTUNKHWA] CIVIL SERVANTS  
(REGULARIZATION OF SERVICES) ACT, 1988.**

**<sup>2</sup>[KHYBER PAKHTUNKHWA] ACT NO. I OF 1988.**

**CONTENTS**

**PREAMBLE**

**SECTIONS**

1. Short title and commencement.
2. Definitions.
3. Regularization of services of certain civil servants.
4. Determination of seniority.
- <sup>3</sup>[5. Repealed].

---

<sup>1</sup>Substituted vide Khyber Pakhtunkhwa Act No. IV of 2011

<sup>2</sup>Substituted vide Khyber Pakhtunkhwa Act No. IV of 2011

<sup>3</sup>Repealed vide Khyber Pakhtunkhwa Act No. VIII of 1989.

**THE <sup>1</sup>[KHYBER PAKHTUNKHWA] CIVIL SERVANTS  
(REGULARIZATION OF SERVICES) ACT, 1988.**

**<sup>2</sup>[KHYBER PAKHTUNKHWA] ACT NO. I OF 1988.**

*[First published after having received the assent of the Governor of the  
<sup>3</sup>[Khyber Pakhtunkhwa] in the Gazette of the <sup>4</sup>[Khyber Pakhtunkhwa] (Extraordinary), dated the  
23<sup>rd</sup> January, 1988].*

**AN  
ACT**

*further to provide for regularization of services of  
certain civil servants appointed on Ad hoc basis.*

Preamble. WHEREAS it is expedient in the public interest to provide for regularization of the services of certain civil servants appointed on ad hoc basis;

It is hereby enacted as follows:-

Short title and comment. **1.** (1) This Act may be called the <sup>5</sup>[Khyber Pakhtunkhwa] Civil Servants (Regularization of Services) Act, 1988.  
(2) It shall come into force at once.

Definitions. **2.** (1) In this Act unless the context other-wise requires,-  
(a) “Commission” means the <sup>6</sup>[Khyber Pakhtunkhwa] Public Service Commission;  
(b) “Government” means the Government of the <sup>7</sup>[Khyber Pakhtunkhwa];  
(c) “law or rule” means the law or rule for the time being in force governing the selection and appointment of civil servants; and  
(d) “Post” means a post under Government or in connection with the affairs of Government to be filled in on the recommendation of the Commission.

---

<sup>1</sup>Substituted vide Khyber Pakhtunkhwa Act No. IV of 2011

<sup>2</sup>Substituted vide Khyber Pakhtunkhwa Act No. IV of 2011

<sup>3</sup>Substituted vide Khyber Pakhtunkhwa Act No. IV of 2011

<sup>4</sup>Substituted vide Khyber Pakhtunkhwa Act No. IV of 2011

<sup>5</sup>Substituted vide Khyber Pakhtunkhwa Act No. IV of 2011

<sup>6</sup>Substituted vide Khyber Pakhtunkhwa Act No. IV of 2011

<sup>7</sup>Substituted vide Khyber Pakhtunkhwa Act No. IV of 2011

<sup>8</sup>Substituted vide Khyber Pakhtunkhwa Act No. IV of 2011

<sup>9</sup>Substituted vide Khyber Pakhtunkhwa Act No. IV of 2011

(2) The expressions “ad hoc appointment” and “Civil Servants” shall have the same meanings as respectively assigned to them in the <sup>1</sup>[Khyber Pakhtunkhwa] Civil Servants Act, 1973 (<sup>2</sup>[Khyber Pakhtunkhwa] Act No. XVIII of 1973).

**3.** Notwithstanding anything contained in any law or rule for the time being in force, but subject to preferential right of appointment of a selectee of the Public Service Commission, if any, selected before the commencement of this Act, all civil servants holding appointment to a post on ad hoc basis in any Department of Government immediately before the commencement of this Act shall be deemed to have been selected for appointment on regular basis on the commencement of this Act:

Regularization of services of certain civil servants.

Provided that-

- (a) the services of such civil servants shall be deemed to have been regularized under this Act only on the publication of their names in the official Gazette; and
- (b) such civil servants possess the qualifications and experience prescribed for the posts to which they are appointed on regular basis.

**4. (1)** The civil servants whose services are regularized under this Act shall rank junior to all civil servants belonging to the same service or cadre, as the case may be, who are in service on regular basis on the commencement of this Act, and shall also rank junior to such other persons, if any, who, in pursuance of the recommendation of the Commission made before the commencement of this Act, are to be appointed to the respective service or cadre, irrespective of their actual date of appointment.

-Determination of seniority.

(2) The seniority inter se of the civil servants, whose services are regularized under this Act within the same service or cadre, shall be determined on the basis of their continuous officiation in such service or cadre, provided that if the date of continuous officiation in the case of two or more civil servants is the same, the civil servant older in age shall rank senior to the younger civil servant.

<sup>3</sup>**[5. Repealed.]**

By order of the Speaker,  
Provincial Assembly of  
<sup>4</sup>[Khyber Pakhtunkhwa]

<sup>1</sup>Substituted vide Khyber Pakhtunkhwa Act No. IV of 2011

<sup>2</sup>Substituted vide Khyber Pakhtunkhwa Act No. IV of 2011

<sup>3</sup>Repealed vide Khyber Pakhtunkhwa Act No. VIII of 1989.

<sup>4</sup>Substituted vide Khyber Pakhtunkhwa Act No. IV of 2011