

¹[Khyber Pakhtunkhwa] EMPLOYEES SOCIAL SECURITY INSTITUTION

NOTIFICATION

1st June, 1991.

No. SOI (IND)9-10/90/Services/(B).___ In exercise of the powers conferred by Section 89 (1) of the West Pakistan Employees' Social Security Ordinance, 1965 (Ordinance No. X of 1965) as amended by ²[Khyber Pakhtunkhwa] Employees' Social Security Ordinance, 1976, and in modification of the Employees' Social Security Institution Service Regulations, 1978. previously notified and published in the official gazette *vide* No. SOL/4-14/76., dated 8th May, 1988 and subsequent amendments made *vide* Notification No. SOL/4-14., dated 23rd July, 1989 in the official gazette, dated 5th August, 1989, the Governing Body of ³[Khyber Pakhtunkhwa] Employees' Social Security Institution has approved the following ⁴[Khyber Pakhtunkhwa] Employees' Social Security Institution (Revised) Services Regulation, 1991.

By Orders of the Governing Body of ⁵[Khyber Pakhtunkhwa]
Employees' Social Security Institution.

ABDULLAH.
Secretary of Government of ⁶[Khyber Pakhtunkhwa],
Industries, Commerce, Mineral Development,
Labour and Transport Department/
Commissioner, E.S.S.I.

**⁷[Khyber Pakhtunkhwa] EMPLOYEES' SOCIAL SECURITY INSTITUTION (REVISED)
SERVICE REGULATIONS, 1991**

PART-1 GENERAL

1. *Short title, commencement and application:* —

- (i) These regulations may be called the "⁸[Khyber Pakhtunkhwa] Employees Social Security Institution" (Revised) Service Regulation, 1991.
- (ii) They shall come into force at once.
- (iii) They shall apply to all persons holding posts in the service except deputationists.

¹ Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

² Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

³ Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

⁴ Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

⁵ Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

⁶ Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

⁷ Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

⁸ Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

- (iv) The method of recruitment, minimum qualifications, age limit and other matters related thereto for the posts specified in Column 2 of the Schedule annexed shall be such as given in Columns 3 to 6 of the said Schedule.

2. *Definition:* — In these regulations, unless, the context otherwise requires the following expressions shall have the meanings hereby respectively assigned to them; that is to say:-

- (i) "Schedule" means Schedule annexed to these regulations.
- (ii) "Board" means Board of Intermediate and Secondary Education established by law in Pakistan or any other educational authority of Institution declared by the ⁹[Khyber Pakhtunkhwa] Employees' Social Security Institution in consultation with Government of ¹⁰[Khyber Pakhtunkhwa] to be a Board of Secondary Education for the purposes of these regulation.
- (iii) "Chairman" means the Chairman of the Governing Body.
- (iv) "Deputationist" means a Government Servant serving on deputation with the institution.
- (v) "Government" means the Government of ¹¹[Khyber Pakhtunkhwa] and the "Government Servant" means a Government servant of the Central or a Provincial Government.
- (vi) "Governing Body" means the Governing Body established under Section 5 of the Ordinance.
- (vii) "Head Office" means the Head Office of the Institution.
- (viii) "Institution" means the ¹²[Khyber Pakhtunkhwa] Employees; Social Security Institution established under sub-section (1) of Sections of the Ordinance.
- (ix) "Initial Recruitment" means appointment made otherwise than by promotion or transfer from another Service or Department.
- (x) "Local Office" means an office of the Institution, other than the Head Office, under the charge of a Deputy Director and any other officer so authorised.
- (xi) "Member" means a person holding a post In the service of the Institution.

⁹ Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

¹⁰ Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

¹¹ Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

¹² Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

- (xii) "Ordinance" means the West Pakistan Employees' Social Security Ordinance, 1965 (Ordinance X of 1965) as applicable to the ¹³[Khyber Pakhtunkhwa].
- (xiii) "Post" means a post specified in Column 2 of the Schedule and such other post as may be determined by the Institution from time to time.
- (xiv) "Recognized University" means an university incorporated by law in Pakistan or any other university declared by the Institution in consultation with the Government of the ¹⁴[Khyber Pakhtunkhwa] to be recognized for the purposes of these regulations.
- (xv) "Service" means the ¹⁵[Khyber Pakhtunkhwa] Employees' Social Security Institution service and shall include officers and subordinate establishment.
- (xvi) "Selection Board" means a Selection Board, constituted by the appointing authority for the selection of persons for appointment to posts in BPS-17 and above in the service as defined in Annexure-I annexed with the Schedule.
- (xvii) "Departmental Selection/Promotion Committee" means the Committees constituted by the appointing authority for the selection of persons for appointment to any post in BPS-1 to 16 in the service as defined in Annexure-I annexed with the Schedule.
- (xviii) "Commissioner" means an officer declared by the Government of ¹⁶[Khyber Pakhtunkhwa] under the Ordinance; that is to say:-

"Secretary to Government of ¹⁷[Khyber Pakhtunkhwa], Industries, Commerce, Mineral Development. Labour and Transport Department".
- (xix) "Vice-Commissioner" means an officer declared by the Government of ¹⁸[Khyber Pakhtunkhwa] under the Ordinance; that is to say:-

Director Labour Welfare, ¹⁹[Khyber Pakhtunkhwa]"

PART-II-RECRUITMENT.

3. *Constitution and composition of the Service:* —(1) The service comprises the posts specified in column 2 of Schedule and such other posts as may be determined by the Institution from time to time.

¹³ Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

¹⁴ Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

¹⁵ Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

¹⁶ Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

¹⁷ Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

¹⁸ Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

¹⁹ Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

(2) All posts in the service carrying the same nomenclature and the same pay scale shall constitute one cadre.

(3) Members of one cadre shall not be eligible, save on transfer as provided in Regulation 10 or as provided in Regulation 5 for appointment to a post borne on any other cadre of the service.

4. The posts in the service shall be graded as indicated in the Schedule.

5. *Appointing Authority:* — Appointment to the service be made by the following authorities:-

- (i) In the case of BPS-17 above by the Commissioner in consultation with the Selection Board.
- (ii) In the case of BPS-16 by the Commissioner in consultation with the Departmental Selection/Promotion Committee.
- (iii) In the cases of BPS-1 to 15 by the Director-General in consultation with the Departmental Selection/Promotion Committee.

6. *Method of Recruitment:* — (1) Recruitment to the service shall be made in accordance with the method specified in column 6 of the Schedule in respect of each post.

7. *Age:* — No person shall be appointed to a post by initial recruitment who is less than the minimum age or more than the maximum age specified in respect of the post in column 5 of the Schedule:-

- (a) Where recruitment is to be made on the basis of a written examination, on the 1st January of the year in which the examination is held.
- (b) In other cases, on the last date fixed for submission of applications for appointment:

Provided that:—

- (i) for the period upto 1st July, 1976 the upper age limit in the case of a candidate from an under-developed area shall be deemed to have been enhanced three years; and
- (ii) in the case of a person whose services under the Institution were terminated for want of a vacancy, the period of service already rendered by him, shall for the purpose of maximum age limit under this regulation be excluded from his age;

- (iii) in the case of Ex-defence personnel, the interval between the date of their release from the Armed Forces of Pakistan including the Mujahid Force, and the date of re-employment in a Civil Department subject to a maximum of seven (7) years and the whole of the period of service rendered by them in such forces shall, for the purpose of upper age limit under this regulation be excluded from their age.

8. *Qualification:* — Persons shall not be appointed to a post by initial recruitment unless they —

- (i) possess the qualifications prescribed for the post in column 3 of the Schedule;
- (ii) by promotion unless they possess the qualifications prescribed for the post in column 4 of the Schedule or may be prescribed by the ESSI;
- (iii) No person, not already in the Institution's service, shall be appointed to a post in service unless he produces as certificate of character from the Principal, academic office of the Academic Institution last attended by him, and also certificates of character from two persons, not being his relatives who are well acquainted with his character and antecedents; and
- (iv) produces a certificate of physical fitness from the Medical Officer authorised in this behalf by the Institution and Medical Board in case of appointments in BPS-17 and above.

PART-III — TERMS AND CONDITIONS OF SERVICE.

9. Probations: — (1) A person appointed to the service against a substantive vacancy shall remain on probation for a period of, 2 years, if appointed by initial recruitment and for a period of one year, if appointed otherwise.

Explanation; — Officiating service and Service spent on deputation to a corresponding or higher post may be allowed to count towards the period of probation.

(2) If the work or conduct of a member of the Service during the period of probation has been unsatisfactory, the appointing authority may, notwithstanding that the period of probation has not expired, dispense with his services, if he has been appointed by initial recruitment, and if he has been appointed otherwise, revert him to his former post, or if there be no such post, dispense with his services —

(3) On completion of the period of probation of a member of the service, the appointing authority may, subject to the provisions of clause (4), confirm in his appointment, or if his work or conduct has, in the opinion of such authority, been satisfactory —

- (a) In case he has been appointed by initial recruitment dispense with this services; or

- (b) In case he has been appointed otherwise revert him to his former post, and if there be no such post, dispense with the services of junior official appointed by initial recruitment to his place; or
- (c) extend the period of probation by a period not exceeding two years in all, and during or on the expiry of such period, pass such orders as it could have passed during or on the expiry of the initial probationary period.

Explanation-I — if no orders have been made by the day following the completion of the initial probationary period, the period of probation shall be deemed to have been extended.

Explanation-II — If no orders have been made by the day on which the maximum period of probation expires, the probationer shall be deemed to have been confirmed in his appointment from the date on which the period of probation was last extended or may be deemed to have been so extended.

(4) No person shall be confirmed in the service unless he/she successfully completed such training and passed such departmental examinations as may be prescribed by the Institution from time to time.

(5) If a member of service fails to complete successfully any training or pass any departmental examination prescribed under clause (4) within such period or in such number of attempts as may be prescribed by Commissioner, the appointing authority may-----

- (a) in case he/she has been appointed by initial recruitment, dispense with his services; and
- (b) in case he has been appointed otherwise, revert him to his former post, and if there be no such post, dispense with the services of Junior appointed by initial recruitment in his place.

10. *Seniority*: — (1) The Seniority *inter se* of the members of the service in any grade thereof shall be determined.

- (a) In the case of members appointed by initial recruitment in accordance with the order of merit assigned by the Selection Board if the appointment is made on the recommendation of a Selection Board and in other case in accordance with the order or merit assigned by the appointing authority provided that person selected for the service in an earlier selection shall rank Junior to the person selected in later selection; and

Explanation-I — If a junior official in a lower grade is promoted to a higher grade temporarily in the public interest, even though continuing later permanently in the higher grade, it would not adversely effect the interest of his seniors in the fixation of his seniority in the higher grade.

Explanation-II — If a Junior official in a lower grade is promoted to a higher grade by superseding a senior official and subsequently that official is also promoted, the official promoted first shall rank senior to the official promoted subsequently.

Explanation-III — A junior official appointed to a higher grade shall be deemed to have superseded senior official only if both the junior and the senior officials were considered for the higher grade and the junior official was appointed in preference to the senior official.

(2) The seniority, in any grade of the service of the members appointed by initial recruitment *vis-a-vis* those appointed otherwise shall be determined: —

- (a) in case both the officials appointed by initial recruitment and the official appointed otherwise have been appointed against substantive vacancies, or both have been appointed against temporary vacancies, with reference to the date of their appointment to such vacancies in the case of the official appointed by initial recruitment and to the date of continuous appointment against such vacancies in the case of the official appointed otherwise; provided that if the two dates are the same, the official appointed otherwise shall rank senior to the official appointed by initial recruitment;
- (b) in case the official appointed by initial recruitment has been appointed against a substantive vacancy and the official appointed otherwise has been appointed against temporary vacancy, the official appointed otherwise shall rank senior to the official appointed by initial recruitment; and

(3) Nothing herein contained shall be construed to confer on the members of the Service any vested right to a particular seniority in the Service, cadre or grade, as the case may be.

11. *Liability to Transfer and Service:* — Members of the Service shall be liable to transfer any where in the ²⁰[Khyber Pakhtunkhwa] and to serve in any other equivalent post in the same or any other cadre in the Service.

12. *Termination of Service:* — (1) The service of a servant of the Institution may be terminated without notice:

- (i) during the initial or extended period of the probation;

Provided that where such servant is appointed by promotion on probation or as the case may be, is transferred from one grade, cadre, or post to another grade, cadre, or post his service shall not be so terminated so long as he holds a lien against his former post in such grade or cadre, but he shall be reverted to his former grade, cadre or post as the case may be;

²⁰ Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

- (ii) on the expiry of the initial or extended period of his employment or;
- (iii) if the appointment is made on *ad hoc* basis, it is terminable on the appointment of a person on the recommendation of the selection authority.

(2) Where, on the abolition of a post or reduction in the number of posts in a cadre or grade, the service of a servant of the Institution are required to be terminated. The person whose services are terminated shall ordinarily be the one, who is the most junior in such cadre or grade.

(3) Notwithstanding the provisions of sub-section (1) but subject to the provisions of sub-section (2) the service of a servant of the Institution in temporary employment or appointed on *ad hoc* basis shall be liable to termination on fourteen days' notice of pay in lieu thereof.

13. *Reversion to a lower grade or service:* — A servant of the Institution appointed to a higher post or grade on *ad hoc* or on temporary or officiating basis shall be liable to reversion to his lower post or grade without notice.

14. *Retirement from Service:* — (1) A servant of the Institution shall retire from service on the completion of the sixty years of his age.

Explanation: — In this section "Competent authority" means the appointing authority or a person only authorised by the appointing authority on that behalf not being a person lower in rank than the Civil Servant concerned.

15. *Right of appeal or representation:* -- (1) Where a right to prefer an appeal or apply for review in respect of any order relating to the terms and conditions of the service is provided to a servant of the Institution under any rules/regulations applicable to him, such appeal or application shall except as may be otherwise prescribed be made within thirty days of the date of issue of such order.

(2) Where no provision for appeal or review exists under the rules in respect of any order or clause of orders, a servant of the Institution aggrieved by any such order may, within thirty days of the communication to him of such order, make a representation against it to the authority next above the authority which made the order:

Provided that no representation shall lie on matters relating to the determination of fitness of a person to hold a particular post or to be promoted to a higher post or grade.

16. *General Regulation:* — In all matters not expressly provided in these regulations members of the service shall be governed by the regulations as have been or may here after be prescribed by the Governing Body and made applicable to them:

Provided that until such regulations are prescribed by the Governing Body and made applicable to them, all such matters shall be disposed of by the Commissioner of the Institution in any manner deemed proper by him.

17. *Relaxation:* — Any of those regulations may, for reasons to be recorded in writing, be relaxed in individual cases, if the Chairman is satisfied that a strict application of the regulation could cause undue hardship to the individual concerned:

Provided that whenever such relaxation involves a question on which consultation with the Selection Board is mandatory, the Selection Board shall be consulted before the relaxation is made.

18. *Delegation:*— The Chairman may delegate all or any of his powers under Regulation 16 to the Commissioner of the Institution in any manner deemed proper by him.

19. The Governing Body shall act as Appellate Authority in matters/ disputes arising out of and in the implementation of these Regulations.

20. *Powers to safeguard rights of members of the Service:* — Whenever in the application of these regulations, the terms and conditions of service of any member of the service as guaranteed by any law, rule or regulation for the time being in force are likely to be adversely effected. Chairman shall cause appropriate orders to be made to safeguard the constitutional and legal rights of such member.

By Orders of the Governing Body of ²¹[Khyber Pakhtunkhwa]
Employees' Social Security Institution.

(ABDULLAH)
Secretary of Government of ²²[Khyber Pakhtunkhwa],
Industries, Commerce, Mineral Development,
Labour and Transport Department/
Commissioner, E.S.S.I.

²¹ Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

²² Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

<u>SCHEDULE</u>						
Serial No.	Nomenclature of post with BPS	Minimum Qualification Prescribed for Appointment by Initial Recruitment	Minimum Qualification for Appointment by Promotion	Age Limit for Initial Recruitment	Method of Recruitment	Appointing Authority
1	2	3	4	5	6	7

I. ADMINISTRATION
SIDE

1. Director-General
(BPS-18/19)

(i) By selection on merit with due regard to seniority from amongst the holders of the post of Directors, general cadre subject to atleast 12 years experience in Grade-17 and above in N.W.F.P. ESSI. By Selection Board.

(ii) By Transfer from the Government Departments from amongst the persons, holding appointment on regular basis in the same pay scales.

1	2	3	4	5	6	7
2. Directors except Director Audit & Accounts (BPS-17)	M.A./M.Sc. 2nd Class from a recognised University. Preference will be given to candidate having foreign qualification/training. Degree in Law will be additional qualification. Minimum experience of Administration for 10 years.			30-40 Years	(i) 25% by initial recruitment. (ii) 75% by promotion for among members of service of Social Security Officer.	By Selection Board.
3. Director Audit/ Director Finance and Inspection (BPS-17)	Chartered Accountants or M.Com. qualified in S.A.S. Examination preferably with 10 years experience of Audit and Accounts.			30-40 years	(i) 50% by initial recruitment. (ii) 50% by promotion from among members of service holding posts of Audit Officer/Accounts Officer who have 5 years experience as such and over 10 years Audit/Accounts Experience.	Ditto
4. Social Security Officer (Statistic) (BPS-16)	M.A., Statistics or M.A., Economics with Statistic as additional subject.	B.A./B.Sc. with Statistic as additional subject.		21-30 years	(i) 50% by initial recruitment. (ii) 50% by promotion from members of service holding posts of Superintendent, Assistant, Cashier and Stenographer with atleast 5 years service as such.	By Departmental Promotion Committee.
5. Social Security Officer (BPS-16)	M.A./M.Sc. preferably in Social Work and Sociology, Economics or LL.B.			21-30 years	Ditto	Ditto

6. Audit Accounts Officer (BPS-16)	Officer/ M. Com. with 3 years experience or B. Com. with 5 years experience.	D. Com./Intermediate with 10 years experience.	21-30 years	Ditto	Ditto
7. Superintendent (BPS-16) Non-Gazetted.				By promotion from amongst members of service holding posts of Assistants selection grade and Stenographer with at least 3 years experience.	Ditto
8. Stenographer (BPS-15)	Intermediate knowing Shorthand at 100 w.p.m. and Type at 40 w.p.m. respectively.	Matric knowing Shorthand and Typewriting at 100/40 w.p.m. respectively.	18-25 years	(i) 25% by initial recruitment. (ii) 75% by promotion from the posts of Stenotypist with at least 5 years service as such.	Ditto
9. Stenotypist (BPS-12)	Matric knowing Shorthand and Typewriting at 80/40 words per minutes.		18-25 years	By initial recruitment.	Ditto
10. Assistant (BPS-11)	B.A./B.Sc. 2nd Class from a recognised University.		18-25 years	(i) 25% by initial recruitment. (ii) 75% by promotion from amongst members of service holding posts of UDC with total service of 10 years.	Ditto
11. Cashier (BPS-11)	B.Com. 2nd Class.	D. Com.	20-30 years	(i) 25% by initial recruitment. (ii) 75% by promotion from amongst members of staff holding post of UDC with 5 years experience and D. Com./Graduate.	By Departmental Promotion/Selection Committee.

1	2	3	4	5	6	7
12.	U.D.C. (BPS-7)		By promotion from members of staff holding post of Junior Clerks.	Ditto
13.	Junior Clerks (BPS-5)	Matric knowing typing at 30 w.p.m.	..	18-25 years	(i) 80% by initial recruitment. (ii) 20% by promotion from amongst members of staff holding posts of Peons and Chowkidars who are Matriculate in 2nd Division.	Ditto
14.	Naib Qasid (BPS-1)	Literate knowing cycling.		18-25 years	By initial recruitment.	Ditto
15.	Chowkidar (BPS-1)	Ex-Serviceman		25-40 years	Ditto	Ditto
16.	Sweeper (BPS-1)			18-40 years	Ditto	Ditto
17.	Driver (BPS-4)	Middle with Driving Licence, LTV/HTV.		18-25 years	Ditto	Ditto
II.	<u>MEDICAL SIDE</u> (Post in BPS-19)	(10% of the total sanctioned posts of Medical Officers in all Grades would hold the BPS-19 posts)				
1.	Medical Superintendent		M.B.B.S. with 12 years service in E.S.S.I.	30-40 years	By promotion on the basis of seniority-cum-fitness from among members of service holding the post of Senior Medical Officer/Woman Senior Medical Officer subject to at least 12 years service in BPS-17 and above.	By Selection Board

2. Medical Specialist	M.B.B.S. with Post Graduation Degree or Diploma with 12 years service in BPS-17 and 18 or 5 years service in BPS-18, in ESSI.	30-40 years	By promotion on seniority-cum-fitness basis from among members of service holding the posts of Senior Medical Officer/Women Senior Medical Officer subject to atleast 12 years service in BPS-17 above or 5 years service in BPS-18.	By Selection Basis.
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3. Director Medical	M.B.B.S. with 12 years service in ESSI.	30-40 years	By promotion on seniority-cum-fitness basis from among the members holding posts of Senior Medical Officer/Women Senior Medical Officer subject to atleast 12 years service in BPS-17 and above or 5 years Service in BPS-18.	Ditto
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POSTS IN BPS-18

4. Senior Medical Officer/Woman Medical Officer (30% posts of the total sanctioned posts of Medical Officers in all grades will hold the posts in BPS-18).	M.B.B.S. with MRCP/ FCPS/ FCP/MD/Post Graduation Degree or Diploma with 5 years service.	M.B.B.S. with 5 years continuous service in ESSI.	21-30 years	(i) 30% by initial recruitment. (ii) 70% by promotion from amongst Medical Officers/Woman Medical Officers in BPS-17 serving in the ESSI having 5 years service at their credit.	Ditto
5. Medical Officer/Woman Medical Officer (60% of the total sanctioned posts of the Medical Officer in all grades will hold posts in BPS-17).	M.B.B.S. with three years experience.	..	21-30 years	By initial recruitment.	Ditto

1	2	3	4	5	6	7
III. PARAMEDICAL SIDE						
1. Nurse (Grade-14)	Matric with diploma from Pakistan Nursing Council.		18-25 years	100% by initial recruitment.		By Departmental Promotion Committee.
2. Medical Technician (Grade-11)	Matric with Diploma from a recognised Medical Institute.		Ditto	Ditto		Ditto
3. Blood Bank Technician (Grade-9)	Matric with Diploma from I(Khyber Pakhtunkhwa) Medical Faculty.		Ditto	Ditto		Ditto
4. Operation Theatre Assistant/Aneasthesist Assistant (Grade-6).	Matric O.T.A./A.A. Examination passed from Medical Faculty.		Ditto	Ditto		Ditto
5. Laboratory Technician (Grade-9).	B.Sc. with Diploma from National Health Laboratories.		Ditto	Ditto		Ditto
6. Laboratory Assistant (Grade-7).	Matric with Diploma from National Health Laboratories.		Ditto	Ditto		Ditto
7. Lady Health Visitor (Grade-9).	Diploma in L.H.V. Course and duly registered with Pakistan Nursing Council.		Ditto	Ditto		Ditto
8. Radiographer (Grade-7)	Matric with Diploma in Radiography.		Ditto	Ditto		Ditto
9. Head Dispenser (Grade-8)	Matric with Diploma from Medical Faculty.	Diploma from Medical Faculty with 8 years service in ESSI.	18-25 years	40% of the total strength in ESSI on seniority-cum-fitness basis with atleast 8 years service in ESSI.		Ditto

10. Dispenser/Lady Dispenser (Grade-6)	Matric with Diploma from Medical Faculty.	18-25 years	By initial recruitment.	By Departmental Promotion Committee.
11. Dresser (Grade-6)	Ditto	..	Ex-servicemen by initial recruitment.	Ditto
12. Midwife (Grade-6)	Matric registered with Pakistan Nursing Council.	18-25 years	By initial recruitment.	Ditto
13. Nurse Dai (Grade-4)	Matric registered with Pakistan Nursing Council.	18-25 years	Ditto	Ditto
14. Dai (Grade-2)	Dai's Diploma, registered with Pakistan Medical Council.	18-25 years	Ditto	Ditto

ANNEXURE-I		
I. SELECTION BOARD	II. DEPARTMENTAL PROMOTION COMMITTEE	III. DEPARTMENTAL PROMOTION COMMITTEE & DEPARTMENTAL SELECTION COMMITTEE
1	2	3
Selection Board for the purpose to determine the suitability of candidates for Initial Recruitment/ Promotion to the post in BPS-17 and above shall be comprising as under:-	Departmental Promotion Committee for considering promotion to BPS-16 posts reserved for promotion in ESSI shall be comprising as under:-	Departmental Promotion Committee and Departmental Selection Committee for the purpose of making selections for promotions, transfers and initial appointments to posts in BPS-15 and below shall be comprising as under:-
1. Commissioner, ESSI .. Chairman (Secretary to Government of 1[Khyber Pakhtunkhwa] Industries, Commerce, Mineral Development, Labour and Transport Department).	1. Commissioner, ESSI: .. Chairman (Secretary to Government of 4[Khyber Pakhtunkhwa] Industries, Commerce, Mineral Development, Labour and Transport Department).	1. Appointing Authority. .. Chairman
2. Director, Health Services .. Member 2[Khyber Pakhtunkhwa].	2. Vice-Commissioner (Director), .. Member Labour Welfare, 5[Khyber Pakhtunkhwa].	2. An officer to be nominated by .. Member the Administrative Department.
3. Vice-Commissioner, (Director, .. Member Labour Welfare, 3[Khyber Pakhtunkhwa].	3. Director-General, ESSI. .. Member	3. Vice-Commissioner (Director .. Member Labour Welfare, 6[Khyber Pakhtunkhwa]).
4. Director-General, ESSI. .. Member	4. A representative of the .. Member Administrative Department.	4. An officer to be nominated by .. Member the Appointing Authority.

1 Sub. by the Khyber Pakhtunkhwa Act No. IV of 2011.

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