



AD(A)

GOVERNMENT OF KHYBER PAKHTUNKHWA  
POPULATION WELFARE DEPARTMENT  
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DNo 65  
dt 08-9-23

**NOTIFICATION**

Dated Peshawar the 06<sup>th</sup> September, 2023

**№. SOE(PWD)4-10/2022-23/SSRC:** In pursuance of the provisions contained in sub-rule (2) of rule 3 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989, the Population Welfare Department in consultation with Establishment Department and the Finance Department hereby directs that, in this Departments Notification No. SOE(PWD)4-10/06/Vol-II dated 19<sup>th</sup> February 2009, amendments have been made in the Appendix vide Notification No. SOE(PWD)4-10/2016-17/Vol-IV/1471-81 dated 17<sup>th</sup> February, 2017, SOE(PWD)4-10/2016-17/Vol-IV dated 27<sup>th</sup> December, 2017, SOE(PWD)4-10/2016-17/Vol-IV dated 06<sup>th</sup> March, 2018, SOE(PWD)4-10/2018/Vol-IV/275-84 dated 08<sup>th</sup> April, 2019, SOE(PWD)4-10/2018/SSRC dated 30<sup>th</sup> March, 2021 and SOE(PWD)4-10/2021/SSRC dated 21<sup>st</sup> April, 2022, which is circulated for general information of all concerned:

**AMENDMENTS**

**APPENDIX:**

Sr. #	Nomenclature of Post	Minimum qualification Prescribed for Appointment by Initial Recruitment	Age Limit for Initial Recruitment	Method of Recruitment	Reference
1	2	3	4	5	6
1	Director General (Non-Tech) (BS-20)	--	--	"By promotion, on the basis of seniority-cum-fitness, from amongst the Additional Director General with seventeen (17) years service in BPS-17 and above with Senior Management Course as mandatory;  Provided that if no suitable candidate is available for promotion, then by transfer from amongst the officers of PAS/PMS/PCS,"; and	Column No. 1 to 5, vide Notification No. SOE (PWD)4-10/06/Vol-II dated 19th Feb: 2009. Amendments made vide Notification No. SOE (PWD)4-10/2018/Vol-IV/275-84 dated 8 <sup>th</sup> April, 2019.
1A	Chief Medical Officer (BS-20)	--	--	"By promotion on the basis of seniority-cum-fitness, from amongst the Directors (Technical) and Principal with Seventeen (17) years service in BPS-17 and above.  Provided that if no suitable person is available for promotion, then by transfer.  <b>Note:</b> For the purpose of promotion, a Joint seniority list shall be maintained from the Director (Technical) & Principles RTI's.	Row-1A along with columns inserted vide Notification No. SOE(WPD)4-10/2016-17/Vol-IV/1471-81 dated 27 <sup>th</sup> December, 2017.

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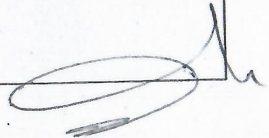
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r. #	Nomenclature of Post	Minimum qualification Prescribed for Appointment by Initial Recruitment	Age Limit for Initial Recruitment	Method of Recruitment	Reference
1	2	3	4	5	6
1B	Additional Director General (BS-20)	--	--	"By Promotion, on the basis of seniority-cum-fitness, from amongst the Directors (Non-Technical) and District Population Welfare Officers with seventeen (17) years service in BPS-17 and above."	Amendments made vide Notification No. SOE(PWD)4-10/2018/Vol-IV dated 8th April, 2019.
2	Director (Non-Tech) / District Population Welfare Officer (BS-19)	--	--	<p>(i) By Promotion on the basis of seniority -cum-fitness , from amongst the Deputy Directors (Non-Technical), District Population Welfare Officers and Senior Instructor (Non-Technical) with twelve years service as such, in BPS-17 and above:</p> <p>Provided that if no suitable candidate is available for promotion, then by transfer from amongst the suitable officers of the Provincial Government.</p> <p><b>Note:</b> For the purpose of promotion, a joint seniority list shall be maintained from amongst the Deputy Directors (Non-Technical), District Population Welfare Officers, and Senior Instructors (Non-Technical)".</p>	Column No.1 of 19.02.2009 and Columns No. (2 to 5) amended vide Notification No. SOE(PWD)4-10/2016-17/Vol-IV/1471-81 dated 17 <sup>th</sup> Feb, 2017.
3	Director (Technical) / Principal RTIs (BS-19)	--	--	<p>(i) By promotion on the basis of seniority-cum-Fitness, from amongst the Deputy Directors (Technical), Senior Women Medical Officers, Deputy Principals (RTIs) and Senior Instructors (Technical) with twelve years service as such, in BPS-17 and above:</p> <p>Provided that if no suitable candidate is available for promotion, then by transfer from amongst the suitable officers of the Provincial Government.</p> <p><b>Note:</b> For the purpose of promotion, a joint seniority list shall be maintained from amongst the Deputy Directors (Technical), Senior Women Medical Officers, Deputy Principal (RTIs) and Senior Instructor (Technical).</p>	<p>Column No.03 of 19.02.2009 and columns No. (02 to 05) amended vide Notification No. SOE(PWD)4-10/2016-17/Vol-IV/1471-81 dated 17<sup>th</sup> Feb: 2017.</p> <p>At S.No. 1A the Chief Medical Officer (BS-20)inserted vide Notification No. SO(PWD)4-10/2016-17/Vol-IV/1471-81 dated 27.12.20217.</p>

r. #	Nomenclature of Post	Minimum qualification Prescribed for Appointment by Initial Recruitment	Age Limit for Initial Recruitment	Method of Recruitment	Reference
1	2	3	4	5	6
4	Deleted				Row deleted vide Notification No. SOE(PWD)4-10/2016-17/Vol-IV dated 17 <sup>th</sup> Feb: 2017.
5	Deputy Director (Non-Technical) / District Population Welfare Officer / Senior Instructor (Not Technical) / Demographer (BS-18)	--	--	<p>By promotion, on the basis of seniority-cum-fitness, from amongst the Assistant Directors, “Assistant Director (Litigation),” Deputy District Population Welfare Officers (Non-Tech), Tehsil Population Welfare Officers, Deputy Demographers, Accounts Officers and Instructors (Non-Tech) with five years’ service as such:</p> <p>Provide that if no suitable candidate is available for promotion, then by transfer from amongst the suitable officers of the Provincial Govt.</p> <p><b>Note:</b> For the purpose of promotion, a joint seniority list shall be maintained from amongst the Assistant Directors, Assistant Director (Litigation), Deputy District Population Welfare Officers (Non-Tech), Tehsil Population Welfare Officers, Deputy Demographers, Accounts Officers and Instructors (Non-Tech)”.</p>	<p>Column No. 01 of 2009 and columns 02 to 05 amended vide Notification No. SOE(PWD)4-10/2016-17/Vol-IV dated 17<sup>th</sup> February, 2017.</p> <p>The Post of Demographer (BS-18) inserted in the nomenclature of Deputy Director (Non-Technical)/District Population Welfare Officers/Senior Instructor (Non-Technical) vide Notification No. SOE(PWD)4-10/2016-17/Vol-IV dated 27.12.2017.</p> <p>Column No.05 amended vide Notification No. SOE (PWD)4-10/2018/SSRC dated 30<sup>th</sup> March, 2021.</p>
6	Deputy Director (Technical) / Senior Women Medical Officer / Senior Instructor (Technical) / Deputy Principal RTIs (BS-18)	--	--	<p>(i) By promotion, on the basis of seniority-cum-fitness, from amongst the Women Medical Officers, Deputy District Population Welfare Officers (Technical), Instructor (Technical) and NSV Surgeons with five years’ service as such;</p> <p>Provided that if no suitable candidate is available for promotion, then by transfer from amongst the suitable officers of the provincial Government.</p> <p><b>Note:</b> For the purpose of promotion, a joint seniority list shall be maintained from amongst the Women Medical Officers, Deputy District Population Welfare Officers (Technical), Instructor (Technical) and NSV Surgeon.</p>	Column No. 01 of 2009 and columns 02 to 05 amended vide Notification No. SOE (PWD)4-10/2016-17/Vol-IV dated 17 <sup>th</sup> Feb: 2017.

Sr. #	Nomenclature of Post	Minimum qualification Prescribed for Appointment by Initial Recruitment	Age Limit for Initial Recruitment	Method of Recruitment	Reference
1	2	3	4	5	6
7	Assistant Director / Tehsil Population Welfare Officer / Deputy District Population Welfare Officer (Non-Technical) / Instructor (Non-Technical) and Accounts Officer (BS-17)	<p>(i) At least Second Class Master's Degree or four (4) years BS Degree or equivalent qualification from a recognized University in the subject of Sociology, Social Work, Anthropology, Psychology, Business Administration, (MBA), Public Administration (MPA), Economics, Statistics, Political Science, Chemistry, Population Studies; or</p> <p>(ii) MBBS or equivalent qualification from a recognize University with completion of House Job Training.</p>	22-35years	<p>(i) Fifty percent (50%) by promotion on the basis of seniority cum fitness, from amongst the Assistant District Population Welfare Officers, Superintendents, Private Secretaries, Admn Officers, Statistical Investigators, Monitoring and Evaluation Officers and Accountants, having at least Second Class Bachelor's Degree from a recognized University with three year's service as such in the following manner, namely:</p> <p>(a) Thirty percent (30 %) from amongst the Assistant District Population Officers, Superintendents, Private Secretaries, Admn Officers, Statistical Investigators and Monitoring and Evaluation Officers;</p> <p><b>Note:</b> For the purpose of promotion, a joint seniority list of the Assistant District Population Officers, Superintendents, Private Secretaries Admn Officers, Statistical Investigators and Monitoring and Evaluation Officers as per inter-se-seniority shall be maintained.</p> <p>(b) Twenty percent (20%) from amongst the Accountants:                      . Provided that if no suitable candidate is available for promotion , the by initial recruitment; and</p> <p>(ii) Fifty percent (50%) by initial recruitment."</p>	<p>i) Column No. 1 to 5 of 2009</p> <p>ii) Column No.2 &amp; 5 amended vide Notification No. SOE(PWD)4-10/2016-17/Vol-IV/1471-81 dated 17<sup>th</sup> February, 2017</p> <p>iii) All columns substituted vide Notification No. SOE(PWD) 4-10/2018/SSRC dated 30<sup>th</sup> March, 2021.</p>
7A	Deputy Demographer (BS-17)	At least Second Class Master's Degree or BS Degree four (04) years or its equivalent qualification in the subject of Economics, Statistics, Demography, Population Studies, or Sociology from a recognized University.	22-30 years	By initial recruitment."	All column inserted vide Notification No. SOE (PWD) 4-10/2018/SSRC dated 30 <sup>th</sup> March, 2021.



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Sr. #	Nomenclature of Post	Minimum qualification Prescribed for Appointment by Initial Recruitment	Age Limit for Initial Recruitment	Method of Recruitment	Reference
1	2	3	4	5	6
8	Sister Tutor (BS-17)	A grade Nurse with: (i) Diploma in Nursing from a recognized Institute; and (ii) Two years relevant experience from any Govt. recognized Institute.	22-35 years	(i) By promotion, on the basis of seniority-cum-fitness, from amongst the Assistant Sister Tutor with five years' service as such:  Provided that if no suitable candidate is available for promotion, then by initial recruitment."  (ii) Fifty percent by initial recruitment."	(i) New entries in columns were substituted vide Notification No. SOE(PWD) 4-10/2016-17/Vol-IV/1471-81 dated 17 <sup>th</sup> February, 2017.  (ii) Column No. 05 amended vide Notification No. SOE(PWD)4-10/2018/SSR dated 30 <sup>th</sup> March, 2021.
9	Network Administrator (BS-17)	At least Second Class Master's Degree in Computer Science or Information Technology or Software Engineer or equivalent qualification from a recognized University.	22-35 years	(a) Fifty Percent by Promotion, on the basis of seniority-sum-fitness, from amongst the Assistant Network Administrator with at least five (05) year service as such:  Provided that if no suitable person is available for promotion, then by initial recruitments; and  (b) Fifty percent by initial recruitment."	(i) The entries in Column No. 2, 3, 4 & 5 inserted vide Notification No. SOE(PWD)4-10/2016-17/Vol-IV dated 27 <sup>th</sup> December, 2017.  (ii) Column No. 3 amended vide Notification No. SOE(PWD)4-10/2016-17/Vol-IV dated 6 <sup>th</sup> March, 2018.
10	Women Medical Officer / Deputy District Population Welfare Officer (Technical) / Instructor (Technical) / NSV Surgeon (BS-17)	At least Second Class MBBS Degree or its equivalent qualification from a recognized University with completion of House Job Training."	22-35 years	By initial recruitment	i) Column No. 01 & 05 of 2009 ii) Column No.02& 04 amended vide Notification No. SOE (PWD)4-10/2016-17/Vol-IV dated 17 <sup>th</sup> Feb: 2017. iii) Column No. 03 amended vide Notification No. SOE (PWD) 4-10/2018/SSRC dated 30 <sup>th</sup> March, 2021.
11	Data Base Administrator (BS-17)	At least Second class Master's Degree in Computer Science or Software Engineer or four years Bachelor's Degree in Information Technology or computer science or equivalent qualification from a recognized University.	22-35 years	By initial recruitment	i) Column No. 1 of 2009, ii) Existing entries in the respective columns deleted vide Notification No. SOE(PWD)4-10/2016-17/Vol-IV/1471-81 dated 17 <sup>th</sup> February, 2017. iii) New entries inserted in column No. 2 to 5 vide Notification No. SOE(PWD)4-10/2016-17/Vol-IV dated 27-12-2017 iv) Column No.03 amended vide Notification No. SOE(PWD)4-10/2016-17/Vol-IV dated 6 <sup>th</sup> March, 2018

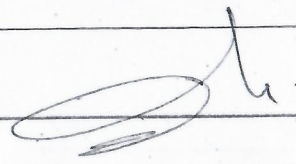
Sr. #	Nomenclature of Post	Minimum qualification Prescribed for Appointment by Initial Recruitment	Age Limit for Initial Recruitment	Method of Recruitment	Reference
1	2	3	4	5	6
11A	Web Administrator (BS-17)	At least Second Class Master's Degree in Computer Science or Software Engineer or four years Bachelor's Degree in Information Technology or Computer Science or equivalent qualification from a recognized University.	22-35 years	By initial recruitment	i) Entries in Column No. 1 to 5 inserted vide Notification No. SOE(PWD)4-10/2016-17/Vol-IV dated 27 <sup>th</sup> December, 2017. ii) Column No.03 amended vide Notification No. SOE(PWD)4-10/2016-17/Vol-IV dated 6 <sup>th</sup> March, 2018
11B	Pharmacist (BS-17)	i) Pharm-D from a recognized University and registered with the Pharmacy Council; or ii) B-Pharmacy from a recognized University with one year experience in the relevant field and registered with Pharmacy Council	21-32 years	By initial recruitment	All entries in the columns inserted vide Notification No. SOE(PWD)4-10/2016-17/Vol-IV dated 27 <sup>th</sup> December, 2017
11C	English Teacher (Female) (BS-17)	At least Second Class Master's Degree in English Literature or equivalent qualification from a recognized University.	22-35 year	By initial recruitment	All columns inserted vide Notification No. SOE (PWD)4-10/2016-17/Vol-IV dated 6 <sup>th</sup> March, 2018.
11D	Assistant Director (Litigation) (BS-17)	(i) At least Second Class LLB or BS Law (five years) Degree from a recognized University with practicing Lawyer license from Bar Council; and (ii) One year standing experience at the Bar.	21-35 years	By initial recruitment; and	i) All columns inserted vide Notification No. SOE (PWD)4-10/2016-17/Vol-IV dated 6 <sup>th</sup> March, 2018. ii) Column No. 03 amended vide Notification No. SOE(PWD) 4-10/2018/SSRC dated 30 <sup>th</sup> March, 2021.



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Sr. #	Nomenclature of Post	Minimum qualification Prescribed for Appointment by Initial Recruitment	Age Limit for Initial Recruitment	Method of Recruitment	Reference
1	2	3	4	5	6
12	Assistant District Population Welfare Officer / Admn Officer (BS-17)	At least Second Class Master's Degree or equivalent qualification from a recognized University in Sociology/Social Work/ Anthropology / Psychology/Business Administration (MBA) /Public Administration (MPA) /Economics/Statistics /Political Science/Population Studies.	21-32 years	<p>(i) Forty Percent (40%) by promotion, on the basis of seniority-cum-fitness, from amongst the Assistants with at least five years' service as such;</p> <p>(ii) Twenty Percent (20%) by promotion, on the basis of seniority-cum-fitness, from amongst the Statistical Assistants with at least five years' service as such;</p> <p>(iii) Twenty Percent (20%) by promotion, on the basis of seniority-cum-fitness, from amongst the Senior Scale Stenographers with at least five years' service as such; and</p> <p>(iv) Twenty Percent (20%) by promotion, on the basis of seniority-cum-fitness, from amongst the Projectionists and Photographers with at least five years' service as such; and</p> <p>Provided that if no suitable candidate is available for promotion, then by initial recruitment.</p>	<p>i) Column No.01 &amp; 04 of 2009</p> <p>ii) Columns No.02, 03 &amp; 05 amended vide Notification No. SOE(PWD)4-10/2016-17/Vol-IV/1471-81 dated 17<sup>th</sup> February, 2017.</p>
13	Superintendent (BS-17)	--	--	<p>(i) By Promotion, on the basis of seniority-cum-fitness, from amongst Assistant with at least five years service as such; and</p> <p>(ii) if no suitable candidates is available for promotion, then by transfer</p>	All Columns of 2009
14	Accountant (BS-17)	Second Class Master's Degree in Commerce/Economics/Business Administration or equivalent qualification from a recognized University.	21-32 years	<p>(i) Eighty percent (80%) by promotion, on the basis of seniority-cum-fitness from amongst the Accounts Assistants with five years' service as such.</p> <p>Provided that if no suitable candidate is available for promotion, then by initial recruitment; and</p> <p>(ii) Twenty percent (20%) by initial recruitment.</p>	<p>i) Columns No.01 to 04 of 2009</p> <p>ii) Column No.05 are amended vide Notification No. SOE(PWD)4-10/2016-17/Vol-IV dated 17<sup>th</sup> Feb: 2017.</p>

Sr. #	Nomenclature of Post	Minimum qualification Prescribed for Appointment by Initial Recruitment	Age Limit for Initial Recruitment	Method of Recruitment	Reference
1	2	3	4	5	6
15	Statistical Investigator/ Monitoring & Evaluation Officer (BS-16)	---	---	(i) By promotion , on the basis of seniority-cum-fitness from amongst the Statistical Assistants with five years' service as such; and (ii) If no suitable candidate is available for promotion then by transfer	All columns of 2009
16	Private Secretary (BS-17)	---	---	By promotion, on the basis of seniority-cum-fitness, from amongst Senior Scale Stenographer with five years' service as such.	All columns of 2009
17	Field Technical Officer (BS-16)	---	---	By promotion , on the basis of seniority- cum-fitness from amongst the Family Welfare Counselors and Female Wardens with five years' service as such, who have successfully completed four months advance Training Course of Field Technical Officer:  Provided that if no suitable candidate is available for promotion, then by transfer."	i) Column No. 01 to 04 of 2009  ii) Column No. 05 amended vide Notification No. SOE (PWD) 4-10/2016-17/VOL-IV/1471-81 dated 17 <sup>th</sup> February, 2017.
17A	Computer Operator (BS-16)	(i) At least Second Class Bachelor's Degree in Computer Science/Information Technology (BCS/BIT four years) from a recognized University; or  (ii) At least Second Class Bachelor's Degree from a recognized university with one year Diploma in Information Technology from a recognized Board of Technical Education.	18 to 30 years	By initial recruitment	All Columns inserted vide notification No. SOE(PWD)4-10/2016-17/VOL-IV dated 27 <sup>th</sup> December, 2017.





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Sr. #	Nomenclature of Post	Minimum qualification Prescribed for Appointment by Initial Recruitment	Age Limit for Initial Recruitment	Method of Recruitment	Reference
1	2	3	4	5	6
18	Senior Scale Stenographer (BS-16)	(i) Second Class Bachelor's Degree from a recognized University; (ii) A speed of seventy (70) words per minute in shorthand in English and 45 words per minute in typing; and (iii) Knowledge of computer in using Microsoft Word and Microsoft Excel.	18 to 30 years	By promotion, on the basis of seniority-cum-fitness, from amongst the junior Scale Stenographers with at least five years service as such:  Provided that if no suitable candidate is available for promotion, then by initial recruitment.	i) Columns No.1, 2, & 04 of 2009 ii) Columns No.03 & 05 amended vide Notification No.SOE(PWD)4-10/2016-17/VOL-IV/1471-81 Dated 17 <sup>th</sup> Feb, 2017.
18A	Assistant Sister Tutor (BS-15)	A Grade Nurse	18 to 30 years	By initial recruitment	All Columns inserted vide Notification No.SOE(PWD)4-10/2016-17/VOL-IV/1471-81 Dated 17 <sup>th</sup> February, 2017.
18AA	Assistant Network Administrator (BS-15)	At least Second Class Master Degree or four (04) years BS Degree in Information Technology or Computer Science or its equivalent qualification from a recognized University.	21 to 32 years	By initial recruitment	i) All columns are inserted vide Notification No. SOE(PWD)/4-10/2016-17/Vol-IV dated 27 <sup>th</sup> December, 2017 ii) Column No. 3 amended vide SOE(PWD)4-10/2018/SSRC Dated 30 <sup>th</sup> March, 2021.
18B	Chief Clinical Technician (BS-16)	--	--	By Promotion, on the basis of seniority-cum-fitness, from amongst the holders of the posts of Senior Clinical Technician (Surgical) (BPS-14) with at least two years service as such;	All Columns inserted vide Notification No. SOE(PWD)4-10/2021/SSRC Dated 21 <sup>st</sup> April, 2022.

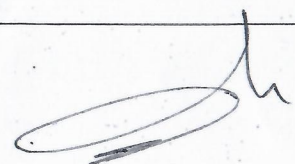
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Sr. #	Nomenclature of Post	Minimum qualification Prescribed for Appointment by Initial Recruitment	Age Limit for Initial Recruitment	Method of Recruitment	Reference
1	2	3	4	5	6
18C	Senior Clinical Technician (Surgical) (BS-14)	--	--	By promotion, on the basis of seniority-cum-fitness, from amongst the holders of the post of Operation Theatre Technician (BPS-12) with at least two years service as such; and	All columns inserted vide Notification No. SOE(PWD)4-10/2021/SSRC Dated 21 <sup>st</sup> April, 2022.
19	Junior Scale Stenographer/ Stenotypist (BS-14)	(i) At least Second Class Intermediate Certificate or equivalent qualification from a recognized Board;  (ii) A speed of Fifty (50) words per minutes in Shorthand in English and Thirty five (35) words per minute in typing; and  (iii) Knowledge of computer in using MS Word and MS Excel.	18 to 30 years	By Initial recruitment	i) Columns No 01,02,04 & 05 of 2009  ii) Column No. 03 amended vide Notification No. SOE(PWD) 4-10/2016-17/VOL-IV/1471-81 dated 17 <sup>th</sup> Febuary,2017.
19A	Supervisor (Male) (BS-14)	--	--	"By promotion, on the basis of seniority-cum-fitness, from amongst the Family Welfare Assistants (Male) with a least five (05) years service as such."	All new entries in all the columns inserted vide Notification No. SOE (PWD)4-10/2016-17/VOL-IV dated 6 <sup>th</sup> March, 2018.
20	Projectionist (BS-13)	Diploma Associate Engineering (DAE) from an institute, recognized by the Board of Technical Education, in the field of Electrical or Electronics."	18 to 30 years	By initial recruitment	i) Columns No.1, 2, 4 & 5 of 2009  ii) Column No. 03 amended vide Notification No. SOE(PWD)4-10/2016-17/VOL-IV dated 17 <sup>th</sup> Feb, 2017.

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Sr. #	Nomenclature of Post	Minimum qualification Prescribed for Appointment by Initial Recruitment	Age Limit for Initial Recruitment	Method of Recruitment	Reference
1	2	3	4	5	6
21	Assistant (BS-16)	Bachelor's Degree from a recognized University	18 to 30 years	(i) Seventy five percent (75%) by promotion, on the basis of seniority-cum-fitness, from amongst the Senior Clerks with five years as such; Provided if no suitable candidate is available for promotion, the by initial recruitment; and (ii) Twenty five (25%) by initial recruitment	i) Columns No. 01 to 04 of 2009 ii) Column No. 05 amended vide Notification No. SOE(PWD) 4-10/2016-17/VOL-VI/1471-81 dated 17 <sup>th</sup> February, 2017.
22	Statistical Assistant (BS-12)	Second Class Bachelor's Degree from a recognized University with Statistics / Economics/ Mathematics / Sociology or Commerce as one of the subject and having Diploma / Certificate in Computer / Information Technology from a recognized Institute.	18 to 30 years	By initial recruitment	All columns of 2009
23	Accounts Assistant (BS-16)	At least Second Class Bachelors' Degree in Commerce or Business Administration from a recognized University with Diploma in Information Technology from a recognized institute registered with Board of Technical Education.	22 to 30 years	(i) Fifty percent by promotion, on the basis of seniority cum-fitness, from amongst the Store Keepers with at least five (05) years as such: Provided that if no suitable candidate is available for promotion, then by initial recruitment; and (iii) Fifty Percent by initial recruitment; and	i) Columns No. 1 & 2 of 2009 ii) Columns from 3 to 5 amended vide Notification No. SOE (PWD) 4-10/2016-17/VOL-IV dated 27 <sup>th</sup> December, 2017.

Sr. #	Nomenclature of Post	Minimum qualification Prescribed for Appointment by Initial Recruitment	Age Limit for Initial Recruitment	Method of Recruitment	Reference
1	2	3	4	5	6
24	Photographer (BS-12)	Diploma Associate Engineering (DAE) from an institute, recognized by the board of Technical Education, in the field of Electrical or Electronics.”	18 to 30 years	By initial recruitment	i) Columns No. 1, 2, 4 & 5 of 2009 ii) Column No. 3 amended vide Notification No. SOE(PWD)4-10/2016-17/VOL-IV/1471-81 dated 17 <sup>th</sup> February, 2017.
25	Family Welfare Counselor / Female Warden (BS-12)			By promotion on the basis of seniority-cum-fitness, from amongst the Family Welfare Workers with three years' service as such, who has successfully completed three months Advance Training Course of Family Welfare Counselor:  Provided if no suitable candidate is available for promotion, then by transfer.”	i) Column No.01 of 2009 ii) Columns No.02 to 05 amended vide Notification No. SOE(PWD)4-10/2016-17/VOL-IV/1471-81 dated 17 <sup>th</sup> February, 2017.
26	Theatre Nurse (BS-16)	(i) At least Second Class B.Sc Nursing (four years) Degree duly registered with Pakistan Nursing Council; or (ii) At least Second Division General Nursing Diploma three years and one year Midwifery or in lieu of Midwifery one year specialized post basic Diploma; duly registered with Pakistan Nursing Council.	21 to 35 Years.	By initial recruitment	i) Column 1, 2&5 of 2009. ii) Column No. 03&04 amended vide Notification No. SOE (PWD)4-10/2018/SSRC dated 30 <sup>th</sup> March, 2021.



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r. #	Nomenclature of Post	Minimum qualification Prescribed for Appointment by Initial Recruitment	Age Limit for Initial Recruitment	Method of Recruitment	Reference
1	2	3	4	5	6
27	Family Welfare Worker (BS-09)	<p>(i) At least Second Class Secondary School Certificate or equivalent qualification from a recognized Board; and</p> <p>(ii) Two years Family Welfare Worker Training Course from Regional Training Institute (RTI), Population Welfare Department.</p>		<p>(i) Thirty percent (30%) by promotion, on the basis of seniority-cum-fitness, from amongst the Family Welfare Assistants (Female), Aya's, Helper and Dais with three years' service as such, who has successfully completed Family Welfare Worker Training from Regional Training Institute or B.Sc. Nursing Degree duly registered with Pakistan Nursing Council or having Lady Health Visitor Training course from the Government Public Health School:</p> <p><b>Note:</b> For the purpose of promotion, joint seniority list of the Family Welfare Assistants (Female), Aya's, Helpers and Dais, shall be maintained:</p> <p>Provided that if no suitable candidate is available for promotion, then by initial recruitment; and</p> <p>(ii) Seventy percent (70 %) by initial recruitment.</p>	<p>i) Column No.1,2 and 4 of 2009</p> <p>ii) Column 3 &amp; 5 amended vide Notification No. SOE (PWD) 4-10/2016-17/VOL-IV/1471-81 dated 17<sup>th</sup> February, 2017.</p> <p>iii) Column No.5 substituted vide Notification No. SOE(PWD) 4-10/2018/SSRC dated 30<sup>th</sup> March, 2021.</p>
28	Operation Theatre Technician (BS-08)	<p>(i) At least Second Division Secondary School Certificate with Science from a recognized Board; and</p> <p>(ii) At least Second Division two (02) years Diploma in the field of Surgical Technology from Khyber Pakhtunkhwa Medical Faculty (Faculty of Paramedical &amp; Allied Health Sciences) or 02 years Diploma in the field of Surgical Technology from any recognized Institute registered with Khyber Pakhtunkhwa Medical Faculty (Faculty of Paramedical &amp; Allied Health Sciences).</p>	18 to 30 years.	By initial recruitment	<p>i) Column No. 1, 4 &amp; 5 of 2009</p> <p>ii) Column No. 02 &amp; 03 substituted vide Notification No. SOE (PWD)4-10/2016-17/VOL-IV dated 17<sup>th</sup> February, 2017.</p> <p>iii) Column No. 03 substituted vide Notification SOE (PWD)4-10/2018/SSRC dated 30<sup>th</sup>, 2021.</p>

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Sr. #	Nomenclature of Post	Minimum qualification Prescribed for Appointment by Initial Recruitment	Age Limit for Initial Recruitment	Method of Recruitment	Reference
1	2	3	4	5	6
29	Male Motivator cum Theatre Assistant (BS-08)	(i) At least Second Division Secondary School Certificate with Science from a recognized Board; and  (ii) At least Second Division two (2) years Diploma in the field of Surgical Technology from the Khyber Pakhtunkhwa Medical Faculty (Faculty of Paramedical and Allied Health Sciences) or two (2) years Diploma in the field of Surgical Technology from any recognized Institute registered with the Khyber Pakhtunkhwa Medical Faculty (Faculty of Paramedical and Allied Health Sciences."	18 to 30 years	By initial recruitment	i) Column No. 1, 2, 4, & 5 of 2009.  ii) Column No. 03 amended vide Notification No. SOE (PWD) 4-10/2016-17/VOL-IV/1471-81 dated 30 <sup>th</sup> March, 2021.
30	Senior Clerk (BS-14)	--	--	By promotion on the basis of seniority-cum-fitness, from amongst the junior clerks with two years service as such.	All columns of 2009.
31	Store Keeper (BS-14)	"At least Second Class Bachelor's Degree or its equivalent qualification from a recognized University with Diploma in Computer or Information Technology from the Board of Technical Education."	18 to 30 years	By initial recruitment	i) Column No. 01, 2 & 4 of 2009. ii) Column No. 05 amended vide Notification No. SOE (PWD) 4-10/2016-17/VOL-IV/1471-81 dated 17 February, 2017. iii) Column No. 03 amended vide Notification No. SOE (PWD) 4-10/2018/SSRC dated 30 <sup>th</sup> March, 2021.

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Sr. #	Nomenclature of Post	Minimum qualification Prescribed for Appointment by Initial Recruitment	Age Limit for Initial Recruitment	Method of Recruitment	Reference
1	2	3	4	5	6
32	Junior Clerk (BS-11)	(i) At least Second Division Intermediate School Certificate or its equivalent qualification from a recognized Board; and  (ii) A speed of thirty (30) words per minute in typing.	18 to 30 years	(i) Forty percent (40%) by promotion, on the basis of seniority-cum-fitness, from amongst the Naib Qasids, Chowkidars, Duplicating Machine Operator, Aya's Helpers, Dais, Mali's, Cooks, Sweepers, Sweepress, Drivers and other equivalent Posts, with two years' service as such who have passed Intermediate examination with second division or its equivalent qualification from a recognized Board.  (ii) Sixty percent (60%) by initial recruitment.  <b>Note:</b> For the purpose of promotion a joint seniority list shall be mentioned of the Naib Qasids, Chowkidars, Duplicating Machine Operators, Aya's Helpers, Dais, Mali's, Cooks, Sweepers, Sweepress, Drivers and other equivalent posts with reference to dates of their acquiring the Intermediate Certificate or its equivalent qualification from a recognized Board:  Provided, that;- (a) If two or more officials have acquired the Intermediate Certificate or its equivalent qualification in the same session, the inter-seniority in the lower post shall be maintained for the purpose of determining seniority in the higher post; (b) Where a senior official does not possess the requisite qualification at the time of filling up a vacancy the official next junior to him possessing the requisite qualification shall be promoted in preference to the senior official or officials:  Provided further that the condition of Intermediate Certificate or its equivalent qualification from a recognized Board as laid down at clause (i) shall not apply for a period of four years from the date commencement of this Notification to the existing	All Columns substituted vide Notification No. SOE(PWD)4-10/2018/SSRC dated 30 <sup>th</sup> March, 2021.

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Sr. #	Nomenclature of Post	Minimum qualification Prescribed for Appointment by Initial Recruitment	Age Limit for Initial Recruitment	Method of Recruitment	Reference
1	2	3	4	5	6
				matriculate incumbents of the post of Naib Qasids, Chowkidars, Duplicating Machine Operators, Aya's , Helpers, Dai's, Mali's, Cooks, Sweepers, Sweeperess and Drivers for promotion to the post of Junior Clerk:  Provided also that if no suitable candidate is available for promotion, then by initial recruitment.	
33	Family Welfare Assistant (Male) (BS-07)	Secondary School Certificate from a recognized Board	18 to 30 years	By initial recruitment	All columns of 2009.
34	Family Welfare Assistant (Female) (BS-07)	Secondary School Certificate from a recognized Board	18 to 30 years	By initial recruitment	All columns of 2009.
34A	Telephone Operator (BS-07)	At least Second Class Intermediate or equivalent qualification from a recognized Board with two (02) years experience as Telephone Operator.	18 to 32 years	By initial recruitment	All columns are inserted vide Notification No. SOE (PWD) 4-10/2016-17/VOL-IV dated 27 <sup>th</sup> December, 2017.
34B	Plumber (BS-07)	(i) At least Second Division Secondary School Certificate or its equivalent qualification from recognized Board; (ii) One year Certificate/Diploma in the relevant field from a recognized institute; and (iii) Two years experience as Sanitary Fitter or Plumber in any Government registered organization or Government registered Contractors.	18-35 years	By initial recruitment	Columns No. 02 to 05 are inserted vide Notification No. SOE(PWD)4-10/2021/SSRC dated 21.04.2022.



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Sr. #	Nomenclature of Post	Minimum qualification Prescribed for Appointment by Initial Recruitment	Age Limit for Initial Recruitment	Method of Recruitment	Reference
1	2	3	4	5	6
35	Driver / Dispatch Rider (BS-06)	(i) Middle Pass; (ii) Possessing a valid Driving License."	18 to 35 years	By initial recruitment	i) Columns No. 01, 02, 04 & 05 of 2009 ii) Column No. 03 of 2009 substituted vide Notification No. SOE(PWD)4-10/2016-17/VOL-IV dated 17 <sup>th</sup> February, 2017.
36	Duplicating Machine Operator (BS-05)	(i) At least Secondary School Certificate or equivalent qualification from a recognized Board; and (ii) Knowledge of operating Duplicating or Photostate Machine essential."	18 to 30 years	By initial recruitment	i) Columns No. 01, 02, 04 & 05 of 2009 ii) Column No. 03 substituted vide Notification No. SOE (PWD)4-10/2016-17/VOL-IV dated 17 <sup>th</sup> February, 2017.
37	Naib Qasid / Chowkidar; and (BS-03)	(i) Primary pass	18 to 40 years	By initial recruitment	i) Column No. 1, 3 & 5 of 2009. ii) Column No.4 amended vide Notification No. SOE (PWD)4-10/2016-17/Vol-IV/1471-81 dated 17 <sup>th</sup> February, 2017. iii) Column No. 2 amended vide Notification No. SOE (PWD)4-10/2018/SSRC dated 30 <sup>th</sup> March, 2021.
38	Mali (BS-03)	(i) Primary pass 02 years relevant experience	18 to 40 years	By initial recruitment	i) Columns No. 01, 02, & 05 of 2009 ii) Column No. 03 & 04 of 2009 substituted vide Notification No. SOE (PWD) 4-10/2016-17/VOL-IV dated 17 February, 2017.
39	Sweeper / Sweepress (BS-03)	Primary Pass	18 to 40 years	By Initial recruitment	i) Columns No.01, 02, 03 & 05 of 2009 ii) Column No. 04 substituted vide Notification No. SOE(PWD) 4-10/2016-17/VOL-IV dated 17 <sup>th</sup> February, 2017.

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Sr. #	Nomenclature of Post	Minimum qualification Prescribed for Appointment by Initial Recruitment	Age Limit for Initial Recruitment	Method of Recruitment	Reference
1	2	3	4	5	6
40	Helper / Aya / Dai (BS-03)	Primary Pass	18 to 40 years	By Initial recruitment	i) Columns No.1, 2, & 5 of 2009 ii) Column No. 03 & 04 substituted vide Notification No. SOE (PWD) 4-10 2016-17/VOL-IV dated 17 <sup>th</sup> February, 2017.
41	Cook (BS-03)	(i) Primary Pass; (ii) Two (02) years relevant experience.	18 to 40 years	By Initial recruitment	i) All Column inserted vide Notification No. SOE (PWD)4-10/2016-17/Vol-IV/1471-81 dated 17 <sup>th</sup> February 2017 ii) Column No. 3 substituted vide Notification No. SOE (PWD) 4-10 /2018/SSRC dated 30 <sup>th</sup> March, 2021.

-sd-  
(ASGHAR ALI)  
SECRETARY  
POPULATION WELFARE DEPARTMENT

**ENDST: OF EVEN NO. & DATE:**

Copy is forwarded information & necessary action to the:

1. Secretary to Governor, Khyber Pakhtunkhwa.
2. Principal Secretary to Chief Minister Khyber Pakhtunkhwa.
3. Secretary to Govt: of Khyber Pakhtunkhwa Establishment Department.
4. Director General Population Welfare Khyber Pakhtunkhwa with the directions to circulate the same amongst all the DPW-Offices.
5. Secretary Khyber Pakhtunkhwa Public Service Commission.
6. Registrar, Khyber Pakhtunkhwa Service Tribunal, Peshawar.
7. PS to Advisor to Chief Minister for Population Welfare Khyber Pakhtunkhwa.
8. PS to Secretary, Population Welfare Department.

(SHAH BAKHT YOUSAFZAI)  
SECTION OFFICER (ESTABLISHMENT)

06/09/2023