

## THE PAKHTUNKHWA HIGHWAYS AUTHORITY SERVICE REGULATIONS - 2019



No. \_\_\_\_\_/2019 In exercise of powers conferred by section 14 read with section – 32 of the Khyber Pakhtunkhwa Highways Authority Ordinance 2001 [Khyber Pakhtunkhwa Ordinance No. XIX of 2001], The Khyber Pakhtunkhwa Highways Authority, with the approval of Khyber Pakhtunkhwa Highway Council (KPH), is pleased to make the following regulations namely;

### PAKHTUNKHWA HIGHWAYS AUTHORITY SERVICE REGULATIONS - 2019

1. **Short title, application and commencement.**—(1) These Regulations may be called the Pakhtunkhwa Highways Authority Service Regulations-2019.

(2) These Regulations shall apply to all regular employees of the Authority.

(3) These shall come into force at once.

2. **Definitions**—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. **“Appendix”** means an Appendix to these Regulations;
- ii. **“Appointing Authority”** in relation to a post means the person authorized under rule 4 to make appointment to that post;
- iii. **“Departmental Selection and Promotion Committees”** means a Committee constituted by the appointing Authority for the purpose of making selection for initial appointment or promotion to posts in BPS-17 and below;
- iv. **“Board”** means Executive Board of Pakhtunkhwa Highways Authority
- v. **“Council”** means Khyber Pakhtunkhwa Highway Council
- vi. **“Employee”** means an employee of the Authority appointed on regular basis, but does not include:
  - a) a person who is on deputation to the Authority from the Federal or any of the Provincial Government or other Authority;
  - b) a person who is employed on work charged basis or who is paid from contingencies; or fixed pay .
- vii. **“Initial Recruitment”** means appointment made otherwise than by promotion or transfer;
- viii. **“Month”** means a calendar month;
- ix. **“Managing Director”** means the Managing Director of the Authority.
- x. **“Pay”** means the amount drawn monthly by an employee as pay, and includes special pay, personal pay and any other emolument declared by Government as pay, but does not include allowances;
- xi. **“Post”** means a post as specified in column No.2 of the **Appendix**.
- xii. **“Selection Board”** means a Board for the purpose of making selection for initial appointment or promotion to posts in BPS-18 and above.
- xiii. **“Government”** means the Government of Khyber Pakhtunkhwa.

3. **Method of Appointment**—(1) Appointment to various posts in connection with the affairs of the Authority shall be made by initial recruitment, promotion or by transfer in the manner as specified in the **Appendix**.

(2) The qualification and other conditions applicable to a post shall be such as specified in the **Appendix**.

**4 Appointing Authority—(1)** The Authority (ies) competent to make appointment to posts in various basic pay scales shall be as follows:

- i. Posts in pay scale 18 - 19 & 20 **President KPH Council.**
- ii. Posts in pay scale 1 to 17 **Managing Director.**

**(2) Constitution of Selection Board:**

There shall be a constituted Selection Board, headed by the Chief Secretary, for the purpose of selection of persons and making recommendation to President KPH Council for promotion / appointment to posts in pay scale 18-19 & 20.

The Board shall consist of:-

a)	Chief Secretary, Khyber Pakhtunkhwa	Chairman
b)	Secretary, C&W Department	Member
c)	Secretary to Govt. of Khyber Pakhtunkhwa, Finance Department	Member
d)	Secretary to Govt. of Khyber Pakhtunkhwa, Establishment Department	Member
e)	Managing Director, Pakhtunkhwa Highways Authority	Member-Cum-Secretary

**(3) Departmental Selection/Promotion Committee:**

There shall be constituted one or more Selection/Promotion Committees, with approval of the Managing Director, for the purpose of selection of persons for appointment and promotion to posts in pay scale 1 to 17.

**5. Appointment by initial recruitment or by promotion or by transfer—(1)** Appointment by initial recruitment or promotion or transfer to posts shall be made by the appointing Authority, as specified in column No.5 of the **Appendix**.

(a) Khyber Pakhtunkhwa Highways Council shall make initial appointment to the post of Managing Director. President KPH Council shall also make initial appointment to the posts in pay scale 18 and 19 on the recommendations of Selection Board.

(b) Initial appointment to posts in pay scale -17 and below shall be made by the Managing Director on the recommendation of the Selection Committee concerned.

(c) After the vacancies have been advertised in at least two daily newspapers of repute in case of initial recruitment.

(2) Subject to Sub-Rule (3) a candidate for initial appointment to a post must possess the qualification(s) and experience and must be within the age limit as specified in the **Appendix** for the post.

(3) Appointment by transfer shall be made from amongst the persons holding appointment on regular basis in the same basic pay scale, in which the post to be filled exists.

(4) **Reserved quota:** All quotas as prescribed by the Government from time to time shall be observed by the Authority.

(5) The rule regarding the age relaxation for upper age limit will be dealt in accordance with the existing Govt. of Khyber Pakhtunkhwa Rule 2008 amended from time to time, subject to the condition that a certificate to this effect may be recorded that no eligible candidate within the prescribed age limit was available.

**6. Service Structure – (1)** The service of the Authority shall comprise the following cadres

- (a) Managerial Cadre;
- (b) Engineering Cadre;
- (c) Administrative and ministerial cadre;
- (d) Financial Cadre; and
- (e) Misc. Cadre.

(2) Each cadre shall consist of the posts specified in the **Appendix** under the respective cadres and such other posts as may, from time to time, be added to it.

**7. Seniority—**(1) The appointing Authority shall maintain a proper seniority list for each cadre of its employees and shall notify the same once in every calendar year, preferably in the month of January.

(2) The seniority inter se of the employees in the respective cadres shall be determined-

- in the case of persons appointed by initial recruitment, in accordance with the order of merit assigned by the Authority; provided that persons selected for appointment in an earlier selection shall rank senior to the persons selected in a later selection; and
- in the case of persons appointed otherwise, with reference to the dates of their continuous regular appointment to the post provided that persons selected for promotion to a higher post in one batch shall, on their promotion to the higher post retain their inter se seniority as in the lower post.

(3) Seniority inter se of the employees in the respective cadre appointed by initial recruitment vis-à-vis those appointed otherwise shall be determined with reference to the dates of their regular appointment to a post in the cadre; provided that if the two dates are the same date, the person appointed by promotion shall rank senior to the person appointed by initial recruitment.

**8. Eligibility—** (1) A candidate for appointment shall be a citizen of Pakistan and bonafide resident of the Province of the Khyber Pakhtunkhwa.

(2) No person, who has been married with a foreign national, shall be appointed to a post under these Regulations.

(3) No person, not already in Government Service or the service of the Authority, shall be appointed to a post unless he produces a certificate of character from the principal academic officer of the Academic Institution last attended and also certificates of character from two responsible persons not being his relatives, who are well acquainted with his character and antecedents.

(4) No candidate shall be appointed to a post by initial recruitment, unless he is found after such medical examination by a Medical Officer as the Authority may prescribe, to be in good mental and bodily health and free from physical defect likely to interfere in the efficient discharge of his duties.

(5) An employee shall stand retired from service of the Authority on attaining sixty years of his age.

(6) Where a person appointed by initial recruitment to a post under these Regulations fails to produce any documentary proof regarding his age, the Authority may send him to its Medical Officer or to any other Registered Medical Practitioner, selected by the Authority for this purpose and his opinion with regard to the age of the employee shall be final. Age of the employee as registered at time of his employment shall be recorded as final and will not be questioned by the employee. Retirement and other Regulations will also be applicable to him in accordance with his age so recorded.

**9. Probation—**(1) A person appointed to a post in the prescribed manner shall remain on probation for a period of two years, if appointed by initial recruitment, and for a period of one year, if appointed otherwise, provided that if his work or conduct during the period of probation has, in the opinion of appointing Authority, not been found satisfactory, the appointing Authority may, notwithstanding that the period of probation has not been expired:-

- dispense with his service, if he has been appointed by initial recruitment; or
- revert him to his former post, if he has been appointed otherwise or if there will be no such post, dispense with his services; or

- Extend the period of probation for a period not exceeding one year in all and during or on the expiry of such extended period, pass such orders as it could have passed during or on the expiry of the initial probationary period.

**Explanation—**(1) Officiating service or service spent on deputation to a corresponding or a higher post may be allowed to count towards the period of probation.

(2) 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, and if no orders have been made by the day on which the maximum period of probation expires, the probationer shall be deemed to have satisfactorily completed his period of probation.

**10. Confirmation—** On satisfactory completion of the probationary period, an employee shall be confirmed against a regular post, if available.

**11. Resignation -** An employee who wishes to resign from the service of the Authority shall give one month's notice in writing failing which he will be liable to pay the Authority an amount equal to one month's salary in lieu of the notice or such portion of one month's salary by which the notice falls short. In case the Authority terminates the services of an employee for want of a vacancy, it shall give one month's notice or one month's pay in lieu of the notice; and

No employee shall tender his resignation or give notice of resignation while he is on leave. In such case, he will be treated to have left the Authority's service without notice on the day he proceeded on leave.

**12. Salary and Allowances—** An employee of the Authority shall be entitled to such salary, allowances and other benefits, including pension and gratuity as may, from time to time, be sanctioned by the Government.

**13. Other matters —** In all other matters not expressly provided for in these regulations, the employees of the Authority shall be governed by the rules / regulations applicable to civil servants of the Province and the instructions issued from time to time by the provincial Governments in such matters.

## Part – II

Initial appointment: A candidate for initial appointment to a post specified in column (2) must possess the qualification and experience specified in column (4) and must be within age-limit specified in column (3) in the table below. The Competent Authority may relax the conditions if so required, and the reasons for relaxation would however be indicated in writing against the posts preserved for initial appointments. The services of qualified and experienced officers may be borrowed from other Departments/Organizations on deputation on other approved terms and conditions.

### a) MANAGERIAL CADRE

S.NO	Nomenclature of posts with BPS	Age Limit for Initial Recruitment (Min-Max)	Minimum qualification prescribed for appointment by Initial Recruitment.	Method of Recruitment
1	Managing Director (BPS-20)	50-60	Master in Civil Engineering with total 15 years relevant experience OR 1 <sup>st</sup> Class B.Sc in Civil Engineering with total 20 year relevant experience.	i. By Initial recruitment (having qualification Master in Civil Engineering with total 15 years relevant experience OR 1st Class B.Sc in Civil Engineering with total 20 year relevant experience. ii. By selection on merit from amongst Director (BPS-19) of the Authority with at least 05 years experience in BS - 19. OR iii. By transfer from amongst BS-19/20 officers of C&W Dept.

### b) ENGINEERING CADRE

S.NO	Nomenclature of posts with BPS	Age Limit for Initial Recruitment (Min-Max)	Minimum qualification Prescribed for appointment by Initial Recruitment.	Method of Recruitment
1	Director (BPS-19)	45-60	1 <sup>st</sup> Class Master in Civil Engineering or 1st class B.Sc in Civil Engineering with total 17 years experience in which at least 12-years should be in BPS- 17and above	By selection on merit amongst Deputy Directors (BPS-18) of the Authority with at least 05 years experience as such. OR By transfer from C&W Department on deputation basis.
2	Deputy Director (BPS-18)	40-50	1st Class Bachelor's Degree in Civil Engineering with 08 year experience in BPS-17 or 1 <sup>st</sup> Class Master Degree in Civil Engineering with 05 years experience in BPS-17	By selection on merit amongst Assistant Director (BPS-17) of the Authority with at least 8 years experience as such. OR By transfer from C&W Department on deputation basis.

3	Research Officer (BPS-18)	40-50	2 <sup>nd</sup> Class Bachelor's Degree in Civil Engineering with 10 year experience in BPS-17 or 1 <sup>st</sup> Class Master Degree in Civil Engineering with 05 years experience in the relevant field in Government or equivalent organization or a firm of repute in public or private sector.	<ul style="list-style-type: none"> <li>i. 50% by Initial Recruitment</li> <li>ii. 20% by promotion from Assistant Director (BPS-17) having B.Sc Civil Engr. Degree with at least 10 years experience.</li> <li>iii. 20% by promotion from Assistant Director (BPS-17) having M.Sc Civil Engineering with at least 08 years experience.</li> <li>iv. 10% from the Assistant Research Officer with at least 10-years experience as such. OR By transfer from C&amp;W Department on deputation basis.</li> </ul>
4	Assistant Director (BPS-17)	25-40	2 <sup>nd</sup> Class Bachelor's Degree in Civil Engineering, with 05 years experience in relevant field or Master Degree in Civil Engineering with 03 years experience in the relevant field in Government or equivalent organization or a firm of repute in public or private sector.	<ul style="list-style-type: none"> <li>i. 60% by Initial Recruitment</li> <li>ii. 20% from DAE Civil with at least 12 years service as Sub Engineer (Civil) / Vigilance Inspector subject to passing Departmental Professional Exam.</li> <li>iii. 10% by promotion on the basis of seniority cum fitness from amongst Sub Engineer who posses degree of B.E / BSc Engineering (Civil) at the time of joining service with at least 08 years service as Sub Engineer (Civil) / Vigilance Inspector.</li> <li>iv. 10% by promotion on the basis of seniority cum fitness amongst the Sub Engineer who have acquired degree of B.E / BSc (Civil) during service with atleast 08 years experience. The seniority to be determined from the date of acquiring degree. OR By transfer from C&amp;W Department on deputation basis.</li> </ul>
5	Assistant Research Officer (BPS-17)	25-40	2 <sup>nd</sup> Class Bachelor's Degree in Civil Engineering, with five years experience in relevant field or Master Degree in Civil Engineering with 03 years experience in the relevant field in Government or equivalent organization or a firm of repute in public or private sector.	<ul style="list-style-type: none"> <li>i. 50% by Initial Recruitment</li> <li>ii. 50% by promotion from amongst Research Assistants (BPS-16) with at least 05 years experience, as such. OR By transfer from C&amp;W Department on deputation basis.</li> </ul>
6	Chief Draftsman (BPS-17)	25-45	Bachelor Degree from a recognized university and 02 years certificate in Civil Draftsman from Board of Technical Education with at least 10 years of experience as Draftsman	<ul style="list-style-type: none"> <li>i. 50% by initial recruitment</li> <li>ii. 50% by promotion from Head Draftsman (BPS-16) having at least 05 years experience as such. OR By transfer from C&amp;W Department on deputation basis.</li> </ul>
7	Research Assistant (BPS-16)	25-35	B.Sc Civil Engineer or M.Sc Geology or B.Sc Engineering. Geology or DAE (Civil) with 06 years experience.	<ul style="list-style-type: none"> <li>i. 50% by Initial Recruitment</li> <li>ii. 50% by promotion from the holder of the post of Lab Assistant with at least 06 years experience, as such.</li> </ul>
8	Quantity Surveyor (BPS-15)	25-35	DAE (Civil) with 05 years experience or B.Sc (Civil) with 03 years experience in any Engineering Department or Consultants of repute.	<ul style="list-style-type: none"> <li>i. 80% by Initial Recruitment</li> <li>ii. 20% by promotion from amongst the Draftsman (BPS-10) having DAE with 03 years experience as such.</li> </ul>

9	Head Draftsman (BPS-16)	---	---	By promotion from amongst Draftsman (BPS-10) having at least 05 years experience as such. OR By transfer from C&W Department on deputation basis.
10	Sub Engineer / Vig Inspector BPS-12	20-32	DAE Civil from a recognized Technical Board. Preference will be given to the candidate having experience in the relevant fields.	By Initial Recruitment. OR By transfer from C&W Department on deputation basis.
11	Draftsman BPS-10	20-32	Secondary School Certificate from a recognized board, and 02 year Diploma in Civil Draftsman from a recognized institute / Board of Technical Education.	By Initial Recruitment. OR By transfer from C&W Department on deputation basis.

**FINANCE / ACCOUNTS CADRE**

S.No	Nomenclature of posts with BPS	Age Limit for Initial Recruitment (Min-Max)	Minimum qualification Prescribed for appointment by Initial Recruitment.	Method of Recruitment
1	Deputy Director (Finance and Accounts) BPS-18	---	---	By promotion from amongst Assistant Director Accounts / Finance with at least 15 years experience. OR If no suitable person is available then on Deputation from Pakistan Audit and Accounts Department.
2	Assistant Director (Finance & Accounts) BPS-17	40-50	2 <sup>nd</sup> Class Master's Degree in Commerce, Business Administration or Economics.	i. 50% by Initial Recruitment ii. 30% by promotion from Sr. Auditor (BPS-16) having at least 10 years experience duly qualified PIPFA/DAO exam arranged by AGP / CGA Islamabad on the analogy of C&W Department. iii. 20% amongst Assistants (BPS-16) having at least 10 years experience, qualified PIPFA / DAO exam arranged by AGP / CGA Islamabad on the analogy of C&W Department. OR If no suitable person is available then on Deputation from Pakistan Audit and Accounts Department.
3	Senior Auditor (BPS-16)	25-35	At least 2 <sup>nd</sup> Class Bachelor's Degree in Commerce, B.A/B.Sc with Economics as subject, BBA (Finance). Preference will be given to candidates having experience in relevant field.	i.50% by promotion from amongst account assistant having 5 years experience as such. ii.50% by Initial Recruitment OR By transfer from amongst the person holding appointment on regular basis in the same pay scale in which the post to be filled exist

**MINISTERIAL CADRE**

S.No	Nomenclature of posts with BPS	Age Limit for Initial Recruitment (Min-Max)	Minimum qualification Prescribed for appointment by Initial Recruitment.	Method of Recruitment
1	Administrative Officer (BPS-17)	---	---	By promotion from Superintendent having atleast 05 years experience as such. OR By transfer from C&W Department on deputation basis
2	Office Superintendent (BPS-17)	25-35	BA/B.Sc/B.com or equivalent with 2nd division having at least 05 years relevant experience or MA/M.Sc/MBA/M.com with 2nd division having at least 03 years relevant experience .	<ul style="list-style-type: none"> <li>i. 50% by promotion from Assistants and Senior Scale Stenographers with at least 05 years experience as such.</li> <li>ii. 50% By Initial Recruitment. OR By transfer from C&amp;W Department on deputation basis</li> </ul> <p><b>Note:</b> For the purpose of promotion a joint seniority list of Assistant and Senior Scale Stenographers will be maintained, if the date of appointment of both the officials is the same, senior in age will be considered.</p>
3	Sr. Scale Stenographer (BPS-16)	25-35	BA/B.Sc/B.com from a recognize university and a speed of 100 words per minute in Short Hand in English and 40 words per minute in English typing. Preference will be given to those who have 10000 words per hour key depression.	<ul style="list-style-type: none"> <li>i. 25% by Initial Recruitment</li> <li>ii. 75% by promotion on the basis of seniority cum fitness amongst Jr. Scale Stenographer (BPS-14) with at least 05 years experience as such. OR By transfer from C&amp;W Department on deputation basis.</li> </ul>
4	Assistant (BPS-16)	22-35	Bachelor Degree or equivalent from a recognized university. Preference will be given to the candidate having experience in Office Routine Work.	<ul style="list-style-type: none"> <li>i. 80% By Initial Recruitment</li> <li>ii. 20% by promotion from Senior Clerk having 03 years experience as such. OR By transfer from C&amp;W Department on deputation basis.</li> </ul>



5.	Computer Operator (BPS-16)	22-32	Bachelor's Degree in Computer Science / Information Technology (BCS / BIT 04 years) from a recognized University; OR Bachelor Degree from a recognized University with 01 year Diploma in Information Technology from a recognized Board of Technical Education.	By initial Recruitment
6.	Accounts Clerk (BPS-14)	---	---	By promotion on the basis of seniority cum fitness from amongst Senior Clerk, with at least 05 years service as such. OR By transfer from C&W Department on deputation basis.
7.	Senior Clerk (BPS-14)	---	---	By promotion on the basis of seniority cum fitness from amongst Junior Clerk, with at least 05 years service as such. OR By transfer from C&W Department on deputation basis.
8.	Jr. Scale Stenographer (BPS-14)	18-30	a. Intermediate / D.com from a recognize board. b. A speed of 50 words per minute in Shorthand in English and 35 words per minute in English Typing, and c. Computer knowledge of MS word and MS. Excel.	By Initial Recruitment OR By transfer from C&W Department on deputation basis.
9.	Junior Clerk (BPS-11)	18-32	Secondary School Certificate from a recognized board and a speed of 30 words per minute in English Typing.	i. 80% by Initial Recruitment ii. 20% by promotion from amongst the Naib Qasids, Chowkidars, Mali, Sweepers who have passed SSC examination. OR By transfer from C&W Department on deputation basis. <b>Note:</b> For the purpose of promotion there shall be maintained a joint seniority list of Naib Qasids, Chowkidars, Sweepers and Malies, with reference to the date of regular appointment to the post or date of acquiring the SSC whichever is later ; provided that if two date are the same the person older in age or having longer service, which ever more beneficial to him shall rank senior.

#### MISC. CADRE

S.No	Nomenclature of posts with BPS	Age Limit for Initial Recruitment (Min-Max)	Minimum qualification Prescribed for appointment by Initial Recruitment.	Method of Recruitment
1	Deputy Director (Legal) (BPS-18)	---	---	By promotion from amongst Assistant Director (Legal) with at least 5 years experience as such.

2	Assistant Director (Legal) (BPS-17)	25-40	LLB (2nd Class) with 05 years experience as practicing lawyer, preferably in civil matters with License from Bar Council.	By Initial Recruitment
3	Deputy Director (Vigilance) (BPS – 18)	25-45	BE (Civil) or LLB (1 <sup>st</sup> Class) with at least 05 years relevant experience.	i. 50% by Initial Recruitment ii. 50% by promotion from amongst the AD (Legal) / (Technical)/ (Vigilance) with 05 years experience in BPS-17 OR By transfer from C&W Department on deputation basis.
4	Assistant Director (Vigilance) (BPS – 17)	25 – 40	B.E (Civil) with 5 years relevant experience	By Initial Recruitment OR By transfer from C&W Department on deputation basis.
5	Assistant Director (Revenue) (BPS – 17)	25-40	B.E (Civil) or LLB (1st Class) with 5 years relevant experience	By Initial Recruitment
6	Assistant. Director (IT) (BPS-17)	25-45	2nd Class Master Degree or equivalent qualification in Computer Science or Software Engineering from a recognized university. Preference will be given to the candidate having experience in Computer operating / Application System with good understanding of characteristics, features, integration capabilities, IT-Planning, Organization & Development.	i. 50% by Initial Recruitment ii. 50% by promotion from amongst Computer Operator having MCS or MSc or MS Computer Science or MS Software Engineering with at least 05 years experience.
7	Incharge Mobile Weigh Bridge (BPS-16)	25-35	BA, B.Sc or equivalent Preference will be given to the candidate having relevant experience.	i. 50% by Initial Recruitment ii. 50% by promotion from amongst the operator Profilometer with atleast 05 years experience.
8	Incharge Falling Weight Deflectometer (BPS-16)	25-40	BA, B.Sc or equivalent with minimum CGPA 3.0 and 02 years relevant experience	i. 50% by Initial Recruitment ii. 50% by promotion from amongst Manager Traffic Counter having 05 years experience as such.
9	Operator Profilometer (BPS-15)	25-35	BA/B.Sc or equivalent Degree from a recognized university.	i. 50% by Initial Recruitment ii. 50% by promotion from the post Skilled Person having at least 8 years experience.
10	Auto-cad Operator (BPS-15)	22-35	BCS/B.Sc Comp. Science, DAE (Civil) with one year diploma in Autocad. Preference will be given those who have 02 years Experience.	By Initial Recruitment
11	Manager Traffic Counter (BPS-12)	25-35	BA/B.Sc from a recognized university. Preference will be given to those who have 03 years experience in relevant field.	i. 50% by Initial Recruitment ii. 50% by promotion from amongst the Traffic Counter with at least 05 years experience as such.
12	Operator Resilience Modulus Machine (BPS-12)	23-35	DAE Civil with 01 year Diploma in IT from a recognized Board. Preference will be given to the candidates who have experience in relevant field.	By Initial Recruitment

13	Laboratory Assistant (BPS-7)	20-32	SSC. Preference will be given to those having DAE (Civil).	i. 80% by Initial Recruitment ii. 20% by promotion from amongst Laboratory Attendant having 05 years experience. OR By transfer from C&W Department on deputation basis.
14	Skilled Person in Lab (BPS-7)	20-35	Matric, preference will be given to candidates having experience in the relevant field.	By Initial Recruitment
15	Traffic Counter (BPS-7)	20-35	Matric, Preference will be given to candidates having experience in Traffic counting.	By Initial Recruitment
16	Driver (BPS-7)	21-35	Possessing a valid LTV / HTV driving license with 05 years experience, having Middle standard qualifications.	By Initial Recruitment OR By transfer from C&W Department on deputation basis.
17	Laboratory Attendant (BPS-4)	18-25	SSC. Preference will be given to the candidates having experience in Road Material Testing.	By Initial Recruitment OR By transfer from C&W Department on deputation basis.
18	Electrician (BPS-7)	18-30	SSC along with Electrical Diploma Preference will be given to those who have 2 years experience in the relevant field.	By Initial Recruitment
19	Cooly (BPS-3)	18-40	Literate	By initial Recruitment
20	Naib Qasid, Chowkidar, Mali, Sweeper (BPS-3)	18-40	Literate.	By Initial Recruitment OR By transfer from C&W Department on deputation basis.

- Note: \*
- \*\* For the purpose of promotion, seniority list of the employees (of all cadres) will be maintained and circulated in the month of January each year.
- \*\*\* All appointments by promotion will be made strictly on the basis of seniority-cum-fitness.
- \*\*\*\* In case two employees have joined the post on one and the same date, the Employee older in age will be treated senior. The date of birth recorded in SSC or municipal birth certificate and so on as per Para 116 of GFR shall be reckoned.
- \*\*\*\*\* Prescribed Departmental Professional Examination will be conducted on the pattern exercised by C&W Department as and when applicable.
- \*\*\*\*\* PKHA Selection Board / PKHA Departmental Selection Committee will be made by the appointing Authority (ies) whenever deemed appropriate.

**(MANAGING DIRECTOR)**  
**PAKHTUNKHWA HIGHWAYS AUTHORITY**