

SUMMARY FOR THE CHIEF MINISTER

Subject: TIME SCALE PROMOTION TO EMPLOYEES HAVING PROMOTION CHANNEL

Employees in BS-1 to BS-4 were allowed time scale promotion twice throughout their service, i.e., one step after 10 years' service and the second step after 20 years' service (Annex-A). Employees in BS-5 to BS-16, holding isolated/stagnant posts, having no promotion prospects under the existing service rules, were also allowed time scale promotion after rendering each 10 years' service (Annex-B).

2. In addition to the above, the posts of Stenographer, Senior Scale Stenographer, Personal Assistant and Private Secretary were up-graded from BS-12 to BS-14, BS-15 to BS-16 and BS-16 to BS-17, respectively w.e.f. 23.12.2011 (Annex-C). Similarly, the posts of Junior Clerk, Senior Clerk, Assistant and Superintendent were up-graded from BS-7 to BS-11, BS-9 to BS-14, BS-14 to BS-16 and BS-16 to BS-17, respectively w.e.f. 01.01.2016 (Annex-D).

3. Remaining categories of employees started demanding up-gradation of their posts on the analogy of up-gradation of clerical posts and Stenographer cadre. Similarly, employees, working in the cadres with promotion channel under the existing service rules, but unable to avail it even after rendering more than 15 years' service due to small number of posts in the upper tier, are also demanding time scale promotion.

4. On request from several Administrative Departments, Finance Department advised to extend the benefit of time scale promotion to the incumbents if the posts, falling between BS-5 to BS-16, are isolated/stagnant in light of this Department's notification No.FD.PC.39-14/77(Pt.IV)(APCA/08)(Provl.) dated 04.01.2016.

5. On direction from Hon'ble Lahore High Court, Lahore, in writ petition No.533/17, personal hearing was given to Ch. Sheel Ahmad, a Shop Assistant of TEVTA, for up-gradation of the post of Shop Assistant from BS-6 to BS-12 on the analogy of clerical posts and it was observed that the up-gradation of clerical posts as well as Stenographer Cadre were allowed in pursuance of up-gradation allowed by the Federal Government as well as the P.K. Government and it does not include the petitioner's post, i.e., Shop Assistant.

6. It was also observed that incumbents of posts in BS-17 and above have neither been allowed time scale promotion nor up-gradation. Similarly, the facility of time scale promotion, once given, is not available at present for officers in BS-16.

7. In view of the above, Finance Department recommends that:
- i) *The officers/officials who have served for more than 10 years of service in the same scale (including the petitioner), even if they have opportunity of promotion, but they are not promoted due to a few number of posts in the upper tier, e.g., incumbents of clerical/steno cadre and some other officer/official posts in the field, may be up-graded as personal to them as one time dispensation, subject to the condition that they possess good/satisfactory service record.*
 - ii) *The officers in BS-16 and above having stagnant posts may also be allowed time scale promotion on completion of 10 years' satisfactory service twice in their entire service.*
8. Chief Minister may like to approve the proposals contained in Para 7/ante.




(HAMED YAQOOB SHEIKH)
FINANCE SECRETARY

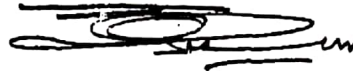
SECRETARY (REGULATIONS), S&GAD

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10/1/19 CHIEF SECRETARY

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9. Reference paras 1-8/ante.
10. The case has been examined in the Regulations Wing, S&GAD. Proposal of the Administrative Department contained in para 7/ante is supported.
11. The case is routed through the Services Wing, S&GAD for adding their views.



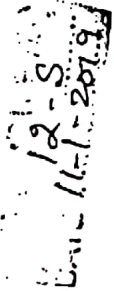
(Dr. Muhammad Saleh Tahir)
Secretary (Regulations), S&GAD
10th January, 2019

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SECRETARY (SERVICES), S&GAD

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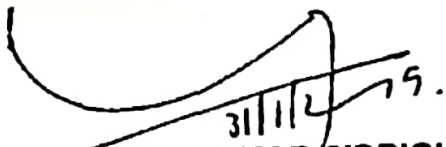


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22. Chief Minister has seen and is pleased to approve the proposal of Finance Department contained at para 07 read with paras 10-21/ante.

23. Further necessary action may be taken accordingly.


31/11/15.
(DR. RAHEAL AHMAD SIDDIQUI)
Principal Secretary to Chief Minister,
Punjab

CHIEF SECRETARY

SECRETARY FINANCE