



**GOVERNMENT OF KHYBER PAKHTUNKHWA
HEALTH DEPARTMENT**

Dated Peshawar the 15th October, 2025

OFFER OF APPOINTMENT:

No.SOH(E-II)/1-1/2025/Fixed Pay: On the recommendations of Departmental Selection Committee, the Competent Authority (Secretary Health Department) in term of Rule-07 of the Khyber Pakhtunkhwa Health Department Contract Appointment of Doctors (Fixed Pay) Rules, 2022 has been pleased to offer the post of Medical Officer (Fixed Pay) to **DR. MUHAMMAD S D ZAFAR ALI** (CNIC No.1610152587015) R/O Mohalla Awanan Union Council Kot dolat zai Post office Ghari Kapura District and Tehsil Mardan, for a period of (01) one year purely on Contract/Fixed Pay basis at **DHQ Hospital, Dir Upper**, on the following terms and conditions:-

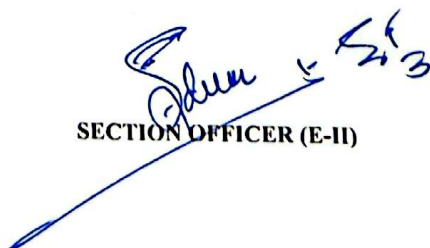
- i. On acceptance of this offer of appointment, submit the agreement available on website www.healthkp.gov.pk on judicial stamp paper along with copies of complete credentials to the office of Secretary Health, Government of Khyber Pakhtunkhwa within fifteen (15 days of issuance of this offer letter, otherwise the offer shall be considered as withdrawn.
- ii. This is a Fixed Pay, Facility Specific, Non-Transferable, Non-Pensionable, Non-Permanent Contract, for a period of (01) one year unless terminated earlier by either party.
- iii. This appointment shall be governed by the Khyber Pakhtunkhwa Health Department Contract Appointment of Doctors (Fixed-Pay) Rules, 2022.
- iv. The employee does not have any right to request for a transfer, or to convert this contract into an instrument of permanent employment. Any change of facility or change of employment status shall automatically render this contract null and void.
- v. The employee shall serve the Department for a period of (01) one year, starting from the date of appointment. The contract shall end without further notice at the end of the said period, unless extended.
- vi. The contract may be extended annually for an additional period of one year, on rolling basis, subject to satisfactory performance of the employee during the current contract. In case of extension of contract, 5% (five percent) increment per annum shall be allowed as increase in fixed-pay remuneration.
- vii. The employee shall be on probation for a period of 90 (ninety) days from the date of appointment during which time the contract may be terminated without any prior notice by the Appointing Authority i.e. Secretary Health, on the advice of the employee's supervisor.
- viii. The Appointing Authority (Secretary Health) may extend the period of probation for a further period of 90 (ninety) days, on the advice of the employee's supervisor.
- ix. The employee shall be required to work 08 (eight) hours a day, for 06 (six) days a week. The employee's duty hours may be distributed in the morning, evening, and night shifts as per requirements of the concerned health facility.
- x. The employee shall be directly answerable to his or her supervisor, DHO, MS and/or shift in-charge of the healthcare facility in all matters pertaining to his/her contractual obligations.
- xi. The employee's pay shall be Lump-sum and fixed in line with Rule 12 of the Khyber Pakhtunkhwa Health Department Contract Appointment of Doctors (Fixed-Pay) Rules, 2022.
- xii. No TD/DA shall be admissible under this contract.
- xiii. You are directed to provide a Medical Fitness Certificate and a Police Clearance Certificate, duly issued by the authorized authorities.
- xiv. Furthermore, the offer of appointment shall be submitted in writing.
- xv. During the contract period, the employee shall be entitled to a maximum of ten (10) days leave without pay, only in case of emergency. No earned leave shall be admissible.
- xvi. As per Rule 15 of the above-mentioned rules, the appointee shall be strictly prohibited from engaging in any form of private practice.

ENDST. NO. EVEN & DATE:

Copy forwarded for information to the:

1. Accountant General, Khyber Pakhtunkhwa.
2. Director General, Health Services, Khyber Pakhtunkhwa.
3. Deputy Director IT, Health Department with the request to upload on the official website.
4. MS, DHQ Hospital, Dir Upper.
5. District Account Officers, concerned.
6. PS to Secretary Health, Khyber Pakhtunkhwa.
7. PS to Special Secretary (E&A/B&D) Health Department.
8. PS to Additional Secretary (E&A/B&D) Health Department.
9. PA to Deputy Secretary (Estab), Health Department.
10. Doctor concerned.
11. Master file.

-Sd-
SECRETARY HEALTH


SECTION OFFICER (E-II)



**GOVERNMENT OF KHYBER PAKHTUNKHWA
HEALTH DEPARTMENT**

Dated Peshawar the 15th October, 2025

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- i. On acceptance of this offer of appointment, submit the agreement available on website www.healthkp.gov.pk on judicial stamp paper along with copies of complete credentials to the office of Secretary Health, Government of Khyber Pakhtunkhwa within fifteen (15) days of issuance of this offer letter, otherwise the offer shall be considered as withdrawn.
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- iv. The employee does not have any right to request for a transfer, or to convert this contract into an instrument of permanent employment. Any change of facility or change of employment status shall automatically render this contract null and void.
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- vi. The contract may be extended annually for an additional period of one year, on rolling basis, subject to satisfactory performance of the employee during the current contract. In case of extension of contract, 5% (five percent) increment per annum shall be allowed as increase in fixed-pay remuneration.
- vii. The employee shall be on probation for a period of 90 (ninety) days from the date of appointment during which time the contract may be terminated without any prior notice by the Appointing Authority i.e. Secretary Health, on the advice of the employee's supervisor.
- viii. The Appointing Authority (Secretary Health) may extend the period of probation for a further period of 90 (ninety) days, on the advice of the employee's supervisor.
- ix. The employee shall be required to work 08 (eight) hours a day, for 06 (six) days a week. The employee's duty hours may be distributed in the morning, evening, and night shifts as per requirements of the concerned health facility.
- x. The employee shall be directly answerable to his or her supervisor, DHO, MS and/or shift in-charge of the healthcare facility in all matters pertaining to his/her contractual obligations.
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- xii. No TD/DA shall be admissible under this contract.
- xiii. You are directed to provide a Medical Fitness Certificate and a Police Clearance Certificate, duly issued by the authorized authorities.
- xiv. Furthermore, the offer of appointment shall be submitted in writing.
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SECRETARY HEALTH

SECTION OFFICER (E-II)



**GOVERNMENT OF KHYBER PAKHTUNKHWA
HEALTH DEPARTMENT**

Dated Peshawar the 15th October, 2025

OFFER OF APPOINTMENT:

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- i. On acceptance of this offer of appointment, submit the agreement available on website www.healthkp.gov.pk on judicial stamp paper along with copies of complete credentials to the office of Secretary Health, Government of Khyber Pakhtunkhwa within fifteen (15) days of issuance of this offer letter, otherwise the offer shall be considered as withdrawn.
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- iii. This appointment shall be governed by the Khyber Pakhtunkhwa Health Department Contract Appointment of Doctors (Fixed-Pay) Rules, 2022.
- iv. The employee does not have any right to request for a transfer, or to convert this contract into an instrument of permanent employment. Any change of facility or change of employment status shall automatically render this contract null and void.
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- vii. The employee shall be on probation for a period of 90 (ninety) days from the date of appointment during which time the contract may be terminated without any prior notice by the Appointing Authority i.e. Secretary Health, on the advice of the employee's supervisor.
- viii. The Appointing Authority (Secretary Health) may extend the period of probation for a further period of 90 (ninety) days, on the advice of the employee's supervisor.
- ix. The employee shall be required to work 08 (eight) hours a day, for 06 (six) days a week. The employee's duty hours may be distributed in the morning, evening, and night shifts as per requirements of the concerned health facility.
- x. The employee shall be directly answerable to his or her supervisor, DHO, MS and/or shift in-charge of the healthcare facility in all matters pertaining to his/her contractual obligations.
- xi. The employee's pay shall be Lump-sum and fixed in line with Rule 12 of the Khyber Pakhtunkhwa Health Department Contract Appointment of Doctors (Fixed-Pay) Rules, 2022.
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8. PS to Additional Secretary (E&A/B&D) Health Department.
9. PA to Deputy Secretary (Estab), Health Department.
10. Doctor concerned.
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SECRETARY HEALTH

SECTION OFFICER (E-II)



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HEALTH DEPARTMENT

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SECTION OFFICER (E-II)



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SECTION OFFICER (E-II)