





## FORM OF ORDER SHEET

Court of \_\_\_\_\_

Case No.- 623/2022

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	26/04/2022	<p>The appeal of Mst. Bibi Tasleem resubmitted today by Mr. Javed Iqbal Gulbela Advocate may be entered in the Institution Register and put up to the Worthy Chairman for proper order please.</p> <p style="text-align: right;"> REGISTRAR</p>
2-	<p><i>Noted</i> <i>27/4/22</i></p> <p>09.06.2022</p>	<p>This case is entrusted to Single Bench at Peshawar for preliminary hearing to be put there on <u>06-05-22</u>. Notices be issued to appellant and his counsel for the date fixed.</p> <p style="text-align: right;"> CHAIRMAN</p> <p><i>On account of public holiday to come up for the same as before on 9/6/22</i></p> <p style="text-align: right;"> Rozina Rehman Member (J)</p> <p>Junior to counsel for the appellant present.</p> <p>Lawyers are on general strike, therefore, case is adjourned. To come up for preliminary hearing on 29.07.2022 before S.B.</p> <p style="text-align: right;"> (Rozina Rehman) Member (J)</p>

The appeal of Mst. Bibi Tasleem Ex-Senior Teacher Special Education Complex Hayatabad Peshawar received today i.e. on 13.04.2022 is incomplete on the following score which is returned to the counsel for the appellant for completion and resubmission within 15 days.

- 1- Memorandum of appeal may be got signed by the appellant.
- 2- Annexure-C of the appeal is illegible which may be replaced by legible/better one.
- 3- Copy of impugned order is not attached with the appeal which may be placed on it.

No. 937 /S.T,

Dt. 14-4- /2022

  
REGISTRAR  
SERVICE TRIBUNAL  
KHYBER PAKHTUNKHWA  
PESHAWAR.

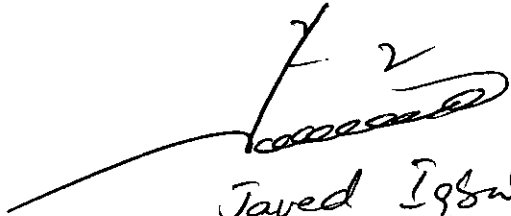
Mr. Javed Iqbal Gulbela Adv. Peshawar.

Respected Sir,

Memorandum of appeal has been signed and illegible pages have also been made legible. Moreover, the impugned Order dated 30-06-2010 has already been placed on file as Ann "D" on page 15-16.

Kindly place it before the Hon'ble bench.

26.04.2022

  
Javed Iqbal Gulbela  
ASC.

**BEFORE THE HONBLE KHYBER PAKHTUNKHWA SERVICES TRIBUNAL**  
**PESHAWAR**

In Re S.A. 623/2022

Mst. Bibi Tasleem

**VERSUS**

Government of Khyber Pakhtunkhwa & Others

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**Dated: 13/04/2022**

Appellant

Through

Javed Iqbal Gulbela  
Advocate,  
Supreme Court of Pakistan

Ahsan Sardar  
Advocate, High Court  
Peshawar.

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**BEFORE THE HON'BLE KHYBER PAKHTUNKHWA SERVICES TRIBUNAL  
PESHAWAR**

In S.A \_\_\_\_\_/2022

Mst. Bibi Tasleem, Ex-Senior Teacher (BPS-18), Special Education Complex, Hayatabad, Phase V, Peshawar.

-----Appellant

**VERSUS**

1. Government of Khyber Pakhtunkhwa through Secretary Zakat, Usher, Social Welfare, Special Education & Women Empowerment Department, Khyber Pakhtunkhwa at Benevolent Fund Building, Peshawar Cantt, Peshawar.
2. Secretary Finance, Government of Khyber Pakhtunkhwa at Civil Secretariat, Peshawar.
3. Director, Social Welfare, Special Education & Women Empowerment, Khyber Pakhtunkhwa.
4. Director, Special Education Complex, Phase V, Hayatabad, Peshawar.

-----Respondents

**Appeal u/s 4 of the Khyber Pakhtunkhwa Services Tribunal Act - 1974 against the impugned Office Order No. FD(SOSR-1) 2-123/2021(Tasleem Bibi) Dated 07-07-2021 whereby the application for award of 03 advance increments to the Appellant was turned down in a classical, cursory, and whimsical manner.**

**Respectfully Sheweth.**

1. **That** the Appellant is a bona-fide citizen of Islamic Republic of Pakistan and hails from a respectable family of District Peshawar.
2. **That** the Appellant was appointed as Junior Teacher at Social Welfare Department on 27-04-1982 in BPS-11, after going through the prescribed mode of selection. Keeping the academic loop open, the Appellant acquired her Bachelor of Education (B. Ed) in the year 1984, followed by Masters in Urdu (M.A Urdu) in the year 1992 and Masters of Education (M. Ed) in Hearing Impairment in the year 1998, and later in course, stood retired on attaining the age of superannuation on 31-05-2018. **(Copies of M. Ed Degree & Retirement Orders are annexed herewith as Annexure "A & B" respectively).**

3. **That** there had been a notification in vogue, bearing Notification No. FD (SR-I)1-67/82 Dated 24-08-1983, from the Office of Finance Department Khyber Pakhtunkhwa, whereby it had categorically mentioned that;

"A teacher who possesses or acquires master's degree shall be allowed 03 Advance increments. In case of a teacher, who possesses or acquires Masters Degree in Education (M. Ed) and also a Masters Degree in any academic subject shall be allowed six advance increments".

**(Copy of Office Notification Dated 24-08-1983 is annexed herewith as Annexure "C").**

4. **That** thereafter the Appellant along with her other colleagues were granted advance increment on account of possessing higher qualification by issuance of Notification No. SO-II(SW)II-15/2008/4015-61 dated 30-06-2010, but the benefit of the same was never extended to the Appellant. **(Copy of Office Notification Dated 30-06-2010 is annexed as Annexure "D").**
5. **That** the compliance regarding the above-mentioned notification was not made by the Finance Department, hence feeling aggrieved the Colleagues of the Appellant approached the Hon'ble Peshawar High Court Peshawar for the redressal of their grievances in Writ Petition No. 1095-P/2011, titled Syed Israr Shah & Others Versus Govt. of KPK & Others, which was allowed accordingly vide judgment & order dated: 05/06/2012 with the directions to the Secretary Finance to allow the advance increments to the aggrieved staff.
6. **That** thereafter the Appellant was allowed to withdraw 03 advance increments for possessing her first master's degree vide Finance Department's Notification No. FD(SOSR-I)-20123/2018 dated: 28/02/2018. **(Copy of the Notification Dated:28/02/2018 is annexed herewith as Annexure "E").**
7. **That** now the irony of the fate is that although the Appellant possesses M. Ed Degree as well, but instead of granting 06 Increments in total, the Appellant was only sanctioned to withdraw 03 Advance increments, which constrained the Appellant to move a Departmental Appeal Dated 08-04-2021 through proper channel to the Respondent No. 3 for redressal of her grievances and for granting 03 remaining Advance increments on account of Possessing M. Ed Degree, but to utter dismay, the request of the Appellant has been regretted vide impugned Office Order No. FD(SOSR-1) 2-123/2021(TASLEEM BIBI) Dated 07-07-2021. **(Copy of Application Dated 08-04-2021 &**

**Impugned Office Order Dated 07-07-2021 is annexed herewith as Annexure "F & G" respectively).**

8. **That** the Respondent No. 01 again made an official Letter to the Secretary Finance bearing Letter No. SO-VI(SWD)/11-4/2020-21/13063-64 Dated 21-09-2021 to look into the matter, but here again the deuce fate of the Appellant prevailed, and nothing came up of the same. **(Copy of Letter Dated 21-09-2021 is annexed herewith as Annexure "H")**.
9. **That** from the above-mentioned narration, the grievances, that comes into existence, having no other adequate remedy available, and forum to be addressed at, the Appellant approaches this Hon'ble Tribunal for the grant of 03 advance increments on account of possessing higher qualification, upon the following grounds, inter-alia;

**Grounds:**

- A. **That** the impugned Office Order Dated 07-07-2021 is wrong, illegal, unlawful, hence is liable to be set-aside.
- B. **That** where the Appellant possesses higher qualification and is fully entitled and eligible for the grant of 06 Advance increments in total, then not extending the benefit of remaining 03 advance increments is a sheer violation of the due rights of the Appellant.
- C. **That** Law governing the subject is crystal clear from the very notification of the Finance Department, issued back in the year 1983, then how can the Respondent Finance Department deviate from their very own rules?
- D. **That** the Respondent Finance Department simply regretted the application of the Appellant that the increments have been stopped vide the Act of 2012. Now the Appellant possessed the Degree of M. Ed in the year 1998, meaning thereby that the Appellant is fully entitled to be given 03 remaining increments since 1998.
- E. **That** under the mandaté of Article 4 of the Constitution, no one should be treated otherwise than in accordance with law, but here the case is volta-facie and a totally different yardstick has been used to treat the Appellant.
- F. **That** the law and law courts of the land have always preferred and appreciated that rules are to be followed, and have always discouraged, depreciated, and deplored any variation from rules or its violation.

- G. That such reckless demeanor on part of the Respondents is an unreasonable departure from the Principles of Policy contained within the Constitution requiring them to secure well-being of the Appellant by ensuring equitable adjustment of rights between the employer – Respondents and employee - Appellant.
- H. That the Appellant has been treated as a forgotten child as the Respondents are reluctant in conferring upon her the principles of equality, social and economic justice as enunciated by Islam under the mandate of the Constitution.
- I. That from every angle, the Appellant is entitled to be given remaining 03 advance increments in lieu of possessing higher qualification, i.e. M. Ed.
- J. That any other ground not raised here may graciously be allowed at the time of arguments.

*It is, therefore, most humbly prayed that on acceptance of the instant Appeal, the Respondents be directed to sanction & grant remaining 03 advance increments to the Appellant w.e.f 1998 on account of possessing higher qualification, i.e., M. Ed.*

*Any other relief not specifically asked for may also be extended in favor of the Appellant in the circumstances of the case.*

Dated: 13/04/2022

Appellant

Through

Javed Iqbal Gulbela  
Advocate,  
Supreme Court of Pakistan.

Ahsan Sardar  
Advocate, High Court  
Peshawar.

**NOTE: -**

No such like appeal for the same appellant, upon the same subject matter has earlier been filed by me, prior to the instant one, before this Hon'ble Tribunal.

Advocate

5

**BEFORE THE HONBLE KHYBER PAKHTUNKHWA SERVICES TRIBUNAL**  
**PESHAWAR**

In Re S.A \_\_\_\_\_/2022

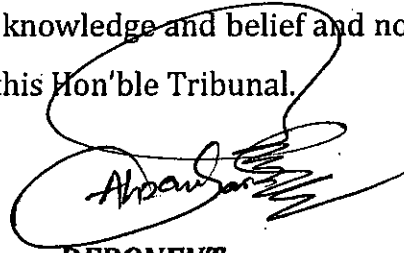
Mst. Bibi Tasleem

**VERSUS**

Government of Khyber Pakhtunkhwa & Others

**AFFIDAVIT**

I, Adv. Ahsan Sardar S/o Meer Bashir R/o House No. 08, Street 09, Tajabad, Peshawar, (Special Attorney) do hereby solemnly affirm and declare on oath that all the contents of the accompanied service appeal are true and correct to the best of my knowledge and belief and nothing has been concealed or withheld from this Hon'ble Tribunal.



**DEPONENT**

**CNIC: 17301-3546677-7**

**Cell: 0313-9204759**

Identified By:



**Javed Iqbal Gulbela**  
**Advocate,**  
**Supreme Court of Pakistan.**



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**BEFORE THE HONBLE KHYBER PAKHTUNKHWA SERVICES TRIBUNAL**  
**PESHAWAR**

In Re S.A \_\_\_\_\_/2022

Mst. Bibi Tasleem

**VERSUS**

Government of Khyber Pakhtunkhwa & Others

**ADDRESSES OF PARTIES**

**APPELLANT**

Mst. Bibi Tasleem, Ex-Senior Teacher (BPS - 18), Special Education Complex, Hayatabad, Phase V, Peshawar.

**ADDRESSES OF RESPONDENTS**

1. Government of Khyber Pakhtunkhwa through Secretary Zakat, Usher, Social Welfare, Special Education & Women Empowerment Department, Khyber Pakhtunkhwa at Benevolent Fund Building, Peshawar Cantt, Peshawar.
2. Secretary Finance, Government of Khyber Pakhtunkhwa at Civil Secretariat, Peshawar.
3. Director, Social Welfare, Special Education & Women Empowerment, Khyber Pakhtunkhwa.
4. Director, Special Education Complex, Phase V, Hayatabad, Peshawar.

**Dated: 13/04/2022**

*Appellant*

Through

**Javed Iqbal Gulbela**  
**Advocate,**  
**Supreme Court of Pakistan.**

**Ahsan Sardar**  
**Advocate, High Court**  
**Peshawar.**

Am A

Roll No. B-5979764

# Allama Iqbal Open University



جامعة اقبال اوپن یونیورسٹی

0387

Bibi TASLEEM

Regn. No. 91-AYU-0456

son/daughter of MOHAMMAD ANWAR KHAN

بی بی تسلیم

having completed the prescribed requirements

محمد انور خان

in Spring, 19 97 is awarded the degree of

۱۹۹۷ء میں مطلوبہ شرائط مکمل کرنے پر

M.Ed. (Special Education)

ایم۔ ایڈ پیش ایجوکیشن

He/She secured 54 % marks and was placed  
in 0 grade.

گریڈ حاصل کیا۔

۵۴ فیصد برسرِ کار کی ڈگری حاصل کی۔ اس نے

Amir Sh. P. Khan  
Vice-Chancellor

وائس چانسلر

Islamabad

Dated : 01st Jul, 1998.

M. A. Khan  
Controller of Examinations

کنٹرولر امتحانات

This degree is to be read in ~~conjunction~~ CONJUNCTION  
with the Transcript, issued separately.

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8

Ann<sup>"</sup> B<sup>"</sup>



**GOVERNMENT OF KHYBER PAKHTUNKHWA  
ZAKAT, USHR, SOCIAL WELFARE, SPECIAL EDUCATION  
AND WOMEN EMPOWERMENT DEPARTMENT**

**Dated: Peshawar the 23<sup>rd</sup> April, 2018**

**NOTIFICATION:**

**No.SO-VI/SWD/1-57/ Bibi Tasleem/PFR 819-28** In terms of Section-13 of the Khyber Pakhtunkhwa Civil Servants Act 1973 Mst. Bibi Tasleem, Senior Teacher (BPS-17), Special Education Centre, Hayatabad, Peshawar shall stand retired from service w.e.f 30.05.2018, on attaining the age of superannuation. Her date of birth is 31.05.1958.

2. In terms of provision contained in Rule-20 of the Government of Khyber Pakhtunkhwa Civil Servants Revised Leave Rules 1981 and instructions issued there under from time to time, sanction is hereby also accorded to the encashment of Leave Preparatory to Retirement, equal to 365 (Three Hundred and Sixty Five) days in favor of the aforementioned officer.

-sd-

**Secretary to Govt: of Khyber Pakhtunkhwa  
Zakat, Ushr, Social Welfare, Special Education  
& Women Empowerment Department**

**Endst No. and Date even:**

Copy forwarded for information and necessary action to the:-

1. Accountant General, Khyber Pakhtunkhwa.
2. Secretary to Govt of Khyber Pakhtunkhwa, Finance Department.
3. Secretary Benevolent Fund Board, Administration Department, Khyber Pakhtunkhwa.
4. Director SW, SE & WED, Khyber Pakhtunkhwa.
5. Director, Special Education Complex Hayatabad Peshawar.
6. Manager State life Insurance of Pakistan, Peshawar.
7. PS to Chief Secretary, Khyber Pakhtunkhwa.
8. Officer Concerned.
9. PS to Secretary SW, SE, WED, Khyber Pakhtunkhwa.
10. Personal File.

**Section Officer-VI**

JAVED ICHAI  
Supreme Court of Pakistan  
(ABC # 5317)

9

Ann<sup>c</sup> C<sup>9</sup>

1983

P.D. (S.B.I.) 1-67/82 -  
GOVERNMENT OF PAKISTAN  
FINANCE DEPARTMENT  
Dated, Peshawar, the 24th August, 1983.

132

14

The Secretary to Government of NWFP,  
Finance Department.

1. All Administrative Secretaries to Govt: of NWFP.
2. The Senior Member, Board of Revenue NWFP.
3. All Heads of Attached Departments in NWFP.
4. All Commissioners/Deputy Commissioners/Political Agents/District and Session Judges in NWFP.
5. The Registrar, High Court, Peshawar.
6. The Secretary to Governor, N.W.F.P.
7. The Chairman, Public Service Commission NWFP.
8. The Chairman, Services Tribunal NWFP.
9. The Secretary, Board of Revenue NWFP.

SCHEME OF BASIC PAY SCALES AND FRINGE BENEFITS OF PROVINCIAL CIVIL SERVANTS (1983).

SUBJECT:-  
Sir,

In pursuance to the decision of the President of Pakistan, the Governor, N.W.F.P has been pleased to sanction, with effect from 1st July, 1983, a Scheme as detailed below, of the Basic Pay Scales, Allowances and other Fringe Benefits, 1983 for the Provincial Civil Servants:-

PART-I-BASIC SCALES AND ALLIED MATTERS.

Basic Scales of Pay: - The Basic Scales of Pay, 1983, as shown in Annexure-I to this circu. r letter shall replace the existing revised National - Scales of Pay (RNPS). The Basic Scales shall not be regarded as "grades" and shall not be referred to as grades in official communications. Officials shall henceforth be appointed/promoted to posts and not in grades.

Initial Fixation of Pay:-(i) The initial pay of an existing employee, i.e. an employee, who has been in Government Service since before the 1st of July, 1983, shall be fixed at the stage in the relevant Basic Pay Scales which is as many stages above the minimum as the stage occupied by him above the minimum of the existing revised National Pay Scales, provided that where the pay so determined does not give the employee concerned a minimum advantage of 10% of his existing basic pay plus Dearness Allowance over and above the present emoluments drawn by him, his pay shall be fixed at the lowest stage in the Basic Scale that gives him that advantage; provided further that the maximum of the relevant Basic Scale shall not be exceeded in any case. In this fixation formula, "emoluments" would mean the sum of pay, Dearness Allowance and Local Compensation Allowance, if any.

P.T.O.

JAVED IQBAL  
Secretary  
Supreme Council of Pakistan  
(ASO # 5317)

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GOVERNMENT OF NWFP  
FD(SR-I)1-67/82  
FINANCE DEPARTMENT  
Dated, Peshawar, the 24<sup>th</sup> August 1983

The Secretary to Government of NWFP.  
Finance Department.

1. All Administrative Secretaries to Government of NWFP.
2. The Senior Member, Board of Revenue, NWFP.
3. All heads of Attached Departments NWFP.
4. All commissioners / Deputy Commissioners / Political Agents / District & Session Judges in NWFP.
5. The Registrar, High Court, Peshawar.
6. The Secretary to Governor NWFP.
7. The Chairman Public Service Commission NWFP.
8. The Chairman Services Tribunal, NWFP.
9. The Secretary Board of Revenue NWFP.

**Subject: SCHEME OF BASIC PAY SCALES AND FRINGE BENEFITS OF PROVINCIAL CIVIL SERVANTS 1983**

Sir,

In pursuance to the decision of the President of Pakistan, the Governor, NWFP has been pleased to sanction with effect from 1<sup>st</sup> July 1983, a scheme as detailed below of the basic pay scales, allowances and other fringe benefits, 1983 for the provincial civil servants;

**1. PART – I – BASIC SCALES AND ALLIED MATTERS.**

2. **Basic scales of Pay:** The Basic scales of pay, 1983, as shown in Annexure – I to this circular letter shall replace the existing Revised National Pay Scales (RNPS). The Basic scales shall not be regarded as "grades" and shall not be referred to as grades in official communications. Officials shall henceforth be appointed / promoted to posts and not in grades.

**3. INITIAL FIXATION OF PAY:**

- i. The initial pay of an existing employee, who has been in Government Service since before the 1<sup>st</sup> July 1983, shall be fixed at the stage in the relevant Basic Pay scales, which is at many stages above the minimum as the stage occupied by him above the minimum of the existing revised national pay scales provided that where the pay so determined does not give the employee concerned a minimum advantage of 10% of his existing Basic Pay plus dearness allowance over and above the present emoluments drawn by him, his pay shall be fixed at the lowest stage in the Basic scale that gives him that advantages, provided further that the maximum of the relevant basic scale shall not be exceeded in any case in this fixation formula "emoluments" would the sum of pay, Dearness allowance and local compensatory allowance, if any.

(ii). Annual increment shall continue to be admissible subject to existing conditions on the 1st of December each year under this scheme. However, the first annual increment of existing employees in the Basic Scales shall accrue on the 1st of December, 1983.

4. Fixation of Pay on Promotion:- The existing provision regulating the fixation of pay in case of promotion of employees from a lower to a higher post shall continue to apply.

5. Move-Over:- The existing provision regulating the concession of Move-Over without promotion to the next higher pay scale of employees in revised National Pay Scale-I(B-I) to revised National Pay Scale-16(B-16) shall continue to be applicable in this scheme.

6. The existing concession of "Move-Over" of employees from revised National Pay Scale-16 to revised National Pay Scale-17 (B-17) and RNPS-17(B-17) to RNPS-18(B-18) shall be extended upto B-20 and regulated as under:-

- (a) The existing condition of the period of stay of 3 years at the maximum of Pay Scale B-16 and B-17 in the case of Non-Technical and Non-Professional categories shall continue to be applicable.
- (b) No Move-over beyond B-18 in the case of categories of employees mentioned at (a) above shall be permissible.
- (c) The Move-Over in the case of Technical and Professional categories e.g Doctors, Engineers, Educationists, Economists, Management Accountants, Scientists, Archaeologists, Geologists, Meteorologists, Expert of Agriculture, Animal Husbandry and Forestry shall be permissible upto B-20, without the condition of stay at the maximum for 3 years; provided that in cases where it is intended to allow move-over to the category of officers other than Doctors, Engineers, Educationists, Experts in Agriculture, Animal Husbandry and Forestry, prior concurrence of Finance Department shall be obtained.
- (d) Move-over shall be allowed in cases where an employee who is otherwise considered fit for promotion to higher post, cannot be promoted for want of a vacancy.
- (e) Normal promotion procedure as is observed in cases of promotion through the Competent Authority, e.g S&GAD, selection Board shall be followed in allowing Move-over to Basic Scales 19 and 20.

7. (A). Modification of Scales in case of certain Posts.

In the case of certain posts, the Basic Pay Scales indicated in Annexure-II to this circular letter will be allowed.

(B). Fixation of Pay in cases under (A) above. In cases where the Basic Scales under (A) above higher than the scale which correspond to the revised National Pay Scales have been allowed, initial fixation of pay of the employees concerned shall first be made in the Basic Scale corresponding to his existing revised National Pay Scale in the light of the initial fixation of pay formula mentioned in para 3 above, and

Contd: . . .

JAVED IFTIKHAR  
SECRETARY  
GOVERNMENT OF PAKISTAN  
(35517)

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- ii. Annual increment shall continue to be admissible subject to existing conditions on the 1<sup>st</sup> of December each year under scheme, however, the 1<sup>st</sup> annual increment of existing employees in the Basic scales shall accrue on the 1<sup>st</sup> of December 1983.
4. **Fixation of Pay on promotion:** The existing provision regulating the fixation of pay in case of promotion of employees from a lower to a higher post shall continue to apply.
5. **Move-Over:** The existing provision regulating the concession of Move-over without promotion to the next higher pay-scale of employees in Revised National Pay Scale – I (B-I) to revised national pay scale 16 (B-16) shall continue to be in this scheme.
6. The existing concession of “Move-Over” of employees from Revised National Pay Scale 16 to Revised National Pay Scale 17 (B-17) and RNPS 17 (B-17) RNPS 18 (B-18) shall be extended up to B-20 and regulated as under.
  - a. The existing condition of the period of stay of three years at the maximum of pay scale (B-16) and (B-17) in the case of non-technical and non-professional categories shall continue to be applicable.
  - b. No move-over beyond (B-18) in the case of categories of employees mentioned at (a) above shall be permissible.
  - c. The move-over in the case of technical and professional categories, e.g. Doctors, Engineers, Educationists, Economists, Management Accounts, Socialists, Archeologists, Geologists, Meteorologists, Expert of Agriculture, Animal husbandry and Forestry shall be permissible up to B-20, without the condition of stay at the maximum for 3 years; provided that in case where it is intended to allow move-over to the category of officers, other than doctors, engineers, educationists, experts in agriculture, animal husbandry and forestry, prior concerns of Finance Department shall be obtained.
  - d. Move-over shall be allowed in cases, where an employee who is otherwise considered fit for promotion to higher post, cannot be promoted for want of a vacancy.
  - e. Normal promotion procedure as is observed in cases of promotion through the competent authority, e.g S&GAD, Selection Board shall be followed in allowing Move-over to Basic scales 19 & 20.
7. **A. Modification of Scales in case of certain posts.**

In the case of certain post, the Basic Pay scales, indicated in annexure II, to this circular letter will be allowed.

**B. Fixation of Pay in cases under A above.**

In cases, where the Basic scales under A above higher than the scale which corresponds to the Revised National Pay Scale have been allowed, initial fixation of Pay of the employees concerned shall first be made in the Basic Scale, corresponding to his existing Revised National Pay Scale in the light of initial fixation of pay formula mentioned in para-III above, and

Contd:

Thereafter their pay in the higher basic scales shall be fixed at the next higher stage.

8. Special Pay: (a) The existing special pay attributable to officials of various categories working as private secretaries and personal assistants shall be posted as under:-

<u>Name of Post.</u>	<u>Existing Pay.</u>	<u>Revised Pay.</u>
P.S to Ministers/ Chief Secretary.	150/220	200
P.S to Additional Secretary.	150/220	150
P.S to Secretaries.	100	150
P.A to Minister.	60	100
P.A to Chief Secretary/ Additional Chief Secretary/ Secretary.	50	75

(b) The existing Private Secretaries who are in receipt of special pay exceeding Rs.150/- p.m shall continue to draw it at the existing rates as personal to them for so long as they hold these posts.

9. Advance Increments to School Teachers on attaining higher qualifications.

Primary, Middle and High School teachers who possess or acquire while in service higher qualifications shall be allowed advance increments as under:-

I. Primary School.

- (i) A teacher who possesses or acquires P.A/F.Sc shall be allowed two advance increments.
- (ii) A teacher who (in addition to P.A/F.Sc) also acquire C.T shall be allowed one additional advance increment.
- (iii) A teacher who acquires a Degree of B.A/B.Sc shall be allowed three additional advance increments.

II. Middle School.

A teacher who possesses or acquires a Degree of B.A/B.Sc shall be allowed three advance increments.

III. High School.

A teacher who possesses or acquires Master's Degree shall be allowed three advance increments. In case of a teacher who possesses or acquires Master's Degree in Education (M.Ed) and also a Master's Degree in any academic subject shall be allowed six advance increments.

Provided that a teacher who has already drawn increments for possessing higher educational qualification under the existing scales shall be allowed increments equal to shortfall in the number of increments, if any, between the increments obtained by him and the increments which have now been prescribed.

JAVED IQBAL  
Advocate  
Supreme Court of Pakistan  
(AS # 55174)  
H



**8. Special Pay:**

- a. The existing special pay admissible to officials of various categories working as private secretaries and personal assistants shall be revised as under;

Name of Posts	Existing	Revised
PS to Ministers (Federal)	220	250
PS to Ministers (Provincial)	150	200
PS to Secretaries (Federal)	150	200
PS to Addl. Secretaries (Federal)	100	150
PS to Secretaries (Provincial)	100	150

- b. The existing private secretaries, who are in receipt of special pay exceeding Rs. 150/- pm shall continue to draw it at the existing rate as personnel to them for no long as they hold those posts.

**9. Advance increments to School Teachers on attaining Higher Qualification:**

Primary, Middle & High School Teachers, who possess or acquire while in service higher qualification, shall be allowed advance increments as under;

**I. Primary School:**

- i. A teacher who possess or acquire F.A / F.Sc shall be allowed two advance increments.
- ii. A teacher who (in addition to F.A / F.Sc) also acquire C.T shall be allowed one additional advance increments.
- iii. A teacher who acquire a Degree of B.A / B.Sc shall be allowed 03 additional advance increments.

**II. Middle School:**

- i. A teacher who possess or acquire B.A / B.Sc shall be allowed three advance increments.

**III. High School:**

- i. A teacher who possesses or acquires Master's Degree shall be allowed three advance increments, in case of a teacher who possesses or acquires Master's Degree in Education (M. Ed) and also a Masters Degree in any Academic Subject shall be allowed six advance increments.

Provided that a teacher who has already drawn increments for possessing higher educational qualification, under the existing scale, shall be allowed increments, equal to short fall in the number of increments, if any, between the increments obtained by him and the increments, which have now \_\_\_\_\_

Advance increments to Technical and Professional categories on possessing/acquiring higher qualifications.

Doctors, Engineers, Educationists, Economists, Management Accountants, Scientists, Geologists, Meteorologists, Archaeologists, Experts in Agriculture, Animal Husbandry and Forestry working in Universities, Colleges, Research Institutions or Technical Departments shall be allowed advance increments on possessing/acquiring higher qualifications as under:-

- (i) In case a technical/professional employee of the above category possesses D.Sc., Ph.D degree from a foreign university, he shall be allowed six advance increments on entry into service in B-17.
- (ii) Those of the above categories of officers who possess M.A/M.Sc/M.S or equivalent from a foreign university or Ph.D or M.Phil from a university in Pakistan will receive four advance increments on induction in service in B-17.
- (iii) Those of the above categories of employees who while in service obtain a degree shall be allowed four advance increments in case of (i) above and two advance increments in case of (ii) above.
- (iv) In cases where it is intended to extend the concession of advance increments to the categories of Officers other than Doctors, Engineers, Educationists, Experts in Agriculture, Animal Husbandry and Forestry mentioned above, prior concurrence of Finance Department shall be obtained.

11. Advance increments to Stenographers:- The orders contained in the Government of NWFP, Finance Department circular letters No.FD(SRI)20-1/74 dated 13.5.1981 and No.FD(SRI)2-56/72 dated 13.9.1982 regarding grant of four advance increments to Steno-typists, Stenographers, Personal Assistants, Judgment Writers, Private Secretaries shall stand rescinded on the introduction of Basic Pay Scales with effect from 1-7-1983.

PART-II-ALLOWANCES.

12. Dearness Allowance, Local Compensatory Allowance and Rest and Recreation Allowance.

(i) As from the 1st of July, 1983, the existing Dearness Allowance, Local Compensatory Allowance wherever admissible, and Rest and Recreation Allowance shall cease to be admissible to a provincial civil servant who draws pay in the Basic Pay Scales.

(ii) The existing rules and orders regulating the grant of House Rent Allowance, Conveyance Allowance and Washing Allowance shall continue to be applicable.

Contd:- - -

JAVED IQBAL  
Advocate  
Supreme Court of Pakistan  
(AS4 # 8317)

**BETTER COPY**

Advancing increments to technical and professional categories on possessing/acquiring high qualification-

Doctors, Engineers, Educationalists, Economists, Management Accountants, Scientists, Geologists, Meteorologists, Archeologists, Experts in Agriculture, Animal Husbandry & forestry Working in Universities, colleges, research institutions, technical departments shall be allowed advance increments on possessing/acquiring higher qualifications as under

- (i) In case of technical/professional employee of the above category possessors D.sc, Ph.D Degree from a foreign University he shall be allowed 06 advance increments on entry into service in BPS-17.
- (ii) Those of the above categories or the officers who possess MA/M.Sc/M.S or equivalent for a foreign University or Ph.D or M.phil from a University in Pakistan will receive 04 advance increments on induction in service.
- (iii) Those of the above categories of employee who while in service, obtained a degree shall be allowed 04 advance increments in case of
  - i. Above and two advance increments in case of
  - ii. Above.
- (iv) In cases where it is intended to extend the concession of advance increments to the categories of officers other than doctors, engineers, educationalists, experts in agriculture, animal husbandry, forestry mentioned above, prior concurrence of finance department shall be obtained.

**Advance Increments to Stenographers**

The orders contained in Government of N.W.F.P Finance Department circular letters no. PDSR(I)20-1/74 dated:13.05.1981 and No. -FD(SRI) 2-56/72 Dated: 13.09.1982 regarding grant of four advance increments to steno typists, stenographers, assistants, judgment writer, private secretaries shall stand on the introduction of basic pay scales w.e.f 20.07.1983

**Part-II Allowances**

**Dearness allowance, local compensatory allowance, and rest recreation allowance**

- (i) As from the first of July 1983, the existing dearness allowance, local compensatory allowance wherever admissible to a provincial civil servant
- (ii) The existing rules and orders regulating the grant of House Rent allowance, conveyance allowance and washing allowance shall continue to be applicable.

The existing incumbency of the points who are dearness allowance at the higher ratios shall continue to draw the same a personal top them for so long as they hold these points.

**19. Qualification allowance:**

SAS Accountants shall be allowed a qualification allowance of Rs. 100 PM for qualifying the SAS or equivalent examination. This allowance shall continue to be admissible as a separate entity even after their promotion to higher posts

**20. Special research allowance:**

- 5 -

The existing incumbents of the aforesaid posts who are drawing Deputation Allowance at the higher rates shall continue to draw the same as personal to them for so long as they hold these posts.

19. Qualification Allowance:- S.A.S Accountants shall be allowed a Qualification Allowance of Rs.100/- p.m on qualifying the S.A.S or equivalent examination. This allowance shall continue to be admissible as a separate entity even after their promotion to higher posts.

20. Special Research Allowance:- Field Officers on their appointment in research institutions for doing research work shall be allowed a Special Research Allowance @ 20% of their Basic Pay.

The field officers entitled to this allowance will be specified separately with the concurrence of the Finance Department on a case to case basis.

21. Deputation Allowance:- In lieu of the existing rates of Deputation Allowance, Civil servants while on deputation to foreign service in Pakistan, shall in consultation with Finance Department be allowed a Deputation Allowance @ 10% of the minimum of their Basic Pay Scale.

22. Ration Allowance:- Ration Allowance to the lower Police personnel shall be allowed at the rate of Rs.187.80 p.m as admissible to the equivalent categories in the Frontier Constabulary (Civil Armed Force).

23. Incentive Allowance to Female Nurses (Charge Nurses).

The orders contained in Finance Department's letter No. FD(SRI)1-3/79-III dated 21st March, 1982 regarding grant of Incentive allowance to Female Nurses (Charge Nurses) shall stand rescinded with effect from 1-7-1983.

All existing rules and orders on the subject shall be deemed to have been modified to the extent indicated above. All existing rules and orders not so modified shall continue in force under this scheme.

25. In case of any doubt in the interpretation/implementation of the provisions contained in this circular letter, the matter may be referred to Finance Department for clarification/guidance.

Your obedient servant,

(Mohammad Amin)  
Additional Finance Secretary-I,  
Government of N.W.F.P.

Contd:- - -

JAVED IQBAL  
Secretary  
Supreme Court of Pakistan  
(ASO # 5317)

Best copy (3)

Field officer on their appointment in research institutions for doing the research work shall be allowed a special research allowance 20% of their Basic Pay.

The field officers entitled to their allowance will be specified separately with the concurrence finance department on case-to-case basis.

**21. Deputation Allowance:**

In lieu of the existing rates of deputation allowance, civil servants while on deputation to foreign service in Pakistan, shall in consultation with finance department be allowed a deputation allowance 10% of the minimum to their Basic Pay Scale.

**22. Ration Allowance:**

Ration allowance to the lower police personnel shall be allowed at the rate of Rs.187.80 PM as admissible to the equivalent categories in the frontier constabulary (Civil Armed Force)

**23. Incentive allowance to female nurses (charge nurses):**

The orders contained in finance department's letter no. FD(SRI)1\_3/79-III dated: 21-03-1982 regarding grant of incentive allowance to female nurses (charged nurses) shall stand rescinded w.e.f. 01-07-1983

24. All existing rules and order on the subject shall be deemed to have been modified to the extent indicated above. All the existing rules and orders not so modified shall continue in force under this scheme.

25. In case of any doubt in the interpretation/implementation of the provisions contained in this circular letter, the matter refer to finance department for clarifications/guidance.

Dated: Peshawar 24<sup>th</sup> August 1983

**Copy forwarded for information to:**

- All autonomous and semiautonomous bodies in N.W.F.P
- The Secretary, Finance Department, government of Punjab & Sindh-Baluchistan

**Mohammad Siddique Khattak**


**Deputy Secretary (Regulations,  
Government of N.W.F.P Finance  
Department)**

**Dated: Peshawar 24 August 1983.**

NO.FD(SR-III)-67/82. Dated, Peshawar, the 24th August, 1983.

Copy forwarded for information to:-


1. All Autonomous and Semi-Autonomous Bodies in N.W.F.P.
2. The Secretary, Finance Department, Government of the Punjab, Sind and Baluchistan.

  
(Mohammad Siddique Khattak)  
Deputy Secretary (Regulations),  
Government of N.W.F.P.  
Finance Department.

NO.FD(SR-III)-67/82. Dated, Peshawar, the 24th August, 1983.

Copy forwarded for information to:-

1. The Accountant General, N.W.F.P. Peshawar.
2. All District/Agency Accounts Officers in N.W.F.P.
3. The Treasury Officer, Peshawar.
4. The Private Secretary to Finance Minister, N.W.F.P.
5. P.S to Secretary, P.As to Additional Secretaries/  
Deputy Secretaries in Finance Department.
6. All Section Officers/Budget Officers in Finance Department.
7. The Director, Local Fund Audit, N.W.F.P.

  
( Iftikhar Hussain )  
Section Officer (SR-I),  
Government of N.W.F.P.  
Finance Department.

'S.111'

JAVED IQBAL - GULPETA  
Advocate  
Supreme Court of Pakistan  
(ASC # 5317)

(15) Ann "D" "

GOVERNMENT OF KHYBER PAKHTUNKHWA  
ZAKAT, USHR, SOCIAL WELFARE & WOMEN  
DEVELOPMENT DEPARTMENT

Dated Peshawar the 30<sup>th</sup> June, 2010

**ORDER.**

**No. SO-II (SW) II-15/2008/ 405-61** In pursuance of Government of Khyber Pakhtunkhwa, Finance Department's Notification No. FD(SR-1)1-67/83, dated 24-08-1983 & Even No. FD (SR-1) 2-123/2010 dated 29-04-2010, the following Teachers working in the Special Educations Institutions are hereby allowed advance increments on account of acquiring higher qualification:-

S.No	Name & Desg. With BPS	Name of Institution	Higher Qual:	Required Qualification	03 Increments due on
1.	Abdul Baseer senior special education teacher BS-17	Govt Institute for Blind Peshawar	MA	BA/BSc B.Ed	17-3-1986
2.	Muhammad Qayyum, Senior Special Education Teacher BS-17	Govt Institute for Blind Peshawar	MA	BA/BSc BEd	22-8-1990
3.	Zareen Khan, Senior Special Education Teacher BS-17	Govt Institute for Blind Peshawar	MA	BA/BSc BEd	16-10-1998
4.	Israr Shah, Senior Special Education Teacher BS-17	Govt Institute for Blind Peshawar	M.Ed	BA/BSc BEd	1-10-2001
5.	Syed Jalal ud Din, Senior Special Education Teacher BS-17	Govt Institute for Blind MARDAN	MA	BA/BSc BEd	7-03-1987
6.	Muhammad Younas, Senior Special Education Teacher BS-17	Govt Institute for Blind Abbottabad	MA	BA/BSc BEd	10-8-1997
7.	Habeeb Nawaz Senior Special Education Teacher BS-17	Govt Institute for Blind Swat.	MA	BA/BSc BEd	05-06-2000
8.	Tasleem Bibi, Senior Special Education Teacher BS-17	Govt Institute for Deaf Children Peshawar	MA-M.Ed	BA/BSc BEd	29-12-1992
9.	Zahida Parween, Senior Special Education Teacher BS-17	Govt Institute for Deaf Children Peshawar	M.Ed	BA/BSc BEd	28-7-1999
10.	Mir Afzal Khan, Senior Special Education Teacher BS-17	Govt Institute for Deaf Children Haripur	MA	BA/BSc BEd	14-5-1995
11.	Syed Wajid Ali Shah, Senior Special Education Teacher BS-17	Center for Mentally Retarded & Physically Handicapped Children Peshawar	MA	BA/BSc BEd	18-10-1994
12.	Jamshed Khan,	Center for Mentally	MA	BA/BSc BEd	

13.	Gulzar Ahmad, Senior Special Education Teacher BS-17	Center for Mentally Retarded & Physically Handicapped Children Peshawar	MA	BA/BSc BEd	04-10-1994
14.	Gul Zareef, Senior Special Education Teacher BS-17	Center for Mentally Retarded & Physically Handicapped Children Bannu	MA	BA/BSc BEd	11-3-1996
15.	Waheed Nawaz, Senior Special Education Teacher BS-17	Center for Mentally Retarded & Physically Handicapped Children Bannu	MA	BA/BSc BEd	10-5-1993
16.	Ghazala Jabben, Senior Special Education Teacher BS-17	Center for Mentally Retarded & Physically Handicapped Children Manselhra	MA	BA/BSc BEd	25-2-1991
17.	Nabi Hussain, Senior Special Education Teacher BS-17	Center for Mentally Retarded & Physically Handicapped Children Chitral	MA	BA/BSc BEd	7-3-1994

Note:- All the heads of Special Educations institutions are required to check the original certificates/degrees of teachers before drawing their advance increments from Accounts Officers.

Secretary to Govt. of Khyber Pakhtunkhwa  
Zakat, Ushr, Social Welfare & Women  
Dev. Department

to. & date even:

Dated Peshawar the 30<sup>th</sup> June, 2010

Copy is forwarded for information and necessary action to:-

1. The Accountant General Khyber Pakhtunkhwa, Peshawar.
2. All the concerned Distt. Accounts Officers.
3. All the Incharge of the Special Education Institutions.
4. PS to Minister, Social Welfare & Women Dev. Deptt: Khyber Pakhtunkhwa.
5. PS to Secretary, Zakat, Ushr, Social Welfare & Women Dev. Deptt.
6. All concerned.
7. <http://www.swwdd.co.cc>

(Muhammad Saood)





GOVERNMENT OF KHYBER PAKHTUNKHWA  
FINANCE DEPARTMENT  
(REGULATION WING)

Dated Peshawar the 28<sup>th</sup> February, 2018

NOTIFICATION


No.FD(SOSR-I)/2-123/2018. In pursuance of Peshawar High Court's judgement dated 05-06-2012 in Writ Petition No.1095/2011 titled Syed Israr Shah & others V/S Government of Khyber Pakhtunkhwa, the competent authority has been pleased to allow advance increment to the Petitioners on account of higher education qualification from the date of acquiring subject to fulfilment of all codal formalities.

SECRETARY TO GOVERNMENT  
OF KHYBER PAKHTUNKHWA  
FINANCE DEPARTMENT

Endst. No. & date even.

Copy for information and necessary action is forwarded to the:-

1. Registrar, Peshawar High Court, Peshawar.
2. Secretary, Zakat, Ushr, Social Welfare, Special Education & Women Empowerment Department, Peshawar.
3. The Accountant General Khyber Pakhtunkhwa, Peshawar.
4. Director, Social Welfare, Special Education & Women Empowerment Department, Peshawar.
5. All the District Accounts Officers concerned.

  
(Musharraf Khan Marwat)  
Addl: Secretary (Regulation)  
Finance Department

Copy of the above is forwarded for information and necessary action to the:-

- PS to Secretary, Finance Department, Peshawar.
- PS to Special Secretary, Finance Department, Peshawar.
- PA to DS (Reg. II) Finance Department, Peshawar.

Ann<sup>n</sup> F

18

To

The Director,  
Special Education Complex,  
Phase 5, Hayatabad, Peshawar.

Subject:

GRANT OF 03 ADVANCE INCREMENTS ON POSSESSING HIGHER QUALIFICATION I.e. M.A / M.Ed.

Respected Sir,

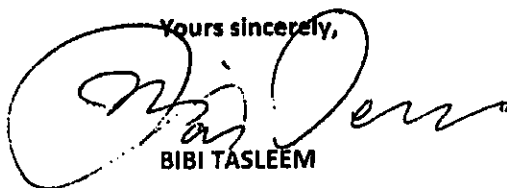
With high reverence, the Undersigned very humbly submits as under:

1. That the Undersigned was working in this Department as Senior Teacher at Special Education Complex, who stood retired on 30-05-2018.
2. That the Undersigned is well qualified and possesses M.A / M.Ed Degree. It would equally be important to mention here that vide Finance Department Notification No. FD(SR-1)1-67/83 Dated 24-08-1983 (Copy Annexed) and this Department's Office Order SO-II (SW) II-15/2008/4015-61 Dated 30-06-2010, (Copy Annexed) the Undersigned was allowed advance increments on account of acquiring higher qualification, but the benefit of advance increments were not extended to the undersigned.
3. That thereafter, the Finance Department issued another Notification No. FD(SOSR-I)2-123/2018 Dated 28-02-2018, (Copy Annexed) as per the directions of Hon'ble Peshawar High Court Peshawar in Writ Petition No. 1095/2011 dated 05-06-2012, whereby again advance increments were allowed in favor of the Undersigned.
4. That the grievance, the solace and redressal of which the Undersigned is seeking from your good-self office is that although Undersigned was granted 03 advance increments on account of possessing M.A, but the fruition of 03 advance increments possessing M.Ed has not been extended to the Undersigned yet.

Now, the Undersigned approaches your good-self Office and requests you to kindly grant 03 advance increments to the Undersigned w.e.f the year 1998.

The Undersigned shall highly be obliged.

Yours sincerely,



BIBI TASLEEM

Ex-Senior Teacher  
Special Education Complex,  
Hayatabad.

Dated: 08/04/2021

JAVED IQBAL  
Supreme Court  
Peshawar



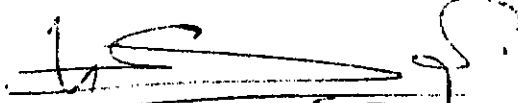
(19)

No.162(TB)2016/SEC/10436  
**Government of Khyber Pakhtunkhwa**  
**Special Education Complex Hayatabad Phase-V**  
@@@@@@@@

Peshawar the 31<sup>st</sup> May, 2021.

**SUBJECT;- APPLICATION FOR AWARD OF 03 ADVANCE INCREMENTS.**

Kindly find enclosed herewith an application submitted by Mst. Bibi Tasleem Ex-senior Teacher (B-18) for 03 additional Advance Increments on acquiring higher qualification M.Ed over and above the prescribed qualification of the post. The claim may kindly be examined with the available record as per rules before submission to the Administrative Department. Self contained Note is also attached herewith.

  
31052021  
**(SAID ALI BAKHS)**  
**DIRECTOR**  
Special Education Complex  
Hayatabad Peshawar

Director (SWSE&WE)

JAVED IQBAL CHLAE  
Advocate  
Supreme Court of Pakistan  
(ASC # 5317)

Special  
3136  
29/06/21



(20)

**Government of Khyber Pakhtunkhwa**  
**Directorate of Social Welfare, Special Education and**  
**Women Empowerment opp: Islamia College**  
**Jamrud Road Peshawar**

No. DSW/ 5193  
Dated Peshawar the 15/06/2021

To,

The Section Officer-IV,  
Social Welfare Department,  
Khyber Pakhtunkhwa.

Subject: APPLICATION FOR AWARD OF 03 ADVANCE INCREMENTS.

Respected Sir,

I am directed to refer to the subject noted above and to enclose herewith a letter bearing No:162(TB)2016/SEC/10436 dated 31<sup>st</sup> May 2021 received from Director Special Education Complex Hayatabad Peshawar for necessary action, please.

per M  
yand  
8/16/21  
S.A.

  
Assistant Director  
(Establishment-I)

JAVED ICHAI  
12/06/2021  
Supreme Court of Pakistan  
(ASC's 5317)

(21)



**GOVERNMENT OF KHYBER PAKHTUNKHWA  
ZAKAT, USHR, SOCIAL WELFARE, SPECIAL EDUCATION  
& WOMEN EMPOWERMENT DEPARTMENT**

No. SO-VI (SWD)/11-4/2020-21/7063  
Dated Peshawar the 02nd July, 2021

To

**The Secretary to Govt. of Khyber Pakhtunkhwa,  
Finance Department**

**Subject:- APPLICATION FOR AWARD OF 03 ADVANCE INCREMENTS.**

Dear Sir,

I am directed to refer to the subject cited above and to state that Mst. Tasleem Bibi Ex Senior Special Education Teacher (BPS-18 Personal), Khyber Pakhtunkhwa has requested for grant of 03 additional increments on acquiring higher qualification i.e M.Ed during the year 1997, in light of Finance Department circular letter dated 24.08.1983 (copies enclosed)

The officer concerned was an employee of Directorate of Social Welfare, Special Education & Women Empowerment as Senior Teacher (BPS-18 Personal). She was retired from Govt. Service w.e.f 30.05.2018 vide this Department notification dated 23.04.2018 (Copy enclosed) on attaining the age of superannuation.

In view of the above, this Department may kindly be apprised as to whether she is entitled for advance 03 increments on acquiring the M.Ed qualification in light of Finance Department circular letter as mentioned above or otherwise.

Yours faithfully,

*Zaued Orakzai*  
Section Officer-VI

Encl: as above

Endst: Of Even & Date

Copy forwarded to PS to Secretary SW, SE & WED, Khyber Pakhtunkhwa.

*Zaued Orakzai*  
Section Officer-VI

*AFSR-1*  
*DS (R&I)*  
*SOLSR-1*  
*MSR*  
*2021*  
*06/07/21*  
Secy: Finance KPK  
Dairy No...13268...  
Date...2/7/21...  
S8F

RECEIVED  
SECTION OFFICER VI  
2/7/21



GOVERNMENT OF KHYBER PAKHTUNKHWA  
FINANCE DEPARTMENT

Finance Department Civil Secretariat Peshawar <http://www.finance.gkp.pk> [facebook.com/GoKPPD](https://www.facebook.com/GoKPPD) [twitter.com/GoKPPD](https://twitter.com/GoKPPD)

NO. FD (SOSR-1) 2-123/2021(Tasleem Bibi)  
Dated Peshawar the: 07-07-2021

To:

The Section Officer-VI,  
Zakat, Ushr, Social Welfare, Special Education  
& Women Empowerment Department,  
Peshawar.

Subject: - APPLICATION FOR AWARD OF 03 ADVANCE INCREMENTS.

Please refer to your letter No.SO-VI (SWD)/11-4/2020-21/7063 dated 02-07-2021 on the subject noted above and to state that advance increments on higher educational qualification has been stopped through an Act, 2012 (copy enclosed).

(REHMAT KHAN)  
SECTION OFFICER (SR-1)

MS  
8/2/21

JAVED IGBAL  
Supreme Court of Pakistan  
(AS 9 8 3317)



23

Ann. H

GOVERNMENT OF KHYBER PAKHTUNKHWA  
ZAKAT, USHR, SOCIAL WELFARE, SPECIAL EDUCATION  
& WOMEN EMPOWERMENT DEPARTMENT

No. SO-VI (SWD)/11-4/2020-21/13063-64  
Dated Peshawar the 21st Sept, 2021

To

✓ The Secretary to Govt. of Khyber Pakhtunkhwa,  
Finance Department

Subject:- APPLICATION FOR AWARD OF 03 ADVANCE INCREMENTS.

Dear Sir,

I am directed to refer to your letter No. FD(SOSR-1)2-123/2021(Tasleem Bibi) dated 07.07.2021 on the subject noted above and to state that earlier in pursuance of Peshawar High Court Peshawar judgment dated 05.06.2012 in writ petition No.1095/2011, Mst. Tasleem Bibi, Senior Teacher (BPS-18 Personal) was allowed 03 advance increments from the date of acquiring higher qualification vide notification dated 30th June, 2010 (Copy enclosed).

However, Finance Department circular letter dated 24.08.1983, sub para-iii of para-9, says:-

Higher School,

"A teacher who possesses or acquires Master's Degree shall be allowed three advance increments. In case of a teacher who possesses or acquires Master's Degree in Education (M.Ed) and also a Master's Degree in any academic subject shall be allowed six advance increments."

In view of the above, it is once again requested to examine the case and apprise the department about the factual position please.

Yours faithfully,

Section Officer-VI

SR-I  
24/09/21

Ends as above

Ends. Of Even & Date

Copy forwarded to PS to Secretary SW, SE & WED, Khyber Pakhtunkhwa

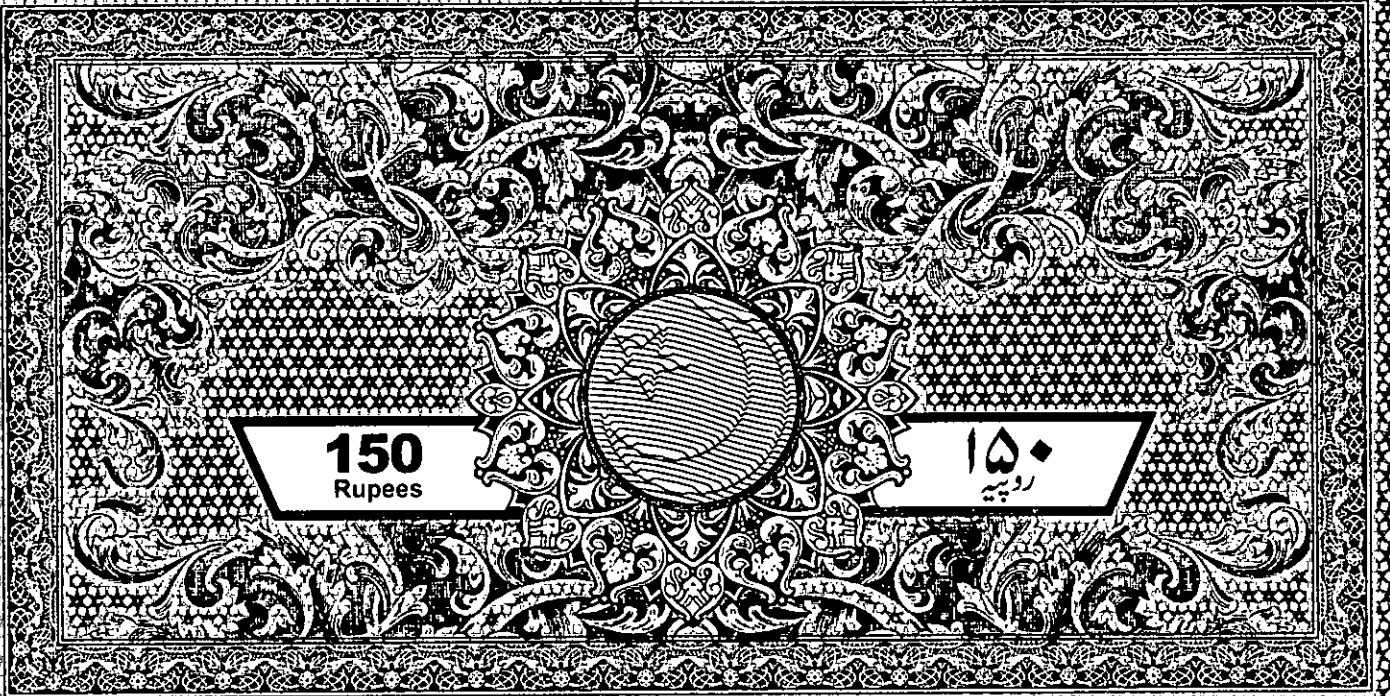
Section Officer-VI

Secy: Finance KPK

Dairy No... 18/108

Date... 23/9/21

ASST  
23 (P-I)



## بعدالت خیبر پختونخواہ سروسز ٹرانسمیوئل پشاور

مسماة بی بی تسلیم بنام حکومت خیبر پختونخواہ وغیرہ

مختیار نامہ خاص برائے پیروی مقدمہ

منذہ - مسماة بی بی تسلیم سابقہ سینئر ٹیچر (BPS-18) سیشن ایجوکیشن کمپلیکس حیات آباد پشاور سکند تاج آباد پشاور کی ہوں۔ بدیں وقت بقائی ہوش و حواس خمسہ کے اقرار کر کے لکھ دیتی ہوں کہ من مقررہ کا ایک مقدمہ بعنوان بالا بعدالت خیبر پختونخواہ سروسز ٹرانسمیوئل پشاور میں دائر کیا جا رہا ہے۔ جس میں من مقررہ پردہ نشینی اور ضعیف العری کی وجہ سے پیروی کرنے سے قاصر ہوں لہذا اپنی جانب سے کسی اپنے بیٹے احسن سردار ولد میر بشر سکند تاج آباد پشاور کو مختیار نامہ مقرر کر کے مکمل اختیار دیتی ہوں کہ مختیار موصوف من مقررہ کی جانب سے مقدمہ ہذا میں پیروی کرے، بیان دیوے، راضی نامہ کرے، مقدمہ واپیل واپس لے، وکیل مقرر کرے، بیان حلفی جمع کرے، درخواست بند کرے، شہادت دیوے، درخواست جواب درخواست دینے نیز جملہ کاروائی جو وقتاً فوقتاً ضروری ہو کرنے کا مجاز ہے، اپیل نگرانی نظر ثانی کرے، مقدمہ بید غلطی دائر کرے اور من اختیار دہندہ اس کی جملہ ساختہ و پرداختہ کاروائی کی پابند رہو گی۔ مختیار موصوف عدالت ہذا سے تا عدالت عالیہ و عظمیٰ میں کاروائی میری جانب سے کرنے کا مجاز ہے۔

لہذا مختیار نامہ خاص بہت مقدمہ پیروی لکھ دیتا کہ سندر ہے اور بوقت ضرورت کام آوے۔

المرقوم:- 13/اپریل، 2022ء

اختیار دہندہ

*Ahshan*  
العبد

احسن سردار ولد میر بشر

شناختی کارڈ نمبر:- 17301-3546677-7

گواہ شدہ 2

نام:- ارشد علی خان ولد عیسیٰ خان

شناختی کارڈ نمبر:- 17102-1152308-3

اختیار دہندہ

*Jalee*  
العبد

نام:- مسماة بی بی تسلیم زوجہ میر بشر

شناختی کارڈ نمبر:- 17301-8405105-6

گواہ شدہ 1

نام:- گل نواز ولد سید عالم خان

شناختی کارڈ نمبر:- 17301-1444121-7





## وکالت نامہ

بعدالت: جنبر پختونخواہ سروسز ٹرا سٹریٹوئل پبلشاور  
مسماة بی بی تسلیم بنام حکومت جنبر پختونخواہ وغیرہ  
منجانب ایپیلنٹ دعویٰ سروس اپیل  
 تاریخ 13-04-2022

باعث تحریر آنکہ مقدمہ مندرجہ بالا عنوان اپنی طرف سے واسطے پیروی و جوابدہی  
 احسن سردار ایڈووکیٹ  
 پشاور۔ کیلے جاویدا اقبال گل بیل ایڈووکیٹ سپریم کورٹ آف پاکستان

کہ پدیس شرط وکیل مقرر کیا ہے۔ کہ میں ہر پیشی کا کوڈ یا بزرگیہ مختار خاص رو برو عدالت حاضر ہوتا رہوں گا۔ اور بوقت پکارے  
 جانے مقدمہ وکیل صاحب موصوف کو اطلاع دے کر حاضر دالت کرونگا، اگر پیشی پر من مظهر حاضر نہ ہو اور مقدمہ میری غیر  
 حاضری کی وجہ سے کسی طور پر میرے برخلاف ہو گیا تو صاحب موصوف اس کے کسی طرح ذمہ دار نہ ہونگے۔ نیز وکیل صاحب  
 موصوف صدر مقام پکھری کی کسی اور جگہ یا پکھری کے مقررہ اوقات سے پہلے یا پیچھے یا بروز تعطیل پیروی کرنے کے ذمہ دار نہ  
 ہونگے۔ اگر مقدمہ علاوہ صدر مقام پکھری کے کسی اور جگہ ساعت ہونے یا بروز تعطیل یا پکھری کے اوقات کے آگے پیچھے پیش  
 ہونے پر من مظهر کو کوئی نقصان پہنچے تو اس کے ذمہ دار یا اس کے واسطے کسی معاوضہ کے ادا کرنے یا مختار نہ واپس کرنے کے بھی  
 صاحب موصوف ذمہ دار نہ ہونگے۔ مجھے کوکل پرداختہ صاحب موصوف مثل کردہ ذات خود منظور و قبول ہوگا۔ اور صاحب کو  
 عرضی دعویٰ و جواب دعویٰ اور درخواست جرائے ڈگری و نظر ثانی اپیل و نگرانی ہر قسم کی درخواست پر دستخط و تصدیق کرنے کا بھی  
 اختیار ہوگا اور کسی حکم یا ڈگری کے اجراء کرانے اور ہر قسم کے روپیہ وصول کرنے اور رسید دینے اور داخل کرنے اور ہر قسم کے  
 بیان دینے اور سپروٹائشی و راضی نامہ فیصلہ پر خلاف کرنے اقبال دعویٰ دینے کا بھی اختیار ہوگا۔ اور بصورت اپیل و برآمدگی  
 مقدمہ یا منسوخی ڈگری یا کطرفہ درخواست حکم اتنا ہی یا قرتی یا گرفتاری قبل از اجراء ڈگری بھی موصوف کو بشرط ادا ایگی علیحدہ مختار  
 نہ پیروی کا اختیار ہوگا۔ اور بصورت ضرورت صاحب موصوف کو بھی اختیار ہوگا یا مقدمہ مذکورہ یا اس کے کسی جزوی کاروائی کے  
 واسطے یا بصورت اپیل، اپیل کے واسطے دوسرے وکیل یا بیرٹر کو بجائے اپنے یا اپنے ہمراہ مقرر کریں اور ایسے مشیر قانون کے  
 ہر امر دہی اور ویسے ہی اختیارات حاصل ہونگے جیسے کے صاحب موصوف کو حاصل ہیں۔ اور دوران مقدمہ میں جو کچھ ہر جانہ  
 التواء پڑے گا۔ اور صاحب موصوف کا حق ہوگا۔ اگر وکیل صاحب موصوف کو پوری فیس تاریخ پیشی سے پہلے ادا نہ کرونگا تو  
 صاحب موصوف کو پورا اختیار ہوگا کہ مقدمہ کی پیروی نہ کریں اور ایسی صورت میں میرا کوئی مطالبہ کسی قسم کا صاحب موصوف  
 کے برخلاف نہیں ہوگا۔ لہذا مختار نامہ لکھ دیا کہ سند ہے۔

13-04-2022

موضوع مختار نامہ سن لیا ہے اور اچھی طرح سمجھ لیا ہے اور منظور ہے۔

Accepted by :- Ahman Sarwar (Adv)

(Adv)

احسن سردار ولد میر بشیر (ضیاء خاص)