

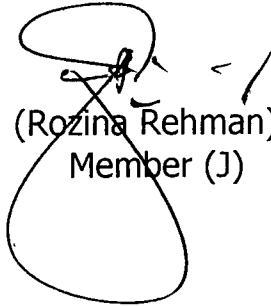
15.04.2021

Appellant present through counsel. Preliminary arguments heard. Record perused.

Points raised need consideration. Instant appeal is admitted for regular hearing subject to all legal objections. The appellant is directed to deposit security and process fee within 10 days. Thereafter, notice be issued to respondents for submission of written reply/comments. To come up for reply/comments on 07.07.2022 before S.B.

Rs-700/-


A. M. M. /  
15/4/22

  
(Rozina Rehman)  
Member (J)

07<sup>th</sup> July, 2022

Appellant present in person. Mr. Muhammad Adeel Butt, Addl. AG for the respondents present.

Respondents have not submitted reply/comments. Learned AAG seeks adjournment. Last opportunity is granted. Appellant submitted an application for the correction of the heading of Service Appeal. Notice of application be given to the respondents. To come up for written reply/comments on main appeal as well as (reply/arguments on) the application on 12.09.2022 before S.B.


  
(Kalim Arshad Khan)  
Chairman

Form- A

# FORM OF ORDER SHEET

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

Case No.- \_\_\_\_\_ 549 /2022

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	14/04/2022	<p>The appeal of Mr. Noor Shahi Din presented today by Mr. Hidayatur-Rehman 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-		

**BEFORE THE KYBER PAKHTUNKHAW SERVICE**

**TRIBUNAL, PESHAWAR**

Noor Shahi Din

**VERSUS**

Govt of KPK and others

*A. No. 549/2022*

**INDEX**

S.No	Descriptions of Documents	Annexure	Page
1	Memo of Appeal and Affidavit		1-7
2	Copy of CNIC and Pay slip	"A"	8-9
3	Copy of the appointment order	"B"	10-11
4	Copy of Notification of Promotion dated 21/02/2013 from TT to SST & staff statement for the month of 08/2021 GHS Reshun	"C"	12-20
5	Copy of the case of promotion	"D"	21
6	Copy of Application/Appeal Dated: 24/11/2021	"E"	22
7	Copy of Recommendation letter/ Appeal	"F"	23
8	Copy of application dated 24/03/2022	"G"	24
9	Copy of promotion Notification of Upper Chitral Teachers	"H"	25-28
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11	Copy of the Rules regarding the promotion	"J"	36-47
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*[Signature]*  
Appellant

Through

**HIDAYAT UR REHMAN**  
Advocate High Court

*[Signature]*

(1)

**BEFORE THE KHYBER PAKHTUNKHAW SERVICE**  
**TRIBUNAL, PESHAWAR**

Service Appeal No. 549 /2022

Noor Shahi Din S/o Noor Ul Abrar R/o  
Village Shogram P/O Rashun, Tehsil  
Mulkhaw Torkhow, District Chitral Upper  
currently serving at Government High  
School, Rashun Chitral Upper.

..... Appellant

**VERSUS**

- 1) Government of Khyber Pakhtunkhwa,  
Through Chief Secretary, Civil Secretariat,  
Peshawar.
- 2) Secretary Education Khyber Pakhtunkhwa,  
Civil Secretariat, Peshawar.
- 3) Director of Education (Male) Khyber  
Pakhtunkhwa, Peshawar.
- 4) Director, Elementary & Secondary  
Education Department (Establishment),  
Khyber Pakhtunkhwa, Peshawar.
- 5) District Education Officer (Male) District  
Chitral Upper Booni.

..... Respondents

**SERVICE APPEAL U/S 4 OF THE KHYBER**  
**PAKHTUNKHWA SERVICE TRIBUNAL ACT,**  
**1974 AGAINST THE IMPUGNED ORDER DATED**  
**30.11.2021 WHEREBY, THE DEPARTMENTAL**  
**APPEAL OF THE APPELLANT DATED**  
**09.03.2021 REGARDING THE PROMOTION OF**  
**THE APPELLANT HAS BEEN REJECTED.**

(2)

**Respectfully Sheweth: -**

- 1) **That** the appellant belongs to a respectable and religious family of District Chitral Upper and holds a Degrees / Sanads of Shahadat ul Alia Fil Uloom ul Islamia Wal Arabia (Bachelor of Arts) and also hold Shahadat ul Alamia Fil Uloom ul Islamia Wal Arabia from Wafaqul Madaras Arabia, Pakistan (MA).

**(Copy of CNIC and Pay slip are attached herewith marked "A").**

- 2) **That** on the basis of his qualification, the appellant done his MA (Arabic), Bachelor of Education and S-Alimia Degree.
- 3) **That** on the same qualification mentioned in para-1 & 2, the appellant was appointed by the Executive District Officer (Establishment) & Secondary Education District Chitral on 06.06.2007 as Theology Teacher BPS-14.

**(Copy of the appointment order is attached herewith marked "B").**

- 4) **That** currently, the appellant is working as Senior Theology Teacher (BPS-16) in Government High School (Male) Rashun, District Upper Chitral.

**(Copy of Notification of Promotion dated 21/02/2013 of Appellant from Theological Teacher to Senior Theological Teacher (TT to STT) and staff statement for the month of 08/2021 GHS Reshun is attached herewith marked "C")**

- 5) **That** on 16-08-2021, the present Appellant preferred an appeal to the concern District Education Officer (Male) Chitral (Respondent No. 5) for his promotion. Pursuant to the appeal

(3)

Respondent No. 5 has constituted a promotion committee to consider the case of the Appellant. The committee after going through the entire record of the Appellant and recommend him for the post of SST General. Whereas the promotion committee under the supervision of Director Elementary and Secondary Education, Peshawar deferred the same because of the reason best known to them.

**(Copy of the case of promotion is attached herewith marked "D")**

- 6) **That** on 24-11-2021 the Appellant again preferred an Appeal before the Respondent No. 5 for his promotion and on 07/02/2022 the committee for promotion to SST (G) recommended again the Appellant and forwarded the Appeal for further necessary action and to promote the Appellant to the post of SST (G) but Respondent No. 3 is reluctant to promote the Appellant to the post of SST General, despite having 0.88 total share of TT/STTs reserved during DPS for the year 2020. On the other hand, the Respondents have promoted candidate of other cadres having less than 0.88 total share.

**(Copy of Application/Appeal Dated: 24/11/2021 is attached herewith marked "E")**

- 7) **That** time and again the Respondents have deliberately and intentionally deferred the case of Appellant without any plausible and cogent reason. That it is also pertinent to mention here that no any teacher has been promoted from the Appellant cadre through the DPC conducted during 2019, 2020 & 2021, However the name of the Appellant was recommended by the committee for promotion to SST (G) post during the DPC meeting conducted on 01/09/2021 but the Appellant name has not been included in the notification by Respondent no 3.

(4)

**(Copy of Recommendation letter/ Appeal are Attached as  
“F”)**

- 8) **That** feeling aggrieved from, the appellant filed an application on 24-03.2021 for getting information about the decision on appeal filed by present appellant. but so far the respondent no 4 has not provide the details of order to appellant, hence feeling aggrieved from, the appellant approached this Hon'ble Tribunal/Forum for redressal of his grievances, inter-alia on the following amongst other grounds: -

**(Copy of application dated 24/03/2022 is attached as  
Annexure “G”)**

**GROUND**

- A. **That** the deferring of Appellant from his due promotion is against the law, facts and against the rules and regulations, without lawful authority thus liable to be set aside.

**(Copy of promotion Notification of Upper Chitral Teachers is  
attached herewith marked “H”)**

- B. **That** deferring of the appellant from his due promotion which was based on seniority-cum-fitness is against the policy and law given by the Higher Education Commission in the year 2011 and in the year 2017 and also against the numbers of judgments of apex court of Pakistan. Needless to mention here that on same criteria the respondents have promoted other teachers who are belonging to District Dir.

**(Copy of the promotion Notification of Dir Upper Teachers  
is attached herewith marked “I”).**

- C. **That** it is also worth perusal and required consideration that rules are also supporting the stance of appellant, hence the deferring order of Respondent no 3 the appellant from the list of promotion is against the fundamental rights of the appellant

which is sheer violation of fundamental right, rules and regulation protected under the law and procedure.

**(Copy of the Rules regarding the promotion is attached herewith marked "J").**

- D.** That the respondents are badly failed to follow the law, rules and regulation and astonishingly the promotion policy is further violated as the appellant is holding the due qualification, but the impugned order is also violation of laid down polices, hence invites consideration of this Hon'ble Tribunal.
- E.** That the present appeal is well within time and this Hon'ble Tribunal may entertain this appeal under the law.
- F.** That the impugned order of the respondents without adopting proper criteria and codal requirements by the respondents is against the worthy ruling of the Hon'ble Superior Courts of Pakistan and therefore, the same is illegal practice and such practice adversely affects efficiency of incumbents and also reduces their confidence and faith in public, hence the impugned order and deferring the appellant from his promotion are liable to be un-held on this score also.
- G.** That any other ground which has not been specifically mentioned will be agitated at the time of arguments with kind permission of this Hon'ble Tribunal.

It is, therefore, humbly prayed that, on acceptance of the instant appeal may be pleased to;

- i. Declare the impugned order and deferring the appellant from the list of promotion by the respondents as illegal, unlawful, without lawful authority and void ab-initio and to be set-aside.



(B)

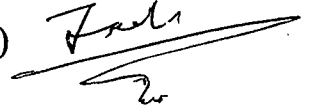
- ii. Direct the respondents to promote the appellant from STT to SST (G) as per the first promotion list with all back benefits from the year 2021
- iii. Any other relief may also kindly be granted in the circumstances of the appellant's case.

Appellant



Through

HIDAYAT UR REHMAN  
Zeshan Ahmad  
Advocate High Court(s)



Dated: 26.03.2022

(7)

**BEFORE THE KYBER PAKHTUNKHAW SERVICE**  
**TRIBUNAL, PESHAWAR**

Noor Shahi Din

**VERSUS**

Government of Khyber Pakhtunkhwa and others

**AFFIDAVIT**

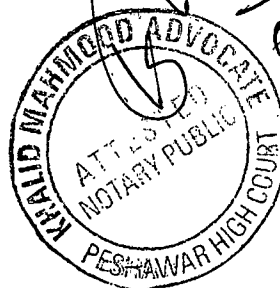
I, Noor Shahi Din S/o Noor Ul Abrar R/o Village Shogram Tehsil Mulkhaw Torkhow, District Chitral Upper currently serving at Government High School, Rashun Chitral Upper (Appellant), do hereby affirm and declare on oath that the contents of accompanying Appeal are true and correct to the best of my knowledge and belief and nothing has been concealed from this Hon'ble court.

  
**Deponent**

CNIC# 15202-0813135-1  
CELL# 0340-9704276

**CERTIFICATE**


As per instruction of my client, it is certified that no such like Service Appeal has earlier been filed before this Hon'ble Tribunal on the subject matter.



  
**Advocate**

Handwritten signature or scribble.

15102-0813135-B





1010911057856  
00-76-12586

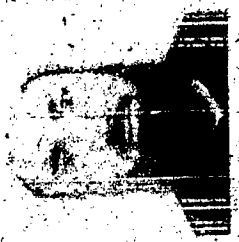
گمشدہ کارڈ بننے پر ترمیمی ایپ میں ڈال دیں

Ministry of Information & Public Relations  
Government of Punjab

PAKISTAN National Identity Card  
ISLAMIC REPUBLIC OF PAKISTAN

Name: Noor Shahideen  
Father's Name: Noor ul Abidin  
Gender: M  
Country of Stay: Pakistan  
Date of Issue: 11.07.2016  
Date of Expiry: 11.07.2026  
Identity Number: 15202-0813135-B-1976



Holder's Signature

(8) (A) Answer

(95) Amery AS  
**Dist. Govt. KP-Provincial**  
**District Accounts Office Chitral Upper**  
**Monthly Salary Statement (January-2022)**



**Personal Information of Mr NOOR SHAHI DIN d/w/s of NOOR UL ABRAR**

Personnel Number: 00358598 CNIC: 1520208131351 NTN:  
 Date of Birth: 13.03.1976 Entry into Govt. Service: 07.06.2007 Length of Service: 14 Years 07 Months 026 Days

**Employment Category: Active Temporary**

Designation: SENIOR THEOLOGY TEACHER 80997887-DISTRICT GOVERNMENT KHYBE  
 DDO Code: CU6080-Head Master GHS Reshum  
 Payroll Section: 001 GPF Section: 001 Cash Center:  
 GPF A/C No: 358598 Interest Applied: Yes **GPF Balance: 273,299.00**  
 Vendor Number: 30207032 - NOOR SHAHIDIN EDUCATION DEPTT: CHITRAL  
**Pay and Allowances:** Pay scale: RPS For - 2017 Pay Scale Type: Civil BPS: 16 Pay Stage: 14

Wage type		Amount	Wage type		Amount
0001	Basic Pay	40,190.00	1001	House Rent Allowance 45%	4,091.00
1210	Convey Allowance 2005	5,000.00	1300	Medical Allowance	1,500.00
1918	UAA-CHITRAL, 40%(16 G/NG)	3,000.00	2148	15% Adhoc Relief All-2013	740.00
2199	Adhoc Relief Allow @10%	504.00	2211	Adhoc Relief All 2016 10%	2,612.00
2224	Adhoc Relief All 2017 10%	4,019.00	2247	Adhoc Relief All 2018 10%	4,019.00
2264	Adhoc Relief All 2019 10%	4,019.00	2309	Adhoc Relief All 2021 10%	4,019.00
2316	Teaching Allowance 2021	3,782.00			0.00

**Deductions - General**

Wage type		Amount	Wage type		Amount
3016	GPF Subscription	-3,340.00	3501	Benevolent Fund	-1,500.00
3609	Income Tax	-1,416.00	3990	Emp.Edu. Fund KPK	-150.00
4004	R. Benefits & Death Comp:	-650.00			0.00

**Deductions - Loans and Advances**

Loan	Description	Principal amount	Deduction	Balance
6505	GPF Loan Principal Instal	236,500.00	-9,900.00	216,700.00

**Deductions - Income Tax**

Payable: 16,222.25 Recovered till JAN-2022: 9,148.00 Exempted: 0.90- Recoverable: 7,075.15

**Gross Pay (Rs.): 77,495.00 Deductions: (Rs.): -16,956.00 Net Pay: (Rs.): 60,539.00**

Payee Name: NOOR SHAHI DIN  
 Account Number: 2874-3  
 Bank Details: NATIONAL BANK OF PAKISTAN, 231421 NBP RESHUN RESHUN, RESHUN

Leaves: Opening Balance: Aailed: Earned: Balance:

Permanent Address: City: HEAD MASTER GHS RESHUN Domicile: NW - Khyber Pakhtunkhwa Housing Status: No Official  
 Temp. Address: City: Email: noorshahidin2015@gmail.com

*(Signature)*  
 [Stamp]

(10)  
**OFFICE OF THE DISTRICT COORDINATION OFFICER CHITRAL** Annex (B)  
 Dated Chitral the 6<sup>th</sup> June 2007

No.                      /DCT/TE-5 As recommended by the Departmental Selection Committee in its meeting held on 4-6-2007, the following is hereby appointed as Theology Teacher (BPS-14) (13565-275-118151) plus usual allowances as admissible under the rule with effect from their taking over charge, in the best interest of public service, subject to the terms and condition noted below.

S.No.	Name	Father Name	Residence	Posting Station	Remarks
1	Ijaz Hussain	Mehboobur Rehman	Zargarandeh Chitral	GMS Parsau	
2	Imdaduddin	Ghulam Muhyuddin	Damin Chitral	GHS Suroon	
3	Muhammad Wali Shah	Yateem Shah	Khairabad Drush	GHS Madaklasht	
4	Muhammad Ilyas	Ghulam Jilani	Broze Chitral	GHS Arandu	
5	Shamsheruddin	Abdul Shaheed	Kushum Mulkhow	GMS Parwak	
6	Ghuffarullah	Hazrat Ali Shah	Warjun Mulkhow	GMS Sait	
7	Muhammad Usman	Haider Wali Khan	Reshun Mastuj	GHS Brep	
8	Sardar Alam	Sher Alam Khan	Survakht Mulkhow	GMS Washich	
9	Mutur rehman	Latifullah	Garam Charhama	GHS Ardari	
10	Noor Shahiddin	Noorul Abrar	Shogram Mulkhow	GHS Reshun	
11	Hizbullah	Kifayatullah	Bakarnabad	GHS Shagram	
12	Muhammad Qasim	Mehubullah	Fakhtari Oyeer	GMS Shogush Owir	
13	Muhammad Zafarullah	Azimullah	Muldeh Ayun	GHS Mastuj	
14	Fazal Wahab	Sawala	Nagar Drush	GHS Gash	
15	Rehmanullah	Abdullah	Jung Bazar Chitral	GHS Shogush	
16	Islam Khan	Rustam	Werkup Torikhow	GMS Khair Payeen	
17	Asadur Rehman	Abdul Khaleq	Istari Torikhow	GHS Mastuj	
18	Sharifullah	Jamilullah	Damin Chitral	GMS Awi	
19	Akhtar Khan	Abdul Qayum	Kesu Chitral	GMS Parwak	
20	Fazal Hay	Muhammad Wali Khan	Shirinkuh Chitral	GMS Khazh	
21	Sulaiman Hussain	Saeed Gul	Kesh Mulkhow	GMS Kesh Baha	
22	Muhammad Iqbal	Rahman Nabi	Zarn Mulkhow	GHS Brep	
23	Reshun Ahmad	Nurullah	Bwcer Drush	GHS Brep	
24	Murtaza Ahmad	Wazir Dullah Khan	Nagar Drush	GMS Janyate Kesh	
25	Muhammad Faisal	Ajab Gul	Drasun Mulkhow	GMS Lach	
26	Muhammad Hussain	Abdul Haq	Shah Nagar Drush	GMS Arandu	

**AD CAMERATIONS**

Y.03/40970/04/27/5

Section 19 of the NWFC Civil Services Act 1971 as amended by NWFC (Amendment) Act 2005.

(11)

2. They will contribute towards CP Funds at the rate of 10% of the minimum of pay and 10% contribution will be made by the government in lieu of pension/gratuity
3. their service being purely temporary is liable to termination at any time.
4. They should produce health and age certificate from the MS DHQ Hospital Chitral
5. They should take over charge within 15 days, otherwise their appointment order will stand automatically cancelled.
6. Their original Degrees/Certificates will also be verified from the concerned University/Boards. Any dis-information detected later on will result their termination from service and criminal will also be registered against them.
7. They will be governed by such rules and regulations issued by the government from time to time.
8. Efforts for transfer before the completion of normal tenure will result to their disqualification for further service
9. Charge report should be submitted to all concerned
10. They should not be handed over charge if their age exceeds 33 years on 25-11-2007 (i.e. last date for submission of application), unless they produce age relaxation from the competent authority.
11. In case of any deficiency in posts being filled up the appointment of candidate with lesser merit (in open merit) will stand automatically cancelled.
12. they will be on probation for a period of 2 years

(Kamran Rehman Khan)  
District Coordinator (S&L)

0: P-1311-166. 1E-5.

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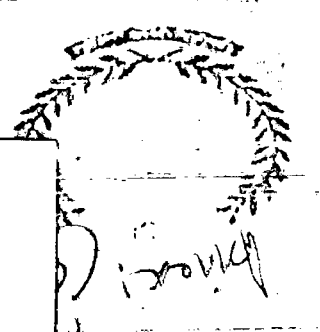
1. Director, S&L NWFP Peshawar
2. District Nazim Chitral
3. Executive District Officer, S&L Chitral
4. District Accounts Officer, Chitral
5. Principals/Head Masters concerned
6. Incharge SET, Middle Schools concerned
7. Teacher concerned

S. No.	Name	Place	Date of posting	Date of birth	Remarks
1	...	...	...	...	...
2	...	...	...	...	...
3	...	...	...	...	...
4	...	...	...	...	...
5	...	...	...	...	...
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25	...	...	...	...	...
26	...	...	...	...	...
27	...	...	...	...	...
28	...	...	...	...	...
29	...	...	...	...	...
30	...	...	...	...	...

178	Total No. of (T-13) Posts duly notified by the IAO
59	Vacancies of Senior T-13 Posts
59	Balance of promotion pool
56	Transfer to the post of Senior T-13

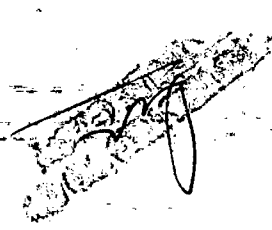
Notification  
 Pursuant to the recommendation of the Departmental Promotion Committee and in pursuance of the Government of Punjab Education Department Notification No. 82/1-18/RES/2012 dated 15/01/2012, the following T-13 are hereby promoted to the post of Senior T-13 (to the number 13) from the existing pool of the promotion pool on the basis of the existing pool and further it will be posted in the Government Higher Secondary / High Schools by the District Education Officers concerned against the newly created Senior T-13 posts.

Director, Elementary and Secondary Education  
 1st Floor, 92103-2, Ganga  
 921037, 92109, 2, 9210468  
 Fax 091-921093, 0800-33867  
 E-mail: rsg\_kk81@vsnl.com



Handwritten notes and signatures are present in the bottom right corner.

2002/10/31



Dy: Director (S&A)

Order No. 1544/1970... Higher Pensions Division...  
Order No. 85-1/1971

These services can be terminated at any time...  
They will be governed by such rules and regulations as may be issued from time to time by the Government.

Table with columns: S. No., Name, Post, Date, Remarks. Includes entries for GIAS, GISS, GIMS, etc. with various dates and names.



America (Better copy)

(1/5)

Better copy

Directorate of Elementary and Secondary Education  
Khyber Pakhtunkhwa Peshawar  
PH.NO, 091-9210389, 9210938  
9210437, 9210937, 9210968  
Fax 091-9210936, 0800-33857  
E-mail rafiq\_kk851@yahoo.com

**Notification.**

Consequent upon the recommendation of the Departmental promotion committee and in pursuance of the Government of Khyber Pakhtunkhwa Elementary and Secondary Education SO(FR)/FD/10-22(R)/2010 dated 16/07/2012 the following male TTs B-15 are hereby promoted to the post of senior TT BPS-16 (RS 10000-800. 34000) Plus usual allowances as admissible under the rules on regular basis under the existing policy of the provincial Government. on the terms and conditions given below with immediate effect and further they will be posted in the Government Higher Secondary/High Schools by the District Education Officers concerned against the newly upgraded senior TT BPS-16 Posts.

Total No. of TT (M) posts duly verified by the DAO	178
1/3 Shares of Senior TT Posts.	59
Share of promotion 100%	59
Promoted to the post of senior TT B-16	36

S #	Sen No	Name	Place of posting	Date of Birth	Remarks
1	11	Munawar shah	GMS Nagar	08/01/1955	Sevices placed at the disposal of DEO (M) Chitral for further posting
2	1	Ghulam Hassan	GMS jughur	10/08/1953	...Do...
3	50	Zafar Ahmad	GMS Jinjirat	12/10/1959	...Do....
4	42	Inala ul Islam	GHS Z/Gram	20/07/1963	....Do....
5	48	Saeed ullah	GHS Mad:lasht	12/10/1966	....Do....
6	39	Hussain Ahmad	GDU Chitral	04/05/1960	.....Do.....
7	60	Muhammad salam ullah	GCMHS Chitral	13/09/1969	.....Do.....
8	46	Aziz ur rehman	Chumer khon	20/01/1967	.....Do.....
9	03	Tahir Hamid	GHS Hiron nasr	15/03/1963	.....Do.....
10	64	Fazal Akhtar	GHS Hone	15/02/1971	.....Do.....
11	66	Ghufran Ullah	GMS Warijun	16/03/1975	.....Do.....
12	61	Imad Ud din	GHS Bajeeh	25/07/1979	.....Do.....
13	68	Muhammad Usman	GHS Reshun	02/01/1981	.....Do.....
14	69	Akhtar khan	GHS Gahirat	18/10/1981	.....Do.....
15	71	Mumtaz Murad	GMS Parison	15/01/1982	.....Do.....
16	70	Abdul Qasim	GHS S/Owir	04/02/1973	.....Do.....
17	73	Rahman Ullah	GMS Ch/ovir	17/09/19776	.....Do.....

(15)

18	74	Mohd Ilyas	GMS Ayun	04/08/1974	.....Do.....
19	75	Asad Ur rehman	GMS Charun	09/01/1975	.....Do.....
20	76	Mohd Zafar ullah	GMS kushum	13/11/1975	.....Do.....
21	77	Noor shah ud din	GHS Mroi	13/03/1976	.....Do.....
22	78	Hizb Ullah	GMS Koghuzi	17/02/1977	.....Do.....
23	79	Mohd Faisal	GMS kosht bala	14/03/1978	.....Do.....
24	80	Sardar Khan	GHSS Shagram	03/01/1979	.....Do.....
25	81	Mohd Saeed ul haq	GMS Drosh	03/03/1981	.....Do.....
26	82	Fazal Haq	GMS Tarich	04/01/1982	.....Do.....
27	83	Sultan Hussian	GHS Kushum	14/04/1981	.....Do.....
28	84	Fazal Wahab	GHS Arandu	01/09/1982	.....Do.....
29	85	Muhammad Usman	GHS Rach	05/01/1979	.....Do.....
30	86	Rashid Mohm	GMS Sonogur	02/02/1979	.....Do.....
31	87	Zaka Mohd	GHS Ayun	02/12/1979	.....Do.....
32	88	Miraj Ud Din	GHS Werkup	16/10/1971	.....Do.....
33	89	Sheik Ul islam	GMS Boni	01/04/1980	.....Do.....
34	90	Abdul Rauf	GMS Boni	15/04/1979	.....Do.....
35	91	Mohd Nadir Shah	GHS Barum Owir	01/05/1979	.....Do.....
36	92	Sadiq Ur rehman	GHS Khot	01/07/1978	.....Do.....

**Terms and Conditions:**

1. They would be on probation a period of one year extendable for another one year.
2. They would be governed by such rules and regulation as may be issued from time to time by the Govt.
3. Their services can be terminated at any time, in case his performance is found unsatisfactory during probationary period, in case of misconduct he shall be proceed under the rules framed from time to time.

Their inter se –seniority on lower post will remain intact.

NO TA/DA is allowed for joining his duty

They will give an undertaking to be recorded in their service book to the effect that if any over payment is made to him in light this order will be recorded and if he is wrongly promoted he will be reversed.



(Muhammad Rafiq Khattak)

Director

Elementary and secondary Education

Khyber pakhtunkhwa Peshawar

(16)

Endst: No: 1579-85/File No. 4/ Promotion Senior TT B-16- Dated Peshawar the 21/02/2013.

Copy forwarded for information and necessary action to the.

1. Accountant General Khyber Pakhtunkhwa Peshawar.
2. District Education Officer (M) Chitral.
3. District Accounts Officer Chitral.
4. Official concerned.
5. PS to the Secretary to Govt Khyber Pakhtunkhwa E&SE Department.
6. PA to the Director E&SE Khyber Pakhtunkhwa, Peshawar.

A handwritten signature in black ink is written over a rectangular stamp. The signature is cursive and appears to be 'A. Khan'. The stamp is mostly illegible but contains some text and a date.

Annex (C) (17)

Staff statement for the month of 08/2021 GHS Reshun

TEHSIL : MASTUJ

(URBAN / RURAL) . CONSTITUENCY : PK \_\_\_ SW

NAME OF MPA : HIDAYAT UR REHMAN

S.NO	NAME OF TEACHER	FATHER NAME	POST	BPS	CURRENT PAY	D.O. BIRTH	D.O. IST APPTT:	D.O TAKING OVER CHARGE IN PRESENT SCHOOL	D.O TAKING OVER CHARGE ON PRESENT POST	QUALIFICATION ME THE SUBJECT OF	
										Prof:	Acad:
1	Ahmad Ullah	Habib Ullah	SST(G)-17	SST-17	64170	18/01/1967	15/01/1986	5/8/2014	17/10/2003	M.Ed	M.A
2	Sultan ud Din	Mir Ghazi	SST(G)-17	SST-17	39570	15/12/1975	1/2/2007	4/8/2009	31/05/2019	M.Ed	M.A
3	Muhammad Hashim	Bayaz Khan	SST(sc)-16	SST(sc)	21950	1/1/1992	16/10/2018	16/10/2018	16/10/2018	M.Ed	MSc
4	Mubashir Ahmad Baig	Durdana Baig	SST (M/P)	16	18910	10/3/1994	18/10/2018	30/04/2021	18/10/2021	B.Ed	BS
5	Ihsan Ullah	Failiquos Khan	SCT-16	SCT-16	43230	27/12/1971	2/4/2004	16/08/2010	20/07/2017	C.T, M.Ed	M.A
6	Ghulam Muhammad	Mir	SCT-16	SCT-16	52350	30/01/1967	1/2/1991	3/3/2013	21/02/2013	CT	M.A
7	Muhammad Ishaq	Haider Wali Khan	SCT-16	SCT-16	42720	10/1/1968	21/9/1987	7/11/2013	21/02/2013	B.Ed, CT	M.A
8	Sher Azam Shah	Namkeen	SDM-16	SDM-16	53870	1965	1/4/1990	12/16/2010	21/02/2013	D.M, CT	M.A
9	Noor Shahid Din	Noor Ul Abrar	STT-16	STT-16	37150	13/03/1976	7/6/2007	4/8/2014	21/02/2013	MA/B.Ed	M.A
10	Saeed Ahmad	Jamsheed Ahmad	SAT-16	SAT-16	52350	1/8/1967	1/4/1996	3/3/2013	21/02/2013	Shahada	F.A
11	Miraj Ud Din	Muhammad Shafa	SPET	SPET-16	49310	11/10/1968	26-05-1996	21-02-2021	1/7/2015	B.ED	M.A
12	Ahmad Ali	Muhmood Khan	S.Qari-15	S.Qari-15	34740	6/3/1975	6/12/1995	16/9/2017	21/02/2013	Hifuz	M.A
13	Aftab Ilahi	Qaiser Ali	C.T-15	C.T-15	20110	1/1/1983	11/5/2017	3/7/2020	3/7/2020	C.T, B.Ed	M.A
14	Jamil ur Rehman	Mubarak Khan	C.T-15	C.T-15	20110	1/3/1989	13/03/2017	23/07/2020	23/07/2020	C.T, B.Ed, M.E	M.A
15	Sami Ullah	Umar Jan	CT - 15	CT - 15		3/1/1975	17/08/2004	1/4/2021	1/4/2021	C.T, B.Ed	B.A
16	Ikram Ullah	Farhat Ullah	I/C-11	I/C-11	15210	1/2/1991	8/12/2016	8/12/2016	9/8/2019	B.Ed, CT	MCS
17	Fazle Khaliq	Haji Rahmat	N/Qasid- 4	N/Qasid- 4	19140	3/1/1983	28/02/1997	28/02/1993	28/02/1993		
18	Mirza Wali	Zarbali Khan	Swp- 4	Swp- 4	17380	1972	12/7/1998	12/7/1998	12/7/1998		

(18)

EMIS CODE: 35503 DDO CODE CU-6080

ATTENTION M.A	CNIC NO.	PERSONAL NO.	SALARY BANK BRANCH	BANK BRANCH CODE	SALARY ACCOUNT NUMBER	GP FUND NUMBER	CONTACT NO.	Email Address	RESIDENTIAL VILLAGE/CITY
Subject									
	15202-4401544-5	00321967	NBP Reshun	231421	1576-6	EDUCL002139	0305-1113399		Reshun
	15202-0815097-3	00349595	NBP Reshun	231421	1851-2	349595	0320-1926119		Reshun
Bio	15202-0600790-7	00895476	HBL Booni	220382	0382-7900406203	895476	0344-1973301		Koragh
Maths	15202-0238238-1	00899394	HBL Drasun	221009	1.00979E+12	899394	0346-1154429		Morder
	15202-0812323-9	00313805	NBP Reshun	231421	2637-1	EDUCL313805	0321-9331586		Shogram
	15202-0823159-5	00317494	NBP Reshun	231421	834-6	EDUCL003694	0321-9329645		Reshun
Urdu	15202-0830283-3	00319213	NBP Reshun	231421	1656-9	EDUCL002818	0320-9091045		Reshun
	15202-0820026-7	00317529	NBP Reshun	231421	1660-3	EDUCL003567	0345-1944132		Reshun
	15202-0813135-1	00358598	NBP Reshun	231421	2874-3	358598	3409704276		Shogram
	15201-0580638-7	00384821	NBP Reshun	231421	830-9	EDUCL004383	0320-9105654		Barinis
	15202-5405288-1	00321124	NBP Reshun	231421	282-2	EDUCL004472	0342-1637872		Reshun
	15202-0830331-9	00315919	Bank Islami	353024	0302-400276770001	EDUCL004313	0322-9221622		Zait
Islamiat	15202-0821159-5	00845521	NBP Reshun	231421	2398-0	845521	0346-1991019		Reshun
Islamiat	15202-9935393-9	00737946	HBL Chitral	220975	9.7579E+12	737946	0302-5530797		Nogram
Arts	15202-0832318-3	00316853	NBP Reshun	231421	1850-3	316853			Green Lasht
	15202-4329406-9	00818886	NBP Reshun	231421	4116354513	8186688		ikramuop45@	Shogram
	15202-0843252-3	00317591	NBP Reshun	231421	2864-5	EDUCL003936			Reshun
	15202-0820395-3	00317582	NBP Reshun	231421	2636-2	EDUCL004797			Reshun

(19)

	15202-3095252-1	00719278	NBP Reshun	231421	786-3	319278		Reshun
	15202-9602978-3	00433940	NBP Reshun	231421	604-3	433940		Reshun
	15202-4473346-7	00819455	HBL Booni	220382	0382-7900493601	819455		Reshun
	15202-2766719-1	0	NBP Reshun	231421	4166990634	0		Reshun
Rular Socialo gy	15202-9970482-9		HBL Booni					Reshun
Chemist	15202-8829568-8				3.8279E+12			Zait
Bootney	15202-2835870-4		HBL BOONI	220382	3.8279E+12			Reshun
Zowolog	15202-8836265-4		HBL		9.7579E+12			Reshun
Library	15202-1238016-6		BANK ISLAMI	263054	15680430001			Reshun
Urdu	15202-9139794-8		NBP		3047759165			Reshun
Teli Cor	15202-9917506-1		HBL Chitral		9.7579E+12			Reshun

PRINCIPAL  
GOVT HIGH SCHOOL RESHUN  
UPPER CHITRAL



(20)

19	Fida Ali	Sharif Khan	Chow - 3	Chow - 3	11950	2/3/1994	6/7/2014	6/7/2014	6/7/2014		Metric
20	Ijaz Ali	Hisar Ali	Beh-3	Beh-3	13510	2/11/1989	26/01/2009	26/01/2009	26/01/2009		Metric
21	Sher Baz Khan	Sher Sawat	N/Qasid- 4	N/Qasid- 4	10780	8/9/1997	8/12/2016	8/12/2016	8/12/2016		Metric
22	Muhammad Waqas	Muhammad Wajib Khan	L/ATT-3	L/ATT-3	9610	1/1/2000	20/052020	20/052020	20/052020		Metric
23	Fayaz Ud Din	Ghayas Ud Din	Volunteer teacher	Volunteer teacher	Nil	15-01-1994	26/06/2021	26/06/2021	26/06/2021		M.A
24	Musarat Shaheen	Sultan Hussain	---do---	---do---	10000/=	6/3/1999	19/04/2021	19/04/2021	19/04/2021		BSC
25	Salwa Saba	Naib Khan	---do---	---do---	Nil	15/04/1996	2/7/2021	2/7/2021	2/7/2021	C.T	MSC
26	Faheema Zafar	Muhammad Zafar	---do---	---do---	Nil	5/12/1995	2/7/2021	2/7/2021	2/7/2021		MSC
27	Arifa Wali	Woor Wali Khan	---do---	---do---	Nil	30/03/1992	2/7/2021	2/7/2021	2/7/2021	ADE, B.Ed	M.A
28	Raihana Bibi	Amir Wali Shah	---do---	---do---	Nil	20/03/1993	23/06/2021	23/06/2021	23/06/2021		M.A
29	Fazal Ilahi	Khuda Panah	---do---	---do---	Nil	25-01/1989	24/06/2021	24/06/2021	24/06/2021		BSC

[Signature]

**OFFICE OF THE DISTRICT EDUCATION OFFICER (MALE) UPPER CHITRAL**

**ITEM NO.1 PROMOTION TO SST (G)**

**The case of PROMOTION OF SAT (BPS-16) MALE TO THE POST OF SST (G) BPS-16 ON REGULAR BASIS**

**25% Initial Recruitment Quota**

**40% Promotion Quota**

**20% PST/SPST/PSHT Promotion Quota to SST (G)**

**4% DM/SDM Promotion Quota to SST (G)**

**4% TT/STT Promotion Quota to SST (G)**

**4% Share of TT/STT reserved during DPS for the year 2019**

**4% Share of TT/STT reserved during DPS for the year 2020**

**Already Promoted TT/STTs for promotion to the post of SST (G)**

**Proposed for Promotion to SST (G) from amongst the TT/STTs**

S.#	Sen #	Name	Name of School	D/O Birth	Date of Appointment as regular AT	MA Arabic	Remarks
1	2	Noorshahim	GHS Reshan	13/03/1976	07/06/2007	MA & Urdu	
1	3			5	8	Academic & Professional	
1	4			6	9		
1	5						
1	6						
1	7						
1	8						
1	9						
1	10						
1	11						

**CERTIFICATE**

- 1 All the SST (Male) have been included in the panel for the promotion to SST (G) posts.
- 2 All the SST (Male) hold the posts on regular basis and non of them is holding the post on adhoc acting charge basis.
- 3 All the SST (Male) have completed the required minimum length of qualifying service and qualifications as required for promotion to the post of SSTs under the rules.
- 4 Non of them is on deputation to any organization under the Autonomous/Semi federal government agencies and departments.
- 5 Neither any disciplinary/departamental proceedings/Anti corrupt/ judicial enquiry is pending against them nor have they been imposed upon any of them during the last five years.
- 6 Non of them is on long leave/Ex Pakistani leave.
- 7 Their ACR's, Synopses are free from adverse remarks.
- 8 They are all alive and serving.
- 9 His appointment order against TT post is attached here with.
- 10 The seniority list of SSTs/TTs is final, undisputed and not subject.
- 11 The Departmental promotion committee is requested to determine the suitability of the above SST for promotion to SST post with immediate effect.

(21) (D)  
Amraji (D)



~~SECRET~~

48-11-2001

Handwritten notes in the top right section, including the number '48-11-2001' and some illegible text.

No. objection certificate

Copy

Main body of handwritten text, appearing to be a list or detailed notes, with some lines crossed out by a thick black marker.

Annex (B)

(23) (2) Annex

DISTRICT EDUCATION OFFICE (M) UPPER CHITRAL

Phone No. 0943-410152

Email address: [sdce@chitral.gov.pk](mailto:sdce@chitral.gov.pk)



No. 686

IBB (M) M-4/154

Dated 27/12/2022



The Director  
Elementary & Secondary Education  
Karabagh, Bakhshikhwa, Peshawar.

Subject: PROMOTION OF SAT AND STT TO SST (G)

Enclosed herewith kindly the DPC Meeting regarding promotion of SAT and STT to the post of SST (G) on the basis of Departmental promotion @ 4% ratio.

It is also noted for your kind information that no any teacher has been promoted from the forwarded entries through the DPC conducted during 2019 & 2020. However, the name of Mohi Hidayat Ullah SAT GHS Warhun and Noor Shahidin STT GHS Rashun Upper Chitral was recommended by the committee for promotion to SST (G) post during recently conducted DPC meeting held on 01/09/2021. Their names have not been included in the notification.

The appeals are therefore forwarded for your kind information and further necessary action.

Enclosures: DPC Meeting

District Education Officer  
(M) Upper Chitral

Dated: 27/12/2022

Encl. No.

IBB (M) M-4/154

Copy forwarded to:

1. Mr. Mohi Hidayat Ullah SAT GHS Warhun for information.

2. Mr. Noor Shahidin STT GHS Rashun Upper for information.

District Education Officer  
(M) Upper Chitral

1524  
7-2-2022

AI QUAD CAMERA  
Shot by Mr. Noor Shahidin

2022/02/07/11:52:13

(24)

Annexure 'C'

To  
The Director,  
Elementary and Secondary Education,  
Peshawar, Khyber Pakhtunkhwa,  
Pakistan.

Subject: **PROVIDING INFORMATION ABOUT DEPARTMENTAL APPEAL**


Respected Sir,

WHEREAS, with respect it is stated that the undersigned is a Senior Theological Teacher (STT) and has preferred a departmental appeal for his promotion to the post of Secondary School Teacher-SST (BPS-16). In this respect the concern District Education Officer (DEO) Chitral Upper has forwarded the said appeal to your good office. The undersigned requests your good office about the current status of the said appeal.

It is therefore, requested that on acceptance of this appeal, information about the current status of the said appeal may kindly be provided.

Thanking you in anticipation.

Yours Sincerely,

  
Noor Shah Ud Din  
STT, Govt. High School,  
Reshun, Chitral

Dated: 24<sup>th</sup> March, 2022



(25) (H)  
Annex



**Directorate of Elementary and Secondary Education  
Khyber Pakhtunkhwa Peshawar**

**Notification**

Consequent upon the recommendation of the Departmental Promotion Committee and in pursuance of the Government of Khyber Pakhtunkhwa Elementary and Secondary Education Notification No.SO(B&A)/1-18/E&SE/2012 dated 11.7.2012 and Finance Department Endorsement No.SO(FR)/FD/ 10-22(E)2010 dated 16.7.2012, the following CT/SCT and PSHT/SPST/PST (Male) are promoted to the posts of SST (General), SST (Bio/Chem) and SST (Maths/Phy) in BPS-16 (Rs.18910-1520-64510) respectively, plus usual allowances as admissible under the rules on regular basis under the existing policy of the Provincial Government, on the terms and condition given below with immediate effect.

**A. SST (General)**

**ITEM NO.1:- PROMOTION OF CT /SCT TO SST (G) BPS-16 ON REGULAR BASIS**

Total No. of Vacant Post of SST(G)	11
25% Initial Recruitment Quota	2.75
75% by Promotion Quota	8.25
40% CT/SCT Promotion quota to SST(G)	4.4
Proposed CT/SCT for Promotion to SST(G)	4

S.No	Sen#	Name of official/Desig:	Name of School	Date of Birth	Date of 1st Appointment as Regular CT	Academic & Professional Qualification	Remarks
1.	11	Zar Barat Khan	GHSS Shagram	20/4/1965	06/12/2014	MA/M Ed:	Services are placed at the disposal of DEO (M) Upper Chitral for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.
2.	12	Mir Wazir Khan	GHS Booni	01/09/1964	06/12/2014	MA/B.Ed	Services are placed at the disposal of DEO (M) Upper Chitral for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.
3.	14	Khowaja Khizer Khan	GHS Shongush	10/02/1971	06/12/2014	MA/M.Ed	Services are placed at the disposal of DEO (M) Upper Chitral for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.
4.	15	Mirza Nadir Shah	GHS Rech	02/03/1968	22/07/2015	MA/M.Ed	Services are placed at the disposal of DEO (M) Upper Chitral for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.

*[Signature]*

(26)

Promotion of SST of District Upper Chitral

**ITEM NO.2:- PROMOTION OF PST/SPST/PSHT TO SST (G) BPS-16 ON REGULAR BASIS**

Total No. of Vacant Post of SST(G)	11
55% Initial Recruitment Quota	2.75
75% by Promotion Quota	8.25
20% PST/SPST/PSHT to SST(G)	2.2
Proposed PST/SPST/PSHT for Promotion to SST(G)	2

S.No	Sen#	Name of official/Desig:	Name of School	Date of Birth	Date of 1st Appointment as Regular PST	Academic & Professional Qualification	Remarks
1.	32	Akbar Azim Shah	GPS Parwak Bala	02/12/1969	26/12/2012	BA/ B.Ed:	Services are placed at the disposal of DEO (M) Upper Chitral for adjustment the post of SST (G) BPS-16 on regular basis with immediate effect.
2.	34	Miqdar Ali Khan	GPS Brep-02	12/01/1963	26/12/2012	BA/ B.Ed:	Services are placed at the disposal of DEO (M) Upper Chitral for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.

**B. SST (Bio/Chem)**

**ITEM NO.1:- PROMOTION OF SCT/CT TO SST (Bio/Chem) BPS-16 ON REGULAR BASIS**

Total No. of Vacant Post of SST(Bio/Chem)	5
25% Initial Recruitment Quota	1.25
75% by Promotion Quota	3.75
40% CT/SCT Promotion quota to SST(Bio/Chem)	2
Proposed CT/SCT for Promotion to SST(Bio/Chem)	2

S.No	Sen#	Name of official/Desig:	Name of School	Date of Birth	Date of 1st Appointment as Regular CT	Academic & Professional Qualification	Remarks
1.	124	Ijaz Ahmed	GMS Nichagh Owir	17/04/1991	09/03/2016	Msc/B.Ed	Services are placed at the disposal of DEO (M) Upper Chitral for adjustment against the post of SST (Bio/Chem) BPS-16 on regular basis with immediate effect.
2.	131	Ijlal Uddin	GMS Rayeen	02/03/1986	09/03/2016	Msc/B.Ed	Services are placed at the disposal of DEO (M) Upper Chitral for adjustment against the post of SST (Bio/Chem) BPS-16 on regular basis with immediate effect.

**ITEM NO.2:- PROMOTION OF PSHT/SPST/PST to SST (Bio/Chem) BPS-16 ON REGULAR BASIS**

**REGULAR BASIS**

Total No. of Vacant Post of SST(Bio/Chem)	5
25% Initial Recruitment Quota	1.25
75% by Promotion Quota	3.75
20% PST/SPST/PSHT to SST(Bio/Chem)	1
Proposed PST/SPST/PSHT for Promotion to SST(Bio/Chem)	1

**Promotion of SST of District Charsadda**  
**Elementary and Secondary Schools**

Promotion of SST of District Upper Chitral

S.No	Name of official/Design:	Name of School	Date of Birth	Date of 1st Appointment as Regular PST	Academic & Professional Qualification	Remarks
1	Fazle Maabood	GPS Raycen Bala	06/02/1988	06/06/2014	MSc/ B.Ed.	Services are placed at the disposal of DFO (M) Upper Chitral for adjustment against the post of SST (Bio/Chem) BPS-16 on regular basis with immediate effect.

**C. SST (Maths/Phy)**

**ITEM NO.1:- PROMOTION OF CT/SCT TO SST (Maths/Phy) BPS-16 ON REGULAR BASIS**

S.No	Name of official/Design:	Name of School	Date of Birth	Date of 1st Appointment as Regular CT	Academic & Professional Qualification	Remarks
1	Naveed Ashur	GHS Koshum	22/06/1989	09/03/2016	BS Math/ B.Ed.	Services are placed at the disposal of DFO (M) Upper Chitral for adjustment against the post of SST (Maths/Phy) BPS-16 on regular basis with immediate effect.
2	Naveed Ahmad	GSIS Nishku	20/01/1990	09/03/2016	MSc/ M.Ed.	Services are placed at the disposal of DFO (M) Upper Chitral for adjustment against the post of SST (Maths/Phy) BPS-16 on regular basis with immediate effect.

S.No	Name of official/Design:	Name of School	Date of Birth	Date of 1st Appointment as Regular PST	Academic & Professional Qualification	Remarks
1	Naveed Ashur	GHS Koshum	22/06/1989	09/03/2016	BS Math/ B.Ed.	Services are placed at the disposal of DFO (M) Upper Chitral for adjustment against the post of SST (Maths/Phy) BPS-16 on regular basis with immediate effect.
2	Naveed Ahmad	GSIS Nishku	20/01/1990	09/03/2016	MSc/ M.Ed.	Services are placed at the disposal of DFO (M) Upper Chitral for adjustment against the post of SST (Maths/Phy) BPS-16 on regular basis with immediate effect.

**ITEM NO.2:- PROMOTION OF PST/PSHT/SPST TO SST (Maths/Phy) BPS-16 ON REGULAR BASIS**

S.No	Name of official/Design:	Name of School	Date of Birth	Date of 1st Appointment as Regular PST	Academic & Professional Qualification	Remarks
1	Naveed Ashur	GHS Koshum	22/06/1989	09/03/2016	BS Math/ B.Ed.	Services are placed at the disposal of DFO (M) Upper Chitral for adjustment against the post of SST (Maths/Phy) BPS-16 on regular basis with immediate effect.
2	Naveed Ahmad	GSIS Nishku	20/01/1990	09/03/2016	MSc/ M.Ed.	Services are placed at the disposal of DFO (M) Upper Chitral for adjustment against the post of SST (Maths/Phy) BPS-16 on regular basis with immediate effect.

**Terms and Conditions:-**

- They will be on probation for a period of one year extendible for another one year.
- They will be governed by such rules and regulations as may be issued from time to time by the Govt.
- Their services can be terminated at any time, in case their performance is found unsatisfactory during probationary period. In case of misconduct, they shall be governed under the rules framed from time to time.
- Charge report should be submitted to all concerned.

*[Handwritten signature]*

(28)


Promotion of SST of District Upper Chitral

- Their Inter-Se- seniority on lower post will remain intact.  
No TA/DA is allowed for joining the duty.  
They will give an under taking to be recorded in their service books to the effect that if any over payment is made to them in light this order, will be recovered and if they are wrongly promoted, they will be reversed.
- 8 Before handing over charge, their documents may be checked. If they have not the required relevant qualification as per rules, they may not be handed over the charge of the post.

(Hafiz Dr. Muhammad Ibrahim)  
Director  
Elementary and Secondary Education  
Khyber Pakhtunkhwa Peshawar

Endst: No 5013-18/ File No.5/Promotion of SST (BPS-16) Dated Peshawar the 29/10/2021  
Copy forwarded for information and necessary action to the: -

1. Accountant General Khyber Pakhtunkhwa Peshawar.
2. District Education Officer (M) Upper Chitral.
3. District Accounts Officer Upper Chitral.
4. Officials Concerned.
5. PS to the Secretary to Govt: Khyber Pakhtunkhwa E&SE Department
6. PA to the Director E&SE Khyber Pakhtunkhwa, Peshawar
7. M/File

  
Deputy Director (Estab)  
Elementary and Secondary Education  
Khyber Pakhtunkhwa Peshawar



(29)

Promotion of SST of District Dir Upper

**Directorate of Elementary and Secondary Education**  
**Khyber Pakhtunkhwa Peshawar** *Annexure*

**Notification**

Consequent upon the recommendation of the Departmental Promotion Committee and in pursuance of the Government of Khyber Pakhtunkhwa Elementary and Secondary Education Notification No.SO(B&A)/1-18/E&SE/2012 dated 11.7.2012 and Finance Department Endorsement No.SO(FR)/FD/ 10-22(E)2010 dated 16.7.2012, the following CT/SCT, DM/SDM, AT/SAT, TT/STT and PSHT/SPST/PST (Male) are promoted to the posts of SST (General), SST (Bio/Chem) and SST (Maths/Phy) in BPS-16 (Rs.18910-1520-64510) respectively, plus usual allowances as admissible under the rules on regular basis under the existing policy of the Provincial Government, on the terms and condition given below with immediate effect.

**A. SST(General)**

**ITEM NO.1:- PROMOTION OF CT/ SCT TO SST (G) BPS-16 ON REGULAR BASIS**

Total No. of Vacant Post of SST(G)	22
25% Initial Recruitment Quota	5
75% by Promotion Quota	17
40% CT/SCT Promotion quota to SST(G)	9
Proposed for Promotion CT/SCT to SST(G)	9

S.No	S.L No	Name of Official	Present Place of Posting	Date of Birth	Date of Apptt: as regular CT	Qualification		Remarks
1	19	Mohammad Shouaib	GHS Nehag	07-04-67	01-11-99	MA	CT/ B.Ed	Services are placed at the disposal of DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.
2	21	Hamidur Rahman	GHSS Akhagram	23-02-67	01-11-99	MA	CT/ B.Ed	Services are placed at the disposal of DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.
3	22	Sirajul Islam	GHS Kattan (B)	20-01-70	01-11-99	BA	CT/ B.Ed	Services are placed at the disposal of DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.
4	23	Attaullah	GHSS Wari	06-10-75	01-11-99	MA	CT/ M.Ed	Services are placed at the disposal of DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.
5	24	Shahwar Khan	GHSS WARI	11-04-69	01-11-99	MA	CT, B.Ed,	Services are placed at the disposal of DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.
6	25	Sahib Rawan	GHSS Nehag	22-04-72	01-11-99	MA	CT, B.Ed	Services are placed at the disposal of DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.



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**TABLE NO. 1 PROMOTION OF TETRA TO PVT ON REGULAR BASIS**

Sl. No.	Name of Candidate	Grade	Date of Appointment	Qualification	Remarks
1	[Name]	[Grade]	[Date]	[Qualification]	[Remarks]

**TABLE NO. 2 PROMOTION OF TETRA TO PVT ON REGULAR BASIS**

Sl. No.	Name of Candidate	Grade	Date of Appointment	Qualification	Remarks
1	[Name]	[Grade]	[Date]	[Qualification]	[Remarks]

**TABLE NO. 3 PROMOTION OF PVT TO SST ON REGULAR BASIS**

Sl. No.	Name of Candidate	Grade	Date of Appointment	Qualification	Remarks
1	Kanungo, K.	PVT	03-05-24	MA	Services are placed at the post of SST (G) BPS-16 on regular basis with immediate effect.
2	Arora, K.	PVT	08-01-23	BA	Services are placed at the post of SST (G) BPS-16 on regular basis with immediate effect.
3	[Name]	PVT	01-11-20	MA	Services are placed at the post of SST (G) BPS-16 on regular basis with immediate effect.

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7	26	Rehmanullah	GHSS Negah	03-05-74	01-11-99	MA	CT, BE d	Services are placed at the Disposal od DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.
8	27	Aminur rehman	GHS Jughahanj	08-01-75	01-11-99	BA	CT. Bed	Services are placed at the Disposal od DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.
9	28	Nazar Muhammad	GHS Rehankot	09-04-1973	31-12-1999	MA	CT, BEd, Med	Services are placed at the Disposal od DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.

**ITEM NO 2 PROMOTION OF DM/SDM TO SST (G) BPS-16 ON REGULAR BASIS.**

Total no of vacant post of SST (G)	22
25% Initial Recruitment quota	5
75% by Promotion Quota	17
4% DM/SDM Promotion Quota to SST (G)	0.90
Proposed for Promotion	1

S.No	S.L No	Name of Official	Present place of posting	Date of Birth	Date of Apptt: as regular DM	Qualification	Remarks
1	1	Mushtaq Ahmad	GHSS Barawal	23-03-73	01-11-99	MA-DM-BEd	Services are placed at the Disposal od DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.

**ITEM NO 3 PROMOTION OF AT/SAT TO SST (G) BPS-16 ON REGULAR BASIS.**

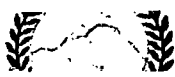
Total no of vacant post of SST (G)	22
25% Initial Recruitment quota	5
75% by Promotion Quota	17
4% AT/SAT Promotion Quota to SST (G)	0.90
Proposed for Promotion	1

S.No	S.L No	Name of Official	Present place of posting	Date of Birth	Date of Apptt: as regular DM	Qualification	Remarks
1	13	Saheebur rehman	GHSS Rawakot	23-03-73	01-11-99	BA- Alamia- BEd	Services are placed at the Disposal od DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.

**ITEM NO 4 PROMOTION OF TT/STT TO SST (G) ON REGULAR BASIS.**

Total no of vacant post of SST (G)	33
25% Initial Recruitment quota	5
75% by Promotion Quota	17
4% <del>DM/SDM</del> Promotion Quota to SST (G)	0.90
Proposed for Promotion	1

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Directorate - P.T.I

Promotion

Promotion of SST of District Dir Upper

8	Rashid Ahmad	GHIS Kattan bala	20-02- 68	11-03-05	MA	Alamia, B.Ed	Services are placed at the disposal of DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.
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ITEM NO.5 PROMOTION OF Qari/S.QARI TO SST (G) BPS-16 ON REGULAR BASIS

Total No. of Vacant Post of SST(G)	22
25% Initial Recruitment Quota	5
75% by Promotion Quota	17
3% Qari/S.Qari Promotion quota to SST(G)	0.68
Proposed for Promotion Qari/S.Qari to SST(G)	1

S.No	S.L No	Name of Official	Name of School	Date of Birth	Date of Apptt: as regular Qari	Qualification	Remarks
1	10	Fazir Ullah	GHSS Nehag	16-02-90	27-04-12	MA Hifz Ul Quran, B.Ed	Services are placed at the disposal of DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.

ITEM NO.6 PROMOTION OF PST/SPST/ PSHT TO SST (G) BPS-16 ON REGULAR BASIS

Total No. of Vacant Post of SST(G)	22
25% Initial Recruitment Quota	5
75% by Promotion Quota	17
20% PST/SPST/ PSHT Promotion quota to SST(G)	4
Proposed for Promotion PST/SPST/ PSHT to SST(G)	4

S.No	S.L No	Name of Official	Name of School	Date of Birth	Date of Apptt: as regular PST	Qualification	Remarks
1.	123	Niaz Muhammad	GPS, Kandow Jabbar	12-05-1973	01-03-1993	BA PTC, B.Ed	Services are placed at the disposal of DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.
2.	124	Muhammad Tahir Khan	GPS, Gamscer Jabbar	03-10-1973	01-03-1993	BA PTC, BED	Services are placed at the disposal of DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.
3.	125	Attaullah Khan	GPS, Kakad Paycen	12-03-1974	01-03-1993	BA PTC, BED	Services are placed at the disposal of DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.
4.	126	Hamidullah	GPS, Kattan Bala	15-06-1972	15-03-1993	BA PTC, BED	Services are placed at the disposal of DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.

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**SST(Bio/Chem)**

**ITEM NO.1:- PROMOTION OF PST/PSHT/SPST TO SST (Bio/Chem) BPS-16 ON REGULAR BASIS**

The case of promotion of PST/PSHT/SPST to the post of SST (Bio/Chem) BPS-16 was considered and the DPC recommended as under:-

Total No. of Vacant Post of SST(Bio/Chem)	5
25% Initial Recruitment Quota	1.25
75% by Promotion Quota	3.75
20% PST/SPST/PSHT Promotion quota to SST(Bio/Chem)	1
Proposed for Promotion PST/SPST/PSHT to SST(Bio/Chem)	1

S.No	S.L No	Name of Official	Name of School	Date of Birth	Date of Apptt: as regular PST	Qualification		Remarks
01.	640	Rahmat Bacha	GPS Balkore Wari	02/02/1986	28/12/2006	BSC	PTC/B.Ed	Services are placed at the disposal of DEO (M) Dir Upper for adjustment against the post of SST (Bio/Chem) BPS-16 on regular basis with immediate effect.

**C. SST(Maths Physics)**

**ITEM NO.1:- PROMOTION OF PSHT/SPST/PST TO SST (Maths/Phy) BPS-16 ON REGULAR BASIS**

**BASIS**

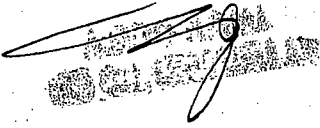
Total No. of Vacant Post of SST(Maths/Phy)	6
25% Initial Recruitment Quota	1
75% by Promotion Quota	5
20% PST/SPST/ PSHT Promotion quota to SST(Maths/Phy)	1
Proposed for Promotion PST/SPST/ PSHT to SST(Maths/Phy)	1

S.No	S.L No	Name of Official	Name of School	Date of Birth	Date of Apptt: as regular PST	Qualification		Remarks
01.	931	Zia Ur Rahman	GPS, Nasir Abad	01-03-1989	03-05-2014	MSC	PTC,BED	Services are placed at the disposal of DEO (M) Dir Upper for adjustment against the post of SST (Maths/Phy) BPS-16 on regular basis with immediate effect.

**Terms and Conditions:-**

- 1 They would be on probation for a period of one year extendable for another one year.
- 2 They will be governed by such rules and regulations as may be issued from time to time by the Govt.
- 3 Their services can be terminated at any time, in case their performance is found unsatisfactory during probationary period. In case of misconduct, they shall be proceeded under the rules framed from time to time.
- 4 Charge report should be submitted to all concerned.
- 5 Their Inter-Se- seniority on lower post will remain intact.
- 6 No TA/DA is allowed for joining the duty.
- 7 They will give an under taking to be recorded in their service books to the effect that if any over payment is made to them in light this order, will be recovered and if they are wrongly promoted, they will be reversed.
- 8 Before handing over charge, their documents may be checked. If they have not the required relevant qualification as per rules, they may not be handed over the charge of the post.





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Those who have been promoted on the basis of additional subjects, their promotion is subject to the condition of the outcome of HEC.

Hafiz Dr. Muhammad Ibrahim

Director

Elementary and secondary  
Education Khyber Pakhtunkhwa

Endst: No 3223.38/File no 3/ promotion of SST (BPS-16) Dated Peshawar 10/10/2021

Copy forwarded for information and necessary action to the

1. Accountant General Khyber Pakhtunkhwa Peshawar.
2. District Education Officer (M) Dir Upper
3. District Account Officer Dir Upper
4. Officials Concerned
5. PS to the secretary to Government of Khyber Pakhtunkhwa E&SE Department
6. PS to the Director E&SE Khyber Pakhtunkhwa Peshawar
7. M/file

Deputy Director (Katab)  
Elementary and secondary Education  
Khyber Pakhtunkhwa Peshawar

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Annexure 'J'

**THE <sup>1</sup>KHYBER PAKHTUNKHWA CIVIL SERVANTS  
(APPOINTMENT, PROMOTION & TRANSFER) RULES, 1989**

**PART-I**

**GENERAL**

1. **Short title and commencement:** - (1) These rules may be called the <sup>2</sup>[Khyber Pakhtunkhwa] Civil Servants (Appointment, Promotion and Transfer) Rules, 1989.

(2) They shall come into force at once.

2. **Definitions:-**(1) In these rules, unless the context otherwise requires:-

(a) "Appointing Authority" in relation to a post, means the persons authorized under rule 4 to make appointment to that post;

(b) "Basic Pay Scale" means the Basic Pay Scale for the time being sanctioned by Government, in which a post or a group of posts is placed;

(c) "Commission" means the <sup>3</sup>[Khyber Pakhtunkhwa] Public Service Commission;

<sup>4</sup>(d) "Departmental Promotion Committee" means a committee constituted for making selection for promotion or transfer to such posts under a Department, or offices of Government, which do not fall within the purview of the Provincial Selection Board;

<sup>5</sup>(dd) "Departmental Selection Board" means a Board constituted for the purpose of making selection for initial recruitment /appointment to posts under a Department or office of Government in Basic Pay Scale 17 not falling within the purview of the Commission:

Provided that more than one such committees may be constituted for civil servants holding different scales of pay".

(e) "Departmental Selection Committee" means a committee constituted for the purpose of making selection for initial appointment to posts under a department, or office of Government [in Basic Pay Scale 17 and below not falling within the purview of the Commission];

(f) "Post" means a post sanctioned in connection with the affairs of the Province, but not allocated to all Pakistan Unified Grades ; and

<sup>1</sup> For the words "NWFP" or "North-West Frontier Province", wherever occurred, the words "Khyber Pakhtunkhwa" substituted by the Khyber Pakhtunkhwa Laws (Amendment) Act, 2011 (Khyber Pakhtunkhwa Act No. IV of 2011) published in the Khyber Pakhtunkhwa Government Gazette Extraordinary dated 2<sup>nd</sup> April, 2011

<sup>2</sup> Sub. by the Khyber Pakhtunkhwa Act No. IV of 2011.

<sup>3</sup> Sub. by the Khyber Pakhtunkhwa Act No. IV of 2011.

<sup>4</sup> Substituted by Clause (d) of sub-rule (1) of Rule 2 vide Notification No. SOR-I (S&GAD) 4-1/80 (Vol-II) dated 14-01-92.

<sup>5</sup> Clause (dd) added by Notification No. SOR-III (S&GAD) 2-7/86, dated 8-12-1994



<sup>6</sup>(g) "Provincial Selection Board" means the Board constituted by Government for the purpose of selection of civil servants for promotion or transfer to posts in respect whereof the appointing authority under rule 4 is the Chief Minister and shall consist of such persons as may be appointed to it by Government from time to time.

(2) Words and expressions used but not defined in these rules shall have the same meanings as are assigned to them in the <sup>7</sup>[Khyber Pakhtunkhwa] Civil Servants Act, 1973 (<sup>8</sup>[Khyber Pakhtunkhwa] Act XVIII of 1973) or any other statutory order or rules of Government for the time being in force.

3. **Method of Appointment:-** (1) Appointment to posts shall be made by any of the following methods, namely:-

- (a) by promotion or transfer in accordance with the provisions contained in Part-II of these rules; and
- (b) by initial recruitment in accordance with the provisions contained in Part-III of these rules.

(2) The method of appointment, qualifications and other conditions applicable to a post shall be such as laid down by the Department concerned in consultation with the <sup>9</sup>Establishment and Administration Department and the Finance Department.

4. **Appointing Authority:-** The authorities competent to make appointment to posts in various basic pay scales shall be as follows:-

S.No. !	Posts !	Appointing Authority
<sup>10</sup> 1. (a)	Posts in Basic Pay Scale 18 and above including posts in Basic Pay Scale 17 borne on any of the following services; (i) Former Provincial Civil Service (Executive Branch); (ii) Former Provincial Civil Service (Judicial Branch); and (iii) Provincial Civil Secretariat Service.	Chief Minister
	<sup>11</sup> (b) Posts in Basic Pay Scale 17	Chief Secretary

<sup>6</sup> Clause (g) substituted by Notification No. SOR-I(S&GAD) 4-1/80/II, dated 14-01-1992.

<sup>7</sup> Sub. by the Khyber Pakhtunkhwa Act No. IV of 2011.

<sup>8</sup> Sub. by the Khyber Pakhtunkhwa Act No. IV of 2011.

<sup>9</sup> For the words "Services and General Administration" wherever occurred, substituted with the words "Establishment and Administration" by Notification No. SO(O&M) E&AD/8-6/2001 dated 30-05-2001.

<sup>10</sup> Substituted by Notification No. SOR-I(S&GAD)4-1/75/Vol-I, dated 22-08-1991.

<sup>11</sup> Substituted by Notification No. SOR-III(E&AD)2(144)03 dated 16-09-2003.



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other than those covered by  
(a) above and the post of  
Deputy Superintendent of  
Police; and.

- <sup>12</sup>(c) Posts of Deputy Superintendents of Police. Provincial Police Officer/  
Inspector General of Police.
2. Posts in Basic Pay Scale 16. (a) In the case of Secretariat of the  
Government of <sup>13</sup>[Khyber Pakhtunkhwa],  
the Chief Secretary.

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<sup>12</sup> Inserted by Notification No. SOR-III(E&AD)2(144)03 dated 16-09-2003.

<sup>13</sup> Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.



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- (b) In case of High Court, the Chief Justice; and
- (c) In the case of Attached Department:

- (i) the Head of Attached Department concerned; and
- (ii) In any other case the Secretary of the Department concerned.

3. Posts in Basic Pay Scales 3 to 15.

- (a) In the case of civil Servants borne on ministerial establishment of Civil Courts subordinate to High Court, the officer authorized as such by the Chief Justice; and

- (b) In other cases

- (i) an officer declared under the relevant Delegation of Powers Rules, which shall to this extent be deemed as operative; or

- (ii) Where no such appointing authority has been declared, the Secretary to Government or the Head of an Attached Department/ Office, as the case may be.

4. posts in Basic pay Scale 1 and 2.	Deputy Secretary incharge of Administration or office, , as the care may be
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5. <sup>14</sup>Departmental Promotion & Selection Committee/Board- (1) In each Department or office of Government there shall be one or more Departmental Promotion Committee and Departmental Selection Committee <sup>15</sup>(or, as the case may be, Departmental Selection Board), the composition of which shall be determined by the Establishment and Administration Department or the Department in consultation with the Establishment and Administration Department.

(2) Each such Committee (or the Board, as the case may be), shall consist of at least three members, one of whom shall be appointed as Chairman.

<sup>14</sup> The heading of rule 5 substituted by Notification No. SOR-I(S&GAD)2-7/86, dated 8-12-1994.

<sup>15</sup> The words inserted by Notification No. SOR-III(S&GAD)2-7/86, dated 8-12-1994



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166. **Procedure when recommendation is not accepted:-** When an appointing authority for Basic Pay Scale 17 or below does not accept the recommendation of a Departmental Promotion or Selection Committee, or the Departmental Selection Board, as the case may be, it shall record its reasons and obtain order of the next higher authority.

PART-II

**APPOINTMENT BY PROMOTION OR TRANSFER**

7. **Appointment by Promotion or Transfer.** <sup>17</sup>(1) Except as otherwise provided in any service rules for the time being in force, appointment by promotion or transfer to posts in respect whereof the appointing authority under rule 4 is the Chief Minister shall ordinarily be made on the recommendation of the Provincial Selection Board and promotion and transfer to posts other than those falling within the purview of the Provincial Selection Board shall ordinarily be made on the recommendation of appropriate Departmental Promotion Committee".

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

(3) Persons possessing such qualifications and fulfilling such conditions as laid down for the purpose of promotion or transfer to a post shall be considered by the Departmental Promotion Committee or the Provincial Selection Board for promotion or transfer, as the case may be.

(4) No promotion on regular basis shall be made to posts in Basic Pay Scale 18 to 21 unless the officer concerned has completed such minimum length of service as may be specified from time to time.

<sup>18</sup>(5) If on an order of promotion or before promotion any civil servant declines in writing, to accept promotion, such civil servant shall not be considered for such promotion for the next four years following order.

Provided that if he declines to avail the benefit of promotion for the second time, then he shall stand superseded permanently for such promotion.

8. **Inter-Provincial Transfer:-**(1) Persons holding appointment in BPS 1 to 15 under Federal Government and other Provincial Government may, in deserving cases, be transferred to equivalent posts under these rules:-

Provided that:-

- (i) the Federal Government or the Government of the Province concerned, as the case may be, has no objection to such a transfer;
- (ii) the person seeking transfer possesses the requisite qualification and experience and the post to which his transfer is intended can, under the rules, be filled by transfer;
- (iii) the person concerned holds appointment to the post in his parent Department on regular basis;

<sup>16</sup> Rule-6 substituted by Notification No. SOR-III(S&GAD)2-7/86, dated 8-12-1994

<sup>17</sup> Sub rule (1) substituted by Notification No. SOR-I(S&GAD)4-1/80/II, dated 14-01-1992.

<sup>18</sup> Sub rule (5) inserted by Notification No. SOR-VI(E&AD)1-3/2009/Vol-VIII, dated 22-10-2011.



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- (iv) the person concerned is a bona fide resident of the <sup>19</sup>[Khyber Pakhtunkhwa].  
(v) a vacancy exists to accommodate the request for such a transfer; and:  
(vi) Provided further that in most deserving cases, the merit of which shall be determined on case to case basis and the decision of the Competent Authority in that behalf shall be final, Government may allow transfer of a civil servant in BPS-16 and above, subject to the aforesaid conditions.

(2) A person so transferred shall be placed at the bottom of the cadre strength which he joins for the purpose of determining his seniority vis-à-vis other members borne on the cadre.

(3) It will be the sole discretion of the appointing authority to accept or refuse a request for transfer under this rule and any decision made in this behalf shall be final and shall not be quoted as precedence in any other case.

9. **Appointment on Acting Charge or current Charge Basis.** (1) Where the appointing authority considered it to be in the public interest to fill a post reserved under the rules for departmental promotion and the most senior civil servant belonging to the cadre or service concerned, who is otherwise eligible for promotion, does not possess the specified length of service the authority may appoint him to that post on acting charge basis;

<sup>20</sup>Provided that no such appointment shall be made, if the prescribed length of service is short by more than <sup>21</sup>[three years].

<sup>22</sup>[ (2) ].

(3) In the case of a post in Basic Pay Scale 17 and above, reserved under the rules to be filled in by initial recruitment, where the appointing authority is satisfied that no suitable officer drawing pay in the basic scale in which the post exists is available in that category to fill the post and it is expedient to fill the post, it may appoint to that post on acting charge basis the most senior officer otherwise eligible for promotion in the organization, cadre or service, as the case may be, in excess of the promotion quota.

(4) Acting charge appointment shall be made against posts which are likely to fall vacant for period of six months or more. Against vacancies occurring for less than six months, current charge appointment may be made according to the orders issued from time to time.

(5) Appointment on acting charge basis shall be made on the recommendations of the Departmental Promotion Committee or the Provincial Selection Board, as the case may be.

(6) Acting charge appointment shall not confer any vested right for regular promotion to the post held on acting charge basis.

### PART-III

### INITIAL APPOINTMENT

<sup>19</sup> Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

<sup>20</sup> Full stop at the end of Rule 9 (1) replaced with colon and proviso added by Notification No. SOR-I (S&GAD)4-1/80/Vol-II, dated 20-10-1993.

<sup>21</sup> The words one year substituted by Notification No. SOR-I(S&GAD)4-1/80/III, dated 14.3.96.

<sup>22</sup>Sub rule (2) of rule-9 deleted vide by Notification No. SOR-VI(E&AD)1-3/2009/Vol-VIII, dated 22-10-2011.



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10. **Appointment by Initial Recruitment :-**(1) Initial appointment to posts <sup>23</sup>[in various basic pay scales] shall be made-

- (a) if the post falls within the purview of the Commission, on the basis of Examination or test to be conducted by the Commission; or
- (b) if the post does not fall within the purview of the Commission, in the manner as may be determined by Government.

<sup>24</sup>(2) Initial recruitment to posts which do not fall within the purview of the Commission shall be made on the recommendation of the Departmental Selection Committee, after vacancies have been advertised in newspapers.

<sup>25</sup>Provided that nothing contained in this sub-rule shall apply to the household staff of the Chief Minister House Peshawar, <sup>26</sup>[Khyber Pakhtunkhwa] House Islamabad, <sup>27</sup>[Khyber Pakhtunkhwa] Rest Houses Bannu, Swat and Abbottabad, <sup>28</sup>[Khyber Pakhtunkhwa] House Nathia Galli and Shahi Mehman Khana, Peshawar and any other House to be established by the Government:

<sup>29</sup>Provided further that the appointment in Basic Pay Scale-1 to 4 shall be made on the recommendations of the Departmental Selection Committee through the District Employment Exchange concerned, <sup>30</sup>[or, where in a District, the office of the Employment Exchange does not exist, after advertising the posts in the leading newspapers] <sup>31</sup>[ ]

(3) A candidate for initial appointment to a post must possess the educational qualification or technical qualifications and experience and except as provided in the rules framed for the purpose of relaxation of age limit, must be within the age limit as laid down for the post, provided that-

- (i) <sup>32</sup>where recruitment is to be made on the basis of written examination, then, notwithstanding anything to the contrary contained in any other rules for the time being in force, age shall be reckoned on 1st January of the year in which the examination is proposed to be held;
- (ii) in other cases as on the last date fixed for submission of applications for appointment.

<sup>23</sup> The words in basic pay scale-16 to 21 substituted by Notification No. SOR-I(S&GAD)1-117/91 (C), dated 12-10-1993.

<sup>24</sup> Sub rule (2) of Rule-10 substituted by Notification No. SOR-I(S&GAD) 1-117/91 (C), dated 12-10-1993.

<sup>25</sup> Proviso added vide Notification No. SOR-VI(E&AD)1-3/2003 (VI) dated 03-07-2003.

<sup>26</sup> Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

<sup>27</sup> Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

<sup>28</sup> Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

<sup>29</sup> Proviso added vide Notification No. SOR-VI(E&AD)1-3/2003 (VI) dated 16-03-2004

<sup>30</sup> Sentence added in the Proviso vide Notification No. SOR-VI(E&AD)1-3/2003 (VI) dated 23-01-2006.

<sup>31</sup> 2<sup>nd</sup> Proviso in sub- rule (2) of Rule 10 was deleted vide Notification No. SOR-VI(E&AD)1-3/2008 dated 09-05-2008 and added again vide Notification No. SOR-VI(E&AD)1-3/2008 dated 03-11-2008.

<sup>32</sup> Clause (i) substituted vide Notification No. SOR-I(S&GAD)4-1/80, dated 17-5-1989.



(43)

<sup>33</sup>(4) Where a civil servant dies or is rendered incapacitated/invalidated permanently during service then notwithstanding the procedure provided for in sub-rule (2), the appointing authority may appoint one of the children of such civil servant, or if the child has not attained the age prescribed for appointment in Government Service, the widow/wife of such civil servant, to a post in any of the Basic Pay Scales 1-10:

Provided that the child or the widow/wife as the case may be, possesses the minimum qualification prescribed for appointment to the post:

Provided further that if there are two widows/wives of the deceased civil servant, preference shall be given to the elder widow/wife.

Provided also that the appointment under this sub rule is subject to availability of a vacancy and if more than one vacancies in different pay scales are available at a time, and the child or the widow/wife, as the case may be, possesses the qualifications making him or her eligible for appointment in more than one post, he /she shall ordinarily be appointed to the post carrying higher pay scale.

Provided further that this shall not apply to any post in BPS-1-10 falling in the purview of the <sup>34</sup>[Khyber Pakhtunkhwa] Public Service Commission.

<sup>35</sup>(5) Notwithstanding anything contained in any rule for the time being in force, two percent of all posts in each basic pay scale to be filled in by initial recruitment shall be reserved for disabled candidates and ten percent of all posts meant for initial recruitment shall be reserved for female candidates:

Explanation-I---For the purpose of reservation under this sub-rule "disability" does not include such disability which hampers in the smooth performance of the duties required of a disabled candidate.

Explanation-II---Ten per cent quota reserved above shall be in addition to the posts exclusively reserved for female candidates.

<sup>36</sup>(6) Notwithstanding anything contained in any rule for the time being in force, five per cent of all posts in each basic pay scale to be filled in by initial recruitment shall be reserved for candidates hailing from earthquake affected areas of District Mansehra, Battgram, Shangla, Kohistan and Abbottabad (Calamity hit area) for a period of three years commencing from 1st February, 2006.

<sup>37</sup>(7) Notwithstanding anything contained in any rule for the time being in force, <sup>38</sup>[three] percent of all the posts in each basic pay scale to be filled in by initial recruitment shall be reserved for candidates belonging to minorities in addition to their participation in the open merit:

Provided that, the reservation shall not apply to—

<sup>33</sup> Sub rule (4) substituted vide Notification No. SOR-VI (E&AD)1-3/2011/Vol-VIII, dated 31-08-2012.

<sup>34</sup> Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

<sup>35</sup> Sub rule (5) substituted vide Notification No. SOR-VI (E&AD)1-10/03 (VI), dated 04-12-2007.

<sup>36</sup> Sub rule (6) inserted vide Notification No. SOR-VI(E&AD)1-3/03 (VI), dated 01-02-2006

<sup>37</sup> Sub rule (7) added vide Notification No. SOR-VI(E&AD)1-3/08, dated 06-01-2009

<sup>38</sup> Subs. vide Notification No. SORIV/E&AD/1-10(Minority)/2008, dated 08.01.2014.



(44)

- (i) the percentage of vacancies reserved for recruitment on merit;
- (ii) short term vacancies likely to last for less than one year; and
- (iii) isolated posts in which vacancies occur only occasionally.

11. **Eligibility.** (1) A candidate for appointment shall be a citizen of Pakistan and bona fide resident of the <sup>39</sup>[Khyber Pakhtunkhwa].

Provided that for reasons to be recorded in writing, Government may, in a particular case, relax this restriction.

<sup>40</sup>[ (2) ]

(3) No person, not already in Government service, 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) Notwithstanding anything contained in sub-rule (3), an appointment by initial recruitment shall be subject to the verification of character and antecedents of the candidate or the person appointed, to the satisfaction of appointing authority.

(5) No candidate shall be appointed to a post unless he is found, after such medical examination as Government 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.

12. **Zonal and Divisional representation:** - (1) Except as otherwise specifically provided in any rule for the time being in force, initial recruitment to posts in Basic Pay Scales 16 and 17 and other posts in Basic Pay Scales 3 to 15 borne on Provincial cadre shall be made in accordance with the Zonal quota specified by Government from time to time:

<sup>41</sup>Provided that initial recruitment to the post of Civil Judge/Judicial Magistrate/Allaqa Qazi (BPS-18) shall also be made in accordance with the zonal quota specified by the Government from time to time.

(2) Initial recruitment to posts in Basic Pay Scales 3 to 15 borne on divisional or district cadre shall be made from amongst bona fide residents of the division or district concerned, as the case may be.

(3) Initial recruitment to posts in Basic Pay Scales 1 and 2 or equivalent shall ordinarily be made on local basis.

#### PART-IV

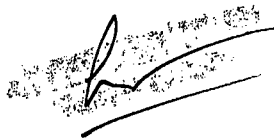
#### AD HOC APPOINTMENT

13. **Requisition to Commission:-**When under any rule for the time being in force, a post is

<sup>39</sup> Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

<sup>40</sup> Sub rule (2) of rule-11 deleted vide Notification No. SOR-VI(E&AD)1-3/08, dated 17-06-2008

<sup>41</sup> Proviso to rule-12 added vide Notification No. SOR-VI(E&AD)1-27/08, dated 03-07-2008



(45)

required to be filled in through the Commission, the appointing authority shall forward a requisition on the prescribed form to the Commission immediately after it is decided to fill in the post, or if that is not practicable and the post is filled on ad hoc basis as provided in rule 14, within two months of the filling of the post.

14. **Ad hoc Appointment:-**(1) When the appointing authority considers it to be in the public interest to fill in a post falling within the purview of the Commission urgently, it may, pending nomination of a candidate by the Commission, proceed to fill in such post on ad hoc basis for a period not exceeding <sup>42</sup>[one year] by advertising the same in accordance with the procedure laid down for initial appointment in Part-III of these rules.

(2) Short term vacancies in the posts falling within the purview of the Commission and vacancies occurring as a result of creation of temporary posts for a period not exceeding <sup>43</sup>[one year], may be filled in by appointing authority otherwise than through the Commission on a purely temporary basis after advertising the vacancy.

#### PART-V

#### PROBATION AND CONFIRMATION

<sup>44</sup>15. **Probation.** ----- (1) Persons appointed to posts by initial recruitment, promotion or transfer shall be on probation for a period of one year.

(2) The appointing authority, if considers necessary, may extend the probation period for one year as may be specified at the time of appointment.

<sup>45</sup>(3) On the successful completion of probation period, the appointing authority shall, by specific order terminate the probation of the officer or official concerned within two months after the expiry of probation period prescribed in sub-rule(1):

Provided that if no specific order regarding termination of the probation period of the official or officer concerned is issued within two months, the period of probation shall be deemed to have been extended under sub-rule (2):

Provided further that if no specific order is issued on the expiry of the extended period of probation, the period of probation shall be deemed to have been successfully completed.”

16. **Confirmation:-**After satisfactory completion of the probationary period, a civil servant shall be confirmed; provided that he holds a substantive post, provided further that a civil servant shall not be deemed to have satisfactorily completed his period of probation, if he has failed to pass an examination, test or course or has failed to complete successfully a training prescribed within the meaning of sub-section (3) of Section 6 of the <sup>46</sup>[Khyber Pakhtunkhwa] Civil Servants Act, 1973.

<sup>42</sup> The words six months replaced with the words one year vide Notification No. SOR-VI(E&AD)1-3/08, dated 17-01-2009.

<sup>43</sup> The words six months replaced with the words one year vide Notification No. SOR-VI(E&AD)1-3/08, dated 17-01-2009.

<sup>44</sup> Rule-15 substituted vide Notification No. SOR-VI/E&AD/1-3/2009/Vol-VIII dated 16-2-2010.

<sup>45</sup> Sub rule (3) substituted vide Notification No. SOR-VI (E&AD)1-3/2012 dated 28-12-2012.

<sup>46</sup> Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.





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PART-VI  
SENIORITY

17. **Seniority** :- (1) the seniority inter se of civil servants <sup>47</sup>(appointed to a service, cadre or post) shall be determined:-

- (a) in the case of persons appointed by initial recruitment, in accordance with the order of merit assigned by the Commission <sup>48</sup>[or as the case may be, the Departmental Selection Committee;] provided that persons selected for appointment to post in an earlier selection shall rank senior to the persons selected in a later selection; and
- (b) in the case of civil servants appointed otherwise, with reference to the date of their continuous regular appointment in the post; provided that civil servants 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.

**Explanation-I:-** If a junior person in a lower post is promoted to a higher post temporarily in the public interest, even though continuing later permanently in the higher post, it would not adversely effect the interest of his seniors in fixation of his seniority in the higher post.

**Explanation-II:-** If a junior person in a lower post is promoted to a higher post by superseding a senior person and subsequently that senior person is also promoted the person promoted first shall rank senior to the person promoted subsequently; provided that junior person shall not be deemed to have superseded a senior person if the case of the senior person is deferred for the time being for want of certain information or for incomplete record or for any other reason not attributing to his fault or demerit.

**Explanation-III:-** A junior person shall be deemed to have superseded a senior person only if both the junior and the senior persons were considered for the higher post and the junior person was appointed in preference to the senior person.

(2) Seniority in various cadres of civil servants 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 that cadre; provided that if two dates are the same, the person appointed otherwise shall rank senior to the person appointed by initial recruitment.

<sup>49</sup>(3) In the event of merger/restructuring of the Departments, Attached Departments or Subordinate Offices, the inter se seniority of civil servants affected by the merger/restructuring as aforesaid shall be determined in accordance with the date of their regular appointment to a cadre or post.

<sup>50</sup>(4) The inter-se-seniority of civil servants in a certain cadre to which promotion is made from different lower posts, carrying the same pay scale shall be determined from the date of regular appointment/promotion of the civil servants in the lower post.

Provided that if the date of regular appointment of two or more civil servants in the

<sup>47</sup> Substituted for the words appointment to a post in the same basic pay scale in a cadre by Notification No. SOR-I(S&GAD)4-1/80, dated 17-05-1989.

<sup>48</sup> The words inserted by Notification No. SOR-I(S&GAD)4-1/80/II, dated 04-02-1996.

<sup>49</sup> Sub-rule (3) of Rule 17 added vide Notification No. SOR-I(E&AD)4-1/80/IV, dated 28-5-2002.

<sup>50</sup> Sub-rule (4) of Rule 17 added vide Notification No. SOR-VI (E&AD) 1-3/2008 dated 19-11- 2009.



(47)

lower post is the same, the civil servant older in age, shall be treated senior.

**18. General Rules:** - In all matters not expressly provided for in these rules, civil servants shall be governed by such rules as have been or may hereafter be prescribed by Government and made applicable to them.

**19. Repeal:-** The <sup>51</sup>[Khyber Pakhtunkhwa] Civil Servants (Appointment, Promotion and Transfer) Rules, 1975, are hereby repealed.

(Authority; No. SORI(S&GAD)4-1/80, dated 13<sup>th</sup> May, 1989)



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<sup>51</sup> Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

(48)

**BEFORE THE KYBER PAKHTUNKHAW SERVICE TRIBUNAL,**  
**PESHAWAR**

Noor Shahi Din

VS Govt of KPK and Others

**NOTICE TO RESPONDANTS**

TO,

- 1) Government of Khyber Pakhtunkhwa,  
Through Chief Secretary, Civil Secretariat,  
Peshawar.
- 2) Secretary Education Khyber Pakhtunkhwa,  
Civil Secretariat, Peshawar.
- 3) Director of Education (Male) Khyber  
Pakhtunkhwa, Peshawar.
- 4) Director, Elementary & Secondary  
Education Department (Establishment),  
Khyber Pakhtunkhwa, Peshawar.
- 5) District Education Officer (Male) District  
Chitral Upper Booni.

Please take notice I am going to prefer an appeal against you before the Hon'ble service tribunal Peshawar.




APPELLANT

THROUGH


HidayaturRehman

Advocate High Court

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ایڈویکیٹ: <u>مدیر ایشن</u>		پشاور بار ایسوسی ایشن، خیبر پختونخواہ		
بار کونسل ایسوسی ایشن نمبر: <u>BL-181154</u>				
رابطہ نمبر: <u>0345-1953213</u>				

بعدالت جناب:

Appellause	مخانب:	دعویٰ: <u>سر سہیل</u>
 گورنمنٹ آف پنجاب، خیبر پختونخواہ ایف		علت نمبر: _____
		مورخہ: _____
		جرم: _____
		تھانہ: _____
<b>باعت تحریر آگہ</b>		

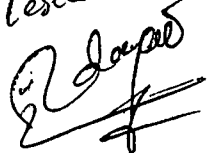
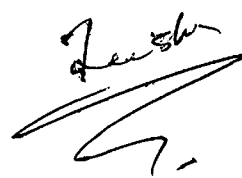
مقدمہ مندرجہ عنوان بالا میں اپنی طرف سے واسطے پیروی و جواب دہی کاروائی متعلقہ

آن مقام پشاور ایڈیلے مدیر ایشن مہم زیشان احمد کو وکیل مقرر کر کے اقرار کیا جاتا ہے کہ صاحب موصوف کو مقدمہ کی کل کاروائی کا کامل اختیار ہوگا، نیز وکیل صاحب کو راضی نامہ کرنے و تقریر ثالث و فیصلہ بر حلف دینے جواب دعویٰ اقبال دعویٰ اور درخواست از ہر قسم کی تصدیق زریں پر دستخط کرنے کا اختیار ہوگا، نیز بصورت عدم پیروی یا ڈگری یکطرفہ یا ایپیل کی برآمدگی اور منسوخی، نیز دائر کرنے ایپیل نگرانی و نظر ثانی و پیروی کرنے کا مختار ہوگا اور بصورت ضرورت مقدمہ مذکورہ کے کل یا جزوی کاروائی کے واسطے اور وکیل یا مختار قانونی کو اپنے ہمراہ یا اپنے بجائے تقرر کا اختیار ہوگا اور صاحب مقرر شدہ کو وہی جملہ مذکورہ با اختیار حاصل ہوں گے اور اس کا ساختہ پر داخست منظور و قبول ہوگا دوران مقدمہ میں جو جرحہ ہر جانہ اتوائے مقدمہ کے سبب سے ہوگا۔ کوئی تاریخ پیشی مقام دورہ یا حد سے باہر ہو تو وکیل صاحب پابند نہ ہوں گے کہ پیروی مذکورہ کریں، لہذا وکالت نامہ لکھ دیا تاکہ سند رہے

المرقوم: 11-04-2022

العبد العبد العبد العبد العبد

مقام \_\_\_\_\_ کے لیے منظور ہے۔

Attested and accepted  
  


نوٹ: اس وکالت نامہ کی فونو کاپی ناقابل قبول ہوگی۔

لورڈ الہون