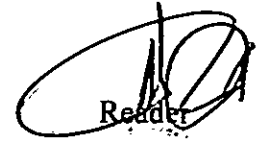


12.12.2016

Since 12<sup>th</sup> December, 2016 has been declared as a public holiday an account of 12<sup>th</sup> Rabi-ul-awal. Case is adjourned to 17.04.2017 before D.B.

  
Reader

17.04.2017

Counsel for the appellant present. Mr. Hameed-Ur-Rahman, AD (Litigation) alongwith Mr. Muhammad Adeel Butt, Additional AG for the respondents also present. Learned counsel for the appellant requested for adjournment. Adjourned. To come up for arguments on 04.08.2017 before D.B.

  
(Muhammad Amin Khan Kundi)

Member



(Ahmad Hassan)

Member

04.08.2017

Counsel for the appellant and Addl. AG for the respondents present. The learned counsel for the appellant stated at the bar that a number of cases involving similar issue have been dismissed on merit by this Tribunal and in view of the said judgment, the appellant do not want to press this appeal any further and requested that the same may be dismissed as withdrawn.

In view of the above, the appeal is dismissed as withdrawn. File be consigned to the record room.

  
Member

  
Chairman

ANNOUNCED

04.08.2017

10.03.2015

Agent of counsel for the appellant, M/S Khurshid Khan, SO for respondent No. 1 and Mosam Khan, AD for respondent No. 4 alongwith Addl: A.G for all respondents present. Requested for adjournment. To come up for written reply on 24.6.2015 before S.B.

  
Chairman.

24.06.2015

Agent of counsel for the appellant, M/S Khurshid Khan, SO and Javed Ahmed, Supdt. alongwith Addl: A.G for respondents present. Para-wise comments submitted. The appeal is assigned to D.B for rejoinder and final hearing for 13.11.2015.

  
Chairman

05.042016

Clerk to counsel for the appellant and Addl: AG for respondents present. Clerk to counsel for the appellant requested for adjournment. To come up for arguments on 03.08.2016.

Member

Vide order sheet dated 09.12.2013 in connected appeal No.  
02/2013, this appeal is adjourned to \_\_\_\_\_.

Reader

Vide order sheet dated 09.12.2013 in connected appeal No.  
02/2013, this appeal is adjourned to \_\_\_\_\_.

Reader

Vide order sheet dated 09.12.2013 in connected appeal No.  
02/2013, this appeal is adjourned to \_\_\_\_\_.

Reader

Vide order sheet dated 09.12.2013 in connected appeal No.  
02/2013, this appeal is adjourned to \_\_\_\_\_.

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02/2013, this appeal is adjourned to \_\_\_\_\_.

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Vide order sheet dated 09.12.2013 in connected appeal No.  
02/2013, this appeal is adjourned to \_\_\_\_\_.

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Vide order sheet dated 09.12.2013 in connected appeal No.  
02/2013, this appeal is adjourned to \_\_\_\_\_.

Reader

09.12.13

vide order sheet dated 09.12.2013 in connected appeal No. 02/2013, this appeal is adjourned to 11.2.2014.

MA  
READER

11-2-14

Vide order sheet dated 09.12.2013 in connected appeal No. 02/2013, this appeal is adjourned to 30-4-14.

M  
READER

30-4-14

Vide order sheet dated 09.12.2013 in connected appeal No. 02/2013, this appeal is adjourned to 23-6-14.

MA  
READER

23-6-14

Vide order sheet dated 09.12.2013 in connected appeal No. 02/2013, this appeal is adjourned to 15-10-14.

MA  
READER

15-10-14

Vide order sheet dated 09.12.2013 in connected appeal No. 02/2013, this appeal is adjourned to 23-12-14.

MA  
READER

23-12-14

Vide order sheet dated 09.12.2013 in connected appeal No. 02/2013, this appeal is adjourned to 10-3-15.

MA  
READER

Vide order sheet dated 09.12.2013 in connected appeal No. 02/2013, this appeal is adjourned to \_\_\_\_\_.

READER

6.

Appeal No. 43/2013.  
Mst. Churagh Begum.

29.08.2013

Counsel for the appellant present and heard on

preliminary. Contended that the appellant has not been treated in accordance with the law/rules. He further contended that similar nature of cases have already been admitted to regular hearing. In this respect he referred to one in service appeal No. 1322/12 titled Ikramullah vs Govt which has been fixed for hearing before the Hon'ble Final Bench-II on 10.10.2013. On the same analogy the instant appeal also admitted for regular hearing subject to all legal objections. The appellant is directed to deposit the security amount and process fee within 10 days. Thereafter, notice be issued to the respondents. Case adjourned to 09.12.2013 for submission of written reply before Final Bench-II.

Member.

4;  
9.5.2013

Munshi to counsel for the appellant present and requested for adjournment. Case adjourned to 3.7.2013 for preliminary hearing.

  
Member.

5.  
03.07.2013

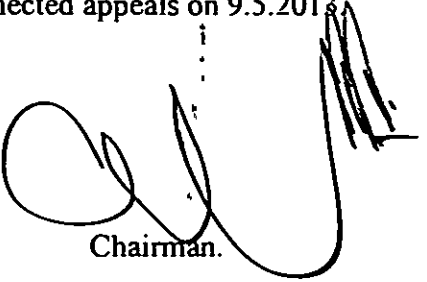
Clerk to counsel for the appellant present. In pursuance of the Khyber Pakhtunkhwa Service Tribunals (Amendment) Ordinance 2013, (Khyber Pakhtunkhwa ord. II of 2013), the case is adjourned on note Reader for proceedings as before on 29.08.2013.

  
Reader

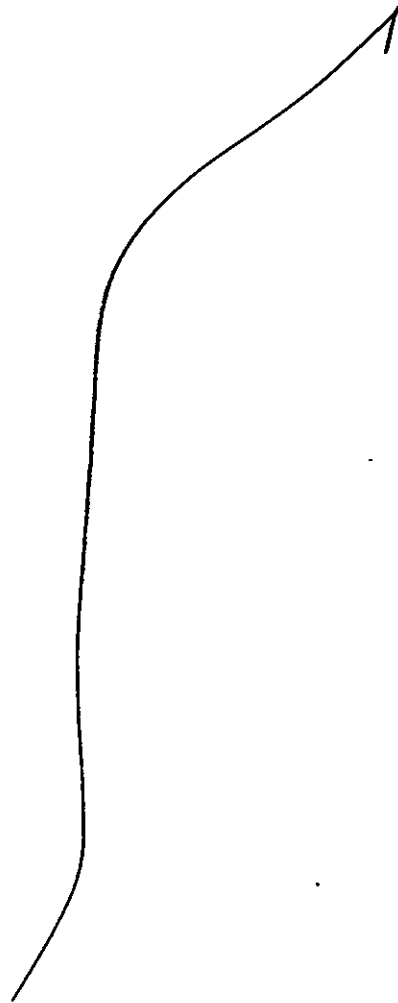


3. 26.3.2013

Application for adjournment has been moved by the learned Counsel for the appellant in the connected appeals. To come up for preliminary hearing alongwith connected appeals on 9.5.2013





Chairman.



Form- A  
FORM OF ORDER SHEET

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

Case No. 43/2013

S.No.	Date of order proceedings	Order or other proceedings with signature of judge or Magistrate
1	2	3
1	07/01/2013	<p>The appeal of Mr. Charag Begum presented today by Mr. Ghulam Nabi Advocate may be entered in the Institution Register and put up to the Worthy Chairman for preliminary hearing.</p> <p style="text-align: right;"> REGISTRAR</p>
2	8-2-2013	<p>This case is entrusted to Primary Bench for preliminary hearing to be put up there on <u>26-3-2013</u>.</p> <p style="text-align: right;"> CHAIRMAN</p>



2003

Dr. I. K. Prakash

Applicant

1000

Department of Health & Family Welfare, Government of Karnataka, Bangalore

INDEX

S.No.	Description of Documents	Annexure	Pages
1.	Service Appraisal		1
2.	Application for Informal Relief		1
3.	Copy of the notification issued by the Government	A	1
4.	Copy of the notification dated 12.11.2013	B	1
5.	Copies of the both the notifications	C & D	2

Applicant

Dr. I. K. Prakash

Dr. I. K. Prakash  
Department of Health & Family Welfare

BEFORE THE SERVICE TRIBUNAL K.P.K., PESHAWAR

Service Appeal No. 43 /2013

Charag Begum PST/GGPS Chappi Thana

District Malakand

.....Appellant

Versus

Govt. of K.P.K., through Secretary Schools & Literacy  
Department, Peshawar & others.....Respondents

INDEX

S.No.	Description of Documents	Annexure	Pages
1.	Service Appeal		1-9
2.	Affidavit		10
3.	Application for Interim Relief alongwith Affidavit		11-13
3.	Copy of the Notification issued . by the Government	'A'	14.
4	Copy of the Notification dated 13.11.2012	'B'	15-30
5	Copies of the both the notifications	'C' & 'C/1'	31-34

Through Appellant



Ghulam Nabi  
Advocate, Peshawar.

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BEFORE THE SERVICE TRIBUNAL K.P.K., PESHAWARService Appeal No. 43 /2013

Dr. W. J. P. P. P.  
 Service Tribunal  
 Entry No. 88  
 Date 07-1-13

Charag Begum PST/GGPS Chappi Thana  
 District Malakand

.....Appellant

Versus

1. Govt. of K.P.K., through Secretary Elementary & Secondary Education, Peshawar.
2. Secretary to Govt. of K.P.K., Finance Department, Civil Secretariat, Peshawar.
3. Secretary to Govt. of K.P.K., Establishment Department Civil Secretariat, Peshawar
4. Director Elementary & Secondary Education K.P.K., Peshawar.

.....Respondents

Appeal u/s 4 of NWFP Service Tribunal Act, 1974 to the effect that the newly inducted condition of FA/FSc for the promotion to BPS-14/15 of the PST Teachers may please be set-aside and the promotion may please be granted on seniority-cum-fitness basis purely.

Filed to the  
 Registry  
 7/1/2013

10 years service and having qualification prescribed for initial recruitment of primary school teacher.

Primary School Teacher

BPS-14

By promotion on the basis of seniority-cum-fitness' from amongst school teachers with at least 05 years service as such and having qualification prescribed for initial recruitment of primary school teachers.

8. That thereby all the fresh appointed F.A/PST have been given the BPS-12, whereas the holders of F.A. Certificate with 10 years length of service may be upgraded/promoted to BPS-15 and the PSTs with the F.A. qualification having 05 years service may be upgraded to BPS-14. (Copy of the Notification dated 13.11.2012 is attached herewith as Annexure-'B').
9. That the appellant alongwith his other hundreds of the colleagues having their services extending from 20 to 40 years have been totally ignored and have not been given any chance of upgradation/promotion throughout

their professional career inspite of having such a long spotless tenure of service.

10. That this attitude of the respondent department to give benefit to the PST teachers with the F.A./F.Sc qualification over the teachers with the Matric qualification has been formulated without any cogent/legal grounds but just to give benefit to the blue eyed teachers of the respondent department, whom have been appointed in their tenure.
11. That all the appellants are also equally entitled to be upgraded on the basis of his tenure of service and be given the same benefit as it has been given to the other PSTs teachers having the F.A. Certificates, as the higher qualification of F.A. can not by any means made the basis for giving any sort of above said benefit to the teachers.
12. That in this respect the appellants have also moved their representation to the concerned authorities, thereby explaining their grievance, however no response whatsoever has yet been received by the appellants till the filing of this Service Appeal.
13. That the appellants having got no other efficacious/adequate now approaches this Honourable Tribunal on the following grounds amongst the others.

Grounds

- a) That act of the respondent department, thereby depriving the appellants from the above said benefit of upgradation is illegal unlawful without authority/jurisdiction, as well as being based on the malafide intentions of the respondent department is liable to be set-aside.
  
- b) That since hundred and hundreds of the teachers have been treated in a discriminatory manner and have been deprived of the above said benefit mere on the ground that they are not having the qualification of FA/FSc is an act unjust and without any reasonable ground, as the basic qualification at the time of the appointment of the appellant was Matric with PST and the basic qualification at the time of the appointment of the benefited teachers were FA/FSc with PST, hence no privilege can be granted to the persons, whom have been appointed on the prescribed qualification.
  
- c) That the appellants have been serving on the above said since long, whereas the minimum tenure of the service amongst the appellant is 18 years and the maximum tenure amongst the appellant is extended to 40 years and since long all the appellants have been waiting for their turn

to be promoted/upgraded to some higher scale, however after having a tenure of such a long legitimate expectations the appellants have been treated unlawfully without any cogent/solid grounds.

- d) That it is very respectfully submitted it has never happened that in the cases of upgradation/promotion the factor of seniority should be abolished/ignored totally and the grounds of upgradation/promotion should be made mere educational qualification, whereas the upgradation/promotion has always been made on the basis of seniority-cum-fitness and have never at the basis of higher qualification whatsoever it may be. Furthermore still it is not the higher qualification for the teachers whom have been going thorough get benefit for the above said notification, but with the passage of time as the basic qualification has been raised, hence they have been appointed on the basis of F.A./F.Sc Certificate, which said factor cannot be made a ground for their upgradation to BPS-14/15.
- e) That the said act of the respondent department is not merely illegal as well as unlawful, but is also against the very clear Articles of Constitution of



Islamic Republic of Pakistan as engraved in the basic rights of said constitution.

- f) That the appellant has got every right to be treated equally with his other colleagues and closing all the ways of upgradation/promotion for the appellant is against all the norms of justice as it has been done in the above mentioned notification dated 13.11.2012.
- g) That it will be pertinent to bring into the notice of this Honourable Tribunal that the above said benefit has also been extended to the Clerk's community, whereby the clerk's even with the Matric Certificate have been upgraded from BPS-09 to BPS-16 and similarly according to other notification dated 24<sup>th</sup> April, 2012 the Federal Government has been pleased to upgrade the PST Teachers from BPS-09 to BPS-14 including the Matriculate Teachers. (Copies of the above said both the notifications are attached herewith as Annexure-'C' & 'C/1').

It is, therefore, prayed that on acceptance of this Service Appeal the respondents may please be directed to set-aside the term of


*"having qualification prescribed for initial recruitment of primary school teachers"*

and the appellants may please be considered equally for the above said promotion/upgradation with the other colleagues, whom have been appointed on F.A./F.Sc basis and the above said conditions being illegal unlawful, unconstitutional and discriminatory may please be deleted from the conditions of promotion of the PST teachers to the BPS-14/15.

Any other remedy to which appellant is found entitled, in the peculiar circumstance of the case may also be granted.

  
Appellant

Through

  
Ghulam Nabi  
Advocate, Peshawar

BEFORE THE SERVICE TRIBUNAL K.P.K., PESHAWAR

Service Appeal No. \_\_\_\_\_/2012

Charag Begum PST/GGPS Chappi Thana

District Malakand

.....Appellant

VersusGovt. of K.P.K., through Secretary Schools & Literacy  
Department, Peshawar & others.....RespondentsAFFIDAVIT

I, Ghulam Nabi Advocate, Peshawar as per instructions of my client do hereby solemnly affirm and declare on oath that contents of the accompanying Service Appeal are true and correct to the best of my knowledge and belief and nothing has been kept concealed from this Honourable Tribunal.



*Ghulam Nabi*  
Deponent

BEFORE THE SERVICE TRIBUNAL K.P.K., PESHAWAR

C.M.No. \_\_\_\_\_/2012

In

Service Appeal No. \_\_\_\_\_/2012

Charag Begum PST/GGPS Chappi Thana

District Malakand

.....Appellant

VersusGovt. of K.P.K., through Secretary  
Elementary & Secondary Education,

Peshawar &amp; others .....Respondents

Application for temporary injunction to the effect that respondent may kindly be restrained from taking any action for the promotion of PSTs to BPS-14/15 as according to the procedure mentioned in the impugned rules/notification dated 13.11.2012

Respectfully Sheweth:

1. That the appellant has filed the above titled service appeal before this Honourable Tribunal, in which no date of hearing has yet been fixed.
2. That respondent vide notification dated 13.11.2012 with regard to the fresh education policy has promulgated a new method of promotion which has violated the


promotion right of thousands of teachers including the appellant

3. That the applicant/appellant has very prima facie cause of action and is very hopeful for its ultimate success of his appeal.
4. That all the three ingredients i.e. prima facie case, balance of convenience and irreparable loss as per spirit of the rule for granting injunction is in favour of the applicant/appellant are present in the said appeal.
5. That in case the injunction as prayed for above is denied, the applicant/appellant will suffer with irreparable loss as the impugned vacancies will be fill up and there would be no chance for appellant accommodation. Therefore, it is in the interest of justice to stay further proceedings on the impugned notification till the final decision of this Honourable Tribunal.
6. That there is no legal bar in granting the injunction as prayed for above.
7. That the facts and grounds taken in the memo of appeal may kindly be considered as part and parcel of the instant application.

It is, therefore, humbly prayed that in the light of the above said submissions this Honourable Tribunal may please be kind enough to restrained the concerned respondents from taking any action in promoting the PSTs teachers on the basis of the above noted notification, thereby depriving the appellants from the right of promotion.

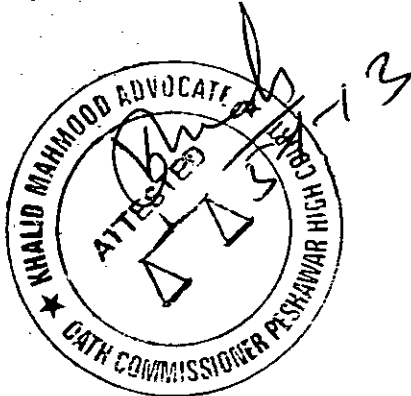
  
Appellant

Through

  
Ghulam Nabi  
Advocate, Peshawar

AFFIDAVIT

I, Ghulam Nabi Advocate, Peshawar as per instructions of my client do hereby solemnly affirm and declare on oath that contents of the above application are true and correct to the best of my knowledge and belief and nothing has been kept concealed from this Honourable Tribunal.



  
Deponent

Better Copy

Government of NWFP  
Finance Department  
No. SO (FR) 10-22(B)/2005  
Dated: 01.10.2007

A

14

To

The Secretary to Govt. of NWFP,  
Schools & Literacy Department.

Subject: UPGRDATION OF VARIOUS POSTS OF TEACHING/  
CAREER STRUCTURE IN SCHOOLS AND LITERACY  
DEPARTMENT GOVERNMENT OF NWFP.

Sir,

I am directed to refer to your letter No. SO(G)104/2007 dated 01.10.2007 on the subject noted above and to inform that the Chief Minister NWFP has been pleased to upgraded various posts of teachers in Schools and Literacy Department NWFP as per details given below in respect of those incumbents mentioned against each with immediate effect.

S.No	Designation/ existing Pay Scale	Qualification	Revised Pay Scale
1	Primary School Teacher PST BPS-09	F.A / FSc at lest 2 <sup>nd</sup> Division with PTC/ Diploma in Education	09
2	PST with requisite experience renamed as Head Teacher/ head Mistress of Rpmay School BPS-07	On the basis of 10 years service experience as Primary School Teacher in BPS-09	12
3	C.T BPS-09	B.A . BSc at least 2 <sup>nd</sup> Division with Diploma in Education/CT	15
4	AWICT Technical Industrial Arts/ Home Economics BPS-09	B.A/ BSc at lest 2 <sup>nd</sup> Division with Diploma in Education/ Certificate from Directorate of Curriclum and Teachers Education NWFP Abbottabad in Agro Tech/ Indsutrial Arts Home Economics.	15
5	D.M BPS-09	B.A/ B.Sc at least 2 <sup>nd</sup> Division with Drawing Master Course.	15
6	PET BPS-09	B.A/ BSC at least 2 <sup>nd</sup> Division with JDPE.	15

	Qari/Qania BPS-07	Hafiz-e-quran with SSC at least 2 <sup>nd</sup> Division and Sand in Qirat.	12
8.	SST/SST Teacher/Agri with requisite experience rename Sr. SST/Sr. SST Teacher/Sr. SST Agri BPS-16	M.A./M.Sc at least 2 <sup>nd</sup> Division with B.Ed. M.Ed/M.A. Education equivalent qualification	17
9.	DPE BPS-16	M.Sc. at least 2 <sup>nd</sup> division in (HPE)	17

14

2. The promotion/direct Promotion against the upgraded posts shall be made as per laid down procedure and in accordance with the Service Rules to be framed pursuant to the relevant provisions of NWFP Civil Servants (appointments, Promotion and Transfer) 1989 read with the NWFP Civil Servants Act, 1973 in the light of the meeting held on 26.09.2007 of the committee constituted vide Schools & Literacy Department Notification No. SO(G)S&L/1-4/2007 dated 01.08.2007.

Audit copy may please be prepared and sent to the Department for authentication/signature.

Section Officer (FR)

Endst of even No. & date.

Copy for information & necessary action to:-

1. Accountant General NWFP.
2. Director Schools & Literacy NWFP, Peshawar.
3. Director of Education FATA NWFP, Peshawar.
4. PSO to Chief Minister NWFP.
5. PSO to Chief Secretary NWFP.
6. PS to Secretary Finance Department NWFP.
7. All District/Agency Accounts Officers in NWFP.



Alter SHEIK AMMAD  
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GOVERNMENT OF THE KHYBER PAKHTUNKHWA  
ELEMENTARY AND SECONDARY EDUCATION DEPARTMENT

NOTIFICATION

Postment dated the 13th October 1985

Notification No. 2012/Teaching Cadre in pursuance of the provisions contained in sub rule (2) of rule 3 of the Khyber Pakhtunkhwa  
Examinations (Appointment, Promotion and Transfer) Rules, 1985 and in supersession of all Notifications issued in this behalf, the Elementary and Secondary  
Education Department in consultation with the Establishment Department and the Finance Department hereby lays down the method of recruitment  
qualification and other conditions specified in the Appendix to this Notification which shall be applicable to all the posts specified in Column No. 1 of II  
and Appendix and the schedule therein.

SECRETARY TO GOVERNMENT OF THE KHYBER PAKHTUNKHWA  
ELEMENTARY AND SECONDARY EDUCATION DEPARTMENT

Order No & Date as above

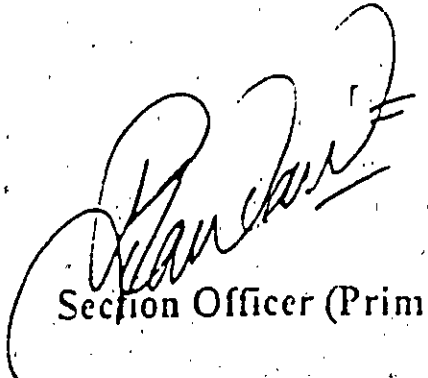
Copy forwarded to

1. The Secretary to Govt. of Khyber Pakhtunkhwa, Establishment Department.
2. The Secretary to Govt. of Khyber Pakhtunkhwa, Finance Department.
3. The Secretary to Govt. of Khyber Pakhtunkhwa, Law Department.
4. The Secretary Khyber Pakhtunkhwa, Public Service Commission, Peshawar.
5. The Accountant General, Khyber Pakhtunkhwa, Peshawar.
6. The Director (ESS) Khyber Pakhtunkhwa, Peshawar.
7. The Director Education (ATA), Peshawar.

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Director Curriculum & Teachers Education Abbottabad.  
Director (PITE) Khyber Pakhtunkhwa Peshawar.  
Director ESRU, Elementary & Secondary Education Khyber Pakhtunkhwa, Peshawar.  
Deputy Director Database(EMIS) E&SE Department.  
District Coordination Officers in Khyber Pakhtunkhwa.  
Executive District Officers Elementary & Secondary Education in Khyber Pakhtunkhwa.  
District Accounts Officers in Khyber Pakhtunkhwa /Agency Accounts Officers FATA.  
Agency Education Officers FATA.  
Governor, Khyber Pakhtunkhwa.  
Chief Minister, Khyber Pakhtunkhwa.  
Chief Secretary, Khyber Pakhtunkhwa.  
Minister E&SE Khyber Pakhtunkhwa Peshawar.  
Secretary E&SE Department.  
File.

  
Section Officer (Primary)

APPENDIX

Secondary School Teacher  
BPS 10.

enclature of the post.	Minimum qualification and experience for initial appointment or by transfer.	Age limit.	Method of recruitment.
2.	3.	4.	5.
Secondary School Teacher BPS 10.	(i) Second class Bachelor's Degree with two subjects as Chemistry, Botany, Zoology, Physics, Mathematics, Statistics Humanities and other equivalent groups from a recognized University; or  (ii) M.A in Education or Bachelor's Degree in Education, from a recognized University.	18 to 35 years.	(a) Fifty percent by promotion on the basis of seniority-cum-fitness, in the following manner:  (i) forty per cent from amongst the Certified Teachers (General), Certified Teachers (Agriculture), Certified Teachers (Industrial Arts) and Certified Teachers (Home Economics) with at least five years service as such and having qualification mentioned in column No.3;  (ii) four per cent from amongst the Drawing Masters with at least five years service as such and having qualification mentioned in column No.3;  (iii) four per cent from amongst the Physical Education Teachers with at least five years service as such and having qualification mentioned in column No. 3;

Handwritten initials or signature.

			<p>(iv) one per cent from amongst the Instructional Material Specialists, with atleast five years service as such and having qualification mentioned in column No. 3; and</p> <p>(v) one per cent from amongst the Arabic Teachers with at least five years service as such and having qualification mentioned in Column No.3; and</p> <p>(b) fifty per cent by initial recruitment.</p>
Senior Arabic Teacher (SAT) (BPS-16)			By promotion, on the basis of seniority-cum-fitness, from amongst Arabic Teachers, with at least five years service as such and having qualification as prescribed for initial recruitment of Arabic Teacher.
Senior Theology Teacher (STT) (B-16).			By promotion, on the basis of seniority-cum-fitness, from amongst Theology Teachers, with at least five years service as such and having qualification as prescribed for initial recruitment of Theology Teacher.
Senior Certified Teacher (SCT) (General) -16).			By promotion, on the basis of seniority-cum-fitness, from amongst Certified Teachers (General), with at least five years service as such and having qualification as prescribed for initial recruitment of Certified Teacher (General).

<p>Certified Teacher Industrial Arts) 16).</p>		<p>By promotion, on the basis of seniority-cum-fitness, from amongst Certified Teachers (Industrial Arts), with at least five years service as such and having qualification as prescribed for initial recruitment of Certified Teacher (Industrial Arts).</p>
<p>Senior Certified Teacher Agriculture) BPS 16).</p>		<p>By promotion, on the basis of seniority-cum-fitness, from amongst Certified Teachers (Agriculture), with at least five years service as such and having qualification as prescribed for initial recruitment of Certified Teacher (Agriculture).</p>
<p>Senior Drawing Master BPS 16).</p>		<p>By promotion on the basis of seniority-cum-fitness from amongst Drawing Masters, with at least five years service as such and having qualification as prescribed for initial recruitment of Drawing Master.</p>
<p>Senior Certified Teacher Home Economics) SCT BPS 16).</p>		<p>By promotion, on the basis of seniority-cum-fitness, from amongst Certified Teachers (Home Economics), with at least five years service as such and having qualification as prescribed for initial recruitment of Certified Teacher (Home Economics).</p>
<p>Senior Physical Education Teachers (BPS-16).</p>		<p>By promotion, on the basis of seniority-cum-fitness, from amongst Physical Education Teachers, with at least five years service as such and having qualification as prescribed for initial recruitment of Physical Education Teacher.</p>

Arabic Teacher (AT) BPS-15).	(i) Second Class Secondary School Certificate, from a recognized Board with Shahdatul Alamia Fil Uloomul Arabia wal Islamia from a recognized Tanzimuatul Wafaqul Madaris; or Darul Uloom Saidu Sharif Swat, Darul Uloom Charbagh Swat, Darul Uloom Chitral, Darul Uloom Darosh Chitral and any other Government run Darul Uloom, as notified by the Government from time to time; or (ii) Second Class Master's Degree in Arabic from a recognized University.	20 to 35 years.	By initial recruitment
Theology Teacher (TT) BPS-15).	(i) Second Class Secondary School Certificate, from a recognized Board with Shahdatul Alamia from a recognized Tanzimatul Wafaqul Madaris or Darul Uloom Saidu Sharif Swat, Darul Uloom Charbagh Swat, Darul Uloom Chitral, Darul Uloom Darosh Chitral and any other Government run Darul Uloom, as notified by the Government from time to time; or (ii) Second Class Master's Degree in Islamiyat from a recognized University.	20 to 35 years.	(a) Seventy-five per cent by initial recruitment; and (b) twenty-five per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Senior Qaris, with at least five years service and having qualification prescribed for initial recruitment of Theology Teacher:  <u>Note:</u> In case of non availability of suitable person for promotion, then by initial recruitment.
Senior Qari BPS-15).			By promotion, on the basis of seniority-cum-fitness, from amongst Qaris, with at least five years service as such and having qualification prescribed for initial recruitment.
Certified Teacher (General) (BPS-15).	Bachelor's Degree or equivalent qualification from a recognized University with Certified Teacher	18 to 35 years.	(a) Forty per cent by initial recruitment; and

Certificate or two years Associate Degree in Education from a recognized University or eighteen months Diploma in Education.

(b) sixty per cent by promotion, on the basis of seniority cum-fitness, from amongst the Primary School-Head-Teachers with at least five years service and having qualification prescribed for initial recruitment of Certified Teacher (General);

Provided that if no suitable candidate is available amongst the Primary School Head Teachers for transfer, then the posts will be filled by promotion on the basis of seniority-cum-fitness, from amongst Senior Primary School Teachers with at least five years service and having qualification prescribed for initial recruitment of Certified Teacher (General).

Note: In case of non availability of suitable person for promotion, then by initial recruitment.

Certified Teacher  
(Industrial Arts)  
BPS 15)

(i) Bachelor's Degree from a recognized University with two years training in the relevant technical subjects from any Government Industrial or Govt. Technical Vocational Institute or Center; or

18 to 35 years.

(a) Forty per cent by initial recruitment; and

(b) sixty per cent by promotion, on the basis of seniority-cum-fitness; - from amongst the Primary School Head Teachers with at least five years service and having

recruitment of Certified Teacher

University with nine months training from any Government Agro Technical Teacher Training Center of the Level of Certified Teacher, Agro technical (Industrial Arts).

(Industrial Arts):

Provided that if no suitable candidate is available amongst the Primary School Head Teachers for Promotion, then the posts will be filled by promotion on the basis of seniority-cum-fitness, from amongst Senior Primary School Teachers with at least five years service and having qualification prescribed for initial recruitment of Certified Teacher (Industrial Arts).

Note: In case of non availability of suitable person for promotion, then by initial recruitment.

Certified Teacher  
Agriculture)  
B.A. -15.

(i) Bachelor's Degree from a recognized University with one year training in Agriculture from any Government institute or center with nine months training from Government Agro Technical Teacher Training Center of the level of Certified Teacher Agro Technical (Agriculture); or

18 to 35 years.

(ii) Bachelor's Degree with Agriculture as one of the subject, from a recognized University; or

(iii) Bachelor's Degree from a recognized

(a) Forty per cent by Initial recruitment; and

(b) sixty per cent by promotion, on the basis of seniority-cum-fitness from amongst the Primary School Head Teachers, with at least five years service and having qualification prescribed for initial recruitment of Certified Teacher (Agriculture):

Provided that if no suitable candidate is available amongst the



CCX (Home  
Eco. omics)  
BPS 15)

	any Government Agro Technical Teacher Training Center of the Level of Certified Teacher, Agro technical (Agriculture).		<p>promotion, then the posts will be filled by promotion on the basis of seniority-cum-fitness, from amongst Senior Primary School Teachers with at least five years service and having qualification prescribed for initial recruitment of Certified Teacher (Agriculture).</p> <p><u>Note:</u> In case of non availability of suitable person for promotion, then by initial recruitment.</p>
Teacher (Home Economics)	<p>(i) Bachelor's Degree with Home Economics, as one of the subject, from a recognized University with in service training from Government Agro Technical Teacher Training Center; or</p> <p>(ii) Certified Teacher Certificate with Home Economics, as one of the subjects; from any Government Training school or college with Bachelor's Degree; or</p> <p>(iii) Bachelor's Degree from a recognized University with nine months training from Government Agro Technical Teacher Training Center of the level of the Certified Teacher Agro Technical (Home Economics); or</p>	18 to 35 years.	<p>(a) Forty per cent by Initial recruitment; and</p> <p>(b) sixty per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Primary School Head Teachers with at least five years service as such and having qualification prescribed for initial recruitment of Certified Teacher (Home Economics):</p> <p>Provided that if no suitable candidate is available amongst the Primary School Head Teachers for promotion, then the posts will be filled by promotion on the basis of seniority-cum-fitness, from amongst Senior Primary School Teachers with at least five years service and having qualification prescribed for initial recruitment of</p>
	(iv) Bachelor's Degree, from a recognized		

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<p>University with one year vocational training from any Government training center or institute with nine months training from Government Agro Technical Teacher Training center of the level of certified Teacher Agro Technical (Home Economics).</p>		<p>Certified Teacher (Home Economics).  <u>Note:</u> In case of non availability of suitable person for promotion, then by initial recruitment.</p>
<p>Bachelor's Degree from a recognized University with one year Drawing Master (DM) course.</p>	<p>18 to 35 years.</p>	<p>(a) Eighty per cent by initial recruitment; and          (b) twenty per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Primary School Head Teachers with at least five years service and having qualification prescribed for initial recruitment of Drawing Master.          Provided that if no suitable candidate is available for promotion then on the basis of seniority-cum-fitness, from Senior Primary School Teachers with at least five years service and having qualification prescribed for initial recruitment of Drawing Master.  <u>Note:</u> In case of non-availability of suitable candidate for promotion, then by initial recruitment.</p>

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(2.5)

Physical Education	Bachelor's Degree from a recognized University		
	with one-year junior-Diploma in Physical Education course or Army equivalency or other equivalent qualification.	years.	(b) Twenty per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Primary School Head Teachers with at least five years service and having qualification prescribed for initial recruitment of Physical Education Teacher.  Provided that if no suitable candidate is available for promotion then on the basis of seniority-cum-fitness, from amongst Senior Primary School Teachers with at least five years service and having qualification prescribed for initial recruitment of Physical Education Teacher.  <u>Note:</u> In case of non-availability of suitable candidate for promotion, then by initial recruitment.
PSHT	School Head (PSHT)		By promotion, on the basis of seniority-cum-fitness, from amongst Senior Primary School Teachers with at least ten years service and having qualification prescribed for initial recruitment of Primary School Teacher.
Senior	Primary School (BPS-14).		By promotion, on the basis of seniority-cum-fitness, from amongst Primary School Teachers

				with at least five years service as such having qualification prescribed for recruitment of Primary School Teacher.
21.	Primary School Teacher (BPS-12).	(i) Intermediate or equivalent qualification, from a recognized Board with Primary School Teacher Certificate/ Diploma in Education from a recognized Institute; or  (ii) Secondary School Certificate, from a recognized Board in second Division with two years Associate Degree in Education from a recognized University.	18 to 35 years.	By initial recruitment on merit at Union Council level: provided that if no suitable candidate within the Union Council is available, then the adjacent Union Councils on merit.
22.	Qari (BPS-12).	Intermediate with Hifz-e-Quran and Qirat Sanad from a recognized Institution.	18 to 35 years.	By initial recruitment.

SCHEDULE

Selection criterion and other conditions for direct recruitment against the below mentioned posts shall be as under:-

Arabic Teacher

Educational Qualification	Total Marks: 100
SSC	Marks obtained X 20 / total marks = _____
HSSC	Marks obtained X 20 / total marks = _____
BA/BSc	Marks obtained X 20 / total marks = _____
M.A Arabic / Shahdatul Alamia Fil Uloomul Arabia wal Islamia from a recognized Tanzimuatul Wafaqul Madaris	Marks obtained X 20 / total marks = _____
Other MA/MSc/M.Ed / MA Edu	Marks obtained X 15 / total marks = _____
MPhil/PhD	Marks = 05

Theology Teacher

Category of Qualification	Total Marks 100
SSC	Marks obtained X 20 / total marks = _____
HSSC	Marks obtained X 20 / total marks = _____
BA/BSc	Marks obtained X 20 / total marks = _____
MA/MSc/M.Ed / MA Edu	Marks obtained X 20 / total marks = _____
M.A Islamiat / Shahdatul Alamia Fil Uloomul Arabia wal Islamia from a recognized Tanzimuatul Wafaqul Madaris	Marks obtained X 15 / total marks = _____
MPhil/PhD	Marks = 05

Qarū/Qarin

<i>Category of Qualification</i>	<i>Total Marks 100</i>
SSC	<i>Marks obtained X 20 / total marks = _____</i>
<i>Qiri Sanad from a recognized Institution.</i>	<i>Marks obtained X 20 / total marks = _____</i>
HSSC	<i>Marks obtained X 20 / total marks = _____</i>
BA/BSc	<i>Marks obtained X 20 / total marks = _____</i>
MA/MSc/ M.Ed / MA Edu	<i>Marks obtained X 15 / total marks = _____</i>
MPhil/PhD	<i>Marks = 05</i>

*Certified Teacher  
(General, Industrial Arts, Agriculture, Home Economics)*

<i>Category of Qualification</i>	<i>Total Marks 100 For Humanities group at Intermediate/Graduation - Level</i>	<i>For Candidate of Science group</i>
SSC	<i>Marks obtained X 20 / total marks = _____</i>	<i>5 Extra marks for FSc, 5 Extra marks for B.Sc and 5 Extra marks for M.Sc will be added to the total score obtained by a candidate during his selection.</i>
HSSC	<i>Marks obtained X 20 / total marks = _____</i>	
BA/BSc	<i>Marks obtained X 20 / total marks = _____</i>	
CT Certificate/ Diploma in Education / ADE	<i>Marks obtained X 20 / total marks = _____</i>	
MA/MSc/ M.Ed / MA Edu	<i>Marks obtained X 15 / total marks = _____</i>	
MPhil/PhD	<i>Marks = 05</i>	

Drawing Master

Category of Qualification	Total Marks 100	For Candidate of Science group
SSC	Marks obtained X 20 / total marks = ____	5 Extra marks for F.Sc, 5 Extra marks for B.Sc and 5 Extra marks for M.Sc will be added to the total score obtained by a candidate during his selection
HSSC	Marks obtained X 20 / total marks = ____	
BA/BSc	Marks obtained X 20 / total marks = ____	
DM Certificate	Marks obtained X 20 / total marks = ____	
MA/MSc/M.Ed / MA Edu	Marks obtained X 15 / total marks = ____	
MPhil/PhD	Marks = 05	

Physical Education Teacher

Category of Qualification	Total Marks 100	For Candidate of Science group
SSC	Marks obtained X 20 / total marks = ____	5 Extra marks for F.Sc, 5 Extra marks for B.Sc and 5 Extra marks for M.Sc will be added to the total score obtained by a candidate during his selection
HSSC	Marks obtained X 20 / total marks = ____	
BA/BSc	Marks obtained X 20 / total marks = ____	
JDPE or Equivalent Certificate	Marks obtained X 20 / total marks = ____	
MA/MSc/M.Ed / MA Edu	Marks obtained X 15 / total marks = ____	
MPhil/PhD	Marks = 05	

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Primary School Teacher

Category of Qualification	Total Marks 100 For Humanities group at Intermediate Level	For Candidate of Science group
SSC	Marks obtained X 20 / total marks = ____	5 Extra marks for F.Sc, 5 Extra marks for B.Sc and 5 Extra marks for M.Sc will be added to the total score obtained by a candidate during his selection
IISSC	Marks obtained X 10 / total marks = ____	
B.A/BSc	Marks obtained X 25 / total marks = ____	
PST Certificate/ Diploma in Education / ADE.	Marks obtained X 20 / total marks = ____	
M.A/M.Sc/M.Ed / M.A Edu.	Marks obtained X 20 / total marks = ____	
M.Phil/Ph.D	Marks = 05	

Other conditions:-

1. The concerned Appointing Authority will scrutinize and verify the documents and make the appointment as per prescribed rule and the will get the documents verified after the issuance of appointment orders within shortest possible time, not exceeding ninety (90) days.
2. The merit list prepared by the concerned appointing authority shall be displayed for ten days to receive the objections/appeals, if any, and shall issue the final merit list after making necessary corrections while addressing the observations/objections/appeals, followed by requisite appointment orders.
3. In case a document(s) is/are found fake/ forged/ bogus upon scrutiny/ verification, the service of the teacher concerned shall be terminated and the amount paid to him as salary shall be recovered from him and an FIR shall be lodged against him on account of forgery/fraud under the relevant law.
4. Deni Asnad from recognized Tazeemat-ul-Wafaqul Madaris, Darul Uloom Saidu Sharif Swat, Darul Uloom Charbagh Swat, Darul Uloom Chitral, Darul Uloom Darosh Chitral and any other Government run Darul Uloom, as notified by the Government from time to time will be acceptable for the purpose of appointment against the posts of Arabic Teachers or Theology Teachers, as the case may be.



Islamabad, the 24<sup>th</sup> April 2012

OFFICE ORDER

In continuation of Federal Directorate of Education's office order of even number dated 18.05.2011, consequent upon one time waiver in the conditions of qualification/experience granted by the Prime Minister vide U. O. No. 3759/PSM/2012 dated 24.02.2012, as conveyed by the Capital Administration & Development Division vide No.F.4-23/2011-(Education) dated 23.04.2012 and on the recommendations of Departmental Promotion Committee meeting held on 24.04.2012, the following Matric Trained Teachers (BS-09) are promoted to the upgraded post of Elementary School Teacher (BS-14) w.c.f. 01.01.2011:

S.#	NAME	DATE OF BIRTH	INSTITUTION
1	ZAINAB BIBI	01.02.1953	IMS (I-V) G-6.1/2, IBD.
2	RUKHSANA JABEEN	08.12.1954	IMSG G-6-7/4, IBD.
3	RIFAT RAANA	01.07.1953	IMSG (I-X) DHOKE GANGAL
4	KAUSAR PARVEEN	04.04.1954	IMSG (I-X) DHOKE GANGAL
5	ABIDA PARVEEN	22.10.1955	IMS (I-V) HOON DHAMIAL
6	FUKHRAJ BEGUM	01.07.1956	IMSG (I-X) DHOKE GANGAL
7	SAJIDA BIBI	05.02.1956	IMSG (I-X) G-9/1, IBD
8	GHULAM FIZA	30.03.1954	IMS (I-V) No.2, G-6/1
9	FARHANDA MASOOD	13.05.1955	IMSG (I-V) HOON DHAMIAL
10	SAEEDA KHATOON	15.03.1955	IMSG (I-X) F-10/4, IBD.
11	GHULAM SAKINA	13.04.1954	IMSG (I-V) DHOKE HASHU (FA)
12	NAJMA BIBI	22.06.1953	IMSG (I-V) G-5/4, IBD
13	AMINA BEGUM	23.02.1953	IMS (I-V) KOT HATHIAL
14	KHURSHID AKHTAR	15.05.1952	IMS (I-V) RIND PARACHA
15	KAUSAR SULTANA	02.01.1956	IMS (I-V) G-7, IBD.
16	SURRAYYA BANO	02.06.1954	IMS (I-V) NO.5, G-102, IBD.
17	MASOODA AZIZ	06.06.1954	IMS (I-V) DOOKA BANGAL
18	GULFOOZ AKHTAR	14.03.1953	IMS (I-V) OPPRA GHORA
19	GUL-E-NASREEN	04.12.1953	IMSG (I-X) SANG JANI (FA)
20	SHAMSHAD BEGUM	02.09.1954	IMSG (I-VII) S.F-74, IBD.
21	PARVEEN AKHTAR	01.08.1956	IMSG (I-VIII) No.49, I-10/1
22	RUKHSANA TANVEER	14.05.1953	IMSG (I-V) MOHRI MUGHAL (FA)
23	ZAHIDA PARVEEN	03.02.1957	IMSG (I-V) MOHRI MUGHAL (FA)
24	SHAGUFTA SHAHEEN	02.06.1955	IMSG (I-X) UNIVERSITY COLONY
25	NASIM AKHTAR	15.02.1954	IMS (I-V) No.3, E-3
26	NAJMA YASMEEN	11.10.1955	IMS (I-V) NO.3, IBD.
27	RASHIDA YASMEEN	01.04.1953	IMS (I-V) G-7, IBD.
28	RUKHSANA TARIQ	03.09.1955	IMS (I-V) NO.49, I-10/1, IBD
29	SHAHIDA PARVEEN	01.01.1956	IMS (I-V) KOT HATHIAL (FA)
30	SYEDA NASREEN AKHTAR	20.08.1959	IMS (I-V) NO.49, I-10/1
31	SAMIA HANAN	15.12.1959	IMS (I-V) G-7, IBD.
32	SABIRA ASHFAQ KAZMI	19.12.1953	IMSG (I-X) RIND PARACHA (FA)
33	FATMA BEGUM	15.02.1957	IMS (I-V) NO.5, IBD.
34	NASIM AKHTAR	05.01.1957	IMS (I-V) NO.49, IBD.
35	BUSRA KHANUM	15.10.1952	IMS (I-V) G-6.1/2, IBD.
36	JOSPHIN YOUNIS	04.01.1953	IMS (I-V) No.7, G-7/3-3
37	AZMAT UN NISA	16.10.1953	IMSG (I-V) DHAMIALA (FA)
38	SAFIA SULTANA	10.05.1959	IMS (I-X) G-8, IBD.
39	MUNAZA GUL	20.05.1955	IMS (I-V) P.C SINALA (FA)
40	HAZALA YASMEEN	15.04.1958	IMS (I-X) DOOKPUR SHAHAN (FA)
41	RAZIA ZAMAN	16.12.1959	IMS (I-V) G-7.2, IBD.
42	RUKHSANA YASMEEN	02.05.1962	FIMS (I-V) NO.38, IBD.

Principal  
IMS for Girls (I-X)  
Syedan (F.A) Islamabad

	R BASHIR	24.2.1974	IMS (I-V), G-S/I
	NA KAUSAR	6.6.1975	IMSG (I-X), NOORPUR SHAH.
	MA BIBI	14.5.1985	IMS (I-V) G-6/2
	SUMAIRA CHOHAN	18.4.1984	IMS (I-V), G-11/1
	SADIA HAYAT	28.12.1983	IMSG (I-X), Pungan
588	AMTIAZ AKBA	3.7.1979	IMSG (I-X), P.E. G-5
589	GHULAM SUGRA,	03-07.1975	IMSG (I-X), PIND MALKAN
590	RASHIDA PARVEEN	2.5.1986	IMSG (I-X), CHAKSHEHZAD
591	ODDISA RAJAB TUNIO	1.1.1981	IMSG (I-V), DHOK JERANI
592	TAHIRA JABEEN	14.01.1984	IMSG (I-V) PIND BEGWAL
593	NAZIA NARGIS	13.8.1971	IMSG (I-X), BADAI QADIR BAKHSH
594	FARZANA NASRULLAH KHAN	01.04.1974	IMSG (I-X) JAGIOT (FA)
595	GHULAM FATIMA	17.04.1974	IMSG (I-V) Severa
596	UZMA KHAN	14.10.1976	IMS (I-V) G-7/4
597	MUSSAKAT SHAHEEN	06.08.1985	IMSG (I-X) GAGRI
598	ZAIB UN NISA	05.04.1982	IMSG (I-V) Koi Hatya
599	TASLEEM AKHTAR	04.04.1959	IMSG (I-V), MOHRIAN (FA)
600	ASMA ASHFAQ	18.03.1981	IMS (I-V) E-7/4
601	BUSHRA AZIZ	12.07.1974	IMSG, Pind Pratha (FA)
602	SHAISTA BIBI	10.11.1975	IMSG (I-X) Dhoke Gangal
603	SHEEDA NAZ	02.03.1984	IMSG (I-X) Humak
604	FOZIA SIDDIQUE	01.01.1978	IMSG (I-X) Humak
605	MUKHTIAR BEGUM	01.04.1976	IMSG (I-V) Peija
606	SAMINA SALEEM AWAN		IMSG (I-V) Peija

2. The teachers working on deputation to other Departments from FDE will be considered for promotion on joining their parent department i.e. FDE.

3. The seniority of EST (BS-14) will be determined as per Civil Servants (Seniority) Rules, 1995.

4. This issues with the approval of Director General, FDE.

(Dr. Saeed Tajammul Hussain Shah)  
Director Schools (Female)

Distribution:

- i. AGPR, Islamabad
- ii. PS to Secretary, CA&DD
- iii. PA to Joint Educational Advisor, CA&DD
- iv. PS to DG, FDE
- v. Director (A&C), FDE
- vi. All AEO's
- vii. All Heads of Institution
- viii. Teachers concerned
- ix. Personal Files

(Rinat Ali)

Administrative Officer (Female)

Principal

U.S for Girls (I-X)

Syedna (F.A) Islamabad

DIRECTORATE OF ELEMENTARY & SECONDARY EDUCATION KHYBER  
PAKHTUN KHWA. PESHAWAR

Notification

Consequent upon the approval of the departmental promotion committee (DPC) meeting held on 07/08/2012, the following assistants/stenographers of Elementary & Secondary Education Department are hereby promoted/adjusted as regular superintendents/budget & Accounts Officers (B-16) in the interest of Public Service with immediate effect.

S/No	Name & Designation	From	Promoted as	Remarks
1	Ahmas Khan Stenographer	Directorate E&SE, Khyber Pakhtun Khwa	Supdt. Estt. Directorate E&SE, K/Pakhtun Kha	Already Occupied
2	Sher Malik Assistant	AEO Mohammad	Services Placed at the disposal of DE (FATA) Peshawar for further.	
3	Mohammad Ashiq Assistant	EDO (E&SE) Abbotta Abad	EDO (E&SE) Batagram	Against Vacant Supdt post B-16
4	Amanullah Assistant	EDO (E&SE) Tank	EDO (E&SE) Hangu	Against Vacant Supdt post B-16
5	Mohammad Ilyas Assistant	EDO (E&SE) Haripur	EDO (E&SE) Kohistan	Against Vacant Supdt post B-16
6	Nauman Ud Din Assistant	RITE (F) Bannu	EDO (E&SE) Hangu	Against Vacant Supdt post B-16
7	Altaf Hussain Assistant	EDO (E&SE) Abbotta Abad	EDO (E&SE) Battagram	Against Vacant Supdt post B-16
8	Muhammad Ismail Assistant	RITE (F) D.I. Khan	EDO (E&SE) Karak	Against Vacant Supdt post B-16
9	Ibrahim Assistant	EDO (E&SE) Nowshera	DDO (F) Dir Upper	Against Vacant Supdt post B-16
10	Abdul Tamim Assistant	Directorate (E&SE) Khyber Pakhtun Khwa	DDO (M) Buner	Against Vacant Supdt post B-16
11	Saidul Israr Assistant	RITE (MO Thana)	EDO (E&SE) Swat	Against Vacant Supdt post B-16
12	Khadim Shah Assistant	EDO (E&SE) Charsadda	DDO (F) Timargara	Against Vacant Supdt post B-16
13	Sanaullah Assistant	DDO (F) Swabi	EDO (E&SE) Swat	Against Vacant Supdt post B-16
14	Habib Aslam Assistant	EDO (E&SE) Mardan	EDO (E&SE) Kohistan	Against Vacant Supdt post B-16
15	Rahim Khan Assistant	EDO (E&SE) Swat	EDO (E&SE) Swat	Against Vacant Supdt post B-16
16	Jamshed Khan	EDO (E&SE) Swat	DDO (M) Timargara	Against Vacant Supdt post B-16

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17	Sheikh AmanUllah	EDO (E&SE) D.I Khan	EDO (E&SE) D.I Khan	Against Vacant Supdt post B-16
18	Irshad Muhammad	EDO (E&SE) Swat	EDO (E&SE) Dir Upper	Against Vacant Supdt post B-16
19	Abdul Wadood	EDO (E&SE) Chitral	EDO (E&SE) Chitral	Against Vacant Supdt post B-16
20	Abdul Wadood	EDO (E&SE) Swat	EDO (E&SE) Karak	Against Vacant Supdt post B-16
21	Zubair Muhammad	EDO (E&SE) Swat	EDO (E&SE) Shangla	Against Vacant Supdt post B-16
22	Mukamil Khan	Directorate (E&SE) K/Pakhtun Khwa	DDO (M) Wari Dir	Against Vacant Supdt post B-16
23	Shamsur Rahman	Directorate (E&SE) K/Pakhtun Khwa	EDO (E&SE) Kohat	Against Vacant Supdt post B-16

**Note**

1. Charge report should be submitted to all concerned.

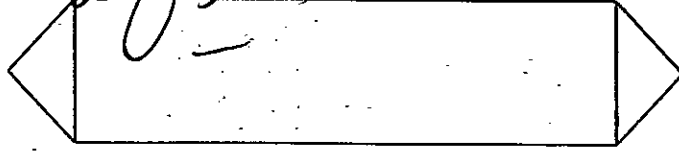
(Muhammad Rafiq Khattak)  
**DIRECTO**

Endst: No. 612.52/A.23/MS/Promoted/Adjuste/2012, detail Peshawar the 02/08/2012 copy of the above forwarded to the:

1. PS to Minister for Elementary & Secondary Education Department K/Pakhtun Khwa.
2. PS to Secretary Govt of Khyber Pakhtun Khwa Elementary & Secondary Education Department.
3. Director Curriculum & Teachers Education Khyber Pakhtun Khwa Abbatta Abad.
4. Director of Education (FATA) Peshawar.
5. Director Provincial Institute of Teachers Educ: Khyber Pakhtun Khwa Peshawar.
6. Accountant General Khyber Pakhtun Khwa Peshawar.
7. District Accounts Officers Concerned:
8. Agency Accounts Officers Concerned:
9. Executive District Officers (E&SE) Concerned.
10. Agency Education Officers Concerned.
11. Deputy District Officer (E&SE) Concerned.
12. Superintendents Concerned.
13. PA to Director Elementary & secondary Edu: Khyber Pakhtun Khwa Peshawar.
14. PA to Additional Director (Estt) & (Dey) local office.
15. Master file.

Deputy Directory (E&SE)

# بعدالت لکھا سردیوں میں



مورخہ  
مقدمہ  
دعویٰ  
جرم

2 ص 1

26/2/2012ء پنجاب

دعویٰ کی بنیاد پر

## باعث تحریر آنکہ

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

آن مقام کیلئے محمد علی صاحب صاحب موصوف کو مقدمہ کی کل کاروائی کا کمال اختیار ہوگا۔ نیز مقرر کر کے اقرار کیا جاتا ہے۔

وکیل صاحب کو راضی نامہ کرنے و تقریر ثالث و فیصلہ پر حلف دیئے جواب دہی اور اقبال دعویٰ اور بصورت ڈگری کرنے اجراء اور وصولی چیک و روپیہ ارضی دعویٰ اور درخواست ہر قسم کی تصدیق زرائیں پر دستخط کرانے کا اختیار ہوگا۔ نیز صورت عدم پیروی یا ڈگری یکطرفہ یا اپیل کی برآمدگی اور منسوخی نیز دائر کرنے اپیل نگرانی و نظر ثانی و پیروی کرنے کا مختار ہوگا۔ از بصورت ضرورت مقدمہ مذکور کے کل یا جزوی کاروائی کے واسطے اور وکیل یا مختار قانونی کو اپنے ہمراہ یا اپنے بجائے تقریر کا اختیار ہوگا۔ اور صاحب مقرر شدہ کو بھی وہی جملہ مذکورہ باختیارات حاصل ہوں گے اور اس کا ساختہ پر داختم منظور و قبول ہوگا دوران مقدمہ میں جو خرچہ ہر جانہ التوائے مقدمہ کے سبب سے ہوگا۔ کوئی تاریخ پیشی مقام دورہ پر ہو یا حد سے باہر ہو تو وکیل صاحب پابند ہوں گے۔ کہ پیروی مذکور کریں۔ لہذا کالت نامہ لکھ دیا کہ سندر ہے۔

محمد علی صاحب

20/2

2 ماہ 2

الرقوم

محمد علی صاحب

الع د گ الع

کے لئے منظور ہے۔

مقام

BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHWA PESHAWAR

SERVICE APPEAL No. 43 /2013.

Mrs. Charag Begum PST G.P.S. Chappi Thana..Appellant  
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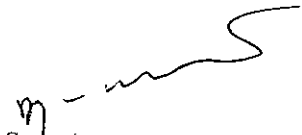
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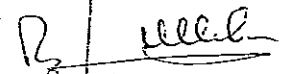
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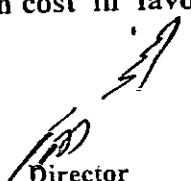
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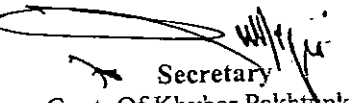
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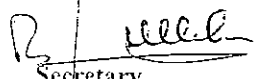
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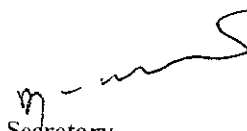
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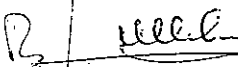
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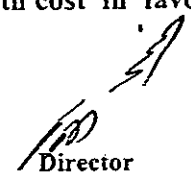
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- 3 Incorrect & denied. The previous recruitment policy, rules & qualifications are amended by the government and enhance the qualification and standard for recruitment and promotions in order to maintain efficiency in service, in consultation with establishment and Finance Department, under the rules 3(2) of Khyber Pakhtunhwa Civil Servant (appointment, Promotion and transfer) rules 1989, on 13/11/2012 as annexure "B" of the appeal).
- 4 The mentioned rules and qualification in this Para are applicable to those fresh candidates direct recruitment having the age 18-35 years and intends to enter in the E&SE Department as PST BPS-12. While the appellant has 32-years service.
- 5 Incorrect. The mentioned policy of 2007 is replaced by recruitment and promotion rules vide notification dated 13/11/2012 under the rules on the subject.
- 6 This Para pertains to record and with out my documentary proof, hence denied.
- 7 Incorrect and denied. The rules/qualification mentioned in this Para are not related to the appellant being PST. The qualification and other condition mentioned in this Para relates to senior PSTs BPS-14 and their promotion to Head Teacher post BPS-15 in E&SE Department. It would not be out of place to mention here that under the said rules/policy hundreds of PSTs has already been upgraded/promoted to senior PST, and Head Teacher post and the same are not impleaded in the present petition.
- 8 Correct to the extent that respondent department notified the rules for the recruitment and promotion for the teachers of various cadres dated 13/11/2012, in accordance with the prevailing law, rules on the subject and to improve/enhance the quality education in the best interest of Public while other contents of this Para are incorrect, misleading one and denied.
- 9 Incorrect and not admitted. No civil servant has legal and vested right in promotion and policy as held by the apex court while the government has the right to enhance the qualification and standard for recruitment and promotion in order to maintain efficiency in service and to improve/uplift the standard and quality of education, in best interest of public. The appellant himself is responsible for not improving his academic qualifications, teaching skills during his 32-years service, being connected/attached with teaching profession.
- 10 Incorrect & not admitted. The statement of the appellant in this Para is against principle of natural justice, merit and without any cogent legal ground or proof, against law, rules in vogue hence denied.
- 11 Incorrect and not admitted. How it can be justified that the appellant possessing only SSC, be treated on equal footing with other PST teachers having higher academic and professional qualification, and the same is against norms of natural justice and merit.
- 12 Incorrect & not admitted.
- 13 Incorrect & not admitted. The present appellant does not fall within the definition of aggrieved person and there is no reason for the petitioner to be aggrieved from the mentioned prevailing policy dated 13/11/2012. While the appellant did not implead the upgraded/promoted under the said rules and those having the higher qualification than appellant and waiting for promotion. Hence the appellant has no cause of action/ locus standi to invoke the jurisdiction of this Hon! able Tribunal, hence the appeal in hand is liable to be dismissed inter alia on the following grounds:-

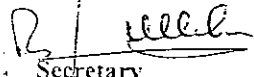



GROUND.

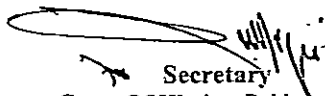
- A Incorrect and not admitted. The statement of the appellant is baseless, false and based on malafide motives, against the law, rules & policy on the subject in vogue, hence denied.
- B Incorrect and not admitted. How it can be justified that the appellant possessing only SSC, be treated on equal footing with other PST teachers having higher academic & professional qualification, and the same is against norms of natural justice and merit.
- C Incorrect & not admitted. No one has been treated discriminately . The statement of the appellant in this Para is baseless against the law & rules on the subject and against principle of justice. No civil servant has a legal and vested right in promotion and policy as held by the apex court while the government has the right to enhance the qualification and standard for recruitment and promotion in order to maintain efficiency in service and to improve/ uplift the standard and quality of education, in best interest of public. The appellant himself is responsible for not improving his academic qualifications, teaching skills during his 32 years service, being connected/attached with teaching profession.
- D As replied in para above.
- E Incorrect & not admitted. The acts of the respondents are legal & lawful & in accordance with the constitution.
- F Incorrect & not admitted. The mention notification is in accordance with law & rules.
- G Incorrect & not admitted. Clerks & PST teachers are two different cadres having different jobs duties & responsibilities. Hence their rules, procedure of recruitment & qualification shall also be different. Hence denied.

In view of the above submission, it is requested that this Hon' able Tribunal may very graciously be pleased to dismiss the appeal with cost in favour of the respondent Department.

  
Secretary  
Elementary & Secondary Education  
Department, Government of Khyber  
Pakhtunkhwa

  
Secretary  
Govt: Of Khyber Pakhtunkhwa,  
(Finance) Department, Peshawar,

  
Director  
Elementary & Secondary Education  
Khyber Pakhtunkhwa Peshawar.

  
Secretary  
Govt: Of Khyber Pakhtunkhwa,  
Establishment Department, Peshawar,

the government to claim  
any vested right in the policy.