

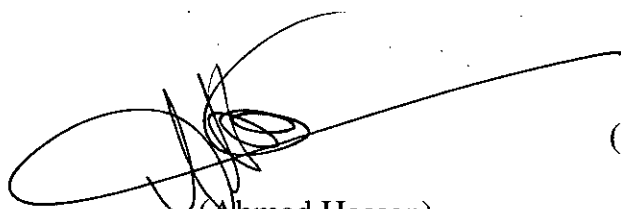
27.10.2017

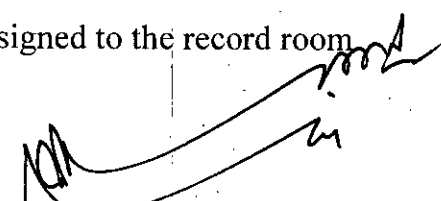
Counsel for the appellant and Mr. Kabeerullah Khattak, Addl. Advocate General alongwith Hameedullah, Assistant Director of the respondents present.

2. Both the learned counsel for the parties agreed on the point that if this appeal is disposed of in the terms that the department shall calculate the quota of promotees in accordance with the prevalent rules at different stages and then the department shall consider only those appellants and others who are eligible and fit in accordance with the calculation of the department.

3. In view of the above, the respondents are directed that they should calculate the quota of promotees in accordance with the prevalent rules at different stages and then they should consider all those who are eligible and fit for promotion at different stages.

4. The appeal is disposed of in the above terms. Parties are left to bear their own costs. File be consigned to the record room.


(Ahmad Hassan)
Member


(Niaz Muhammad Khan)
Chairman

ANNOUNCED
27.10.2017

17.03.2017

Junior to counsel for the appellant and Addl: AG for respondents present. Junior to counsel for the appellant requested for adjournment. To come up for arguments on 04.07.2017.

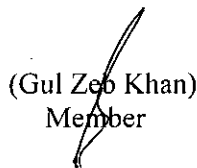


(ASHFAQUE TAJ)
MEMBER



(MUHAMMAD AAMIR NAZIR)
MEMBER

12. 04.07.2017 Counsel for the appellant and Mr. Muhammad Jan, Deputy District Attorney for the respondent present. Counsel for the appellant requested for adjournment. Adjourned. To come up for arguments on ~~07/10~~ 2017 before D.B.



(Gul Zeb Khan)
Member



(Muhammad Hamid Mughal)
Member

08.06.2016

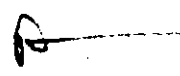
Counsel for the appellant and Assistant AG for respondents present. Learned counsel for the appellant requested for adjournment. Adjourned for arguments to 28.6.16 before D.B.


MEMBER


MEMBER

8.6.2016

Counsel for the appellant and Mr. Ziaullah, GP for respondents present. Counsel for the appellant requested for adjournment. Adjournment accepted. To come up for arguments on 9.11.2016.


Member


Member

.2016

Counsel for the appellant and Mr. Muhammad Jan, GP for respondents present. Counsel for the appellant requested for adjournment. To come up for arguments on 17-3-17


(Muhammad Aamir Nazir)
Member


(Pir Baksh Shah)
Member

11.08.2015

Counsel for the appellant and Mr. Muhammad Irfan, ADO
alongwith Assistant A.G for respondents present. Written statement
submitted. The appeal is assigned to D.B for rejoinder and final hearing
for 30.11.2015.


Chairman

30.11.2015

Counsel for the appellant and Mr. Muhammad Jan, GP for
respondent present. Rejoinder on behalf of the appellant
submitted copy of which is placed on file. To come up for
arguments on 3-3-16


Member


Member

03.03.2016

Counsel for the appellant and Asst: AG for
respondents present. Since the court time is over,
therefore, the case is adjourned to 08.06.2016 for
arguments.


Member


Member

Reader Note:

24.12.2014

Appellant in person present. Since the Tribunal is incomplete, therefore, case is adjourned to 27.02.2015 for the same.



Reader

27.02.2015

Appellant Deposited
Security & Process Fee



Counsel for the appellant present. Learned counsel for the appellant argued that identical service appeal No. 146/2015 has already been admitted by this Tribunal to regular hearing.

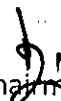
In view of the above, this appeal is also admitted to regular hearing. Subject to deposit of security and process fee within 10 days, notices be issued to the respondents for written reply/comments for 14.05.2015 before S.B. to be heard along with the afore-stated appeal.



Chairman

5 14.05.2015

Appellant in person and Mr. Muhammad Irfan, ADO along with Addl: A.G for respondents present. Written reply not submitted. Requested for adjournment. To come up for written reply on 11.8.2015 before S.B.





Chairman

Form- A
FORM OF ORDER SHEET

Court of _____

Case No. 1218 /2014

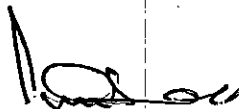
S.No.	Date of order Proceedings	Order or other proceedings with signature of judge or Magistrate
1	2	3
1	10/10/2014	<p>The appeal of Mr. Shahnawaz resubmitted today by Mr. Muhammad Asif Yousafzai Advocate may be entered in the Institution register and put up to the Worthy Chairman for preliminary hearing.</p> <p style="text-align: right;"> REGISTRAR</p>
2	16-10-2014	<p>This case is entrusted to Primary Bench for preliminary hearing to be put up there on <u>24-12-2014</u></p> <p style="text-align: right;"> CHAIRMAN</p>

The appeal of Mr. ~~Sheeh Nawaz 373510~~ ~~Sheeh Zaman~~ received today i.e. on 26.09.2014 is incomplete on the following score which is returned to the counsel for the appellant for completion and resubmission within 15 days.

Copies of Judgment mentioned in para-E of the grounds of appeal (Annexures-K, L & M) are not attached with the appeal which may be placed on it.

No. 1435 /S.T,

Dt. 29/9 /2014.


REGISTRAR
SERVICE TRIBUNAL
KHYBER PAKHTUNKHWA
PESHAWAR. 29/9/14

Mr. M.Asif Yousafzai Adv. Pesh.

Copies of judgment mentioned in para-E of the grounds of appeal (Ann-K, L & M) are attached on page, 15, 19 and 22



**BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
PESHAWAR.**

Appeal No. 1218 /2014

Mr. Shahnawaz

V/S


Education Department.

INDEX

S.No.	Documents	Annexure	Page No.
1.	Memo of Appeal	-----	01-03
2.	Copy of Appointment Order	- A -	04
3.	Copy of SSC	- B -	05
4.	Copy of Intermediate	- C -	06
5	Copy of B.A.	-D-	07
6	Copy of M.A.	-E-	08
7	Copy of Computer Course	-F-	09
8	Copy of Typing & Shorthand	-G-	10
9	Copy of Service Certificate	-H-	11
10	Copy of Notification	-I-	12-13
11.	Copy of Departmental Appeal	-J-	14
5.	Copy of Judgment dt.30.01.2009	- K -	15-18
6.	Copy of Judgment dt.21.10.2011	- L -	19-21
7.	Copy of Judgment dt.11.01.2012	- M -	22-24
8.	Vakalat Nama	-----	25

Appellant
Shahnawaz

Through:


(M. ASIF YOUSAFZAI)
ADVOCATE, PESHAWAR.

And


(TAIMUR ALI KHAN)
Advocate, Peshawar.

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
PESHAWAR.**

Appeal No. 1218 /2014

Mr. Shahnawaz, S/O Shahzaman, Class-IV,
Government Higher Secondary School,
Khairabad, Tehsil & District Nowshera.

1222
26/9/2014

APPELLANT

VERSUS

1. The Secretary Education (E&SE), Government of Khyber Pakhtunkhwa, Civil Secretariat, Peshawar.
2. The Director, Education (E&SE) Department, Peshawar.
3. The DEO (E&SE), (Male), Nowshera.
4. The Secretary, Finance Department, Government of Khyber Pakhtunkhwa, Civil Secretariat, Peshawar.

RESPONDENTS

.....

APPEAL UNDER SECTION-4 OF THE KPK SERVICE TRIBUNAL ACT 1974 FOR DIRECTION THE RESPONDENT TO CONSIDER THE APPELLANT FOR PROMOTION TO THE POST OF JUNIOR CLERK UNDER 33% FIXED QUOTA BY THE GOVERNMENT AND AGAINST NOT TAKING ANY ACTION ON THE DEPARTMENTAL APPEAL OF THE APPELLANT.

.....

PRAYER:

THAT ON ACCEPTANCE OF THIS APPEAL, THE RESPONDENTS MAY BE DIRECTED TO CONSIDER THE APPELLANT FOR PROMOTION TO THE POST OF JUNIOR CLERK UNDER 33% QUOTA FIXED BY THE GOVERNMENT FROM HIS DUE DATE/AVAILABILITY OF FUND WITH ALL BACK & CONSEQUENTIAL BENEFITS. ANY OTHER REMEDY WHICH THIS AUGUST TRIBUNAL DEEMS FIT THAT MAY ALSO BE AWARDED IN FAVOUR OF APPELLANT.

Submitted to -
and filed,
26/9/14

Submitted to -
and filed,

10/10/14

RESPECTFULLY SHEWETH:

1. That the appellant joined the respondent department on 18.02.1999. The appellant more than 15 years service with good record through out at his credit. Copy of Appointment Order is attached as Annexure-A.
2. That the appellant is highly qualified and has passed SSC, Intermediate, B.A, M.A (Islamiat), PTC, CT, Computer Course and Typing & Shorthand with more than 15 years experience. Copies of SSC, Intermediate, B.A, M.A (Islamiat), Computer Course and Typing & Shorthand Certificates and Service Certificate are attached as Annexure-B, C, D, E, F, G & H .
3. That the Government of KPK has fixed 33% quota for Class-IV with SSC qualification for the promotion to the Junior Clerk post. But despite of that fixed quota and having eligibility, the appellant was never consider for promotion to the post of Junior Clerk. Copy of Notification is attached as Annexure-I.
4. That the appellant filed Departmental Appeal for his claim on 02.05.2014 and waited for 90 days, but no reply has been received by the respondent to the appellant so far, hence the present appeal following grounds amongst the others: Copy of Departmental Appeal is attached as Annexure-J.

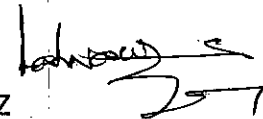
GROUND:

- A) That not granting pay benefits of higher post of Junior Clerk and not considering the appellant for regular promotion under 33% quota is against the norms of justice and material on record.
- B) That the appellant is senior most eligible and qualified Class-IV employee and he is entitled to be promoted as Junior Clerk under 33% reserved quota.
- C) That the appellant has been kept deprived from his legal right of promotion which is not tenable under the norms of justice and fair play.

- D) That the respondent department has never observed 33% quota, rather the department promoted the most junior person under 33% quota who were junior to appellant. Thus, the promotion order issued by the respondent department of the most junior person is highly discriminatory and based on nepotism.
- E) That similar appeal have already been decided by this august Tribunal Appeal No.769/2008 decided on 30.1.2009, Appeal No.1604/2010 decided on 21.1.2011 and appeal No.104/2011, and No.323/2011 decided on 11.1.2012. Thus, the appellant also deserves the same treatment under the principle of consistency being similarly placed person. Copies of the Judgments are attached as Annexure- K, L & M.
- F) That the appellant has not been treated according to law, rules.
- G) That the appellant seeks permission to advance other grounds and proofs at the time of hearing.

It is, therefore, humbly prayed that the appeal of the appellant may be accepted as prayed for.

Appellant
Shahnawaz



Through:



(M. ASIF YOUSAFZAI)
ADVOCATE, PESHAWAR.

And



(TAIMUR ALI KHAN)
Advocate, Peshawar.

A 9

APPOINTMENT

Mr. Shah Nawaz Khan S/O Shah Zaman, Village & P.O.

Khair Abad

Tehsil & Distt; Nowshera is hereby

appointed as Lab: Attendant at Govt; Higher Secondary School, Khairabad (Nowshera) in BPS-1, i.e (Rs; 1245-35-1770) per month plus usual allowance as admissible under the rules against the vacant post in the interest of public service with effect from the date of taking over charge on the following terms and conditions;-

TERMS AND CONDITIONS.

1. The appointment is made on purely on temporary basis and liable to be terminated at any time without any reason or notice.
2. He is required to produce Health and Age Certificate from the Civil Surgeon/Medical Supdtt; concerned.
3. He would not be allowed to take over charge if his age is less than 18 years or above than 45 years or declared medically unfit for Govt; service by the Civil Surgeon/Medical Supdtt; concerned.
4. Charge Report# should be submitted immediately to all concerned.
5. If he will have to resign, he will give one month prior notice to Govt; or will forfeit one month pay to the Govt; treasury.
6. If he fails to take over charge in 15 days, his appointment order will be cancelled.

(KHUSHDIL KHAN MALIK)
PRINCIPAL,
GOVT: HIGHER SECONDARY
SCHOOL, KHAIRABAD (NSR)

Endst; NO; 152-57 F.NO; I/Class-IV, Dated 18 /2/1999.

Copy of the above is forwarded to the;-

1. Director of Secondary Education, NWFP, Peshawar.
2. District Education Officer (Male) Secondary, Nowshera.
3. District Accounts Officer, Nowshera.
4. Candidate concerned.
5. Cashier local School.
6. Personal File.

[Signature]
Principal
G.H.S.S. Khair Abad
Distt. Nowshera

[Signature]
PRINCIPAL,
GOVT: HIGHER SECONDARY
SCHOOL, KHAIRABAD (NOWSHERA)

ATTESTED

[Signature]

S. No. PBP- 029318

Roll No. 165092



B (S)

BOARD OF INTERMEDIATE AND SECONDARY EDUCATION



Peshawar N.W.F.P. Pakistan
Secondary School Certificate Examination

SESSION 1995 (ANNUAL)
(HUMANITIES GROUP)

THIS IS TO CERTIFY THAT Shah Nawaz
Son/Daughter of Shah Zaman
and a resident of Nowshera District

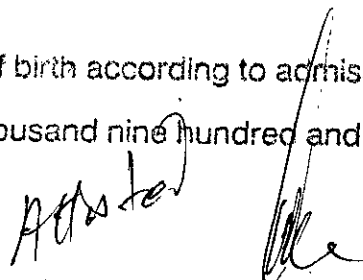
has passed the Secondary School Certificate Examination
of the Board of Intermediate and Secondary Education, Peshawar held in April 1995
as a *Private candidate*. He/She obtained 363 Marks out of 850
and has been placed in Grade D Representing Fair

The Candidate passed in the following subjects.

- | | | | |
|------------|---------------------|---------------------|-----------------|
| 1. English | 3. Islamiyat | 5. Gen: Science | 7. Isl: Studies |
| 2. Urdu | 4. Pakistan Studies | 6. Gen: Mathematics | 8. Art |

Date of birth according to admission form is Tenth November,
one thousand nine hundred and Seventy Seven 10-11-1977



Asstt. Secretary
28th July, 1995.




Secretary

This certificate is issued without alteration or erasure.

Principal
G.H.S.S. Khair Abad
Distt. Nowshera

ATTESTED


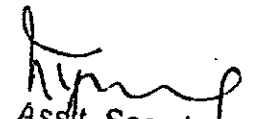
S.No. F.A
Roll No. 71262
86572
Group. Humanities

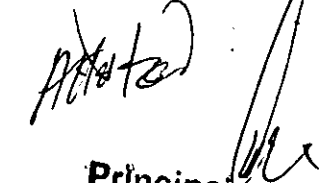


Board of Intermediate and Secondary Education
Peshawar N.W.F.P. Pakistan
INTERMEDIATE EXAMINATION
SESSION 2000 - ANNUAL

ATTESTED

This is to Certify that Shah Nawaz Son of Shah Zaman
and a resident of Nowshera District Registered No. 299-B/N-95
has passed the Intermediate Examination of the Board of Intermediate & Secondary Education, Peshawar
held in May/June, 2000 as a Private Candidate. He obtained 445 Marks out of 400
and has been placed in Grade D Representing Fair. He has been awarded Grade - on the
basis of internal assessment by the institution concerned. The Examination was taken in parts.


Asst. Secretary


Principal
G.H.S.S. Khair Abad
Distt. Nowshera


Secretary

This certificate is issued without alteration or erasure.

B.A

بِسْمِ اللّٰهِ الرَّحْمٰنِ الرَّحِیْمِ

University of Peshawar (Pakistan)

Session ANNUAL 2006

SHAH NAWAZ

Son / Daughter of

SHAH ZAMAN

NOWSHERA DISTRICT

and a student/ private candidate of _____
having passed the prescribed examination held in _____
is this day admitted by the University of Peshawar to the Degree of

JUNE 2006

Bachelor of Arts

in _____ SECOND _____ Division

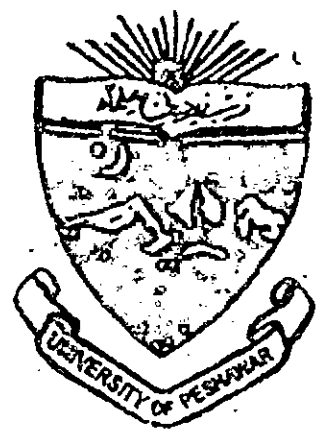
The examination was taken as ~~a whole~~ in parts

Serial No. 110875

Registration No. 2007-PC-5949

Roll No. 20178

Result declared on 30TH SEPTEMBER, 2006



Shakal Ahmad

Registrar

Countersigned

Handwritten signature

Vice-Chancellor

Handwritten signature

Principal
G.H.S.S. Khair Abad
Distt. Nowshera

ARTISTIC

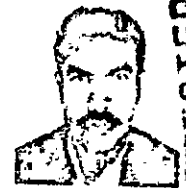
7
A.C.



University Of Peshawar

(Pakistan)

Session: Autumn 2009



ATTESTED

SHAH NAWAZ

Son Of

SHAH ZAMAN

and a

Private Candidate of District Nowshera having Passed the

prescribed examination held in July 2009 is this day admitted by the University Of Peshawar to

the Degree of Master of Arts in Islamiyat in 2nd Division

The examination was taken In Parts.

Registration No. 2003-FC-5949

Roll No. 26631

T. N. O. No. 17231-8852475-9

Result Declared on January 23, 2010

Principal
G.H.S.S. Khair Abad
Distt. Nowshera



010040

Registrar

Vice Chancellor

President of Peshawar University of Peshawar

University of Peshawar

G 10

2146

بِسْمِ اللّٰهِ الرَّحْمٰنِ الرَّحِیْمِ

SARHAD TYPE & SHORT HAND COLLEGE



CAVALRY ROAD, NOWSHERA CANTT.
(DISTT. PESHAWAR)
Head Office: NOWSHERA

CERTIFICATE

This is to Certify that Mr. SHAH NAWAZ S/o SHAH ZAMAN
Resident of Vill & P.O Khair Abad Teh & Distt:Nowshera.
has undergone Typing/Short Hand Training course in this institute
under my Supervision from 16.11.1994 to 15.5.1995

He took keen interest in his studies during the training period.

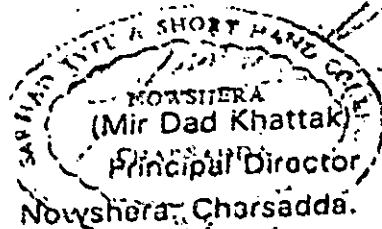
At the time of termination of the course his speed of Typing/
Short Hand found was: 40/80 (Forty-Eighty) words
per minute respectively.

Wishing him good luck & success in his future life.

Date...17.5.1995...

Handwritten signature

Principal
G.H.S.S.Khair Abad
Distt. Nowshera



"This Certificate is issued without alteration or erasure"

Handwritten mark

SERVICE CERTIFICATE

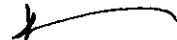
Handwritten marks: "H" above a circle containing "11".

This is to certify that Mr. Shah Nawaz S/O Mr. Shah Zaman

is rendering his services as Lab: Attendant BPS-02 in the Government of Khyber Pakhtunkhwa,
Provincial Elementary & Secondary Education Department, since 18-02-1999 to date according
to the record maintained in this office.



Principal
GHSS Khairabad
(Nowshera)
PRINCIPAL
G H S.S Khairabad
Nowshera

ATTESTED


1-12

Government of N.W.F.P
Services, Information and General Administration Deptt.

NOTIFICATION

Dated Peshawar the 23rd August, 1972.

O.SOS-III(S&GAD)1/107/72.- In exercise of the powers conferred on him by Article 221 of the Interim Constitution of the Islamic Republic of Pakistan, the Governor of NWFP is pleased to direct that notwithstanding anything to the contrary contained in any Service/Recruitment Rules under the rule-making authority of the Governor of NWFP, 20% of the posts of Junior Clerks in the NWFP Secretariat, all other Government Departments and subordinate offices in the Province shall be filled by promotion from among Class-IV Government servants of the Secretariat, the department concerned or the Subordinate office concerned, as the case may be, who are matriculates and have at least two years service as such.

BY ORDER OF GOVERNOR

EJAZ AHMAD MAIK, S. Q. A. T. Pk. CSP
Chief Secretary to Govt of NWFP.

O.SOS-III(S&GAD)1/107/72/43659-43705. Dt. Pesh the 23.8.1972.

A copy is forwarded to :-

- All Administrative Secretaries to Govt of NWFP.
- All Divisional Commissioners in NWFP.
- Secretary to Governor, NWFP.
- All Heads of Attached Departments.
- Comptroller, NWFP.
- All D.Cs/P.As/Distt & Sessions Judges in NWFP.
- Secretary, Public Service Commission, NWFP.
- Registrar, High Court, Peshawar.
- Deputy Secretary (General), S&GAD.
- 1. Private Secretary to Chief Secretary NWFP.
- 2. Regional Director Radio Pakistan, Peshawar.
- 3. Manager Govt Printing Press Pesh for publication in the Official Gazette.

Sd/- Sahibzada Mohammad Faridom,
Section Officer (S-III)

For Chief Secretary to Govt of NWFP.

محکمہ خزانہ ڈسٹرکٹ ایجوکیشن آفیسر صاحب (نوشہرہ) ضلع نوشہرہ

جناب عالی!

13

تذکرہ ہے کہ سائٹ 1499 میں بطور لیب اینڈ ٹیسٹ GHS
خیر آباد میں تعمیر ہوئی۔ سائٹ نے اسلامیات کے مضمون میں ماسٹرز کر رکھا
ہے۔ اس کے علاوہ کلرکس کورس (کمیوٹر) P.T.C اور C.T کے
کورس بھی کر رکھے ہیں۔ اپنی خدمات کے 15 سال کے دوران سائٹ نے
تین مرتبہ کلرکل پوسٹ کے لئے ٹیسٹ اور انٹرویوز دیئے اور
پاس کیے لیکن سائٹ کو پوسٹ سے محروم رکھا گیا۔

جن لوگوں کی دسترس میں خدمات In service
لوگوں نے کورس میں کیے پوسٹ حاصل کر سکتے ہیں لیکن سائٹ
مگر ورنہ مالی حالت کی وجہ سے کورس کی ضرورت نہیں حاصل کر سکتا

P.T.C اور C.T پوسٹ کے لئے سائٹ نے ایک بار ETA اور دو بار
NTS میں شرکت کی لیکن Merit پر نہ آسکا۔ لہذا استدعا ہے کہ سیارٹی
یا کوئی نفع بخش سائٹ کو کلرکل P.T.C اور C.T پوسٹ پر ترقی کے احکامات

صدر فرمائیں۔ عین نوازش ہوگی۔ التعمیم 29/5/14

(03110960098)

التعمیم

شاہ نواز ولد شاہ زمان (نعم آباد خیر آباد تحصیل ضلع نوشہرہ) بطور

Diary # 72 - D.O office (NSR)

Forwarded to the DEO (M) NSR for further N/A clearing.

Principal
G.H.S.S. Khairabad
Distt. Nowshera

Handwritten signature

Principal
G.H.S.S. Khairabad
Distt. Nowshera

آئی آر جی 2012 سے 2013 Apply E.T.C کی D.O آفیسر ڈی ایچ ڈی 5038 -

BEFORE THE N.W.F.P. SERVICE TRIBUNAL, PESHAWAR.

APPEAL NO. 769/2008

Date of institution ... 30.05.2008
Date of decision ... 30.01.2009



Sharif Khan, Naib Qasid,
Office of the Political Agency, Khyber Agency..... (Appellant)

VERSUS

1. Regional Co-ordination Officer, Northern Region, Peshawar.
2. The Political Agent, Khyber Agency.
3. Mr. Haq Nawaz, Junior Clerk,
Political Agent's office Khyber Agency..... (Respondents)

APPEAL U/S 4 OF THE NWFP SERVICE TRIBUNALS ACT, 1974
AGAINST THE ORDER DATED 24.4.08, WHEREBY JUNIOR
NAIB QASID HAS BEEN PROMOTED AND AGAINST THE
FINAL REJECTION ORDER DATED 24.5.2008, WHEREBY THE
DEPARTMENTAL APPEAL OF THE APPELLANT HAS BEEN
REJECTED FOR NO GOOD GROUNDS.

Mr. Muhammad Asif Yousafzai,
Advocate..... (For appellant)
Mr. Arshad Alam, A.G.P..... For official respondents
Mr. Khalid Rehman, Advocate..... For respondent No:3
Mr. Justice (R) Salim Khan..... Chairman
Mr. Bismillah Shah..... Member

JUDGMENT

JUSTICE (R) SALIM KHAN, CHAIRMAN:-

The appellant

contended that he joined the respondent department as Naib Qasid on 1.5.1986. The name of the appellant was at the top of the seniority list. The appellant qualified SSC examination. The official respondents issued promotion order of private respondent No.3 (Haq Nawaz) in violation of seniority position on 24.4.2008. The appellant filed departmental appeal on 10.5.2008 against the said order but the same was rejected on 24.5.2008. The present appeal was filed on 30.5.2008. The departmental appeal and this service appeal are within time.

2. The respondents contested the appeal. It was contended by the respondent No.3 that this Tribunal had no jurisdiction, that the appellant passed SSC examination in 2007, that no appeal could be filed to Service Tribunal regarding the determination of fitness or otherwise of a person to be appointed to a higher

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Khyber Pakhtunkhwa

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16

post or grade. Respondent No.2 admitted that the name of the appellant was at the top of the seniority list but he was not considered for promotion for two reasons:-

- (i) that the appellant had qualified SSC examination in the year 2007 while respondent No.3 had qualified that examination in 1994, therefore, respondent No.3 was considered senior to the appellant,
- (ii) the age of the appellant was more than 45 years and he was not eligible for promotion in accordance with the Notification dated 18.8.1991.

4. We heard the arguments and perused the record.

5. The comments of Political Agent Khyber dated 21.5.2008 in his letter to the Regional Coordination Officer, Northern Region at Peshawar shows that the appellant was ignored for promotion for two reasons:

- (i) that he was over-age,
- (ii) that he was not so promoted in January 2007 also and the appellant had not objected to that order.

It means that the Political Agent had not taken up the point of passing of examination by respondent No.3 earlier in time during his mentioned correspondence, and the issue is an after-thought for the purposes of this appeal only.

6. The Notification No.E&A(A.D)4(17)/2003 dated 17.4.2004 is regarding the post of Daftari (and not the post of Junior Clerk). The issue of posting of the appellant as Daftari is not ^{under} discussion in this case, therefore, the mentioned rule is not applicable. It was for the official respondents to consider that who had passed SSC examination earlier in time, when they wanted to promote a person as Daftari.

7. The Notification No.SOE.IV(E&AD)/1-35/2002 dated 01.12.2006 was

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EXAMINER
Khyber Pakhtunkhwa
Service Tribunal

regarding amendment in column 5 against Serial No.9, in clause (b), of the Notification No.SOR-I (S&GAD)4-7/86(A), dated 21.12.1982. It contained that the words mentioned in clause (b) "and under 45 years of age" before semi-colon shall be deleted. Serial No.9 of the mentioned Appendix was regarding the post of Junior Clerk. The words "or below forty five years of age" stood deleted from the mentioned method of recruitment for the post of Junior Clerk. There was no conditional priority of passing SSC examination earlier in time for the purpose of seniority, though, as already mentioned, there was such a condition for the post of Daftari. The appellant, therefore, had to be retained as senior most when he passed examination in 2007 in spite of the fact that respondent No.3 had passed examination in 1994.

8. As for the issue of estoppel regarding promotion of another person as Junior Clerk in 2007 and silence by the appellant, it has come on record that the appellant passed SSC examination in ~~2007~~ 2007 only. He, therefore, had no cause of action against that person when he himself was not qualified by passing SSC examination. Silence of the appellant regarding the promotion of that person, even, if the appellant was qualified at that time, could be considered as estoppel in the case of that person only, but not as perpetual estoppel for all persons and for all times to come.

9. The official respondents appear to had mixed up the rules for the post of Daftari with the rules for the post of Junior Clerk, and did not pay attention to the amendment to the rules vide Notification dated 01.12.2006. It prejudiced the appellant and adversely affected his valuable right of consideration for promotion.

10. We, therefore, accept the present appeal, and direct the official respondents to consider the case of the appellant for promotion as Junior Clerk on the basis of merits and , if he is found fit and eligible, the appellant

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be promoted as Junior Clerk with effect from the date on which respondent No.3 was so promoted. The official respondents may either adjust respondent No.3 as Junior Clerk, but as junior to the appellant, if another post of Junior Clerk is available for him, or may revert him to his original post so that the only post of Junior Clerk becomes available for the appellant with effect from the date on which respondent No.3 was promoted as Junior Clerk to that post. The parties are, however, left to bear their own costs.

Bismillah Shah
(BISMILLAH SHAH)
MEMBER

Justice (R) Salim Khan
(JUSTICE (R) SALIM KHAN)
CHAIRMAN

ANNOUNCED
30.01.2009

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MEMBER
Khyber Pakhtunkhwa
Service Tribunal,
Peshawar

Date of Presentation of Application	3-3-2011
Number of Pages	16
Copying Fee	10/-
Urgent	2/-
Total	12/-
Name of Copyist	4
Date of Completion of Copy	3-3-2011
Date of Delivery of Copy	3-3-2011

ATTORNEY
[Signature]

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

Appeal No. 1604/2010

Date of Institution. ... 17.08.2010
Date of Decision ... 21.10.2011



Mr. Yar Gul, Chowkidar,
G.P.S Charahgan, Mardan. ...

(Appellant)

VERSUS

1. The District Coordination Officer, Mardan.
2. The EDO (E&S.E), Mardan.
3. DPC through its Chairman, EDO(E&SE) Mardan.
4. Mr. Alamzeb J. Clerk, GGHS Badoo Banda Mardan. ... (Respondents)

APPEAL U/S 4 OF THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL ACT, 1974 AGAINST THE ORDER DATED 17.3.2010 WHEREBY JUNIOR OFFICIAL(RESPONDENT NO.4) HAS BEEN PROMOTED AS JUNIOR CLERK BY IGNORING THE APPELLANT AND AGAINST NOT TAKING ACTION ON THE DEPARTMENTAL APPEAL OF THE APPELLANT WITHIN 90 DAYS.

MR. MUHAMMAD ASIF YOUSAFZAI,
Advocate. ...

For appellant

MR. TAHIR IQBAL,
Addl. Government Pleader ...

For official respondents

MR. NOOR MUHAMMAD KHATTAK,
Advocate. ...

For respondent No.4.

SYED MANZOOR ALI SHAH,
MR. KHALID HUSSAIN ...

MEMBER
MEMBER

ATTESTED

JUDGMENT

SYED MANZOOR ALI SHAH, MEMBER.- This appeal has been filed by appellant Yar Gul, against the order dated 17.3.2010, whereby junior to him was promoted while he was ignored. It has been prayed that on acceptance of the appeal, order dated 17.3.2010 may be set aside and the respondents may be directed to consider the appellant for promotion to the post of Junior Clerk under 33% quota reserved for promotion.

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2. Brief facts of the case are that the appellant joined the Education Department as Chowkidar vide order dated 31.10.1987. He passed SSC examination in the year, 1989 and FA in the year, 2009 during service. He was at S.No.6 of the seniority list of Class-IV servants while respondent No.4, who joined the department in the year, 1988 was at S.No.18 of the seniority list. The provincial Government had fixed 33% quota for promotion of matriculate Class-IV servants to the post of Junior Clerk. The appellant according to the said notification was entitled to be promoted as Junior Clerk. The respondent department promoted private respondent No.4 on 17.3.2010. Feeling aggrieved, the appellant filed departmental appeal 17.4.2010, which elicited no response within the statutory period, hence this appeal.

3. Notices were issued to the respondents. Respondents No. 1 to 3 have filed their joint written reply while private respondent No.4 filed written reply through his counsel and contested the appeal. The appellant also filed rejoinder in rebuttal.

4. Arguments heard and record perused.


5. The learned counsel for the appellant argued that the appellant was appointed as Chowkidar in the year, 1987. He passed SSC examination in the year, 1989 and FA in the year, 2009. He was at S.No.6 of the seniority list. On the other hand private respondent No.4 was appointed in the year, 1988 and was at S.No.18 of the seniority list. Therefore, the appellant had more right over private respondent No.4 for consideration for promotion to the post of Junior Clerk against 33% quota reserved for promotion amongst Class-IV civil servants. He further argued that respondent No.4 has been promoted as Junior Clerk while the appellant has been ignored. Moreover, condition of age limit had already been quashed by the august Supreme Court of Pakistan as well as this Tribunal in judgment dated 30.4.2009 in Service Appeal No. 2380/1997. He requested that the appeal may be accepted as prayed for.

6. Counsel for private respondent No.4 argued that as per Notification dated 4.2.2009, the age limit for promotion to the post of Junior Clerk is upto 30 years, whereas the appellant is over and above 45 years of age, therefore, he is not entitled to be promoted to the post of Junior Clerk. On the other hand, the appellant being qualified, eligible and within the prescribed age limit^{has} rightly been promoted as Junior Clerk. He further argued that the Tribunal has no jurisdiction to give directions to the respondent department to fill the posts in promotion quota. He relied on PLD-1994-Supreme Court-539. He requested that the appeal may be dismissed.

7. Perusal of record would show that the appellant was at S.No.6 while private respondent No. 4 was at S.No. 18 of the seniority list of Class-IV of the respondent department. Private respondent No.4 was promoted as Junior Clerk under 33% quota reserved for promotion while the appellant was ignored on the plea that he had crossed the

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Services Tribunal
Peshawar

Date of Appointment of Appellant: 28.12.2011
Name of Appellant: ~~_____~~
Total: 10
Date of Appointment of Junior: 28.12.2011

(S)YED MANZUOR ALI SHAH
MEMBER

(IN)OR ALI KHAN
MEMBER

ANNEX NOTED
21.10.2011

In view of the above, the appeal is accepted, and the respondent department is directed to consider the appellant for promotion against the post of Junior Clerk from the date when his juniors were promoted. No order as to costs. File be consigned to the record.

Since condition of upper age limit had already been quashed by the august Supreme Court of Pakistan, therefore, he was entitled to be considered for promotion along with his colleagues and by not doing so, he has been discriminated.

Upper age limit, otherwise he was fully qualified to be promoted against the post of Junior Clerk. Since condition of upper age limit had already been quashed by the august Supreme Court of Pakistan, therefore, he was entitled to be considered for promotion along with his colleagues and by not doing so, he has been discriminated.

16

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR



Appeal No. 104/2011

Date of Institution. ... 22.1.2011
Date of Decision ... 11.1.2012

Mr. Zahoor Jan, Junior Clerk, Government High School No.1, Nowshera Kalan...

(Appellant)

VERSUS

1. The District Coordination Officer, Nowshera.
2. The EDO(E&S.E), Nowshera.
3. The Secretary Government of Khyber Pakhtunkhwa, Finance Department, Peshawar.

(Respondents)

APPEAL UNDER SECTION 4 OF THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL ACT, 1974 FOR GRANTING FULL MONITORY BENEFITS OF JUNIOR CLERK GRADE AND SCALE SINCE 13.2.2010 TILL DATE AND ONWARDS, AND FOR REGULAR PROMOTION TO JUNIOR CLERK UNDER 33% QUOTA.

MR. MUHAMMAD ASIF YOUSAFZAI,
Advocate,

For appellant.

MR. TAHIR IQBAL,
Addl. Government Reader,

For respondents.

MR. SULTAN MAHMOOD KHATTAK,
MR. NOOR ALI KHAN,

MEMBER
MEMBER.

JUDGMENT

SULTAN MAHMOOD KHATTAK, MEMBER:- This appeal has been filed by Zahoor Jan, the appellant, under Section-4 of the Khyber Pakhtunkhwa Service Tribunal Act, 1974 for granting full monetary benefits of the post of Junior Clerk and since 13.2.2010 for regular promotion to Junior Clerk under 33% quota. It has been prayed that on acceptance of the appeal, the respondents may be directed to grant pay benefits of higher scale (Junior Clerk post) w.e.f. 13.2.2010 with all consequential benefits. The respondents may further be directed to consider the appellant for regular promotion to Junior Clerk post under 33% quota fixed by the Government.

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Service Tribunal,
Peshawar

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2. Brief facts of the case are that the appellant joined the respondent department on 3.10.1993 as Laboratory Attendant. The appellant has more than 17 years service at his credit with qualification of M.A. He was adjusted against the post of Junior Clerk (BPS-7) in his own pay and scale, by the competent authority, vide order dated 13.2.2010. The Government of Khyber Pakhtunkhwa has fixed the 33% quota for Class-IV, having the qualification of SSC for promotion against the post of Junior Clerk but the appellant has not been considered for promotion till date. The appellant filed departmental appeal on 7.10.2010, which elicited no response within the statutory period, hence the present appeal.

3. The appeal was admitted to regular hearing on 22.3.2011 and notices were issued to the respondents for submission of written reply. Respondents have filed their joint written reply and contested the appeal. Rejoinder was also filed in rebuttal. Arguments heard and record perused.

4. The learned counsel for the appellant argued that the appellant was appointed as Laboratory Attendant on 3.10.1993, having the qualification of SSC. He further required qualification of M.A during service. Being highly qualified, the appellant was adjusted as Junior Clerk on 13.2.2010 in his own pay and scale instead of consideration on regular basis. Even without monetary benefits, which is against the verdict of august Supreme Court of Pakistan. Moreover, the Hon'ble Tribunal in Service Appeal No. 59/2006, decided on 15.6.2006 allowed monetary benefits in accordance with the law. So far as the question of seniority is concerned, it was the responsibility of the respondent department to issue seniority list on yearly basis. He stated that the matter pertains to terms and conditions of service of the appellant, this Tribunal has ample jurisdiction to entertain the present appeal. In this connection, the learned counsel for the appellant relied on PLD 2006 Supreme Court 246 (b). Counsel for the appellant referred to Service Appeal No. 1604/2010, decided on 21.1.2011, that this Hon'ble Tribunal has directed the respondents to consider the appellant for promotion with effect from the date junior to him were promoted. Moreover, cases of similar nature have already been decided in favour of the appellants in Service appeals No. 769/2008. Counsel for the appellant also produced copy of order No. 4235-39, dated 1.10.2009, whereby one Mr. Imad ud Din Naib Qasid holding diploma of "Associate Engineer" has been promoted against the vacant post of Junior Clerk against 33% quota which is junior to the appellant. He requested that the appeal may be accepted as prayed for.

The learned AGP argued that it is true that the appellant was adjusted as Junior Clerk on 13.2.2010 but in his own pay and scale. So he is not entitled to receive

Khyber Pakhtunkhwa
Service Tribunal
Peshawar

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salary of that post. Since the appellant has not been considered for regular promotion and will be considered on his turn on the basis of 33% quota reserved for promotion. Moreover, there is no record produced by the appellant which show that the appellant is most senior official in class-IV employees. He requested that the appeal may be dismissed.

6. The Tribunal observes that the respondents have never maintained any list pertaining to 33% quoted fixed for Class-IV employees and the respondents exercising pick and choose while promoting Class-IV employees to the post of Junior Clerk. The appellant has been posted as Junior Clerk in his own pay and scale and deprived of his promotion due to no valid reasons and improper exercise of discretion. As reported in PLD 2006 Supreme Court 246 (b) in case of depriving a civil servant of his legitimate right of promotion in an illegal manner and by improper exercise of discretion, this Tribunal has the jurisdiction under Section 4 (b) (i). The matter pertains to terms, & conditions of service of the appellant which have been violated. The Tribunal further observes that the appellant has been made to work on higher post without benefits attached to that post which is violative of basic rights and according to the judgments of the august Supreme Court ^{as reported in the PLD 1994 Supreme Court 233 (2)} and this Tribunal judgment in Service Appeal No. 59/2006 dated 15.6.2006, the appellant is fully entitled to receive salary of that post. There were clear vacancies of Junior Clerk available in 33% quota which was never observed strictly in accordance with law and rules and keeping seniority positions of the Class-IV employees. The respondent No.2 has made order in own pay and scale basis instead of regular promotions which is against the law. One Mr. Imadud Din has been promoted which is junior to the appellant.

7. In view of the above, the appeal is accepted, and the respondent department is directed to consider the appellant alongwith others against the posts lying vacant in 33% promotion quota immediately from the date when vacancy was available for them within 90 days with all service benefits from that date. The appellant is also entitled to full pay benefits of the post of Junior Clerk post from the date of adjustment as Junior Clerk in own pay and scale. Parties are left to bear their own costs. File be consigned to the record.

8. This order will also dispose of connected Service Appeal No. 323/2011. Iftikhar Ali Versus DCO, Nowshera and others, in the same manner.

ANNOUNCED

11.1.2012.

(NOOR ALI KHAN)
MEMBER

(SULAYMAN MAHMOOD KHATTAK)
MEMBER

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Service Tribunal,
Peshawar

VAKALAT NAMA

NO. _____/20

IN THE COURT OF Service Tribunal, Peshawar.

Shahnawaz

(Appellant)
(Petitioner)
(Plaintiff)

VERSUS

Education Deptt.

(Respondent)
(Defendant)

I/We Shahnawaz

Do hereby appoint and constitute M. Asif Yousafzai, Advocate, Peshawar, q. Taimur Ali Khan
to appear, plead, act, compromise, withdraw or refer to arbitration for me/us
as my/our Counsel/Advocate in the above noted matter, without any liability
for his default and with the authority to engage/appoint any other Advocate/
Counsel on my/our costs.

I/we authorize the said Advocate to deposit, withdraw and receive on my/our
behalf all sums and amounts payable or deposited on my/our account in the
above noted matter. The Advocate/Counsel is also at liberty to leave my/our
case at any stage of the proceedings, if his any fee left unpaid or is
outstanding against me/us.

Dated _____/20

Shahnawaz

(CLIENT)

ACCEPTED

M. ASIF YOUSAFZAI
Advocate

M. ASIF YOUSAFZAI
Advocate High Court,
Peshawar.

OFFICE:

Room No.1, Upper Floor,
Islamia Club Building,
Khyber Bazar Peshawar.
Ph.091-2211391-
0333-9103240

q. Taimur Ali Khan
TAIMUR ALI KHAN
Advocate

BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHWA PESHAWAR

Appeal No 1218/2014

Shah Nawaz.....Appellant

VERSUS

1- Secretary (E & S) Education Khyber Pakhtunkhwa, Peshawar & others.
..... Respondents

Respectively Sheweth

Written comments/reply on behalf of respondent No 1,2,3,4

Preliminary Objections

1. That the Appellant has no cause of action/locus standi to file the instant appeal.
2. That this honorable service tribunal has got no jurisdiction to entertain the present appeal.
3. That the present Appeal is bad for non-joinder and mis joinder of necessary parties.
4. That the instant appeal is badly time barred.
5. That the appellant has concealed material facts from this honorable service tribunal.
6. That the appellant is estopped by his own conduct, by deed and by law to file the instant appeal.
7. That the instant appeal is not maintainable in its present form.

Factual Objection

- 1 Pertains to the petitioner record.
- 2 Pertains to the petitioner record.
- 3 Correct to the extent that 33% quota is fixed for promotion from class-IV to junior clerk. The remaining para is incorrect. The appellant is at serial No. 80 at the seniority list of class-IV employees and will be considered for promotion on his own turn.
- 4 Incorrect, ^{has been} no departmental appeal filed by the Appellant.

the post of

Grounds:

- A. Incorrect. The appellant is at S.No.80 at the seniority list of class-IV and will be considered for promotion on his own turn.(copy of seniority list is Annexure-A)
- B. Incorrect. The appellant is at SNo.80 of the seniority list. He has to wait for his turn as already lots of Civil Servants/Officials are senior to him.
- C. Incorrect. As explained above.
- D. Incorrect. An inquiry was constituted by the Director (E&SE), the inquiry officer made some recommendations regarding those officials who do not deserve and got promotion to Junior Clerk and also all those officials who mislead the Court and get illegal & without turn promotion will be proceeded against as Departmental action is taken against them. In the light of the recommendations of the inquiry report (Annexure-B).
- E. Pertains to the record however detail reply has already been given in Para-A.
- F. Incorrect.
- G. The Respondents also seeks permission to advance other grounds and proofs at the time of hearing.

It is therefore, requested before your honour that the present appeal is illegal, against facts and without force, may kindly be dismissed with cost.


Respondent No.1


Secretary (E&S) Education Department,
Govt: of KPK.

Respondent No.2,3


District Education Officer (M)
Nowshera

Respondent No.4


Secretary Finance Department,
Govt: of KPK.

Amreesh A (4)

OFFICE OF THE DISTRICT EDUCATION OFFICER (M) ELEMENTARY & SECONDARY EDUCATION, NOWSHERA
 Tentative Seniority List of Class-IV OF Ele: & Secy: Education, Nowshera

S #	Name of Class-IV	Father's Name	Designation	Domicile	Name of School	Qualification	Date of Birth	Date of 1st Appnt: in Edu: Deptt:	Date of taking over charge	Date of taking over charge in this Distt:	Mobile #
1	Gohar Ali Shah	Maraham Shah	N/Q	NSR	GMS, Wali	S.S.C	29/02/1956	09/01/1975	09/01/1975	09/01/1975	0344-9140684
2	Bakht Ali	Khan Zaman	Lab: Attend	NSR	GHS, Kheshgi Bala	S.S.C	03/01/1957	21/09/1981	21/09/1981	21/09/1981	0923-640121
3	Rahat Shah	Bakhari Shah	Lab: Attend	NSR	GHSS, Akbar Pura	S.S.C	14/09/1966	15/09/1984	15/09/1984	15/09/1984	0307-7120151
4	Jan Khan	Gulab	N/Q	NSR	GHS, Kheshgi Bala	S.S.C	10/04/1967	16/09/1985	16/09/1985	16/09/1985	0923-640121
5	Munawar Shah	Rasool Shah	Chowkidar	NSR	GHS, Aza Khel Bala	S.S.C	10/10/1961	02/05/1986	02/05/1986	02/05/1986	0342-3170313
6	Wilayat Khan	Khan Sharif	Chowkidar	NSR	GPS Mohib Banda	FA, PTC	08/05/1959	12/01/1987	12/01/1987	12/01/1987	0332-9011539
7	Akhter Munir	Adam Khan	Chowkidar	NSR	GPS Dag Behsud No2	S.S.C	17/04/1972	10/09/1987	10/09/1987	10/09/1987	
8	Mukhtaj ud Din	Lal Din	N/Q	NSR	GHS, Jarooaba	S.S.C	15/05/1955	21/10/1987	21/10/1987	21/10/1987	0301-5092610
9	Iqbal Husain	Malang Khan	Chowkidar	NSR	GPS Gul Rehan	S.S.C	04/01/1967	29/10/1987	29/10/1987	29/10/1987	
10	Khalid Khan	Hassan Khan	Chowkidar	NSR	GHSS, Nizampur	S.S.C	01/01/1968	29/10/1987	29/10/1987	29/10/1987	
11	Taj Rahim	Abur Rahim	Chowkidar	NSR	GPS, Kund	S.S.C	02/01/1958	07/01/1988	07/01/1988	07/01/1988	
12	Nazir Ahmad	Abdur Raziq	Chowkidar	NSR	GPS, Kund	S.S.C	14/09/1969	26/01/1988	26/01/1988	26/01/1988	
13	Amreesh Khan	Muhammad Amin	Lab: Attend	NSR	GPS, No.1 Akora	S.S.C	10/02/1966	14/02/1988	14/02/1988	14/02/1988	0333-9049839
14	Fida Muhammad	Feroz Khan	N/Q	NSR	GHS, Mughalkai	S.S.C	13/12/1970	01/06/1988	01/06/1988	01/06/1988	0300-5376656
15	Rang Wali Shah	Abdul Ghafoor Shah	Chowkidar	NSR	GHS, Spin Khak	S.S.C	03/12/1967	11/06/1988	11/06/1988	11/06/1988	0334-9900251
16	Saeed Ullah	Mohabat Shah	Chowkidar	NSR	GPS.1 Azakhel Payan	S.S.C	04/10/1965	21/09/1988	22/09/1988	22/09/1988	0300-5895620
17	Niaz Muhammad	Qader Shah	Chowkidar	NSR	GPS.2 Pabi	S.S.C	10/10/1970	27/09/1988	27/09/1988	27/09/1988	0333-9261461
18	Farzand Ali	Noor Bad shah	Chowkidar	NSR	GPS Dag Behsud No1	S.S.C	04/03/1968	04/11/1988	04/11/1988	04/11/1988	
19	Ihsan Ul Haq	Fazli Rahman	Chowkidar	NSR	GPS, No:1 Mulla Killi	S.S.C	10/01/1961	30/10/1989	11/01/1989	11/01/1989	
20	Hamid Afzal	Sher Afzal	Behishti	NSR	GPS, Sherin Koty	S.S.C	02/04/1971	07/09/1989	07/09/1989	07/09/1989	0300-9239507
21	Muhammad Ismail	Sher Bahadar	Lab: Attend	Chard	GHS, No.2 Pir Pai	S.S.C	14/05/1964	09/09/1989	09/09/1989	09/09/1989	0300-9367253
22	Mehrab Gul	Ziarat Gul	N/Q	NSR	GHS, Aman Garh	S.S.C	01/04/1972	11/10/1989	11/10/1989	11/10/1989	0331-4326943
23	Mir Haider	Sadbar Gul	Chowkidar	NSR	GHS, Badrashi	S.S.C	12/09/1973	20/12/1989	20/12/1989	20/12/1989	0301-3011694
24	Haider Khan	Muzamil Shah	Chowkidar	NSR	GPS Ashakhel	S.S.C	14/08/1969	05/02/1990	05/02/1990	05/02/1990	
25	Faszal Ahmad Shah	Mazroob Shah	Chowkidar	NSR	GPS No1 Cantt	S.S.C	02/04/1959	11/04/1990	11/05/1990	11/05/1990	
26	Syed Zahir Shah	Sayed Usman Shah	N/Q	NSR	GPS Gul Rehan	F.A	02/11/1972	01/07/1990	01/07/1990	01/07/1990	0333-9045825
27	Sanam Gul	Farid Gul	Lab: Attend	NSR	GHS, Taru Jabba	M.A / B.Ed	05/03/1969	15/10/1990	15/10/1990	15/10/1990	
28	Ali Muhammad	Saced Said	Chowkidar	NSR	GHS, Mali Khel Bala	S.S.C	14/06/1970	20/11/1990	20/11/1990	20/11/1990	
29	Mir Azam Khan	Saeedullah Khan	N/Q	NSR	GPS, Sees Mandi	S.S.C	06/11/1969	01/01/1991	01/01/1991	01/01/1991	0345-9868120
30	Noor ul Islami	Muhamma Ishaq	Chowkidar	NSR	GMS, Hisar Tang	S.S.C	20/03/1970	18/01/1991	18/01/1991	18/01/1991	
31	Aziz ul Akbar	Sadiq Akbar	Chowkidar	NSR	GPS, sheikh Ahmad Baba	S.S.C	25/11/1961	02/02/1991	02/02/1991	02/02/1991	
32	Tufail	Pervaz	Sweeper	NSR	GPS, Darwazgai	F.A	06/11/1974	08/05/1991	08/05/1991	08/05/1991	
					EDO(E & SE) Nowshera	S.S.C	04/04/1976	16/05/1991	16/05/1991	16/05/1991	

OFFICE OF THE DISTRICT EDUCATION OFFICER (M) ELEMENTARY & SECONDARY EDUCATION, NOWSHERA

Tentative Seniority List of Class-IV OF Ele: & Secy: Education, Nowshera

S #	Name of Class-IV	Father's Name	Designation	Domicile	Name of School	Qualification	Date of Birth	Date of 1st Apptt: in Edu: Deptt:	Date of taking over charge	Date of taking over charge in this Distt:	Mobile #
34	Muhammad Ibrahim	Rehman Gul	Chowkidr	Chd	GPS, Kandar	S.S.C		16/05/1991	16/05/1991	16/05/1991	
35	Riaz Amin	Hazrat Umar	Chowkidar	NSR	GPS A C Center	S.S.C	19/05/1997	18/05/1991	18/05/1991	18/05/1991	
36	Muhammad Tariq	Abdur Rauf	Chowkidar	NSR	GPS, Risal garh	F.A	10/06/1956	01/10/1991	01/10/1991	01/10/1991	
37	Zafar Iqbal	Musharaf Khan	Lab: Attend	NSR	GHS, Dag Behsud	S.S.C	06/01/1975	21/10/1991	21/10/1991	21/10/1991	0312-5771794
38	Mushtaq Khan	Abdul Ghaffar	Mali	NSR	GHS, Aman Garh	S.S.C	21/09/1962	13/11/1991	13/11/1991	13/11/1991	
39	Nosherawan Khan	Sher Afzal	Lab: Attend	NSR	GHSS, Jallozai	F.A	03/10/1970	07/01/1992	07/01/1992	07/01/1992	0331-4704922
40	Jan Alam	Fazli Elahi	Sweeper	Chd	GHS, Mulla Killi	F.A	15/03/1964	01/06/1992	01/06/1992	01/06/1992	0345-9087327
41	Fida Muhammad	Tayyeb ur Rahman	Sweeper	Chard	GHS, Khesghi Bala	B.A / C.T	16/06/1961	23/09/1992	23/09/1992	23/09/1992	0923-640121
42	Abdur Rahman	Raza Khan	Sweeper	Chd	GHSS, Khesghi Payan	B.A	09/10/1975	20/10/1992	20/10/1992	20/10/1992	
43	Raees Khan	Fareed Khan	N/Q	Chard	GHS, Khesghi Bala	S.S.C	05/03/1975	15/11/1992	15/11/1992	15/11/1992	0923-640121
44	Khial Nawab	Khanadin	Chowkidar	NSR	GHS, Phari Katti Khel	S.S.C	16/01/1971	01/01/1993	01/01/1993	01/01/1993	
45	Falak Naz	Musharaf Khan	Mali		GHS, Tarkha	S.S.C	01/04/1966	18/04/1993	18/04/1993	18/04/1993	0315-9208925
46	Muhammad Ajmal	Luqman din	Behishti	NSR	GHS, No.1 Shaidu	S.S.C	12/05/1972	29/09/1993	29/09/1993	29/09/1993	
47	Khalid.Khan	Aseem Khan	Behishti	Swabi	GHS, Adamzai	S.S.C	10/06/1967	03/10/1993	03/10/1993	03/10/1993	0346-9545717
48	Nadeem Akhtar	Ali Akbar	N/Q	NSR	GCMHS, Akora Khattak	S.S.C	01/05/1970	05/10/1993	05/10/1993	05/10/1993	0336-9432128
49	Inam Ullah	Faqir Muhammad	N/Q	Pesh	GMS, Chowki Mamrez	S.S.C	02/01/1977	19/10/1993	19/10/1993	19/10/1993	0313-9709463
50	Walayat Khan	Zarbat Khan	N/Q	NSR	GMS, Spin Kana Kalan	F.A	09/05/1969	20/10/1993	20/10/1993	20/10/1993	0305-9728919
51	Muzamel Khan	Zulkifel	N/Q	NSR	GHS, Tarkha	S.S.C	25/12/1971	14/05/1994	14/05/1994	14/05/1994	0344-5904144
52	Muhammad Shabir	Usra Khan	Chowkidar	NSR	GPS, Shaheen Abad	S.S.C	10/11/1975	31/08/1994	31/08/1994	31/08/1994	
53	Shahma Gul	Samin Gul	Chowkidar	NSR	GPS, Rokhan abad	F.A	03/03/1970	11/01/1995	11/01/1995	11/01/1995	
54	Taila Muhammad	Ghulam Haider	Chowkidar	NSR	GPS, Duran abad	S.S.C	02/01/1952	11/01/1995	11/05/1995	11/01/1995	
55	Abdul Hanan	Shamran Khan	N/Q	NSR	GMS, Kana Khel	S.S.C	01/01/1975	01/02/1995	01/02/1995	01/02/1995	0347-9014601
56	Awal Khan	Khan Said	Chowkidar	NSR	GPS No 2 Shaikhi	S.S.C	20/10/1976	11/06/1995	11/07/1995	11/07/1995	
57	Saeedur Rahman	Habibul Rahman	Behishti	NSR	GHS, Zakhi Qabristan	S.S.C	13/04/1977	01/09/1995	01/09/1995	01/09/1995	0301-8833859
58	Shabir ud Din	Lal Din	Chowkidar	NSR	GPS, Namdar khel	S.S.C	01/07/1970	10/10/1995	10/10/1995	10/10/1995	
59	Khurshid Zada	Khan Zada	Lab: Attend	NSR	GHS, Kahi	S.S.C	02/02/1976	01/01/1996	01/01/1996	01/01/1996	0302-3514508
60	Sher Badshah	Mir Badshah	Chowkidar	NSR	GPS, Chashmai	S.S.C	24/02/1963	30/04/1996	30/04/1996	30/04/1996	0334-8952877
61	Gul Faraz	Maiva Gul	Chowkidar	NSR	GPS Mairaji Payan	S.S.C	17/12/1978	10/10/1996	17/10/1996	17/10/1996	
62	Amir Gul	Habib Gul	Khakroob	NSR	GHS, No.1 Shaidu	S.S.C	07/08/1974	12/11/1996	12/11/1996	12/11/1996	
63	Javid Khan	Hameedul Ghafoor	Sweeper	NSR	GMS, Islamabad	F.A	20/04/1972	23/06/1997	23/06/1997	23/06/1997	0332-9018246
64	Wajid Khan	Abdul Rahman	Chowkidar		GHS, Tarkha	S.S.C	04/09/1974	25/06/1997	25/06/1997	25/06/1997	0303-5886412
65	Abas Khan	Muhammad Yousaf	N/Q	Mrd	GMS, A.S.C Colony	S.S.C	13/03/1978	23/09/1997	23/09/1997	23/09/1997	0343-9874665
66	Ibrahim Khan	Hameed Khan	Lab: Attend	NSR	GHSS, Khesghi Payan	M.A	03/01/1971	02/05/1998	02/05/1998	02/05/1998	

OFFICE OF THE DISTRICT EDUCATION OFFICER (M) ELEMENTARY & SECONDARY EDUCATION, NOWSHERA

Tentative Seniority List of Class-IV OF Ele: & Secy: Education, Nowshera

S #	Name of Class-IV	Father's Name	Designation	Domicile	Name of School	Qualification	Date of Birth	Date of 1st Apptt. in Edu. Deptt.	Date of taking over charge	Date of taking over charge in this Distt.	Mobile #
67	Muhammad Asif	Ghulam Muhammad	Lab: Attend	NSR	GHSS, Khesghi Payan	F.A	08/05/1973	02/05/1998	02/05/1998	02/05/1998	
68	Khan Muhammad	Mian Khan	Chowkidar	NSR	GHS, Adamzai	S.S.C	09/11/1967	01/10/1998	01/10/1998	01/10/1998	0321-9898011
69	Bahar Ali	Gohar Ali	Chowkidar	NSR	GPS, Rashakai	S.S.C	03/04/1979	16/10/1998	17/10/1998	17/10/1998	
70	Abid Muhammad	Fazal Muhammad	N/Q	NSR	GHSS, Khesghi Payan	F.A	02/03/1972	28/10/1998	28/10/1998	28/10/1998	
71	Hamid Ali	Janas Khan	Mali	NSR	GHS, Rashakai	S.S.C	15/11/1979	08/12/1998	08/12/1998	08/12/1998	0300-5714732
72	Ashraf Ali	Khidmat Ali	Khakrob	NSR	GHS, L.C Aman Garh	S.S.C	01/03/1969	17/12/1998	17/12/1998	17/12/1998	0345-9307385
73	Anwar Khan	Muh. Ilyas Khan	Chowkidar	NSR	GHS, Dag Behsud	S.S.C	03/03/1970	26/12/1998	26/12/1998	26/12/1998	0315-9706477
74	Muhammad Ayaz	Muhammad Sharif	Lab: Attend	NSR	GHSS, Khesghi Payan	M.A	31/03/1971	31/12/1998	31/12/1998	31/12/1998	
75	Shoukat Ali	Gul Rehman	Lab: Attend	NSR	GHS, Samandar Ghari	F.Sc.	30/12/1972	14/01/1999	14/01/1999	14/01/1999	0333-9003731
76	Faqir Taj	Mahabat Khan	Lab: Attend	NSR	GMS, Misri Banda	F.A	25/07/1973	01/02/1999	01/02/1999	01/02/1999	0333-9023188
77	Sher Dil Khan	Ashraf Khan	Lab: Attend	NSR	GHSS, Khairabad	S.S.C	03/10/1971	19/02/1999	19/02/1999	19/02/1999	0333-9325977
78	Fazli Rabi	Noor Zada	Lab: Attend	NSR	GHSS, Khairabad	S.S.C	15/07/1973	19/02/1999	19/02/1999	19/02/1999	0333-9039912
79	Zulfiqar	Imran Gul	N/Q	NSR	GHSS, Khairabad	S.S.C	22/12/1974	19/02/1999	19/02/1999	19/02/1999	0333-9012979
80	Shah Nawaz	Shah Zaman	Lab: Attend	NSR	GHSS, Khairabad	M.A	10/11/1977	19/02/1999	19/02/1999	19/02/1999	0333-9040109
81	Rabi Ullah	Zaman Khan	Sweeper	NSR	GMS, Aza Khel Bala	S.S.C	08/01/1972	01/03/1999	01/03/1999	01/03/1999	0346-5670879
82	Muhammad Jehanzeb	Khawaja Itaf Hussain	Lab: Attend	NSR	GHSS, Manki Sharif	F.A	11/09/1967	11/03/1999	11/03/1999	11/03/1999	0333-9188357
83	Zahoor Hussain	Mir Hassani	N/Q	NSR	GHS, Mohib Banda	S.S.C	02/01/1961	17/04/1999	17/04/1999	17/04/1999	0334-9113431
84	Muhammad Zafar	Muhammad Nisar	Lab: Attend	NSR	GHS, Bagban Pura	S.S.C	10/04/1974	23/04/1999	23/04/1999	23/04/1999	0333-9027484
85	Ismaail shahid	Istac ud din	Chowkidar	NSR	GPS, No.2 Bara Banda	B.A	02/05/1979	30/12/1999	30/12/1999	30/12/1999	
86	Akbar Hayat	Hidayat Ullah	Chowkidar	NSR	GPS, No.1 Risal Pur	S.S.C	03/04/1976	31/12/1999	31/12/1999	31/12/1999	
87	Ikrām ud Din	Rahman ud Din	Khakroob	NSR	GHS, No.1 Shaidu	B.A / JDPE	12/12/1978	08/01/2000	08/01/2000	08/01/2000	
88	Noor Zada	Sahib Zada	N/Q	NSR	GHS, No.1 Shaidu	S.S.C	23/09/1977	30/06/2000	30/06/2000	30/06/2000	
89	Hārōon ur Rasheed	Nisar Ahmad	Lab: Attend	NSR	GHSS, Manki Sharif	S.S.C	24/04/1970	01/07/2000	01/07/2000	01/07/2000	0332-4544325
90	Qasim shah	Sharif ud din	Chowkidar	NSR	GPS, No2 Mulla Killi	F.A	13/04/1983	05/03/2001	05/03/2001	05/03/2001	
91	Asad ali	Noor Muhammad	Chowkidar	NSR	GPS, Suhbat Korrana	S.S.C	02/05/1983	25/04/2001	25/04/2001	25/04/2001	
92	Zia ur Rahman	Gul Mast	Chowkidar	NSR	GHS, Rashakai	S.S.C	24/05/1983	31/05/2001	31/05/2001	31/05/2001	0300-5775859
93	Naveed Khan	Lieqat Ali	Behishti	NSR	GHS, Banda Sheikh Ismail	S.S.C	25/03/1983	01/12/2002	01/12/2002	01/12/2002	0302-2383815
94	Shabir Ahmad	Sharif ud din	Chowkidar	NSR	GPS, No2 Mulla Killi	B.A	15/03/1988	23/09/2003	23/09/2003	23/09/2003	
95	Abdul Khaliq	Abdul Malik	Behishti	Chard	GHS, Aman Garh	S.S.C	24/03/1959	07/01/1981	01/01/2004	01/01/2004	0315-9594713
96	Zafar Ali Khan	Guldar Khan	Chowkidar	NSR	GHS, Mughalkai	S.S.C	01/04/1980	01/03/2004	01/03/2004	01/03/2004	0334-9434569
97	Ihsanul Haq	Irfaul Haq	Behishti	NSR	GHS, No.1 Nowshera Cantt.	M.A	15/04/1986	30/04/2004	30/04/2004	30/04/2004	0313-5770919
98	Gul Zada	Khan Zada	Chowkidar	NSR	GPS Khaisri	S.S.C	01/03/1982	11/11/2004	22/11/2004	22/11/2004	
99	Akbar Hussain	Fazal Akbar	Chowkidar	NSR	GPS Pushtoon Ghari	S.S.C	02/02/1977	22/11/2004	23/11/2004	23/11/2004	0336-8664830

OFFICE OF THE DISTRICT EDUCATION OFFICER (M) ELEMENTARY & SECONDARY EDUCATION, NOWSHERA

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100	Mujahid ali	Tila Muhammad	Chowkidar	NSR	GPS, Sherin Koty	S.S.C	02/05/1986	13/05/2005	13/05/2005	13/05/2005	
101	Muhammad Kamran	Rahim Ullah	Chowkidar	NSR	GPS, Riahim Ullah Koroona	S.S.C	17/02/1979	06/01/2006	06/01/2006	06/01/2006	
102	Adnan ali	Liaqat ali	Chowkidar	NSR	GPS, No2 Risal Fur	S.S.C	16/06/1988	11/01/2006	11/01/2006	11/01/2006	
103	Bahar Ali	Taj Muhammad	N/Q	Swabi	GHS, Jehangira Road	M.A	06/03/1987	07/02/2006	07/02/2006	07/02/2006	33290154
104	Iftihar Ali Shah	Muhammad Nabi	Chowkidar	NSR	GPS No3 ZKKS	S.S.C	04/10/1982	21/09/2006	10/02/2006	10/02/2006	
105	Maqsood Ahmad	Safdar Khan	Chowkidar	NSR	GPS, Marhatti Banda	S.S.C	05/02/1986	23/02/2006	23/02/2006	23/02/2006	
106	Pervaz Khan	Muhammad Ali Khan	L/Att	NSR	GHS, Mian Issa	S.S.C	04/03/1976	21/09/2006	21/09/2006	10/03/2006	
107	Raes Khan	Shamas Khan	Chowkidar	NSR	GHS, Mian Issa	S.S.C	03/12/1976	21/09/2006	10/04/2006	10/04/2006	
108	Sayed shahid Iqbal	Syed Ghani shah	Chowkidar	NSR	GPS, No:1 Kuttar Pan	B.A	02/03/1982	03/07/2006	03/07/2006	03/07/2006	
109	Shamshad Khan	Sardaraz Khan	Chowkidar	NSR	GHS, Afrido Killi	S.S.C	11/02/1962	21/09/2006	21/09/2006	21/09/2006	333900127
110	Nabi Amin	Rooh Ul Amin	Chowkidar	NSR	GPS, No2 Kuttar Pan	S.S.C	04/12/1988	21/09/2006	21/09/2006	21/09/2006	
111	Muhammad Shoab	Muhammad Amin	Chowkidar	NSR	GPS, Bara Banda	F.A	02/02/1985	29/09/2006	29/09/2006	30/09/2006	
112	Islam Jan	AbdUllah Jan	N/Q	NSR	GHSS, Z.K.Ksahib	S.S.C	01/05/1973	05/12/2006	05/12/2006	05/12/2006	346566258
113	Safi Ullah shah	Mubarak Shah	Chowkidar	NSR	GPS, Sherin Koty	S.S.C	03/02/1989	04/05/2007	04/05/2007	04/05/2007	
114	Wajid Ali	Sabz Ali	Chowkidar	NSR	GPS, Zando Banda	B.A / B.L.S	01/04/1986	23/05/2007	23/05/2007	23/05/2007	346262372
115	Sher Azam	Abdul Azam	W. Attend	Chitral	GHS, No.1 Nowshera Cantt.	S.S.C	30/03/1990	15/07/2008	15/07/2008	15/07/2008	346814470
116	Aftab Muhammad	Muslim Muhammad	Chowkidar	NSR	GPS Zakhi Qabristan	SSC	18/01/1984	30/09/2009	10/01/2009	10/01/2009	334923575
117	Kifayat Khan	Nasim Khan	Sweeper	NSR	GMS, Chashmai	SSC	01/12/1964	30/09/2009	01/10/2009	10/01/2009	334892158
118	Shehzad Khan	Niaz Parwar Khan	Chowkidar	NSR	GPS Khansher Ghari	FA	03/12/1983	10/03/2009	10/04/2009	10/04/2009	333925905
119	Nasrullah Khan	Zarien Khan	Sweeper	NSR	EDO(E & SE) Nowshera	SSC	04/05/1974	10/05/2009	10/05/2009	10/05/2009	
120	Naeem Gul	Harif Gul	Behishti	NSR	GMS, Narri	S.S.C	15/01/1979	10/05/2009	10/05/2009	10/05/2009	3329002431
121	Syed Jamal Shah	Syed Bukhari Shah	Behishti	NSR	GMS, Kana Khel	S.S.C	02/02/1979	05/10/2009	10/06/2009	10/06/2009	3469080014
122	Shoukat Hussain	Aman Ullah	Behishti	NSR	GHS, Inzari	S.S.C	31/12/1984	15/07/2009	15/07/2009	15/07/2009	3075708837
123	Saddam Hussain	Mumtaz Hussain	Chowkidar	NSR	GPS.2 Khudrizi	FA, PTC	01/01/1990	15/07/2009	15/07/2009	15/07/2009	3005312090
124	Shahid Khan	Tasleem Khan	N/Q	NSR	GHSS, Khesghi Payan	S.S.C	04/03/1976	18/07/2009	18/07/2009	18/07/2009	
125	Muhammad Riaz	Muhammad Saeed	Sweeper	NSR	GMS, Narri	M.A	03/02/1970	21/07/2009	21/07/2009	21/07/2009	3128036135
126	Arshad Ali	Sherzada	Chowkidar	NSR	GPS, Bar a Bnda No:1	B.A	01/01/1979	21/07/2009	21/07/2009	21/07/2009	
127	Shaukat Ali	Shishti Gul	Chowkidar	NSR	GPS.1 Akberpura	FA, DPED	04/10/1981	21/07/2009	25/07/2009	25/07/2009	3005933399
128	Muhammad Ibrar Khan	Hawaladar Khan	Mali	NSR	GHS, Taru Jabba	SSC	22/03/1967	25/07/2009	25/07/2009	25/07/2009	
129	Anwar Khan	Mir Rehman	Mali	NSR	GHSS, Akbar Pura	S.S.C	09/04/1971	25/07/2009	25/07/2009	25/07/2009	3025777413
130	Muhammad Junaid	Muhammad Shah	Behishti	NSR	GHS, Dak Ismail Khel	S.S.C	15/03/1984	28/07/2009	28/07/2009	28/07/2009	
131	Muhammad Tufail	Muhammad Nishat	Lab: Attend	NSR	GHS, Badrashhi	S.S.C	04/04/1975	29/07/2009	29/07/2009	29/07/2009	3126369055
132	Shan Zeb	Safarash Khan	Chowkidar	NSR	GHS, Badrashhi	S.S.C	03/04/1976	29/07/2009	29/07/2009	29/07/2009	3314268726

OFFICE OF THE DISTRICT EDUCATION OFFICER (M) ELEMENTARY & SECONDARY EDUCATION, NOWSHERA


Tentative Seniority List of Class-IV OF Ele: & Secy: Education, Nowshera

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							24/02/1984	30/07/2009	30/07/2009	30/07/2009	
133	Hamid Khan	Shakeel Ahmad	Lab:attended	NSR	GHS, Dheri Katti Khel	SSC	10/04/1991	30/07/2009	30/07/2009	30/07/2009	
134	Zakir Rehman	Shasur Rahman	Lab: Attend	NSR	GHS, Manahai	S.S.C	18/04/1986	10/08/2009	10/08/2009	10/08/2009	3339869
135	Abrar Ali	Bahar Ali	N/Q	NSR	GMS, Kotar Pan	S.S.C	28/05/1983	11/08/2009	11/08/2009	11/08/2009	3005910
136	Shahid Ali	Habibul Ghafoor	N/Q	NSR	GMS, Islamabad	B.A	07/06/1981	12/08/2009	12/08/2009	12/08/2009	923923
137	Muhammad Shafee	Kifayat Ullah	Mali	NSR	GHS, Pir Sabaq	S.S.C	03/08/1976	18/08/2009	18/08/2009	18/08/2009	3026326
138	Hazrat Nooh	Khan Wada	Sweeper	NSR	GHS, Jarooba	S.S.C	10/05/1972	19/08/2009	19/08/2009	19/08/2009	
139	Gul Said	Muhammad shah	Chowkidar	NSR	GPS, Gandary Payan	SSC	24/11/1979	20/08/2009	20/08/2009	21/08/2009	
140	Irfan Ullah	Mir Bahadar	Chowkidar	NSR	GPS, Banda Chill	SSC	24/11/1976	22/08/2009	22/08/2009	22/08/2009	
141	Saif Ali Khn	Sher Baz Khan	Sweeper	NSR	GHS, No.1 Shaidu	SSC	05/06/1974	17/09/2009	17/09/2009	17/09/2009	3015946
142	Musa Khan	Nasrullah Khan	Chowkidar	NSR	GPS.2 Babi Jadeed	SSC	30/03/1979	19/09/2009	20/09/2009	20/09/2009	303835
143	M. Rashid Azeem	Molvi M. Ibrahim	Chowkidar	NSR	Zakhi Charbagh	FA	06/02/1972	06/10/2009	06/10/2009	06/10/2009	
144	Muhammad Waheed	Muhammaad Saeed	Chowkidar	NSR	GPS, Eid Gah	S.S.C	06/08/1991	06/10/2009	06/10/2009	06/10/2009	
145	Shahzad	Murad Khan	Chowkidar	NSR	GHS, Bara Banda	SSC	13/01/1972	09/05/2009	09/12/2009	09/12/2009	303774
146	Sajjad Ali	Haleem Gul	Chowkidar	NSR	GPS Zakhi Miana	SSC, PTC	04/07/1992	10/01/2010	10/01/2010	10/01/2010	3239320
147	Naveed Ullah	Ghufran Ullah	Lab: Attend	NSR	GHS, Gandary Payan	S.S.C	03/03/1981	14/01/2010	14/01/2010	14/01/2010	3009072
148	Abrar Ahmad Shah	Sayed Mohib Shah	Lab: Attend	NSR	GHSS, Risalpur	F.A, PTC	03/01/1977	23/01/2010	23/01/2010	23/01/2010	
149	Aayaz Muhammad	Pir Muhammad	Chowkidar	NSR	GPS, Bara Banda No1	F.A	10/06/1975	03/03/2010	03/03/2010	03/03/2010	3005356
150	Hawal Shah	Alam Shah	Chowkidar	NSR	GGPS, Tootki	S.S.C	01/01/1965	04/03/2010	04/03/2010	04/03/2010	
151	Khan Muhammad	Janab Gul	N/Q	NSR	GHS, Jabbi	SSC	15/12/1970	04/03/2010	04/03/2010	04/03/2010	3068786
152	Muhammad Shoaib	Fazal Amin	Behishti	NSR	GHS, Jabbi	S.S.C	20/12/1991	28/05/2010	06/03/2010	06/03/2010	
153	Kashif Khan	Shahin Shah	Chowkidar	NSR	GPS Palosi Payan	FA	04/12/1975	15/03/2010	15/03/2010	15/03/2010	3348927
154	Niamat Ullah	Abdul Wakil	N/Q	NSR	GHS, Pashtoon Garhi	S.S.C	01/03/1963	16/03/2010	16/03/2010	16/03/2010	
155	Munawar Din	Roshan Din	Chowkidar	NSR	GHSS, Nizampur	S.S.C	18/03/1974	16/03/2010	16/03/2010	16/03/2010	
156	Kalim ur Rehamn	Bad Shah Gul	L/Att	NSR	GHS, No.1 Shaidu	SSC	10/03/1978	02/04/2010	02/04/2010	02/04/2010	
157	Mir Baz Khan	Khan Bahadar	Chowkidar	NSR	GHS, Dagi Banda	SSC	20/04/1988	15/11/2010	16/04/2010	16/04/2010	3005875
158	Aman Ullah	Hamid Ullah	Chowkidar	NSR	GPS Hamid Abad	SSC	22/02/1977	14/04/2010	17/04/2010	17/04/2010	
159	Farzand Ali	Zafer Ali	Chowkidar	NSR	GPS Jallozai No2	SSC		20/04/2010	20/04/2010	20/04/2010	
160	Mushtaq Ahmad	Noor Ahmad	C-IV		GMS, Shawangi	S.S.C	01/05/1983	19/05/2010	19/05/2010	19/05/2010	
161	Shahzad Khan	Haidar Ali	Chowkidar	NSR	GPS, Bara Banda No1	SSC	04/03/1979	24/05/2010	24/05/2010	24/05/2010	
162	Taj Ali	Muhammad Ali Khan	Chowkidar	NSR	GPS, Gandary Bala	SSC	23/12/1991	29/05/2010	29/05/2010	29/05/2010	
163	Bilal Nasir	Sher Shah	Chowkidar	NSR	GPS, Aba Khel	F.A	06/09/1988	01/06/2010	01/06/2010	01/06/2010	
164	Asad Khattak	Dur Muhammad	W. Attend	NSR	GHSS, Nizampur	S.S.C	15/11/1990	01/06/2010	01/06/2010	01/06/2010	
165	Fasih ur Rahman	Raz Ali Shah	Chowkidar	NSR	GPS, Nihal Pura	S.S.C					

OFFICE OF THE DISTRICT EDUCATION OFFICER (M) ELEMENTARY & SECONDARY EDUCATION, NOWSHERA

Tentative Seniority List of Class-IV OF Ele: & Secy: Education, Nowshera

S #	Name of Class-IV	Father's Name	Designation	Domicile	Name of School	Qualification	Date of Birth	Date of 1st Apptt: in Edu: Deptt:	Date of taking over charge	Date of taking over charge in this Distt:	Mobile #
166	Kaleem Ullah	Siraj Muhammad	Sweeper	NSR	GCMHS, Akora Khattak	S.S.C	13/07/1991	04/06/2010	04/06/2010	04/06/2010	312984835
167	Zubair	Shah Muhammad	Chowkidar	NSR	GPS, Suhbat Korrona	SSC	18/01/1980	22/06/2010	24/06/2010	24/06/2010	
168	Imran ud Din	Fayaz ud Din	Sweeper	NSR	GHSS, Z.K.Ksahib	F.A	15/02/1990	24/06/2010	24/06/2010	24/06/2010	344451153
169	Sabzar Khan	Sardar Muhammad	Chowkidar	NSR	GPS, Ouch Khwar	S.S.C	05/03/1979	25/06/2010	25/06/2010	25/06/2010	346957137
170	Iftikhar Khan	Jabbar Khan	Chowkidar	NSR	GPS, Issori Payan	B.A	12/02/1981	25/06/2010	25/06/2010	25/06/2010	
171	Shabir Ahmad	Abdul Nawaz	Chowkidar	NSR	GPS, Hassan Dara	S.S.C	05/05/1974	29/06/2010	29/06/2010	29/06/2010	301876857
172	Syed Tayyeb Ali shah	Syed Haleem Shah	Chowkidar	NSR	GPS, Spino Killi	B.A	28/01/1993	30/09/2009	30/09/2009	10/07/2010	
173	Raza Khan	Said Nazeer	Chowkidar		GHS, No2 Shaidu	F.Sc	05/07/1986	26/02/2010	26/02/2010	03/08/2010	346567024
174	Sufaid Khan	Muhammad Zaman	Lab: Attend		GHS, Tarkha	B.A	03/08/1985	01/01/2011	01/01/2011	01/01/2011	307807483
175	Arshad Aman	Bhai Khan	Sweeper	NSR	GHS, Watter	S.S.C	10/01/1985	28/02/2011	28/02/2011	28/02/2011	343954865
176	Hidayat Shah	Bahader Shah	Chowkidar	NSR	GPS Dag Behsud No5	SSC	20/08/1988	10/01/2012	10/01/2012	10/01/2012	
177	Nasir Khan	Noor Muhammad	Chowkidar	NSR	GPS.3 Ali Baig	SSC	01/12/1985	17/01/2012	18/01/2012	18/01/2012	333904986
178	Arshid Khan	Kamal Khan	Chowkidar	NSR	GPS Lakari	SSC	08/01/1978	19/01/2012	19/01/2012	19/01/2012	313923633
179	Zubair Khan		Lab: Attend		GHS, Khaisari	S.S.C		19/01/2012	19/01/2012	19/01/2012	
180	Rooh-Ullah	Mir Zaman		NSR	GMS, Kandi Taza Din	S.S.C	01/09/1979	26/01/2012	26/01/2012	26/01/2012	333919289
181	Khailid Dawood	Dawood Khan	Lab: Attend		GHS, No2 Shaidu	F.Sc	19/08/1988	30/01/2012	30/01/2012	30/01/2012	313935639
182	Khaer ul Bashar	Dilawar Khan	Sweeper	NSR	GMS, Aman Garh	D.A.E	19/09/1990	31/01/2012	31/01/2012	31/01/2012	332934342
183	Mustafa	Asalm Khan	Behishti	NSR	GHS, No.1 Shaidu	SSC	23/04/1972	08/02/2012	08/02/2012	08/02/2012	
184	Khan Niaz	Haroon Khan	Chowkidar	NSR	GHS, Kheshgi Bala	S.S.C	05/10/1976	09/02/2012	09/02/2012	09/02/2012	92364012
185	Ijaz Ahmad	Nazir Muhammad	Chowkidar	NSR	GPS Kabul River	FA	01/12/1978	02/01/2012	18/02/2012	18/02/2012	
186	Mubarak Ali	Allah Bakhsh	Sweeper	NSR	GHS, No.1 Nowshera Cantt:	S.S.C	09/02/1967	01/03/2012	01/03/2012	01/03/2012	321952646
187	Mukarram Khan	Muh. Akram Khan	N/Q		GHS, No.1 Nowshera Cantt:	B.A	20/09/1973	02/07/2012	02/07/2012	02/07/2012	300571053
188	Ahmad Ali	Muhammad Tahir	Behishti	NSR	GHS, No.1 NSR Kalan	S.S.C	15/04/1988	07/08/2012	07/08/2012	07/08/2012	301562500


District Education
Officer (M) Nowshera

ADD B
Per
13/12/14

APPROVED
of A

Inquiry Report

INTRODUCTION:

In compliance with notification No. 1718/Ad (Lit: II) Dated 21-08-2014 by AD (Lit-II) & No.2322-24 dated 11-7-2014 by The Dy. Director Establishment E&SE KP Peshawar, the undersigned visited the office of DEO E&SE (Male) and DEO E&SE (Female) Nowshera on 10-09-2014, as an Inquiry Officer for facts finding against Ex-DEO (M) Nowshera. And Imad-ud-Din.

It is worth mentioning to note that such kind of giving task/s to conduct an inquiry is something very serious and important. Please don't send such kind of appointment letters on routine normal dispatch system. Send them such tasks on TCS or OCS or registered AD in addition to message or calls on cell/s. I didn't receive my letter of inquiry dated in July and August till first week of September. Even the reminder was not sent to me and I was totally unaware of my duty. I think other channels block the delivery of such letters intentionally. I was informed on my cell in the first week of September. Then I rushed to Directorate to know the facts. I visited diary and dispatch office but was fruitless because letters on such dates were not traceable. When I got letters without annexures I requested for photocopies of related documents. I waited for hours to get the facts/annexures about the case. At last by involving the Deputy Director Establishment I was able to get the required copies. The persons were hesitated to make photocopies of related documents. I visited your good office but you were out of station on that day.

BACKGROUND:

Story: The Ex-EDO (M) Nowshera Mr. Inhan-ud-Din appointed/his son Mr.Imad-ud-Din as Junior clerk against 33% quota policy under Notification Endst No: 4235-39 dated -01-10-2009 (Annex-1) after consultative meeting with DCO and recommendation of DSC.

In his letter No: 902 Dated 16-6-2014 sent to Director E&SE KP by the DEO Nowshera (M) he stated that Mr. Ima-ud-Din was appointed Class-IV and just after two months he was promoted to junior clerk out of 33% quota reserved for Class-IV employees completely ignoring all other class-IV employees who were senior to him, by his father Mr. Inhan-ud-Din who was Exective District Officer of male and Female at that time. Now Mr. Imad-ud-Din is working as Junior Clerk at GGHS Dheri Katti Khel, Nowshera as mentioned by DEO (F) in her letter No 1624 Dated 13-09-2014 addressed to the Inquiry Officer with attached documents (Annex-2). His case is in the service tribunal as his colleagues had challenged his promotion.

PROCEEDINGS:

The undersigned informed DEO (M) Nowshera on his cell few days before the visit about the purpose of Inquiry. Early in the morning on 10-9-2014 once again the undersigned asked

AD (Lit, II)
26/11/14
11/14

P. A. to Director E & S E
Cyber Pakhtunkhwa Peshawar
No 123F
10/10/14



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DEO for green signal. He at 10.00 am told to come to office. At 10.10 am I left the office for Nowshera. When I reached the office, the DEO was busy in a meeting and the Deputy DEO (M) was out of office for an official work. After few hours the sitting DEO Mr. Inam sb came and I discussed the matter with him. Later on the Deputy DEO Mr. Sajjad Akhtar joined us and accompanied me to visit DEO (F) office, as Imad-ud- is/was on the Payroll of DEO (F) Nowshera.

Astonishingly the record was not available at the office of DEO (M). I asked from Superintendent Litigation & Establishment office but all of them were unable to provide record including the Diary and Dispatch Registers of that time. They repeated the story of destroying the record by floods. The concerned staff in private told me that nothing was done through proper channel and therefore they were unable to keep and provide proper record. Getting nothing from DEO (M) I proceeded to DEO (F) along with Deputy DEO (M) Mr. Sajjad Akhtar as the person (Imad-ud-Din) is/was on the payroll of DEO female.

Imad-ud-Din is working now at GGHS Dheri Katti Khel as junior clerk. I talked to Headmistress Ms. Nasim on her cell which was provided by DEO female. She was on duty at BISE Supplementary Examination at that time. Mr Imad-ud-Din was also not present on that day because of sick leave. I asked about the cell no of Imad-ud-Din. No one gave me his number at that time. I explained the situation to DEO female and she promised to send me the available record on post. The letter with attached documents was later on handed over to us by her clerk (Annex-2).

Mr Imad-ud-Din the Ex. EDO then talked to me on phone some three weeks before and promised to send the record on registered post. I also told him to send his own statement for clarification along with supporting documents. After one week he again talked me on my cell. I repeated the same task; he promised again and requested me to wait. I traced the number of Mr. Imad-ud-Din through his Headmistress and interviewed him on 10-10-2014, on phone. He last night left over the relevant document and in the morning on 11-10-2014 I received the documents (Annex-3)

FINDINGS:

From the documents provided by DEO female & Mr. Imad-ud-Din, interviews taken from Imad-ud-Din, staff members of DEO male and female, the undersigned found the following facts.

1. The Ex-EDO was the Executive Head of both male and female staff at the District before bifurcation and he adjusted his son at female school after giving him promotion.
2. According to Domicile Certificate he is the resident of District Nowshera.
3. The record upto July 2010 was severely damaged as mentioned & reported by different responsible persons and authorities (Annex-3 A).
4. From the copy of duplicate service book of Imad-ud-Din provided by DEO (F) Nowshera (Annex-3), it is clear that he was appointed as Naib Qasid on 25-05-2000 vide EDO

(12)

3 of 4

Nowshera. Notification under Endst No. 22420-25 dated 25-05-2000 (copy of duplicate service book is attached as Annex-2&3) and was posted at GMS Sado Khel but according to Imad-ud-Din on phone, he performed his duty at EDO Nowshera till his promotion i.e. 01-10-2009. However the first notification/order of appointment is not available with Imad-ud-Din and office because of flood damages in July 2010, as stated by them. So validity of his service is doubtful but clear in the service book. The date of making duplicate service book is also not mentioned by District Officer, in his certificate attached on the top of copy of duplicate certificate (Annex-2&3)

5. Imad-ud-din was then promoted to Junior Clerk in BS-7 vide EDO Nowshera Notification under Endst. No: 4235-39 Dated 01-10-1009 and was posted at GGHS Dheri Katti Khel. He took over the charge there on the same day as mentioned in charge report (Annex-2,3 and 4)
6. The service Tribunal decided in favour of applicants in its decision on 11-01-2011 as mentioned by DEO (M) in his letter No.902 Dated 16-06-2014 (Annex-1).
7. The District Office (M & F) didn't provide any kind of record regarding maintenance of seniority list of class- IV. This made the whole process doubtful. Although he was given promotion against 33% quota policy based in BS-7, for class-IV keeping in view the seniority (which is not available now). God knows better.
8. According to Imad-ud-Din he was given priority on the basis of his Diploma of Associate Engineer, which is equal to intermediate certificate. Who decided the case transparently? Is/was there any rule/policy or discretionary power of person or body of persons to decide in favour of candidate, which explain/s such kind of privilege or right etc. of any person? These are the questions which made the process of promotion cloudy. In an interview on phone he(The EX-EDO) denied such kind of favorable decision of promotion in favour of his son during his tenure. Here something went wrong. The benefit of holding Diploma is also mentioned in order of promotion (Annex-4).

RECOMMENDATIONS:

1. Keeping in view the loss of precious record due to torrential rains & flood/s, all the DEOs may be advised to prepare approved, agreed, undisputed seniority list/s of each cadre and a copy of those list/s to Directorate and update those list/s on Annual basis. They may be directed to upload such seniority list/s on their web sites and distribute hard copies to all stake holders, for ready reference. They may be made responsible to prepare and make the seniority list/s ready, especially for reserved seats under quota. This is the bone of contention, as our offices don't take care of such important activities on regular basis. Preparation and sharing of approved seniority list/s with all stake holders is important for smooth functioning of offices. In addition to these measures our offices should take an initiative to prepare the soft copy of all kind of record.

- (13) (19) 39
2. The concerned persons in Directorate should also be made responsible to update seniority list/s of BPS-17 and above on annual basis and upload the agreed/approved seniority list/s of each grade on web and share hard copies of those with all stake holders.
 3. In most of the Districts the responsible persons don't take care of keeping proper record especially of diary and dispatch. The cases are not moved on prescribed files due to which we face difficulty in tracing the record. Most of the offices don't maintain personal files. No one in any case takes the responsibility, in case of need. The offices maintain the files of those whose cases are moved for any kind of purpose, otherwise the situation in Districts is discouraging. They should strictly be directed to keep clear, proper, valid, reliable, verifiable & transparent record.
 4. The deprived persons may be asked to hand over any kind of proof or record or copy of seniority list pertaining to that time. It is missing.
 5. Because of non-availability of record, the concerned senior officers/officials may be asked to certify honestly the services of such persons. The DEO Nowshera may be asked to constitute a committee of senior officers and officials to rectify the services of their staff, if the record is not traceable. They would definitely know who are senior or junior to him (Imad-ud-Din) specially the beneficiary and deprived persons.
 6. If it is proved that others are senior to him (I think it's true) then justice may be done to all others, who are senior to him keeping in view the approved updated rules by competent authority and not on precedents, likes, dislikes, favor and favoritisms.
 7. Notification of such vacant posts including vacant reserved seats may be done, announced and published, keeping in view the public interest.
 8. All those may be reverted to their original posts who do not deserve. If available vacant posts and the original position in seniority allow Imad-ud-Din for promotion then allow him to retain/maintain his promotion. Someone has to take bold decisions for correction and keeping the record straight and transparent. All those who are responsible for such kind of litigation and troubles, due to misuse of authority or otherwise, may be brought to justice.
 9. The concerned authority may be consulted not to recommend any junior officer/s for higher position.

May Allah bless us all?

With regards

Muhammad Attaullah

Principal, GHSS Hazar Khawani.

(Inquiry Officer)

ENQUIRY REPORT AGAINST OUT OF TURN PROMOTION OF CLASS-IV SERVANTS BY MISLEADING THE COURT.

Preamble:-

The District Education Officer (Male) Nowshera Constituted an enquiry committee consists on the following Officers to conduct enquiry against Class-IV Servants promoted out of turn by misleading the Court vide his office endstt No.5447-51 dated 30-12-2014 (Annex- A).

ENQUIRY COMMITTEE

- | | |
|---|---------------------|
| 1- Mr.Saifur Rahman Principal, GHS No.1 Nowshera Cantt: | Chairman of Enq Com |
| 2- Mr.Noor Jamal Khan Principal, GHS Badrashi Nowshera. | Member of Enq Comm |
| 3- Mr.Gulzar Ali Head Master, GHS Behram Killi Nowshera | member of Enq Comm |

ALLEGATIONS

Promotion of Class-IV Servants out of turn amongst 33% reserved quota by misleading the court.

TERMS OF REFERENCE

The District Education Officer (Male) Nowshera constituted the above enquiry committee to conduct formal enquiry against the following Junior Clerks who were promoted out of turn by misleading the court with the direction that the report may be submitted to DEO (M)Nowshera. (See Annex- A).

S.No	Name & Designation	School	D/o 1 st Apptt: as Class-IV	D/o Promotion to J/Clerk post
1	Zahoor Jan Lab Attdt	GHS No.1 Nowshera Kalan	3.10.1993	13.2.2010
2	Iftikhar Ali Naib Qasid	GHS Islamabad NSR	23.6.1997	4.3.2010
3	Inamullah Daftari	GHS Ali Baig NSR	2.10.1993	3.6.2013
4	Hamid Ali Mali	GHS Rashakai	8.12.1998	3.6.2013
5	Zahir Muhammad NQ	GGHS Manki Sharif	30.12.1998	24.4.2012
6	Muhammad Ayaz L.At	GHS Kheshgi Bala NSR	29.12.1998	3.6.2013

Date of Enquiry: 26-01-2015 & 13-4-2015 and onward.

BRIEF HISTORY OF THE CASE.

The Enquiry Committee started proceeding to probe into the allegations leveled against them vide above mentioned letter accordingly. The District Education Officer (Male) Nowshera prepared Charge Sheets consists of the relevant questions in the name of above Officials vide Office No. _____ dated 17-01-2015 (Copies enclosed as Annex- B to G). The Enquiry committee Called the

above named officials to appear before the enquiry committee on 26-01-2015 at GHS No.1 Nowshera Cantt. All were present on the date mentioned above. Charge Sheets were handed over to them on the spot which they have received. All the above named officials have submitted written replies to the Charge sheet along with supporting documents to the enquiry committee on dated 2.2.2015 (Annex- H to M). Though their replies were not satisfactory. All have written one and same reply by changing the dates only. All the above named officials were directed to appear before the enquiry committee on dated 13-04-2015 at GHS No.1 Nowshera Cantt to proceed further in to the matter. All attended the enquiry proceeding on the mentioned date. The enquiry committee served questionnaire upon all the concerned officials. They received the questionnaire (Annex- N to S). They were directed to submit written replies up to 16-04-2015 positively (Annex-T). However they have failed to submit written replies till the finalization of Enquiry Report which shows that they have nothing to offer in their defence.

In the light of laid down promotion policy, promotion is given only to the eligible officials subject to seniority cum fitness. All the above named Officials have misled the Court by concealing the seniority list number which is the basic requirement for such kind of promotion for the reason that they are most junior to other senior eligible class 4 servants. Resultantly the deserving senior class iv officials have been deprived from their legal rights due to out of turn promotion of above mentioned officials. They have challenged the promotion order of one Imadud Din Junior Clerk who was also promoted by his father Mr. Inhanud Din the then Incharge EDO E&SE Nowshera amongst 33 % reserved quota for class-iv servants wherein an enquiry has already been conducted and proved his first appointment order fake & bogus while his promotion order is also out of turn and invalid due to fake appointment order (Annex- U).

During the course of enquiry and scrutiny of their relevant documents it was observed that the following candidates have not acquired the typing certificate which is the basic required qualification for Junior Clerk post and that is why they are in-eligible for promotion against junior clerk post.

- 1- Mr.Zahoor Jan J/Clerk GHS No.1 Nowshera Kalan.
- 2- Mr.Iftikhar Ali J/Clerk GHS Islamabad Nowshera.

The remaining 04 junior clerks have provided photo copies of typing certificates however they are quite unaware about typing. Though they know computer but according to promotion policy, typing is essential for j/clerk post.

The committee checked the seniority list of Male and Female class-4 servants of District Nowshera. According to the available seniority list the senior most class-4 servants on the top are eligible for 33% reserved quota promotion instead of the above named j/clerks however they were deprived from their legal rights (Annex-V&W).

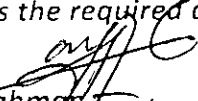
CONCLUSION.

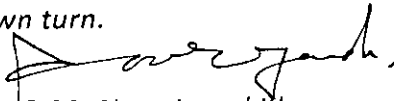
In the light of above mentioned facts and documentary proof on record, the committee reached to the conclusion that:-

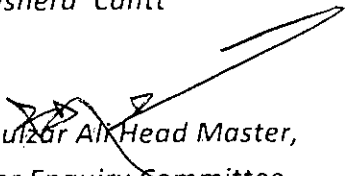
- 1- They have miss leaded the court by concealing their seniority position for the reason that they were most junior to other senior class-4 servants resultantly the seniors were deprived from their legal right.
- 2- They have challenged the promotion order of Mr.Imadud Din j/clerk of GGHS Dheri katti Khel Nowshera. However enquiry against his promotion has already been conducted and proved his appointment order fake & bogus resultantly his promotion order is also invalid.
- 3- Mr. Zahoor Jan J/Clerk, GHS No.1 NSR Kalan and Mr.Iftikhar Ali J/Clerk, GHS Islamabad failed to submit typing certificate and it was proved that both are quite unaware of typing skill resultantly they are ineligible for such promotion. The remaining 04 candidates have also unaware of typing skill.
- 4- To ensure justice, the class-4 servants on the top of available seniority list are eligible to be promoted against junior clerk posts . The above named 06 clerks will be eligible for promotion on their own turn only if they have the prescribed relevant qualification at appropriate time.
- 5- The District Education Officers (M&F) Nowshera were required to process the case at Khyber Pakhtunkhwa Service Tribunal in the light of promotion policy so that no one could be deprived from their legal right. However they failed to ensure justice and to pursue the case accordingly.

RECOMMENDATION.

- 1- In the light of Seniority cum fitness promotion policy, the candidates on the top of available seniority lists are required to be promoted instead of the above named 06 officials.
- 2- The above named 06 officials are entitled for promotion to J/Clerk posts only if they have possess the required qualification in their own turn.

1- 
Mr. Saifur Rahman,
Principal/Chairman Enquiry Committee
GHS No.1 Nowshera Cantt

2- 
Mr. Noor Jamal Khan
Member Enquiry Committee
GHS Badrashi Nowshera.

3- 
Mr. Gulzar Ali Head Master,
Member Enquiry Committee
GHS Behram Killi Nowshera.

Head Master
Govt. High School
Behram Kale (NSR)

**BEFORE THE KHYBER PAKHTUNKHWA,
SERVICE TRIBUNAL, PESHAWAR.**

Service Appeal No. 1218/2014

Shah nawaz

VS

Education Deptt:

.....

REJOINDER ON BEHALF OF APPELLANT

.....

RESPECTFULLY SHEWETH:

Preliminary Objections:

(1-7) All objections raised by the respondents are incorrect and baseless. Rather the respondents are estopped to raise any objection due to their own conduct.

FACTS:

- 1 Admitted correct by the respondents as the service record of the appellant is in the custody of respondent department.
- 2 Admitted correct by the respondents as the service record of the appellant is in the custody of the respondent department.
- 3 First portion of the para is admitted correct, hence no comments. While the remaining portion of the para is incorrect as many juniors to the appellant were promoted while the appellant was deprived from his due right of promotion.
- 4 Incorrect. The appellant has filed departmental appeal, which is attached as annexure-E with the appeal.

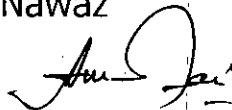
GROUND:

- A) Incorrect. Many juniors to appellant were promoted while the appellant was deprived from his legal right of promotion.
- B) Incorrect. While Para B of the appeal is correct.
- C) Incorrect. Many juniors to appellant were promoted while the appellant was deprived from his legal right of promotion under 33% reserved quota.
- D) Incorrect. The Deptt: itself promoted the most junior person under 33% quota who were juniors to the appellant, thus the Deptt: itself committing irregularities on basis of nepotism in the promotion of junior clerks under 33% quota and deprived many seniors including the appellant from his due right of promotion.
- E) Not replied according to para E of the appeal. Moreover para E of the appeal is correct.
- F) Incorrect. The appellant has not been treated according to law, rules governing the 33% quota of the appellant.
- G) Legal.

It is, therefore, most humbly prayed that the appeal of appellant may kindly be accepted as prayed for.

APPELLANT
Shah Nawaz

Through:



(M. ASIF YOUSAFZAI)
ADVOCATE, PESHAWAR.

AFFIDAVIT

It is affirmed and declared that the contents of rejoinder are true and correct to the best of my knowledge and belief.

Sai

DEPONENT

