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STRATING THE STREET

KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR.

Service Appeal No. 273/2018

BEFORE:

MR. KALIM ARSHAD KHAN ... CHAI MISS. FAREEHA PAUL ... MEM

CHAIRMAN MEMBER(E)

Mst. Yasmeen Sarfaraz, SST (General) BPS-16, Sharif Abad, Near Sugar Mill Nowshra Road Mardan.

.. (Appellant)

<u>Versus</u>

- 1. Govt. of Khyber Pakhtunkhwa through Secretary E&SE, Civil Secretariat, Peshawar.
- 2. Chief Secretary Govt. of Khyber Pakhtunkhwa Civil Secretariat, Peshawar.
- 3. Sobia Haq, S.S'English (BPS-17), GGHSS Kaddi, District Swabi.
- 4. Mst. Nusrat Jabeen GGHS Wargjun, Chitral.
- 5. Mst. Nuzhat Shaheen, S.S English (BPS-17) GGHS Hafia Gali, Abbottabad.

... (Respondents)

Mr. Amjid Ali Advocate

For appellant

Mr. Muhammad Riaz Khan Paindakhel, Asstt. Advocate General

For respondents

Date of Institution.....27.02.2018 Date of Hearing......23.05.2022 Date of Decision......24.05.2022

JUDGEMENT

FAREEHA PAUL MEMBER (E) The service appeal in hand has been instituted under Section 4 of the Khyber Pakhtunkhwa Service Tribunal Act, 1974 against the order dated 14.11.2017 passed by the Secretary Elementary & Secondary Education Department Khyber Pakhtunkhwa,

wherein appellant was not considered for promotion to BS-17 and her junior colleagues were promoted .The appellant filed a departmental appeal dated 15.11.2017 but it remained unresponded after lapse of 90 days. The order dated 14.11.2017 has been impugned with a prayer to modify it to the extent of inserting the name of the appellant in that order as Subject Specialist BS-17 with all back benefits.

2. Brief fact of the case are that the appellant was appointed as PST vide order dated 22.12.2006. She was appointed as SST (General) vide order 30.5.2012 after recommendation of Public Service Commission and adjusted in GGHS Bakri Banda vide order dated 31.5.2012. As per final seniority list of the SSTs, as provided by the counsel of the appellant, the appellant stood at serial No. 2948 whereas her colleagues junior to her were promoted before her.

3. Respondents were put on notice who submitted written replies/ comments on the appeal. We have heard the learned counsel for the appellant as well as the Assistant Advocate General and perused the case file with connected documents minutely and thoroughly.

4. The learned counsel for appellant contended that the name of the appellant was not included in the working paper prepared for the promotion committee on the ground that her PERs were not complete. He presented the PERs duly completed before the Tribunal, with the argument that the same had already been provided to the concerned quarters.

5. When confronted the learned Assistant Advocate General stated that the appellant had not submitted her PERs and other documents mandatory for processing the case at the time of preparing working paper for the promotion committee. He could not respond to the query whether any notice was issued to the applicant for providing the relevant document

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committee.

After going through case file and hearing the arguments from the 6. counsel to the appellant and learned AAG we have arrived at the conclusion that the appellant was not informed by the relevant office to complete the missing PERs, if they were not available in her personal file. When confronted with the letter of DEO(F) Mardan dated 31.10.2017 enclosing the PERs of the appellant for the year 2012 to 2016 as provided by her counsel, the learned AAG had no answer. It was noted with regret that the departmental representative was not present during the hearing and the learned AAG could not provide any documentary proof that certain PERs were missing and that the appellant had been informed to provide the same. The appeal in hand is hence allowed and the concerned department is directed to promote the appellant from the date when her junior colleagues were promoted to the post of Subject Specialist, that is 14.11.2017, alongwith all back benefits. Parties are left to bear their own costs. Consign.

7. Pronounced in open court in Peshawar and given under our hands and seal of the Tribunal this 24th day of May, 2022.

(KALIM ARSHAD KHAN) Chairman

(FAREEHA PAUL)

Member (E)

Service Appeal No. 273 / 2018

Mr. Amjid Ali, Advocate for the appellant present. Mr. Muhammad Riaz khan Paindakhel, Assistant Advocated General for the respondents present. Arguments heard and record perused.

Vide our detailed judgement containing 03 pages, we have 2. arrived at the conclusion that the appellant was not informed by the relevant office to complete the missing PERs, if they were not available in her personal file. When confronted with the letter of DEO(F) Mardan dated 31.10.2017 enclosing the PERs of the for the year 2012 to 2016 as provided by her appellant, the learned AAG had no answer. It was noted with regret that the departmental representative was not present during the hearing and the learned AAG could not provide any documentary proof that certain PERs were missing and that the appellant had been informed to provide the same. The appeal in hand is hence allowed and the concerned department is directed to the promote the appellant from the date when her junior colleagues were promoted to the post of Subject Specialist, that is 14.11.2017, alongwith all back benefits. Parties are left to bear their own costs. Consign.

3. Pronounced in open court in Peshawar and given under our hands and seal of the Tribunal this 24th day of May, 2022.

(KALIM ARSHAD KHAN) Chairman

(FÄREEHA PAUL) Member (E)

02.03.2022

Due to retirement of the Worthy Chairman, the Tribunal is defunct, therefore, case is adjourned to 23.05.2022 for the same as before.

Reader

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23rd May, 2022

Mr. Amjid Ali, Advocate for the appellant present. Mr. Muhammad Riaz Khan Paindakhel, Assistant Advocate General for the respondents present.

Arguments heard. To come up for order before D.B on 24.05.2022.

(Fareeha Paul) Member (E)

(Kalim Arshad Khan) Chairman S.A No. 273/2018

15.11.2021

Mr. Muhammad Waris, Husband of the appellant present. Mr. Haseen Ullah, Assistant alongwith Mr. Kabirullah Khattak, Additional Advocate General for official respondents No. 1 & 2 present. Mr. Jasneem-ul-Haq, brother of private respondent No. 3 present.

Representative of the department submitted copies of record consisting of 33 pages, which are placed on file. Cost of Rs. 3000/- paid by the said representative, has been handed over to husband of the appellant and receipt thereof obtained from him, which is placed in file. Appellant requested for adjournment on the ground that her counsel is not available today. Adjourned. To come up for arguments before the D.B on

(Mian Muhammad) Member (E)

13.12.2021

(Salah-Ud-Din) Member (J)

Kended

13-12-21

-14-21

01.02.2022

Counsel for the appellant and Mr. Muhammad Adeel Butt, Addl. AG for official respondents and counsel for private respondent No. 3 present.

DB. is on Tows carse to come up For the Same on Dated 1-2-22

Due to paucity of time, arguments could not be heard. To come up for arguments on 02.03.2022 before the D.B.

(Atiq-Ur-Rehman Wazir)

rman

Member (E)

SA. 1706/2020 Kha submit the file with a report of non-compliance. File to come up for not submitted within the stipulated time, or extension of time is not $'_{a,b}$ sought through written application with sufficient cause, the office shall 1008 (Mian Muhammad) S for 70 himand Member(E) Idays after receipt of notices, positively. If the written reply/comment arguments on 23.02.20222 before the D.B. pay levuluur alere nut Ou The Competen + 2 c X and and row

NON MARRIAGE CERTIFICATE

This is certified that Mst.

 has not married and she is still

Signature_____

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Name

Designation

COUNTERSIGNED

SIGNATURE

DECLARATION UNDER ARTICLE 920 (I) OF CSR

In case of amount of Pension /Gratuity /Commutation /Increase sanctioned to me in

26.07.2021

Appellant present through counsel.

Riaz Khan Paindakheil learned Assistant Advocate General for respondents present.

Order dated 04.11.2019 on this file reveals that the respondent department was directed to furnish all the necessary documents in relation to Para-03 & 04 of the joint reply/comments of the official respondents. Subsequently, the order dated 06.01.2021 in sequence of previous adjournments was passed with the observation that despite the lapse of more than one year; the respondents had failed to record any comply with order of the Tribunal in view of the necessity of the record required to be produced for just conclusion of the matter in hand, an adjournment was granted for making the same available but subject to payment of cost of Rs.3000/-. As stated at the bar by the Learned counsel for the appellant, the said cost has not yet been paid by the respondents. Before we draw any adverse inference on account of failure of the respondents in production of the requisite record in light of the orders dated 04.11.2019, 06.01.2021 and 02.06.2021; it is deemed appropriate to give final opportunity to the department for production of the requisite record positively on the next date. To come up on 01.09.2021 before D.B.

(Rozina Rehman) Member (J)

Due to non availibality of DB-the case is adjourned to. 13/12/21

02.06.2021

Appellant present through counsel.

Muhammad Adeel Butt learned Additional Advocate General for respondents present.

Learned counsel for appellant submitted Final Seniority List, which is placed on record. Learned A.A.G is directed to provide working paper/Minutes of D.P.C on the next date. To come up for record/arguments on 26.07.2021 before D.B.

(Rozina Řehman) Member (J)

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Chairman

Appeal No. 273/2018 Yasmin Sasfaraz VS Gort

06.01.2021

Counsel for the appellant and Asstt. A.G alongwith Fazle Wadood, S.O for the respondents present.

It transpires that on 04.11.2019 some record, reference whereof made in Paragraph 3 and 4 of the joint reply/comments of official respondents, was required to be produced before the Tribunal. It is informed by Learned AAG that the requisite record has not been made available as yet.

Despite lapse of more than one year, the respondents have failed to regard and comply with the order of this Tribunal. As the requisite record seems essential for just conclusion of the matter in hand, the proceedings are once again adjourned for making the same available, but subject to payment of cost of Rs. 3000/- (Rupees Three thousand) by the respondents.

Adjourned to 25.03.2021 for hearing before the D.B.

Chairman

(Atiq-ur-Rehman Wazir) Member(E)

25.03.2021

Counsel for the appellant present. Mr. Riaz Khan Paindakhel learned Asst. AG for respondents present.

The Worthy Chairman is on leave, therefore, the case is adjourned to 02.06.2021 for arguments before D.B.

Atiq-Ur-Rehman Wazir) Member (E) 16.10.2020

Appellant present through Muhammad Waris Khan (husband of appellant) alongwith her counsel.

Riaz Khan Paindakheil learned Assistant Advocate General for respondents present.

A request for adjournment was made on behalf of appellant. Adjourned. To come up for arguments on 29.10.2020 before

D.B. (Roziną Rehman) (Mian Muhammad) Member (J) Member (E)

29.10.2020

Junior to counsel for the appellant and Addl. AG for the respondents present.

The Bar is observing general strike, therefore, the matter is adjourned to 06.01.2021 for hearing before the D.B.

(Atiq-ur-Rehman Wazir)

Chairman

Due to COVID19, the case is adjourned to 10^{10} / 2020 for the same as before.

Rea

10.07.2020 Due to COVID19, the case is adjourned to 05.08.2020 for the same as before.

Reádé

05.08.2020

Due to summer vacation case to come up for the same on 16.10.2020 before D.B.

21,01.2020

Due to general strike of Khyber Pakhtunkhwa Bar Council, learned counsel for the appellant is not available today. Mr. Kabirullah Khattak, Additional AG for the respondents present. Case to come up for record mentioned in order sheet dated 04.11.2019 and arguments on 10.03.2020 before D.B.

(Hussain Shah)

Member

Amin Khan Kundi) Member .

10.03.2020

Husband of the appellant on behalf of the appellant present. Mr. Muhammad Jan, DDA for respondents present. Husband of the appellant seeks adjournment as learned counsel for the appellant is not available today. Adjourned. To come up for arguments on 27.04.2020 before D.B.

Member

04.11.2019

Learned counsel for the appellant and Mr. Zia Ullah learned Deputy District Attorney present.

This Tribunal noted with concern that the A:G Office has vetted the reply/comments without caring for the availability of documents necessary for the decision of the present service appeal Respondent department is directed to furnish all the necessary documents in relation to Para-3 & 4 of the joint reply/comments of official respondents. Fazal Subhan S.O representative of respondent No.1 absent. Notice be accordingly issued to official respondents as well as absent representative of respondent No.1 for the next date. Adjourn. To come up for record/arguments on 23.12.2019 before D.B



23.12.2019

Husband of the appellant on behalf of appellant present. Mr. Muhammad Jan learned Deputy District Attorney present. Husband of the appellant submitted application for adjournment. Application allowed. Adjourn. To come up for arguments on $\mathcal{D}\mathcal{P}$.01.2020 before D.B.

Member

Member

16.08.2019

Mr. Waris Khan, husband of the appellant, on behalf of the appellant present. M. Muhammad Jan, Deputy District Attorney for the official respondents present. Husband of the appellant requested for adjournment on the ground that learned counsel for the appellant is not available today. Adjourned to 03.10.2019 for arguments before D.B.

(HUSSAIN SHAH) MEMBER

(MUHAMMAD AMIN KUNDI) MEMBER

03.10.2019

Counsel for the appellant present. Learned Asst: AG for official respondents present. No one is present on behalf of private respondents no.3, hence proceeded against ex-parte. To come up for arguments on 04.11.2019 before D.B.

Member

21.05.2019

Waris Khan husband of the appellant on behalf of appellant present. Naseem ul Haq husband of private respondent No.3 present. Reply/comments on main service appeal submitted by official respondents as well as private respondent No.3. Learned counsel for the appellant absent. Private respondent No.2 not present. Adjourn. To come up for reply and arguments on application for impleadment of Khyber Pakhtunkhwa Public Service Commission as respondent on 17.06.2019 before S.B.

17.06.2019

Counsel for the appellant and Mr. Kabirullah Khattak, Additional AG for official respondents No. 1 and 2 present. Written replies on behalf of official respondents No. 1 & 2 as well as private respondent No. 3 have already been submitted. Private respondents No. 4 & 5 are not present despite notices issued to them vide order sheets dated 02.01.2019 & 18.03.2019 therefore, they are placed ex-parte. Learned counsel for the appellant also stated that he has already submitted application for impleadment of Khyber Pakhtunkhwa Public Service Commission as respondent but he is not pressing the same at present and requested that the same may be fixed before D.B for rejoinder and arguments. Accordingly adjourned to 16.08.2019 for rejoinder and arguments before D.B.

MA

(Muhammad Amin Khan Kundi) Member

02.01.2019

Counsel for the appellant present. Mr. Kabirullah Khattak, Additional AG for official respondents No. 1 & 2 present. Written reply by official respondents No. 1 & 2 submitted. None present on behalf of private respondents No. 3 to 5 therefore, notice be issued to them for attendance and filing of written reply. Adjourned to 18.03.2019 for submission of reply/comments before S.B.

Muhammad Amin Khan Kundi Member

18.03.2019

Appellant in person present. Mr. Kabirullah Khattak, Addl: AG for respondents present. Written reply on behalf of official respondents. None present on behalf of private respondents no. 3 to 5. Notices be issued to private respondents for submission of written reply/comments. Learned counsel for the appellant has submitted an application for impleading Khyber Pakhtunkhwa Public Service Commission as respondent which is placed on file. Case to come up for written reply/comments on behalf of private respondents no.3 to 5 and arguments on impleadment application on 12.04.2019 before S.B.

12.04.2019

Husband of appellant, Addl. AG for the official respondents and Mr. Nasimul Haq, husband of private respondent No. 3 present.

A request for adjournment is made on behalf of respondent No. 3 for submission of written reply/comments. Adjourned to 21.05.2019 on which date the requisite reply shall positively be submitted.

Chairman W

Member (Ahmad Hassan) 17.10.2018

Clerk to counsel for the appellant present. Mr. Kabirulalh Khattak, Addl: AG for respondents present. Written reply not submitted. Requested for adjournment. Granted. Case to come up for written reply/comments on 03.12.2018 before S.B.

> (Ahmad Hassan) Member

03.12.2018

Counsel for the appellant present. Mr. Yousaf Haroon, SO'Lit-II alongwith Mr. Kabirullah Khattak, Addl: AG for respondents present.

Representative of respondents requests for yet another opportunity for filing of requisite reply/comments. Adjourned to 02.01.2019 for submission of written reply/comments before S.B. The private respondents no. 3 to 5 also be put up on notice for the date fixed.

Chairman

30.04.2018

27.06.2018

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18 None present on behalf of appellant. Learned Addl: AG for the respondents present. The Tribunal is non functional due to retirement of the Honorable Chairman. Therefore, the case is adjourned. To come up for the same on 27.06.2018 before S.B.

None present on behalf of appellant. Mr. Muhammad Jan, DDA for the respondents present. Written reply not submitted. Requested for adjournment. Adjourned. To come up for written reply/comments on 17.08.2018 before S.B.

Member

17.08.2018

Neither appellant nor her counsel present. Mr. Kabirullah Khattak, Addl: AG for respondents present. Written reply not submitted. Learned AAG sought some time to submit the same. Case to come up for written reply/comments on 17.10.2018 before S.B.

Chairman

Form-A

FORMOF ORDERSHEET

• •		FORMOF ORDERSHEET
- .•	Court of	f
	Case No	273/2018
		Order or other proceedings with signature of judge
1	2 3	3
1 27,	Ν	The appeal of Mst. Yasmeen Sarfaraz presented today by Mr. Amjid Ali Advocate may be entered in the Institution Register and put up to Worthy Chairman for proper order
· · · · · · · · · · · · · · · · · · ·	p	REGISTRAR 27 2-11
01/	(03.11.8. 193.1.8.	This case is entrusted to S. Bench for preliminary hearing to be put up there on $\frac{12/03/1-8}{2}$.
		CHATRMAN
-		
)18		ned counsel for the appellant present. Preliminary nts heard.
	promoti was not The dep	he appellant (SST General) has made impugned ion order dated 14.11.2017 wherein the appellant considered for BS-17 (Subject Specialist English). partmental appeal of the appellant was motion of the appellant was motion
Process Fe	e regular appellar within	oints raised need consideration. Admitted to hearing subject to all just/legal objections. The nt is directed to deposit process fees and security 10 days, thereafter notice be issued to dents for written reply/comments on 30.04.2018
)18	No. Date of order proceedings 1 2 1 27/02/2018 1 27/02/2018 01/03/118 I 01/03/118 I 01/03/118 I 018 Learnargume 018 Learnargume 018 regularargume 019 regularargume 019 regularargume 019 regularargume 010 respond 010 respond

(Muhammad Hamid Mughal) Member

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

Service Appeal No. 273 /2018

Mst. Yasmeen SarfarazAppellant

VERSUS

Govt. of Khyber Pakhtunkhwa through Secretary E&SE and others.....Respondents

S.No.	Description of documents.	π	
D.140.	Description of documents.	Annexure	Page
·			No
1.	Memo of appeal		1-4
2.	Addresses of parties		5
3.	Copy of order dated 23.12.2006	A	6-8
4.	Copy of order dated 30.05.2012	В	9-13
5.	Copy of order dated 31.05.2015	С	14
6.	Copy of letter dated 31.10.2017	D	
	alongwith ACRs, Service Certificate,		15-56
	non-involvement in criminal case		
	certificate		
7.	Copy of Tentative Seniority List	E	57-76
8.	Copy of order dated 14.11.2017	F a	77-79
9.	Copy of departmental appeal	G	// =//
4	alongwith registry receipt/ AD Card		80-81
10.	Wakalatnama	12 g	82

<u>INDEX</u>

Appellant ____

Through

Amjad Ali (Mardan)

Advocate Supreme Court of Pakistan Ce'l: 0321-9882434

Dated: 27/2/2018

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

Service Appeal No. 273 /2018

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Khyber Pakhtukhwa Service Tribunal Diary No. 1

Mst. Yasmeen Sarfaraz S.S.T (General) BPS-16 Sharif Abad, Near Sugar Mills Nowshera Road Mardan, Posted at GGHS Bakri Banda, Mardan

.....Appellant

VERSUS

- 1) Govt. of Khyber Pakhtunkhwa through Secretary E&SE, Civil Secretariat, Peshawar.
- 2) Chief Secretary Govt. of Khyber Pakhtunkhwa Civil Secretariat, Peshawar.
- 3) Sobia Haq, S.S English (BPS-17), GGHSS Kaddi, District 🔧

A) Mst. Nusrat Jabeen GGHS Warjun, Chitral.

5) Mst. Nuzhat Shaheen, S.S English (BPS-17) GGHS Hafia Gali, Abbottabad.

.....Respondents

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Appeal u/s 4 of Service Tribunal Act, 1974 against the order dated 14.11.2017 passed by respondent No.1, wherein appellant is not considered for **BPS-17**, subject specialist English and respondents No.3 to 5 are promoted, who are junior to the appellant and the departmental appeal 🕓 dated 15.11.2017 filed by appellant against the same was remained unresponded after lapse of 90 days which is illegal, against law and facts.

PRAYER:

On acceptance of this appeal the order dated 14.11.2017 may please be modified by inserting name of appellant in promotion order dated 14.11.2017 as subject specialist (BPS-17) w.e.f. 14.11.2017 with all back benefits when respondents No.3 to 5 were promoted. Any other relief deemed fit may also be graciously be granted.

Sir,

Appellant humbly submits as under;-

- That appellant was appointed as PST vide order dated 22.12.2006. (Copy of order dated 23.12.2006 is Annex "A")
- 2) That appellant was appointed as S.S.T (General) in BPS-16 vide order dated 30.05.2012 after recommendation of Public Service Commission as per advertisement No.1/2009 and adjusted in GGHS Bakri Banda vide order dated 31.05.2012. (Copy of order dated 30.05.2012 is Annex "B", order dated 31.05.2015 is Annex "C")

3)

That appellant has best ACRs, Service Certificates/ Non-involvement in criminal case certificate, which were submitted by the DEO, Mardan to Director of Education KP vide letter dated 31.10.2017. (Copy of letter dated 31.10.2017 alongwith ACRs, Service Certificate, non-involvement in criminal case certificate is Annex "D")

- 4) That as per law/section-8 of the KP Civil Servant Act, 1973, the order of merit assigned by the competent authority/ appointing authority is considered as the seniority list.
- 5) That appellant is earlier in order of merit than the respondents No.3 to 5 as visible from appointment order dated 30.05.2012.
- 6) That appellant stood senior from respondents No.3 to 5 as per Tentative Seniority Jist as appellant is at S.No.2978 and Sobia at S.No.2985, Nusrat at S.No.2994, Nuzhat at S.No.3200. (Copy of Tentative Seniority List is Annex "E")
- 7) That respondent No.1 passed order dated 14.11.2017, whereby respondents Nc.3 to 5 at S.No.2985, 2994, 3200 of seniority list were promoted and appellant at S.No.2978 is not considered for promotion without any Thyme or reason, which is illegal against law and facts. (Copy of order dated 14.11.2017 is Annex "F")
- 8) That appellant submitted departmental appeal dated 15.11.2017 through registered envelop AD Card to respondent No.2, which remained unresponded even after lapse of 90 days, which is illegal, against law and facts. (Copy of departmental appeal alongwith registry receipt/ AD Card is Annex "G")
- 9) That the impugned orders are illegal, against law and facts on the following grounds:-

<u>GROUNDS</u>

A. Because admittedly respondents No.3 to S₁ junior to the appellant have been promoted to S.S English (BPS-17) and appellant being senior is ignored, which is illegal, against law and facts.

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B. Because appellant is eligible to be promoted as S.S English (BPS-17).

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- **C.** Because appellant, has not been dealt in accordance with law, downtrodding Article 4 of the Constitution of Pakistan, 1973.
- D.

Because appellant has been discriminated, thereby infringing Article 25/27 of the Constitution, 1973

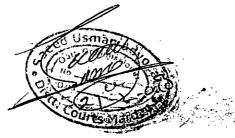
It is therefore, humbly prayed that, on acceptance of this appeal the order dated 14.11.2017 may please be modified by inserting name of appellant in promotion order dated 14.11.2017 as subject specialist (BPS-17) w.e.f. 14.11.2017 with all back benefits when respondents No.3 to 5 were promoted. Any other relief deemed fit may also be graciously be granted.

Appellant Through Amjad Ali (Mardan) Advocate

Supreme Court of Pakistan

VERIFICATION

It is verified that, the contents of the appeal are true and correct to the best of my knowledge and belief and nothing material has been concealed from this hon'ble Tribunal.



Deponent

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

/2018

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(5)

Service Appeal No._____

Mst. Yasmeen SarfarazAppellant

VERSUS

Govt. of Khyber Pakhtunkhwa through Secretary E&SE and others......Respondents

ADDRESSES OF PARTIES

APPELLANT

Yasmeen Sarfaraz S.S.T (General) BPS-16 Sharif Abad, Near Sugar Mills Nowshera Road Mardan, Posted at GGHS Bakri Banda, Mardan

RESPONDENTS

- 1) Govt. of Khyber Pakhtunkhwa through Secretary E&SE, Civil Secretariat, Peshawar.
- 2) Chief Secretary Govt. of Khyber Pakhtunkhwa, Civil Secretariat, Peshawar.
- 3) Sobia Haq, S.S English (BPS-17), GGHSS Kaddi, District Swabi.
- 4) Mst. Nusrat Jabeen GGHS Warjun, Chitral.
- 5) Mst. Nuzhat Shaheen, S.S English (BPS-17) GGHS Hafia Gali, Abbottabad.

Appellant Through Amjad Alí (Mardan) Advocate

Supreme Court of Pakistan

OFFICE OF THE ENFOUTIVE DISTRICT OFFICER (SCHOOLS & LIFERACY) MARDAN

NOTIFICATION:

Consequent upon the advertisement published in the daily "Mashriq" Peshawar dated 08/06/2006 and resulted interview held on 27/06/2006 by the District recruitment/selection committee the undersigned being competent Authority is pleased to appoint/approve the following PST (Female) Fresh candidates BPS-07(Rs.2555-140-6720) plus usi al allowances as admissible to them under the rules against the vacant PST post at the schools noted against et the with effect from the date of their taking over charge in the interest of public service subject to the following existence terms and conditions -

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LC BAIZO KHARKI

NAZ

۱	1322	SOHAILA	ABDUL KARIM SHAH	BABANI	GGPS Babini 1	Against Vacant PST Post
;	877	SHELA GUL	KHALID KHAN	BABANI	GGPS Yanya Jadeed	Against Vacart PST Post
3	882	HINA	WAHEED GUL	BABANI	GGPS Sher Bahadher Killi	Agamst Vacare PST Post
4	642	GOHARA	GUL RAHMAN	BABATH	GGPS Yanya	Against Vacant PST Post
5	: 86	FATHMA BILL		UABANI	GGPS Haji Mohammad Yilli	Against Vacahr PCT Post
6	2(.32	HANIGUL	AMAR ILAHI	BABAN	GOPS Bataria 1	Against Vacart PST Post
7	2.457	SHAGUFTA MUMTAZ	MUMTĄZ ALI	ВАВАНІ	CGPS Keetinaka	Against Variant PST
. 8	317	SAIQA BEGUM	AL SER KHAN	BAEAM	E ∋PS Kçdeata . E	Agamst Vacare PST Post
9.	2589	RASHIDA KAUSAR	KHAN ĞUL	BAEAN	C S Knabit	Against Vacan POT Post
U.C.	BOBI	JZA				•
1	1171	ZAINAB'BIBI	GAHIB ZADA AU HAIDER	BABOZAI	GGPS Boouzai-1	Againal Vacant PST Post
2	2471		GULZAR KHAN	BABOZAI	GGPS Bobuzai-2	Agamer Varian PST Post
3	1139	RASHIDA	MUSANEF SHALL	BABOZAI	GGPS Bobuzai-1	Against Varia
4	16: J	SHA MIM ARA	SAID FAQIR	BABOZAL	GGPS Butiozai2 .	PST Post
5 -	1852	ZELNAB	RAHAM AKBAR	BABOZAI	GGPS Bobuzar1	Against Varson PST Post
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1	1462	RIFFAT	ZAHIR ULLAH	BAGH E	GGPS BAGHI IRUM	Against Vacant PST Post
2	399	ASMA BIBI	WAZIR ZADA	BAGH E IRUM	GGPS Tambulak	Against Vacant 11 PST Post
3	1498	AQEELA NAZ		BAGH E IRUM	GGPS Tambujak	Against Vacant
4	1790	REHANA YASMEEN		BAGH E IRUM	GGPS Tambulak	Against Vacart PST Post

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2	211	BEGUIA	WUSHARAF KHAN	(JAGAN	GGPS Ghazi Batia	Against Variant PST Post
3		MUHTARAM	AKHTAR GUL	QASMI	GGPS Ghazi Baba	Agemst Vacant PST Post
.C.	SARO	SHAII				
1		SALMA SARWAR	GHULAM SARV/AR	SARO SHAH	GGPS Mughai Killi	Against Vacant : PST Post
2		DILSHAD BEGUM	ALI HAIDAR	SARO SHAH	GGPS Sardar Kilk	Against Vacarit PST Post
3	2553	SHAISTA SHARIF	SHARIF KHAN	SARO SHAH	GGPS Saro Shah-2	Against Vacant : PST Post
.4	1161	BUSHRA BEGUM	SYED NADIR SHAH	SARO Shah	GGPS Saro shah	Agamst Vacant PGT Post
5	1073	ZAINAB ANWAR	ANNAR SAID	SARO SHAH	GGPS Subbat Serai	Against Vacant PST Post
8	2144	RUKHSANA	QAYYUM KHAN	SARO SHAH	GGPS Subbat , Serai	Agamst Vacant PST Post
7	520	NEHARA	REHMAN GUL	SARO SHAH	GGPS Qandaro	Against Vacant PST Post
8	1571	FARIDA AMAN	AMAN ULLAH	SARO SHAH	GGPS Fateh Abad	Agamst Vacant PST Post
	645	SYEDA SADIA	SYED IKRAMUL HAC	SARO	GGPS Ghaffar Serai	Against Vacare PST Poul
J.C.	SAW	AL DHER				
1	1910 ¹	NAVEED AKHTAR	SAMAR GUL	SAV/AL DHER	GGPS Shewa Khan Banda	Agams Vacant PST Post
2	1507	KALSOOM SHAH	QIMAT SHAH	SAY/AL DHER	GGPS Guli Bagh	Aganst Vacant PST Poul
3 '	1506	TALAT SHAH	QIMAT SHAH	SAWAL	GGPS Sawaidher	Agamet Vacare PST Post
4,0	1029	NIZAKAT SHAHEEN	MUHAMMAD SHAH	SAWAL	GGPS Monibullan Banga	Ada nel Vacant PST Post
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1	2463	FARHAT ALI	SHER ALI	SERI'- BEHLOL	GGPS Kandar	Against Vacart PST Post
. 2	2464	FARZANA ALI	SHER ALI	SERI BEHLOL	GGPS Said Abad	Against Vacant PGT Post
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- 1	47	TANZILA BEGUIA	FAQIR AKBAR	SHAHBAZ GARHI	GGPS Saced Abad	Against Vacart POT Post
· · · ·	593	HADIA GUL	GUL KHAN	SHAHBAZ GARHI	GGPS Shahbaz Garhi-3	Against Vacard PST Post
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	762	SAIRA BEGUM	FAQIR MUHAMMAD	SHAMAT	GGPS Daggar	Against Vacart PST Post
3	145	NAJIAA NORIN	NOOR UL HAQ	SHAMAT	GGPS Swaryan	Agamal Vacard FCT Pool
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3	1158		SHAZULLAH KHAN	SHAMOZA	GGPS Attiquillah Banda	Against:Vacant PST Post
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•	574	RUKHSANA BIBI	BAKHTIAR AHMAD	SHER GARH	GGPS Rab Nawaz Banda	PST Post
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TERMS AND CONDITIONS:

1-Their appointments are made purely on contract policy 2005 and will not be entitled for pension / Gratuity as per policy and are liable to termination at any time without any notice or reason.

2-They are required to produce health and age certificates from the concerned Medical Superintendent before taking over charge. 3-

- They are not allowed to take over charge if their age is less than 18 years and above 40 years. 4-
- Their educational/professional certificates/degree should be verified from the concerned Board/University before drawl of their pay and pay should not be released till the comparison of their score with merit list maintained in this office: after verification.
- 5-No TA/DA is allowed.
- They will be governed by contract policy 2005 and other policy/rules released by 6the Govt: from time to time. 7.
- They are entitled for annul increment on completion of one year service. 8-
- They will take over charge of the post within 15 days. 9-
- In case of resignation they will give one month prior notice to the Department or forfeit one month's salary in Government treasury. 10-
- In case of duplication of post the appointment order of junior most will be withdrawn automatically,

(MIAN WALL MUHAMMAD) **EXECUTIVE DISTRICT OFFICER** SCHOOLS & LITERACY MARDAN

Endst: No.__23611-G_/Apptt: PST. Dated Mardan the, _23/12/2006

- Copy forwarded for information and necessary action to the:
- Director Schools and Literacy NWFP, Peshawar. 1-
- 2-District Nazim Mardan.
- 3. District Coordination Officer Mardan.
- 4 District Accounts Officer Mardan.
- 5-Supdtt: local office. 6
 - Deputy District Officer (Female) Mardan & Takht Bhai.
- 7-ADO (Estt :) Local Office. 8-
- Head Teachers Concerned Q.,
 - Candidate concerned.

EXEC E DISTRICT OFFICER SCHOOLS & LITERACY MARDAN

Asif MIA

VOCATE SUPREME COURT

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Advt No 1/2009 tinent Order No 1 SST(G)

> Directorate of Elementary and Secondary Education Pakhtunkhwa Peshawar Khuber Aix B-091-9210389, 9210938, 9210468

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<u>Notification</u>

Consequent upon the recommendation of the Khyber Pakhtunkhuva Pub Service Commission, appointment of the following candidates is hereby ordered against th post of Secondary School Teacher Female (SST General) in BPS-16 (Rs.10000-800-34000) plu usual allowances as admissible under the rules on regular basis under the existing policy of the Provincial Government, in Teaching Cadre on the terms and condition given below with immediate effect and further their Services are placed at the disposal of EDO(E&SE) concerned for further posting against vacant SST General posts:-.

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11	Kanwal Kaleem		Kurram Agency	1	H.# 51-D2, Phase- 1, St. 53, Hayatabad Peshawar	Do
12	Fouzia	Ghulam Haider,	Malakand Agency		Sarwar Chowkidar Govt: Higher Secondany School Sakhakot Tehsil Dargai Malakand Agency	Do
13	Aneela Shad-	Shad Muhammad	Mardan	2 :	Near GGHSS Gujrat VPO Gujrat Tehsil & Distt: Mardan	Services placed at ' the disposal of " EDO(E&SE) Mardan for further posting against vacant SST General post.
14	Asma	Amir Kalam Shah	Mardan	2	Quarter No.22-A, Civil Quarters Kohat road Peshawar	Do
15	Farhat Qureshi [:]	Tayyab Jan	Mardan	2	VPO Ganjai, tehsil T-Bhai, Mardan	Do
16	Ghazala Khān	Fatah Muhammad Khan	Mardan	2	VPO Moti Banda (Lund Khwar) Tehsil T-Bhai,	Do
17	Iffat Ara	Shah Pasand Khan	Mardan	2	VPO Qasmi Tehsil T-Bhai, Distt: Mardan	Do
18	Mehreen Ali	Sher Ali Khan	Mardan	2.	Laladan Bazar Hathiyan Tehsil T- Bhai7Mardan	Do
19	Naheed Samad	Abdul Samad	Mardan	2	Vill; Umar Khan Killi PO Pir Abad Tehsil T-Bhai Mardan	Do
	, rgis , wheed Bibi	Ghulam Said	Mardan	2	H.# 56 St. 2, Sector G Sheikh Maltoon Town Mardan	Do
Vie	lain Naz	Musaffar 🤸 🛔 Khan - Li Ma	Mardan - C	*****	Moh. Tawas Khel s Vill, Surkh Dherist PO Rustan Mardan	Do
	Den Steen Stranger	Shah Dullah *	Mardan	2	Vill: Pati Kalan; PO & Tehsil T-Bhai Mardan	Do
SUPREME	a	Ali Gauhar	Mardan	2	Vill; Usman Abad PO Lund Khwar Tehsil T-Bhai Mardan	Do
	ila Bibi	Kator Khan	Mardan	2	VPO Alo, Tehsil T- Bhai Mardan	Do
	.weeda	Nazir Muhammad	Mardan	2	Vill; Mehmood Abad PO parkhoo Dheri Tehsil T- Bhai Mardan	Do
26	Rukhsana Akhtar	Muhammad Israr	Mardan	2	Ishfaq House Canal road Opp: Shah Jahani Banglow, Rambagh mardan	Do

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SUPREME CUURT

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SUPREME COURT

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Terms and conditions:-

- Her services will be considered regular but without Pension & Gratuity in terms of Section-19 of the NWFP Civil Servant Act, 1973 as amended vide NWFP Civil Servants (Amendment) Act 2005. She will however be entitled to Contributory Provident Fund in such a manner and a such rates as per prescribed by the Gout.
- In case, she is already in Government: service and working against pensionable post of regular basis before 1st day of July 2001, without any service break, on application to Khyber Pakhtunkhwa: Public: Service Commission through proper channel and selection by the Commission strappointed and allowed choice of option either to retain benefit of pension commission strappointed and allowed choice of option either to retain benefit of pension commission strappointed and allowed choice of option either to retain benefit of pension county as allowed to her funder her previous terms of appointment of to avail the benefit of butory Provident bundlallowed to her funder new appointment of the service of the ser
 - services lare liable to termination on one months notice from either side. In case on an another side in case o nation withour notice her one-monthspay/allowances shall be forfeited to the Government

should join her post within 30 days of the issuance of this notification. In case of failure to in her post within one month of the issuance of this notification, her appointment will expire matically and no subsequent appeal etc shall be entertained.

would be on probation for a period of one year extendable for another one year.

will be governed by such rules and regulations as may be issued from time to time by

services can be terminated at any time, in case his performance is found unsatisfactory ing probationary period. In case of misconduct, she shall be proceeded under the rules framed from time to time.

h 8 Charge report should be submitted to all concerned.

The EDOs concerned would furnish a certificate to the effect that the candidate has joined it is or otherwise after one month of the issue of her posting orders.

i: i: phointment Order No 1 SST(G) Advt No 1/2009. The EDOs concerned will verify their documents before release of pay. Her semonty will be maintained as determined by the Khyber Pakhtunkhwa Public Servic ed to the appointee/orboining heriduty a second data with a constraint of the second + Elementary and Secondary Education Khyber Pakhtunkhwa-Peshawar. / File No.2/A-17/SST(F) Genral /PSC/Apptt: Dated Peshawar the 30/05/2012 Endst: No. Copy forwarded for information and necessary action to the: --1. Accountant General Khyber Pakhtunkhwa Peshawar. 2. Secretary Khyber Pakhtunkhwa Public Service Commission Peshawar. 3. Executive District Officer (E&SE) Concerned District Accounts Officer Concerned 5 Official Concerned (1997) and the second sec 5 Official Con 7. PA to the Director E&SE Khyber Pakhtunkhwa, Peshawar: 8. M/File Dy: Directoress (Estab) Elementary and Secondary Education Khyber Pakhtunkhwa Peshawar REME 7

OFFICE OF THE EXECUTIVE DISTRICT OFFICER EMENTARY & SECONDARY EDUCATION, MARDAN PHONE NO.0937-9230151 - FAX-9230151

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No TAIDA is allowed Nole: Charge report should be submitted to al concerned.

(BAHADAR KHAN MARWAT) Executive District Officer E/S Education Mardan

And

dated 31 5-12012 Endst: No

Copy forwarded to the:-1. Director , Elementary & Secondary Education depit Khyber Pakhlunkhwa Peshawar

PC to Secretary Govi: of Khyber Pakhtunkhwa Peshaviar
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AWAD HIGH IEMIS SECTION



OFFICE OF THE DISTRICT EDUCATION OFFICER (FEMALE) MARDAN PHONE/FAX NO. 0937-9230150

Email Address:-emismardan_deofemale @Yahoo.com

No Τо

*j*2017. /P/File, Yasmeen SST(G) Dated.

maD

The Director (Elementary & Secondary) Education Khyber Pakhtun Khwa Peshawar.

Subject:

A.C.R.S FILE FOR PROMOTIO TO HM/SS IN RESPECT OF MST. YASMEEN SST(GENRAL) GGHS LABOUR COLONY MARDAN.

Memo;-

Enclose please find herewith the complete ACRs file for the period form 2012 to 2016 in respect of Mst. Yasmeen SST(Gen) , Govt:Girls High School Labour Colony Mardan for taking further necessary action please.

Encl; As above.

Endost: No. 11260

Copy for information to the:-1. Head Mistress, GGHS, Labour Colony Mardan w/r to above. e.

Iran

DISTRICT EDUCATION OFFICER (FEMALE) MARDAN

DISTRICT EDUCATION OFFICER (FEMALE) MARDAN.

To The Director, .. Elementary & secondary Edu. Khyber Pukhtunkhwa Peshaward my SUPREMEC rough: Proper Channel.

16)

ubject: Appeal for promotion from SST to SS (English). !|Sir,

With due respect I want to state the following few facts for your sympethetic consideration and favourable kind action.

I was selected SST (G) on 30-05-2012 through Psc. I Joined my duty through Proper channel from the Post of PST. Since then I'm performing my duty with great zeal to entire satisfaction of my Superiors.

In the near past the kind directorate demanded all the necessary documents from all the elegible SST's for promotion to the post of SS(English). I have Performed my duty from 29-12-2006 to 30-05-2012 as PST-Then on 30-05-2012 I was appointed as SST (G) through PSC. I have completed 5 years and 5 months Service as SST (G) up to 30-10-2017. But hard Juck A could not be awared in time to submit my Papers in due time.

A therefore request that my inability for not awaring the kind direction may kindly be excused and it may not considered as my neglegence. I will be thankful for your kind action please. Your's obediently Mst. Jasmeen D/o Sarfaraz khan (SST (G) G(GHS Labour Colony Mardan). Sign.: method. Mate: 31-10-2017 YHERWINISTRESS GGHS Labour Colony Mardan

JUPRE AIE. CON ACR for Grade 16 CONFIDENTIAL APPENDIX "A" Government of Khyber BakhtoonKhwa حكومت خيبر بحونخوان Elementary & Sicondary Teach (Name of the Department / Office Name of Service PERFORMANCE EVALUATION REPORT TO31-12-2016 FOR THE PERIOD 01-01-)016 PART I YASMEEN DIO SARFARAZ KI Name (in block letters) 1. Date of Birth 28-8-1981 Date of entry in Service 29-12-2006 -2. Grade with present pay RP.C. 3. Post held during the period ______ 4. . Academic Qualifications M.A.(Bna. 5. Knowledge of Innguages (plense Indicate proficiency in Spuilling (s). Rending (R) and writing (W) Eng. (S. R.W.), Urder (S. R.W.), Pashto (S. R. Hobbicsfording books New 15 Poper, Comp. Play be downto 6. 7. Training Received: 8. Name of institution and Dates Name of course attended firom To country B.Ec Rool AloU Αμικπ 2012 Mardan Job Description (Set out broadly in order in of importance the main duties performed. Also 9. hosperiod ñ 10 10. Period Served: .(b). Under reporting Officer (a). Impresent post н. Date of last annual medical check up 12- Kesult; 10th 100% , Maths 10th 100%. 13. C Leave 20.0

The rating in parts II, III & IV should be recorded by initialing the appropriate hox. The rating denoted by alphabets is as follows:

8

'A I' Very Good, 'A' Good, 'B' Average 'C' Below Average, 'D' poor.

For uniform interpretation of qualities listed in these parts two extreme shudes are mentioned against each item. Please see para 7 of instruction.

PART II

		AI	^	в	C	D	·
	, ·	<u></u>	<u></u>				Dull, slow
Intelligence	Exceptionally bright Excellent comprehension.		yai	 	 		Uncertain, hesitant
Confidence and. will power.	Exceptionally confident and resolute.		1 Jan	. 			Unstable; immature
Emotional stability	Mature, balanced	<u> </u>	1y	7			Rigid, inflexible
Adaptability	Alert and highly responsible.		X		;	╎ ╌╎╴	Lacks ability to
Understanding and tolerance.	Considerate and co- operative.	2	je	» :	: 		appreciate other's point to view; un- sympathetic.
6. Appeurance and bearing.	Crentes excellent impression.			5-{- }-{			

PARTII

	ATT	IDUDES	Nurrow and super factal.
. Knowledge of Islam	Well read		Indifferent; into lerant.
Atlitude lowards Islamic ideology	Deeply motivated 'enlightened	1 ter	Unscrupulous
3. Integrity (n) General	Irrepronchable.		Devious; Sycophant
(b) Intellectual	Honest and straight- forward.	1 PM	Reluctant to take on responsibility; will avoid it
4. Acceptance of responsibility.	Always prepared to take on responsibility even in difficult cuses		Dull; hus to be told what
5. Ability to produ constructive ide	ce Full of idens; always	102	to think
	problems; fertile.	efer to their own-reli	gion

In case of non-muslims the entries will refer



Generally produces work of poor quality."

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•		A1 A	BCD		blam only	
				flandles pro	rise	
	Anticipates problems	yab		Timid and		
Foreaught	and plans allower		+	l		
interfive and	Bold and enterprise-	INK: -109	1-+++	Confused		
, Initiative and drive.	dynamic Imperturbable and			normal pr	casuros.	
B. Reliability under pressure.	aweention with the second	ic yes		Leaks by	Innce	
pressure	nt all times.		23	and consi	latency:	
9. Judgment	Makes consistently sound proposals/			inimitiir Irrespon	sible.	
y, 00-8	decisions.	- <u>-</u>	No.			
10. Financial	Exercise due care discipline.		8	Negliger Disinter	ested.	
Desponsioning	and an errics		Xer 1			
11. Perseverance and devotion to duty			13-1	Un-cool	perative; does hire confidence	
	Cooperative: we	n liked				·
12. Relation with: (a) Superiors	and trusted.					
		team	Jer 1	does n	ol carn respect;	
(b) Colleagues			1011			
(c) Subordinates	inspires control		┶╾┿┲╼┯┿╸	Haug	hty; unsympathelic li behaved.	
	Courteous and	help-		I Innu.		
13. Behavior with public.	ful					L
						3
	LUGRADING IN PA	RTII				
14. OVERAL					· .	
· · · · ·		P	ART IV			٦
j. J						-
			NCY IN JOIL		Clumsy and vague	
· .	Always pre	cise, cleur	a.		Inoffective	
1. Power of expression		convincingly				
(a) Writtan	and concla	ely.		╶┼╾╍┼╍╍┼╴	Does not know enough about the present job.	
(b) Oral	Has a thor	ough grasp	R			-
2 Knowled	ge of of the kno relevant h	WICUX ·	19-	╺┼╾╌┼	Seldom sees below the	
work .		be essentials			surface of a problem.	
3. Analytic ability		vasting time vant details				
1 201113	on irrelev				Lacks control; ineffective.	
4. Supervi	ision Landolhi	es and uses staff er resources	1. 20			 g.
and gul	ance. Laffective	ely !	t in		Indecisive; vacillatin	
5. Ability	17 I I I I I I I I I I I I I I I I I I I	gical and			Always behind schee	ิสนใ
decisio	n	up-to-date;	A A		very slow disposal.	•
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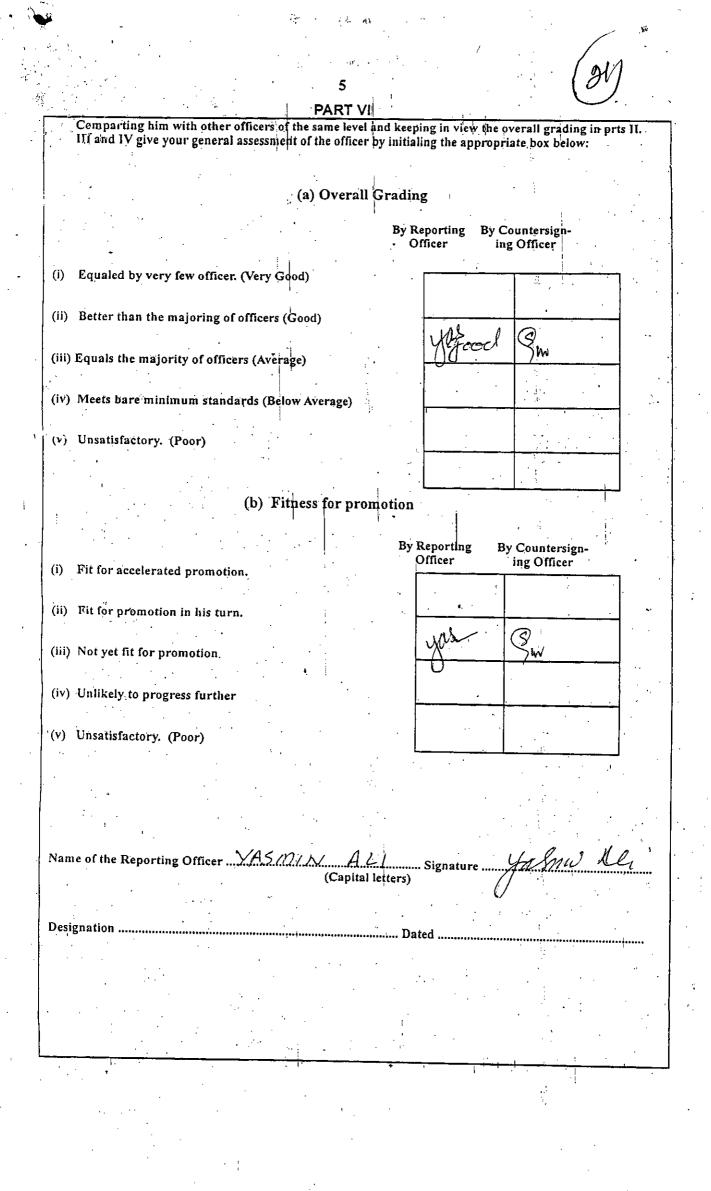
> Always up-to-date; accumulate no arrears. Always produces work of exceptionally highly quality

OVER ALL GRADING IN PART IV

6. Work: (a) Output

(b) Qualliy

Pin-Picture: Please comment on any particularly strong or weak points without repeating earlier of the report. Also indicate the future posting considered most suitable for the officer. (8) Fit for promotion in her turn Conselling: was the officer advised to improved vide instruction No. 4 during the period under report? If so, on what aspects and with what results. (b) Assessment of performances Please comment on how effective the officer has been in performing the duties mentioned at'S. No. 9 in part I. Also comment on the officer's contribution to the overall performance of your office/ organisation especially in the light of any numerical measured e.g. Examination result (c) for teaching staff or other applicable index such as profitability, project implenor reaching stail or other applicable index such as prolitionity, project imple-mentation; tax collection, etc. In other cases give your assessment of relative proportion of (i) routine cases (ii) complicated cases/situations (iii) policy cases/ entete elemetions doubt with by the officer. Also indicate whether further training crisis situations dealt with by the officer. Also indicate whether further training is required for increasing his effectiveness and if so, in which area. fit for promotion.



6 PART VII **REMARKS OF THE COUNTERSINING OFFICER** (a) Please report on the aspects not touched upon by the reporting officer. If you disagree with the assessment of the Reporting officer please give reasons there or. You should also indicate how frequently you have seen work of the officer reported upon. If the officer has been assessed fit for promotion would you be prepared to accept him in the higher grade if no, please give your reasons. Afread Milli RO Signature MINA Name (Capital Letters) District Education Officer Female MardonDate Designation (b) REMARKS OF THE SECOND COUNTERSIGNING OFFICER, (IF ANY) Signature Name •(Capital Letters) DesignationDate . PART VIII Adverse remarks if any, communicated vide 1. Date Decision on presentation, if any 2.

ACR if the most important record for the assessment of an officer. At the same time the quality of A C R is a measure of the competence of the Reporting officer and countersigning officer. It is, therefore, essential that sutmost care exercised by all Reporting and Countersigning offices. The Reporting and Countersigning officer should be _ Objective as possible; and (a): Clear and direct, not ambiguous or evasive in their remarks. (b) The over-riding importance or Part-IV should be clearly understood in the overall grading. Over-rating should be eschewed by all Reporting/Countersigning officers. Vague impressions based on inadequate knowledge of isolated incidents should be avoided. The forms are to be filled in duplicate. Part-I will be filled by the officer being reported upon and should be type written. Part-II to VI will be filled by the Reporting officer and Part-VII by the countersigning officer. Both the Reporting officer and counter-signing officers should give their assessment of the officer reported upon in respective boxes in Part-V. The ministry/Division/Department concerned will Part-VIII, if any adverse remarks are recorded in the report. Assessment in the A C R should be confined to the work done by the officer reported upon during the period covered by the report. Reporting officer is expected to counsel the officer being reported about His weak points and advise him how to improve. Adverse remarks should normally be recorded when the officer fails to improve despte counselling

The A C R form should be filled in a neat and tidy manner. Cuttings/erasures should be avoided and must be initialed, where made.

The ratings in Part-II, III, and VI should be recorded by initialing the appro-6. priate box.

7. For uniform interpretation of qualities, etc., listed in part-12, and IV, the two extreme shades are mentioned against each item. For example an 'exceptionally bright' officer with 'excellent comprehension' will be rated 'Al' in 'Intelligence' (box - I of part - II). A dull and slow officer will merit a 'D' rating A, B & C ratings will denote sa des between the above tow extremes.

The ratings should be clear and given in one of the boxes provided for the purpose in Part-II, III, IV & VI. Do not grade an officer between two shades i.e., between 'Very Good' and 'Good' and 'Average' or 'Average' and 'Below Average'.

9. The Countersigning Officer should weigh the remarks of the Reporting officer against his personal knowledge of the officer being reported upon, compare him with other officers of the same grade working under different Reporting officers but under the same Countersigning Officer, and then give his overall assessment in Part-VI and remarks in Part-III (a). In certain categories of cases remarks of a Second countersigning 'Officer may also be required to be recorded. The Establishment Division will identify such cases from time to time and also designate an officer as the Second Countersigning officer for each category. The Second Countersigning Officer will record his remarks in Part-VII (b).

If the Countersigning Officer differs with the grading or remarks given (in parts other than Part-VI) by the Reporting officer, he should score it out and give his own grading in red ink. In Part-VI he is required to give his own assessment in addition to that of the Reporting Officers.

The Countersigning Officer should underline, in red ink, remarks which in his opinion 11: are adverse and should be communicated to the officer reported upon.

(ii)

(iii)

(iv)

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£D.

ACR for Grade 16 CONFIDENTIAL APPENDIX "A" Government of Khyber PakhtoonKhwa في خيبر يختو نخو ان Edu Name of Service LeaC Elem. & Seco. (Name of the Department / Office) PERFORMANCE EVALUATION REPORT TO31-12-2015 FOR THE PERIOD 01 -01 - 2015 PARTI SARFARAZ KHAN Name (in block letters) YASMEEN D/O 2006 Date of Birth 28-8-1981 Date of entry in Service 29-12-1. 2. <u>BPS-16</u> Grade with present pay_ 3. Post held during the period S.S.T (G) M.Ed 4. Linguistics) Academic Qualifications MA Eng (Lite 8 Knowledge of languages (please indicate proficiency in Speaking (s). Reading (R) and writing (W) Eng (SRM) > Undu (SRM), Pasht (SRW) Hobbies <u>Reading binsus</u>, <u>New Mapping Sourch on Compa Play</u> Training Received: 5. 6. 7. 8. Name of institution and Dates Name of course attended country To From A101 200 15 P Alalk Ν 2 Job Description (Set out broadly in order in of importance the main duties performed. Also Job Description (Set out of oddy in during the period), niention any special work assigned during the period) Sc POL ĥ 500 Adm \mathbf{H} iv) goo 10, Period Served: _ (b). Under reporting Officer (a). Impresent post Date of last annual medical check up 11. 00 %, English 10th 100%, Maths 10th 100% q+h 12. Eng. m OLKI SUPREME

The rating in parts II, III & IV should be recorded by initialing the appropriate box. The rating denoted by alphabets is as follows:

2

A I' Very Good, 'A' Good, 'B' Average 'C' Below Average, 'D' poor.

For uniform interpretation of qualities listed in these parts two extreme shades are mentioned against each item. Please see para 7 of instruction.

PART	П

		A1	A	B .	С	D	
, Injelligence	Exceptionally bright Excellent comprehension.		ph	-			Duil, slow
. Confidence and will power.	Exceptionally confident and resolute.		B	ĺ			Uncertain, hesitant
. Enotional stability	Mature, balanced		p				Unstable; immatur Rigid, inflexible
i. Adaptability	Alert and highly responsible.		N				
5. Understanding and tolerance.	Considerate and co- operative.		pr-				Lacks ability to appreciate other's point to view; un- sympathetic.
6. Appearance and bearing.	Creates excellent		p				.

PART III

	•	1	· ·				 	
	<u>í</u>		ATT	IDU	DE	si	 	Narrow and super facial.
1.	Knowledge of Islam	Well read				115		Indifferent; into lerant.
2.	Attitude towards Islamic ideology	Deeply motivated enlightened				M		5877411946314
		Irreproachable			-	M3	ļ	Unscrupulous Devious; Sycophant
(១ (២		Honest and straig forward.	ght-		-	ß		Devious, Sycolumn
4	Acceptance of responsibility.	Always prepared take on responsi even in difficult	DHILY	,		B		Reluctant to take on responsibility; will avoid it when ever possible, Dull; has to be told what
5	Ability to produce constructive ideas	Full of ideas; alv comes up with ingenious solution	on 10			R		to think

in case of non-muslims the entr

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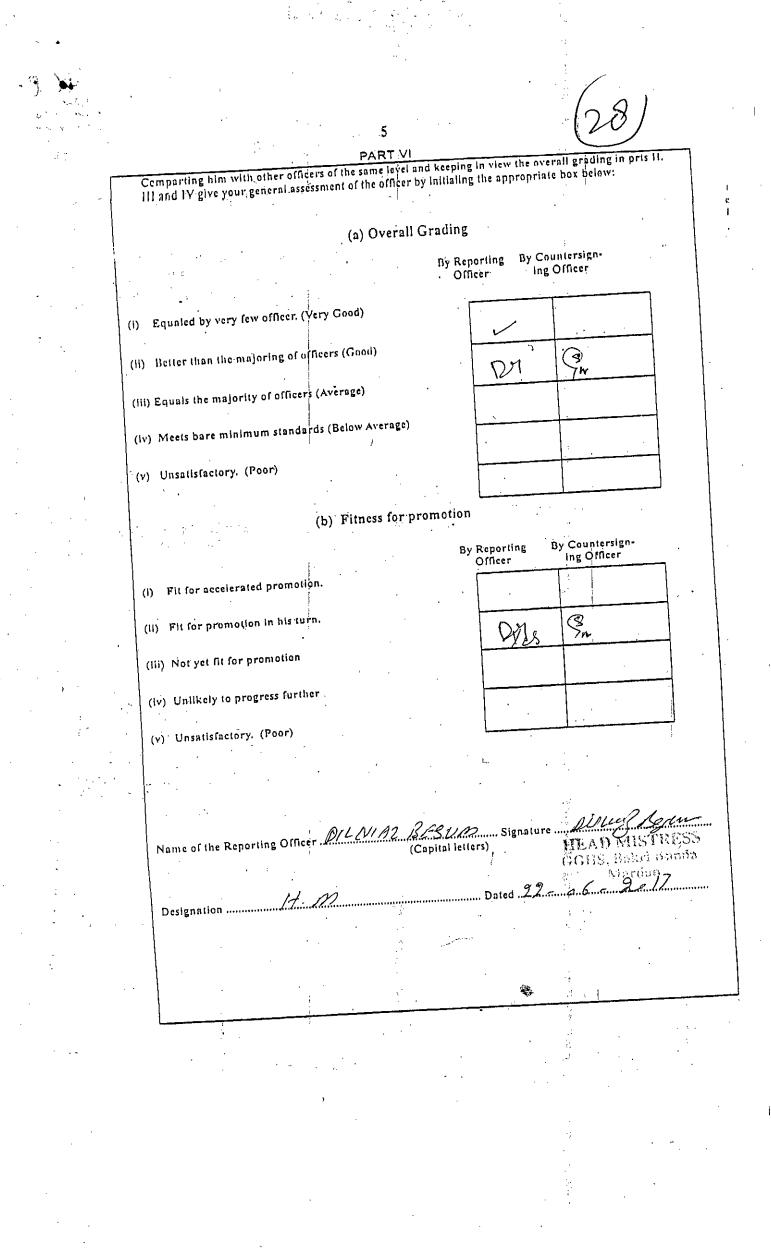
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	:	3 /	, - '					. 20	
			AI .	Ă.	B	• C	D		
Foresight	Anticipates p and plans an	ead.		IK		- -		Handles problem only after they arise.	
	-	terprise-ing;	- 1	<u>~</u>				Timld and diffident	
Initiative and drive. Reliability under : pressure.	dynamic Imperturba	ble and ly. reliable	<u> </u>	105				Confused and ensily Nustered even under normal pressures.	
). Judgment	Makes cons sound prop	istently		115		+ . 	+	Lacks balance and consistency; inimature	
	decisions.		\ \	4	┼╌	┼─		Irresponsible.	
10. Financial Responsibility	Exercise di discipline.		 	115		_ <u></u>		Negligent and	
11. Perseverance and devotion to duty	Resolute c task throu end.	arries a gh to the		1.4				Disinterested. Un-cooperative; does	
12. Relation with: (a) Superiors	1	ve: well liked						not inspire confidence Difficult colleague Brusque and intolerant	<i>,</i>
(b) Colleagues(c) Subordinates	Courteou	il in a team s and effective; onfidence		IB	/			does not carn respect:	
		is and help-	╶┼╌				+-	Haughty; unsympathelic and ill hehaved.	-
13. Behavior with public.	ſul				3				
14. OVERALL			-+-		b				٦

PAI	RΤ	IV.

· · · · · · · · · · ·		PROFICIE		1			Clumsy and vague
Power of expression:	and well so	cise, clear		1/2	.		Ineffective
) Written	Put across and concis	convincingly ely.		pl.			
) Oral Knowledge öf work	Has a thor of the kno	ough grasp wiedge		ns.			Does not know enough about the present job.
Analytical ability	without W	he essentials rasting time ant details		14			Seldom sees below the surface of a problem.
4. Supervision and guidance.	Organize	s and uses staff r resources		bh			Lacks control; ineffective. Indeclsive; vacillating
5. Ability to take	Very log declaive		 	A		 	Always behind sched
6. Work: (a) Output	Always accumu arrears.		, , 	BI	3		very slow disposal.
(b) Quality	Always	produces f exceptionally		R			Generally produces work of poor quality

PART V Pin-Picture: Please comment on any particularly strong or weak points without repeating earlier of the report. Also indicate the future posting considered most suitable for the officer. (a) She is always at work and on time. (b) Conselling: was the officer advised to improved vide instruction No. 4 during the period under report? If so, on what aspects and with what results. NP Assessment of performance: Please comment on how effective the officer has been in performing the duties mentioned at S. No. 9 in part I. Also comment on the officer's contribution to the overall performance of your office/ organisa-tion especially in the light of any numerical measure e.g. Examination result (c) for teaching staff or other applicable index such as profitability, project implementation, tax collection, etc. In other cases give your assessment of relative proportion of (i) routine cases (ii) complicated cases/situations (iii) policy cases/ crisis situations dealt with by the officer. Also indicate whether further training is required for increasing his effectiveness and if so, in which area. Fit for promotion.



PÅRT VII **REMARKS OF THE COUNTERSINING OFFICER** (a) Please report on the aspects not touched upon by the reporting officer. If you disagree with the assessment of the Reporting officer please give reasons there or. You should also indicate now frequently you have seen work of the officer reported upon. If the officer has been assessed fit for promotion would you be prepared to accept him in the higher grade if no, please give your reasons. **%**. : one Jorith Dec Nome CAINA (Canital Letters) District Education Officer la., (b) REMARKS OF THE SECOND COUNTERSIGNING OFFICER, (IF ANY) (Capital Letters) Signature Name Designation PART VIII . Adverse remarks if any, communicated vide ١. Date Decision on presentation, if any 2.

Reporting officer and countersigning officer. It is, therefore, essential that utmost care exercised by all Reporting and Countersigning offices. th The Reporting and Countersigning officer should be _ Objective as possible; and Clear and Girect, not ambiguous or evasive in their remarks. (11)(2) The over-riding importance or Pari-IV should be clearly understood in the (6) (11) overall grading. Over-ratiling should be escliewed by all Reporting/Countersigning officers. Yague Impressions bused on inadequate knowledge of isolated incidents should (iv)The forms are to be filled in duplicate, Part-1 will be filled by the officer being (v) reported upon and should be type written. Part-11 to VI will be filled by the Reporting officer and Part-VII by the countersigning officer. Both the Reporting officer and countersigning officers should give their assessment of the officer reported upon in respective boxes in Part-V. The ministry/Division/Department concerned will Part-Viil, if any adverse remarks are recorded in the report. Assessment in the A C R should be confined to the work done by the officer reported upon during the period covered by the report. Reporting officer is expected to counsel the officer being reported about His weak points and udvise him how to improve, Adverse remarks should normally he recorded when the officer fails to improve despie counselling The A C R form should be filled in a next and tidy manner. Cuttings/crosures should he avoided and must be initialed, where made. The ratings in Part-II, ill, and VI should be recorded by initialing the appro-"For uniform interpretation of qualities, etc, listed in part-li, and IV, the two 6. 7. For uniform interpretation of qualities, etc., fisted in part-tie and iv, the two extreme shades are mentioned against each item. For example an 'exceptionally bright' officer with 'excellent comprehension' will be rated 'Al' in 'Intelligence'. (box - 1 of part - 11). A dult and slow officer will merit a 'D' rating A, B & C ratings will denote shades between thembown for astronom. 8. The ratings should be clear and given in one of the boxes provided for the purpose in Part-11, 111, 1V & VI. Do not grade an officer between two shades i.e., between 'Very Good' and 'Good' and 'Average' or 'Average' and 'Below Average'. 9. The Countersigning Officer should weigh the remarks of the Reporting officer against his personal knowledge of the officer being reported upon, compare him with other officers of the same grade working under different Reporting officers but under the same Countersigning Officer, and then give his overall assessment in Part-VI and other officers of the same grade working under different Reporting officers but under the same Countersigning Officer, and then give his overall assessment in Part-VI and remarks in Part-111 (a), in certain categories of cases remarks of a Second countersigning Officer may also be required to be recorded. The Establishment Division will identify such cases from time to time and also designate an officer as the Second Counter-signing officer for each category. The Second Countersigning Officer will record his remarks in Part-VII (b). 10. If the Countersigning Officer differs with the grading or remarks, given (in paris other than Part-VI) by the Reporting officer, he should score it out and give his own grading in red ink. In Part-VI he is required to give his own assessment in addition to the of the Parerting Officers The Countersigning Officer should underline, in red ink, remarks which in his opinion are adverse and should be communicated to the officer reported upon.

ACR for Grade 16 CONFIDENTIAL APPENDIX "A" Government of Khyber PakhtoonKhwa المكومت خيبر بحتو نخوان <u>secon Edu</u> lea <u>_</u> ک Name of Service em. (Name of the Department / Office) PERFORMANCE EVALUATION REPORT 014 то 31-12 FOR THE PERIOD MA - 01 ⊇**8**511 PARTI Name (In block letters) VASMEEN DIO SARFARAZ KHAN Date of Birth 28-8-19181 Date of entry in Service 2.0 1. 2. BPS-14 Grade with present pay____ 3. Post held during the period ______5T 4. Academic Qualifications MoA (Eng-lite E, ling Met Knowledge of languages (please indicate proficiency in Speaking (s). Rending (R) and writing (W) ENG (S-R-W) > Urall (S-R-W) > Pashto (S-R-W). 5. 6. Hobbles Reading books, Nowspaper, Sourch on comp. Play bed minton. 7. Training Received: 8. Name of institution and Dates Name of course attended country. To from Klama AIOU 2000 Mardar Job Description (Set out broadly in order in of importance the main duties performed. Also tention any special work assigned during the period). 4 ก 9. 10th ìO funder) PTC erlod Served: (b). Under reporting Officer (a). Impresent post Date of last annual medical check up 11. 12-Result: -Engleth 100% > Engloth 100%, , Urdu with 100%. with 100-2 Jubadiat 13 c/leave. 18

The rating in parts II, 111 & 1V should be recorded by initialing the appropriate box. The rating denoted by alphabets is as follows:

'A i' Very Good, 'A' Good, 'B' Average 'C' Below Average, 'D' poor.

For uniform interpretation of qualities listed in these parts two extreme shades are mentioned against each item. Please see para 7 of instruction.

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	PERSONALQ	UALIT	IES		
	i		A B	CD	Dull, slow
nteiligence	Exceptionally bright Excellent comprehension		1 Sc		Uncertain, hesitant
confidence and will power.	Exceptionally confident and resolute. Mature, balanced		the Car		Unstable; Immature
Emotional stability	Alert and highly	-	1.2		Rigid, inflexible
Adapiability	Considerate hud co-		+	+++	Lacks ability to appreciate other's point to view; un-
Understanding and tolerance,	operative.		124		sympathetic.
Appearance and bearing.	Creates excellent impression.		Yer	-+-+	

PART III

		DUDES	Narrow and super facial.
Knowledge of - Islam	Well read		Indifferent; into lerant.
Attitude towards Islamic ideology	Deeply motivated enlightened	- Part	Unscrupulous
3. Integrity (a) General	Irreproachable		Devious; Sycophani
(b) Intellectual	Honest and straight- forward.		Reluctant to take on responsibility; will avoid
4. Acceptance of responsibility.	Always prepared to take on responsibility even in difficult cases	- A	Dull; has to be told what to think
5. Ability to produce on structive ld	ice Full of idensi unity of idensi unity of idensity with ensity solution to	Se lo their own re	

In case of non-muslims the entries

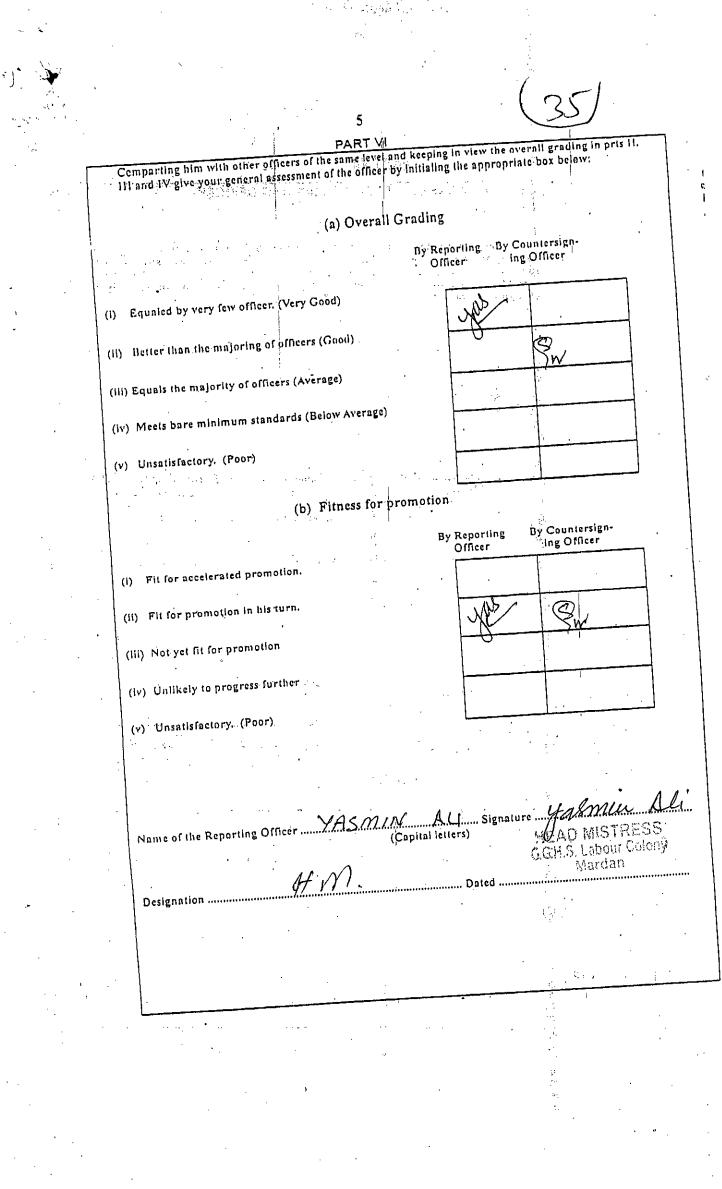
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	i. 3	. "	•			(33)
		AL	В	C. D		
					- H	andles problem only
Foresight	Anticipates problems and plans ahead.	R			a	fier they arise. Imid and diffident
Initiative and	Bold and enterprise-ing; dynamic	20				confused and cosily
drive. Rellability under pressure.	Imperturbable and exceptionally reliable at all times.	R.			- L ۲	lustered even under normal pressures.
. Judgment	Makes consistently sound proposals/	X		 		Lacks balance and consistency; inmature
A state	decisions. Exercise due care	1 R	×	+	1	Irresponsible.
0. Financial Responsibility	discipline. Resolute carries a	╺┼╾─┼──╕		┼╼╼┾		Negligent and Disinterested.
1. Perseverance and devotion to duty	task through to the		<u> </u>	+		Un-cooperative; does
12. Relation with: (a) Superiors	Cooperative: well liked and trusted.		5			not inspire confidence Difficult colleague Brusque and intolerant!
(b) Colleagues (c) Subordinates	Works well in a team Courteous and effective inspires confidence	2; -{	Š			does not earn respect;
	Courteous and help-				1	Haughty; unsympathet and ill hehaved.
13. Behavior with public.	ful		Jac .		 .	
	GRADING IN PART III			-		

PART IV

	PROFICIEI Always precise, clear		N?	[· ·]		Clumsy and vague
Power of expression:	and well set out	· · · · · · · · · · · · · · · · · · ·	<u></u>	$\frac{1}{1}$	+	İneffective
) Written	Put across convincingly and concisely.		Ř.			Does not know enough
) Oral , Knowledge of	Hus a thorough grasp of the knowledge		A.S.			about the present job.
work ,	relevant his job		<u> </u>	╶┼╼╼┼		Seldom sees below the
Analytical ability	Pick out the essentials without wasting time on irrelevant details		J.			surface of a problem.
·	Organizes and uses staff	┟╌╌┼	20-			Lacks control;
 Supervision and guidance. 	and other resources	 	Ľ.		 	ineffective. Indecisive; vacillating.
5. Ability to take	Very logical and		R			
decision. 6. Work: (a) Output	deciLivo Älways up-to-date; accumulate no		No.			Always behind schedu very slow disposal.
(b) Quality	arrears. Always produces work of exceptionally		No.			Generally produces work of poor quality.
	highly quality					

Pin-Picture: Please comment on any particularly strong or weak points without repeating carlier of the report. Also indicate the future posting considered (\mathbf{a}) most suitable for the officer. She is regular and hardworking teacher. Conselling: was the officer advised to improved vide instruction No. 4 during the period under report? If so, on what aspects and with what results. (b) ASA Assessment of performance: Please comment on how effective the officer has been in performing the duties mentioned at S. No. 9 in part I. Also comment on the officer's contribution to the overall performance of your office/ organisa-(c) tion especially in the light of any numerical measure' e.g. Examination result for teaching staff or other applicable index such as profitability, project implementation, tax collection, etc. In other cases give your assessment of relative proportion of (i) routine cases (ii) complicated cases/situations (iii) policy cases/ crisis situations dealt with by the officer. Also indicate whether further training. is required for increasing his effectiveness and if so, in which area. fit for promotion.



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PART VII (a) REMARKS OF THE COUNTERSINING OFFICER Please report on the aspects not touched upon by the reporting officer. If you disagree with the assessment of the Reporting officer please give reasons there or. You should also indicate how frequently you have seen work of the officer reported upon. If the officer has been assessed fit for promotion would you be prepared to accept him in the uldgher grade if no, please give your reasons. ۲. gread Jalita G. J. H. A. A. Signature ... Districe Education affictr. Ital Letters). Female Murdan MINA. Nanie .. DesignationDate (b) REMARKS OF THE SECOND COUNTERSIGNING OFFICER, (IF ANY) Name (Capital Letters) Date Designation PART VIII Adverse remarks if any, communicated vide 1. Date Decision on presentation, if any 2.

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	INSTRUCTION FOR FILLING OF THE
	ACR if the most important record for the assessment of an officer. At the same time the quality of A C R is a measure of the competence of the the same time the quality of A C R is a measure of the competence, essential the same time the quality of A C R is a measure of the competence. It is, therefore, essential the same time the quality of A C R is a measure of the competence.
	ACR if the most important record for the assessment the competence of the the same time the quality of A C R is a measure of the competence essential the same time the quality of A C R is a measure of the competence, essential Reporting officer, and countersigning officer, the same time of the competence of the same time of the competence of the competence of the same time of the competence of the compete
	ACR if the most important of A C R is a measure to is, therefore, essentiate the same time the quality of A C R is a measure to is, therefore, essentiate the same time the quality of A C R is a measure to is, therefore, essentiate the same time same time to countersigning offices, and countersigning offices, that at most care exercised by all Reporting and Countersigning offices, that at most care exercised by all Reporting and Countersigning offices.
(i)	the same time the quartersigning officer, and Countersigning officer
	neorting officer and tool by all Reporting and the
	Reputition of the care exercised by the second s
	that attinust countersigning officer should be _ The Reporting and Countersigning officer should be _ Objective as possible; and Objective as possible; and
	the section and Countersigning officer and
·(ii)	The Reporting and Countersigning officer and (a) Objective as possible; and (b) Clear and direct, not ambiguous or evasive in their remarks.
	(b)
	(b) Clear and direct, not allowed be clearly understood in the The over-riding importance or Part-IV should be clearly understood in the state of th
(iii)	The over-riding important
,	oversil grading.
	in the still Reporting Country of
·(iv)	Over-rating should be estimated incidents should
(1.)	
1.11	Vague impressions bused on inadequate and be avoided. The forms are to be filled in duplicate. Part-1 will be filled by the Reporting The forms are to be filled in duplicate. Part-11 to VI will be filled by the Reporting officer and counter-
(v)	
	The forms are to be filled in duplicate. Part-1 with he filled by the Reporting ported upon and should be type written. Part-11 to VI will be filled by the Reporting ficer and Part-VII by the countersigning officer. Both the Reporting officer and counter- ficer and Part-VII by the countersigning officer. Both the officer reported upon in respective ficer and fart-VII by the countersigning officer and concerned will Part-VIII, if any
	The forms are to be filled in written. Part-11 to VI will be upon and should be type written. Part-11 to VI will be the countersigning officer. Both the Reporting officer and countersigning officer and Part-VII by the countersigning officer reported upon in respective ficer and Part-VII by the countersigning officers should give their assessment of the officer reported will Part-VIII, if any gning officers should give their assessment concerned will Part-VIII, if any gning Part-V. The ministry/Division/Department concerned will Part-VIII, if any
2.	the non and should be type wigning officer. Both the Reported upon in respective
rej	ported upon vill by the countersigning of the officer report, will Part-Vill, if any
ofi	ficer and introduced give their assession anartment concerned with
C i i	
ho	verse remarks are recorded in the report.
s d	verse remarks are recorded in the report. Assessment in the A C R should be confined to the work done by the officer reported Assessment in the A C R should be confined to the work done by the officer reported
	and should be connect in
٦	Assessment in the ACR should be report. pon during the period covered by the report.
	pon during the period covered by the report. pon during the period covered by the report. Reporting officer is expected to counsel the officer being reported about Reporting officer is expected to counsel the officer being reported about reporting officer is expected to counsel the officer being reported about reporting officer is expected to counsel the officer being reported about
U U	pon during the period covered as Reporting officer is expected to counsel the officer being reported about Reporting officer is expected to counsel the officer being reported about tis weak points and udvise him how to improve. Adverse remarks should normally be re- tis weak points and udvise him how to improve despte counselling inded when the officer fails to improve despte counselling
,	provider officer is expected to toprove. Adverse remarks should have
4.	terporting and advise him how to improve counselling
Į.	lis weak points affect fails to improve despice es
c	Reporting officer fails to improve. Automing orded when the officer fails to improve despite counselling 5. The ACR form should be filled in a next and tidy manner. Cutlings/crasures should be initialed, where made.
	the second in a new and the
:	5. The A C R form should be inter made. he avoided and must be initialed, where made.
9	be avoided and must be thinknown in the mean ded by initialing the appro-
	 5. The A construction of qualities, etc. listed in part-11, and VI the two printeriors. 7. For uniform interpretation of qualities, etc. listed in part-11, and IVI the two printeriors.
	printerion of qualities, etc., the arguing an 'exceptionally interior
•	"For uniform interpretation against each item, for examplifingnee' (box - 1 of part - 11)
'	7. For hades are mentioned again will be rated 'Al' in "Interingenter between
	extreme shades determined comprehension will denote shades better
•	7. 'For uniform interpretation of qualities, etc, listed in an 'exceptionally pright 7. 'For uniform interpretation of qualities, etc, listed in an 'exceptionally pright (box - 1 of part - 11). 'extreme shades are mentioned against each item. For example an 'exceptionally pright is the shades are mentioned against each item. For example an 'exceptionally pright (box - 1 of part - 11). officer with 'excellent comprehension' will be rated 'At' in 'intelligence' (box - 1 of part - 11). officer with 'excellent comprehension' will be rated 'At' in 'intelligence' (box - 1 of part - 11). officer with 'excellent comprehension' will be rated 'At' in 'intelligence' (box - 1 of part - 11).
	the above tow extremes. the above tow extremes. 8. The vatings should be clear and given in one of the boxes provided for the purpose in Part-11, 111, IV & VI. Do not grade an afficer between two shades i.e., between 'Very' in Part-11, 111, IV & VI. Do not grade an afficer between two shades i.e., between 'Very' in Part-11, 111, IV & VI. Do not grade an afficer between two shades i.e., between 'Very' in Part-11, 111, IV & VI. Do not grade an afficer between two shades i.e., between 'Very' in Part-11, 111, IV & VI. Do not grade and Below Average'. In Part-11, 111, IV & VI. Do not grade and Below Average'. In Part-11, 111, IV & VI. Do not grade and Below Average'.
	hand be clear and given in batween two shades i.e., between
	8. The vatings should be clear grade an officer between the Reporting officer in Part-11, 111, IV & VI. Do not grade an Below Average'. Good' and 'Good' and 'Average' or 'Average' and Below Average'. The Countersigning Officer should weigh the remarks of the Reporting officers him with 9. The Countersigning Officer should weigh the reported upon, compare him with 9. The Countersigning officer being reported upon, compare but under
	the Philippine 1991 the stand verope 400 percent of the memoriks of the standard standard the solid
	The Countersigning Of the officer being reput Reporting officers but the
	y, that his personal knowledge working under different Representin Part-VI and
	against filteers of the same grade and then give his overall use a Second countersigning
	of Ber Olliver''''''''''''''''''''''''''''''''''''
•	the same over the certain careby the reception of the reception of the second of the s
	remarks in Paristic be required to be recorded an officer as the set of Pari-Vil (b).
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	inter Officer differs with the grund score it out and give mattion to
	such eases from time to the Second Countersigning Officer with the grading or remarks given (in parts signing officer for each category. The Second Countersigning Officer, with the grading or remarks given (in parts 10. If the Countersigning Officer differs with the grading or remarks give his own ather than Part-VI) by the Reporting officer, he should score if out and give his own other than Part-VI) by the Reporting officer, he is own assessment in addition to grading in red ink. In Part-VI he is required to, give his own assessment in his opinion of the Reporting Officers.
	the there then Part-VI) by the key is required to, give his own 200
	other than Part-VI) by (net VI he is required to, give instants which in his opinion grading in red ink. In Part-VI he is required to, give instants which in his opinion that of the Reporting Officers, that of the Reporting Officer should underline, in red ink, remarks which in his opinion 11. The Countersigning Officer should underline, in red ink, remarks which in his opinion 11. The countersigning officer should underline, in red ink, remarks which in his opinion that of the Reporting Officer should underline, in red ink, remarks which in his opinion that of the Reporting Officer should underline, in red ink, remarks which in his opinion that of the Reporting Officer should underline, in red ink, remarks which in his opinion that of the Reporting Officer should underline, in red ink, remarks which is opinion that of the Reporting Officer should underline, in red ink, remarks which is opinion that of the Reporting Officer should underline, in red ink, remarks which is opinion that the Reporting Officer should underline, in red ink, remarks which is opinion that of the Reporting Officer should underline, in red ink, remarks which is opinion that of the Reporting Officer should underline in the remarks which is opinion that the Report of the remarks which is opinion the remarks which is opinion to the remarks which is op
	Ersoling in red low, concers,
	that in the Countersigning Officer should be officer reported upon.
	that of the Reporting Officer should underine, in the second should be communicated to the officer reported upon. are adverse and should be communicated to the officer reported upon.
۰.	are adverse and shows and a
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ACR for Grade |6 CONFIDENTIAL APPENDIX "A" Government of Khyber PakhtoonKhwa حکوم^ات خیبر پختونخو اب Teaching. Elementary & Secondary Name of Service (Name of the Department / Off PERFORMANCE EVALUATION REPORT то31-12-2013 FOR THE PERIOD 01-01-201 PART I Name (in block letters) YASMEEN -1981 Date of entry in Service 2 1. Date of Birth 28-8-2. BPS Grade with present pay ٦. Post held during the period 55 6 4. M. Academic Qualifications MACENA 5. cading (R) and Knowledge of languages (please indicate proficiency in Speakin writing (W) Engo (SRM), UNCUL (SRW), Hobbles Reading books, Nowspapers, Seat caking ashto (SR120) 6. hedminton PLAUL am 7. Training Received: 8. Name of institution and Dates Name of course attended country To From lama 4*100* 2000 FO Marda JKU Job Description (Set out broadly in order in of importance the main duties performed. Also 9. during the period) 10th Mi ntia special work assigned bend Vi iunc Period Served: (b). Under reporting Offic (n). Impresent post Date of last annual medical check up 11. Eng. ofth 100%, Wrodu ofth 100%, Mobgoliat 9th 100%. 12- Result: 004

The rating in parts 11, 111 & IV should be recorded by initialing the appropriate box. The rating denoted by alphabets is as follows:

2

'A 1' Very Good, 'A' Good, 'B' Average 'C' Below Average, 'D' poor.

For uniform interpretation of qualities listed in these parts two extreme shades are mentioned against each item. Please see para 7 of instruction.

PART	11

•	PERSONAL	QUALI	TIES				
<u></u>		AI	A	B	С	D	· · · · · · · · · · · · · · · · · · ·
Intelligence	Exceptionally bright Excellent comprehension.		Jes .				Duil, slow
Confidence and will power.	Exceptionally confider and resolute.	nt -	le 1				Uncertain, hesitant
Emotional stability	Mature, balanced		20				Unstable; immature
Adaptability	Alert and highly responsible.		1/2 /				Rigid, inflexible
Understanding and tolerance.	Considerate and co- operative.		la,				Lacks ability to appreciate other's point to view; un- sympathetic.
Appearance and bearing.	Creates excellent inspression.		Ň				

PART III

<u> </u>		ATT	<u>ים ח</u>	<u>des</u>	[T		Narrow and super facial.
Knowledge of Islam	Well read			×.				Indifferent; into lerant.
	Deeply motivation in the second secon	ted	, ·,	525				Brancia Unscrupulaus
3. Integrity	Irreproachabl	e	<u>.</u>	Jer.		· .		Devious; Sycophant
(a) General (b) Intellectual	Honest and st forward.	raight-		725	· · ·		¹ ".,	
4. Acceptance of	Always preps take on respo	msionity		121				Reluctant to take on responsibility; will avoid when ever possible,
5. Ability to produce constructive ideas	even in diffie Fuil of ideas	ult cases niways th lution to		SEL				Dull; has to be told what to think

In case of non-muslims the entries will rel

1

		AI	· A	· B ·	C	D	
Foresight	Anticipates problems		Je .		<u></u>		Handles problem only after they arise.
	and plans ahead.	<u></u>	Ser Ser			┼──	Timid and diffident
Initiative and drive. Reliability under pressure.	Bold and enterprise-ing; dynamic Imperturbable and exceptionally reliable		fres for				Confused and easily flustered even under normal pressures.
Judgment	at all times. Makes consistently sound proposals/	- -	1 de	× '	+ . 		Lacks balance and consistency; Immature
0. Financial	decisions. Exercise due care discipline.		- XX		_		Irresponsible. Negligent and
Responsibility 11. Perseverance and devotion to duty	Resolute carries a task through to the end.	 ;-	100		- 		DisInterested.
12. Relation with: (a) Superiors	Cooperative: well like and trusted.	d		6			Difficult colleague Brusque and intoleran
(b) Colleagues(c) Subordinates	Works well in a team Courteous and effecti inspires confidence	ve;				. .	does not carn respect; Haughiy; unsympathe
13. Behavior with public.	Courteous and help- ful			Jac .			and ill heliaved.

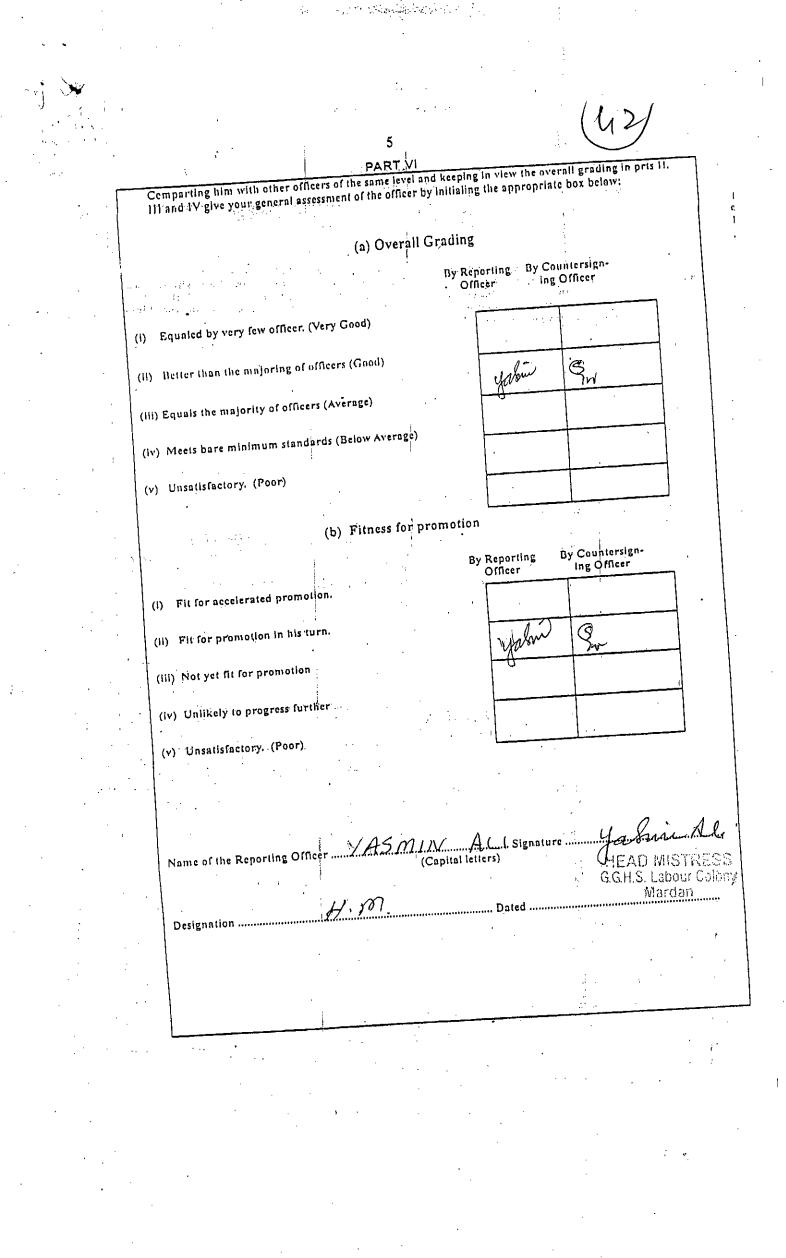
3.

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PART IV

;		PROFIC	TENCY	100		TT	Clumsy and vague
Power of	and we	precise, clear Il set out		N.			Ineffective
expression: a) Written	Putaci	oss convincingly neisely.		R			Does not know enough
(b) Oral 2. Knowledge of	Has a	thorough grasp knowledge	• [a a		1.1	about the present job.
work	releva	nt his job ut the essentials					Seldom sees below the surface of a problem.
3. Analytical ability		ut wasting time elevant details		fiel			
4. Supervision	Orga	inizes and uses sta		1	(*		Lacks control; ineffective.
and guidance.	effeo	other resources	<u>}_</u>	9421			Indecisive; vaciliating.
5. Ability to take decision.	deci		ě	-1-	┟╌╌┼╴	╾┼╾╴	Always behind schedu
6. Work: (a) Output	1000	ays up-to-date; umulate no		105			very slow disposal.
(b) Quality		ears. vays produces		El.	+		Generally produces work of poor quality.
(D) Quanti	wo	rk of exceptionall hly quality	y	12	<u> </u>		

4)) Pin-Picture: Please comment on any particularly strong or weak points without repeating earlier of the report. Also indicate the future posting considered most suitable for the officer. She has an excellent ability of management and teaching. (b) Conselling: was the officer advised to improved vide instruction No. 4 during the period under report? If so, on what aspects and with what results. NA (c) Assessment of performance: Please comment on how effective the officer has been in performing the duties mentioned at S. No. 9 in part I. Also comment on the officer's contribution to the overall performance of your office/ organisa-tion especially in the light of any numerical measure' e.g. Examination result for teaching staff or other applicable index such as profitability, project implementation, tax collection, etc. In other cases give your assessment of relative proportion of (i) routine cases (ii) complicated cases/situations (iii) policy cases/ crisis situations dealt with by the officer. Also indicate whether further training is required for increasing his effectiveness and if so, in which area. Fit for promotion.



43 PÅRT VII (a) REMARKS OF THE COUNTERSINING OFFICER Please report on the aspects not touched upon by the reporting officer. If you disagree with the assessment of the Reporting officer please give reasons there or. You should also indicate how frequently you have seen work of the officer reported upon. If the officer has been assessed fit for promotion would you be prepared to accept him in the officer grade if no, please give your reasons. ¥.; read Inlita Name Signature (Capital Letters) District Education Officer Female Mardan Designation (b) REMARKS OF THE SECOND COUNTERSIGNING OFFICER, (IF (Capital Letters) Name Designation Date! PART VIII Adverse remarks if any, communicated vide 1. Date Decision on presentation, if any 2.

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		ING UP THE A. C. R. POINT
	INSTRUCTION FOR FILL	ING UP THE A.C. Reforment of an officer. Al ord for the assessment of an officer. Al CR is a measure of the competence of the CR is a measure of the competence of the lgning officer. It is, therefore, essential igning officer. It is, therefore, essential all Reporting and Counterstaning offices.
	11101110	d for the assessment competence of the
	important rec	ord for the assessment competence of the CR is a measure of the competence of the Igning officer, it is, therefore, essential and Reporting and Counterstaning offices, att Reporting and Counterstaning offices, pould be _
	ACR If the most multily of A	the officer 11 18 densigning offices
(i)	the same time the sand counters	igning and Counterpr
	nanorting officer and	
	Reput numbel care exercise	
	The Reporting and Counterstaning officer st The Reporting and Counterstaning officer st Objective as possible; and	ould be _
,	The Reporting and Countersigning officer and (a) Objective as possible; and	uous or evasive in their remarks.
(11)	(a) Objective as possiblet ambig	mous or evosive in the
	(iii) Clear and direct, not	The understood in the
	Dortal V sho	id he clearly underer
	(a) Objective and direct, not ambig (b) Clear and direct, not ambig The over-riding importance or Part-IV show	· · · ·
(11)	overall grading.	the starting officers.
	the time should be eschewed by	the local incidents should -
- (in	 The over-riding importance overall grading. Over-ralling should be eschewed by all Report over the second state of the second state of the second state over the second stat	lowledge of isnisted mene
()	v) Vague Inipressions	plicate, Part-1 will be filled by the officer being iten. Part-11 to VI will be filled by the Reporting ing officer. Both the Reporting officer and counter- sament of the officer reported upon in respective sament of the officer reported will Part-VIII, if any or Department concerned will Part-VIII, if any
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	to be filled in ut	ton. Pari-11 to VI monorting officer and respective
7	The forms are bould be type wri	officer. Both ine separted upon in testing any
4	sported upon and should be countersign	and of the officer report will Part-Ville it
•	colcer and Part-Vit by alve their asse	somenariment concernes
	officers should be terev/Divisi	
;	adverse remarks are recorded in the report.	iplicate. It to VI will be filled fileer and counter- iten. Part-11 to VI will be filled fileer and counter- ing officer. Both the Reporting officer and upon in respective sament of the officer reported will Part-VIII, if any on/Department concerned will Part-VIII, if any
	boxes remarks are recorded in the	the work done by the officer reported
	uttered be con	ned to the work done by the officer reported
	in the ACR should be	
	 Assessment in the A C R should not upon during the period covered by the report. Reporting officer is expected to count. Reporting officer is expected to improve destruction. 	sel the officer being reported about ove. Adverse remarks should normally be re- pte counselling which this manner. Cuttings/crosures should
	upon during the period	set the officer being eshould normally being
		ove, Adverse remains
	4. Reporting directives him how to mp	nie counselling
	His weak points and act falls to improve des	authors/crosures should
	4. Reporting officer is expected how to impr His weak points and udvise him how to improve des corded when the officer fails to improve des	and ind ildy manner. Currings of the
1	5. The A C R form should be inten in and in the avoided and must be initialed, where made be avoided and must be initialed.	the BURFOT
	ne avoided a short still, and VI sho	uld be received the two
	The ratings in Paristic	of qualities, etc. listed in part-11, and 1V, the two inst each item. For example an 'exceptionally bright' will be rated 'A1' in 'Intelligence' (box - 1 of part - 11). g A, B & Cratings will denote shades between
	6. priato hox.	sitcles, cic, listed in exceptionally in sit
· .	printe una	of qualities, For example all thox - 1 of part - the
	For uniform interpretaga	nst each itelin in intelligence
	7. hades are mentioned	will be rated will denote shades between
	extreme sharellent comprehending	A, B & C ratings with
•	officer with officer will meril a D faith	of qualities, etc. listed in particular contentionally bright inst each item. For example an 'exceptionally bright will be rated 'Ai' in 'Intelligence' (box - 1 of part - 11). will be rated 'Ai' in 'Intelligence' (box - 1 of part - 11). g A, B & C ratings will denote shades between g A, B & C ratings will denote shades between
•	A dull and slow orthomes	will be rated 'Al' in 'Intelligence' (bow will be rated 'Al' in 'Intelligence' (bow gA, B & C ratings will denote shades between ga, b & C ratings will denote shades between the purpose
	A dull and show extremes.	and given in one of the boxes provided for the purpose rade an afficer between two shades i.e., between 'Very' rade an afficer between two shades i.e., between 'Very' ge' and 'Below Average'. r should weigh the remarks of the Reporting officer r should weigh the remarks of the Reporting officers but under
	should be clear	and given in officer between two shares then rade an officer between two shares the ge' and 'Below Average', ge' and 'Below Average', is should weigh the remarks of the Reporting officer being reported upon, compare him with of the officer being reported upon, compare him with of the officer being reported upon, compare him with of the officer being reported upon, compare him with working under different Reporting officers but under working under different Reporting to puptersigning
	8. The ratings should be close in Part-11, 111, IV & VI. Do not p Good and Good and Average or Avera Cood The Countersigning Office	rade an officer different Reporting officers but under of the officer being reported upon, compare him with of the officer being reported upon, compare him with working under different Reporting officers but under working under different Reporting officers but under and then give his overall assessment in Part-VI and and then give his overall assessment in Countersigning and then give his remarks of a Second countersigning but the countersigning the second countersigning with identify
		2" F 1
	Good' and 'Good' and	officer being reporting officers vi and
	9. The Counter knowledge	ing under different topstessment in partoning
		A SECOND WITH A
· · · · ·		
•	the same Countersigning in certai	r should were being reported upper officers but under of the officer being reported upper officers but under working under different Reporting officers but under sond then give his overall assessment in Part-VI and and then give his overall assessment in Part-VI and categories of cases remarks of a Second countersigning n categories of cases remarks of a Second counter- be recorded. The Establishment Division will identify the recorded. The Establishment Division will identify the recorded officer as the Second Counter- and also designate an officer as the Second Counter- tion of the second counter- and also designate an officer will record his remarks in Part-VII (h).
	incontra in Part-111 (a), putred 1	be recorded an iofficer as marks in Pari-VII (0).
•••	Continue may also be required	and also design Officer will record his terme
		anding or remains a give his own
	to les officer for each category	and the the gradine and and give a second
	signing officer for each category	ticer differs with the grading score it out and graddition to
	signing utility of	ficer, differs with he should score it duty and in addition to
÷.	signing utility of	ficer, differs with he should score it duty and in addition to
· .	10. If the Countersigning Of the chan Part-VI) by the Re other than part-VI part-VI	ricer differs with the should score it but an addition to porting officer, he should score it but assessment in addition to he is required to, give his own assessment in his opinior
\.	10. If the Countersigning Of the chan Part-VI) by the Re other than part-VI part-VI	ricer differs with the should score it but an addition to porting officer, he should score it but assessment in addition to he is required to, give his own assessment in his opinior
:	10. If the Countersigning Of the chan Part-VI) by the Re other than part-VI part-VI	ricer differs with the should score it but an addition to porting officer, he should score it but assessment in addition to he is required to, give his own assessment in his opinior
۱.	10. If the Countersigning Of the chan Part-VI) by the Re other than part-VI part-VI	ricer differs with the should score it but an addition to porting officer, he should score it but assessment in addition to he is required to, give his own assessment in his opinior
· . · .	10. If the Countersigning Of the chan Part-VI) by the Re other than part-VI part-VI	ricer differs with the should score it but an addition to porting officer, he should score it but assessment in addition to he is required to, give his own assessment in his opinior
	signing utility of	ricer differs with the should score it but an addition to porting officer, he should score it but assessment in addition to he is required to, give his own assessment in his opinior
<u>.</u>	10. If the Countersigning Of the chan Part-VI) by the Re other than part-VI part-VI	ricer differs with the should score it but an addition to porting officer, he should score it but assessment in addition to he is required to, give his own assessment in his opinior
\$. • •	10. If the Countersigning Of the chan Part-VI) by the Re other than part-VI part-VI	ricer differs with the should score it but and in addition to porting officer, he should score is used as a sessment in addition to he is required to, give his own assessment in his opinior
-	10. If the Countersigning Of the chan Part-VI) by the Re other than part-VI part-VI	ricer differs with the should score it but and in addition to porting officer, he should score is used as a sessment in addition to he is required to, give his own assessment in his opinior
	10. If the Countersigning Of the chan Part-VI) by the Re other than part-VI part-VI	ricer differs with the should score it but and in addition to porting officer, he should score is used as a sessment in addition to he is required to, give his own assessment in his opinior
	10. If the Countersigning Of the chan Part-VI) by the Re other than part-VI part-VI	ricer differs with the should score it but and in addition to porting officer, he should score is used as a sessment in addition to he is required to, give his own assessment in his opinior
	10. If the Countersigning Of the chan Part-VI) by the Re other than part-VI part-VI	ricer differs with the should score it but an addition to porting officer, he should score it but assessment in addition to he is required to, give his own assessment in his opinior
1 .	10. If the Countersigning Of the chan Part-VI) by the Re other than part-VI part-VI	ricer differs with the should score it but an addition to porting officer, he should score it but assessment in addition to he is required to, give his own assessment in his opinior
	10. If the Countersigning Of the chan Part-VI) by the Re other than part-VI part-VI	ricer, differs with the should score if further in addition to porting afficer, he should score if further in addition to he is required to, give his own assessment in addition to r should underline, in red ink, remarks which in his opinior ed to the officer reported upon.
1. 	10. If the Countersigning Of the chan Part-VI) by the Re other than part-VI part-VI	ricer differs with the should score it but and in addition to porting officer, he should score is used as a sessment in addition to he is required to, give his own assessment in his opinior
	10. If the Countersigning Of the chan Part-VI) by the Re other than part-VI part-VI	ricer, differs with the should score it that an addition to porting afficer, he should score it that an addition to he is required to, give his own assessment in addition to r should underline, in red ink, remarks which in his opiniar ed to the officer reported upon.

ACR for Grade 16 CONFIDENTIAL APPENDIX "A" Government of Khyber PakhtoonKhwa . حکومت خيبر پختو نخو ان Elementary & Secondary Edu. Teaching Name of Service (Name of the Department / Office) PERFORMANCE EVALUATION REPORT FOR THE PERIOD 01 -01 - 2012 2012 то<u>31-12</u> PARTI Name (in block letters) NASMEEN DIO SAREARAZ KHAN 1. Date of Birth 28-08-1981 Date of entry in Service 29-12-2006 2. Grade with present pay_BPS-16 3. Post held during the period SST 4. Academic Qualifications M.A (Eng. lite S 5. Knowledge of languages (please indicate proficiency in Speaking (s). Reading (R) and writing (W) English (SRW) o Urall (SRW), Pashto (SRW). 6. Hobbies Reading barks, Newspapers, leaven on compiplay bedminten 7. 8. Name of institution and Dates Name of course attended country Tó From 00 Mardan Job Description (Set out broadly in order in of importance the main duties performed. Also 9. d during the period). ath. adiat ndu 4D Шĩ Period Served: 10. (b). Under reporting Officer Impresent post Date of last annual medical check up 11. Result: 12. 9th 100%, Judy 9th 100%, Mubadiat 9th 100%. Eng. Rosult declared m

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The rating in parts II, III & IV should be recorded by initialing the appropriate box. The rating denoted by alphabets is as follows:

2

'A I' Very Good, 'A' Good, 'B' Average 'C' Below Average, 'D' poor.

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For uniform interpretation of qualities listed in these parts two extreme shades are mentioned against each item. Please see para 7 of instruction.

	PART	II
٠.		

		AI	A	B	С	D	,
			┼╌╌╸	┝	<u>}</u>		Dull, slow
Intelligence	Exceptionally bright Excellent comprehension.		yes				
1			<u></u>	╉━╧	+	<u>}</u>	Uncertain, hesitant
. Confidence and	Exceptionally confident and resolute.		J.S.				
will power.	i		1.0	+		+	Unstable; immature
Eniotional stability	Mature, balanced		sp				
	d highly			T		1	Rigid, inflexible
Adaptability	Alert and highly responsible.		Se !!	"		1	
			+-3	┍╋┯╼	-†	1-	Lacks ability to
5. Understanding and tolerance.	Considerate and co- operative.		Je ge	,			appreciate other's point to view; un- sympathetic.
· •			-+	Ч÷	-+	-+	· · ·
6. Appearance and bearing.	Creates excellent impression.		X	P -			

PART III

	1 *		<u></u>	
	ATTI	DUDES		Narrow and super facial.
1. Knowledge of Islam	Well read	- pb		Indifferent; into lerant.
2. Attitude towards Islamic ideology	Deeply motivated enlightened			Unscrupulous
3. Integrity (a) General	Irreproachable.			Devious; Sycophant
(b) Intellectual	Honest and straight- forward.	- P		Rejuctant to take on
4. Acceptance of	Always prepared to take on responsibility	1 pr		responsibility; will avoid in when ever possible,
responsibility. 5. Ability to produc constructive idea	e Full of ideas; always comes up with inconjous solution to	AN AN		Dull; has to be told what to think
	for the second second	er to their own	religion	

In case of non-muslims the entrie

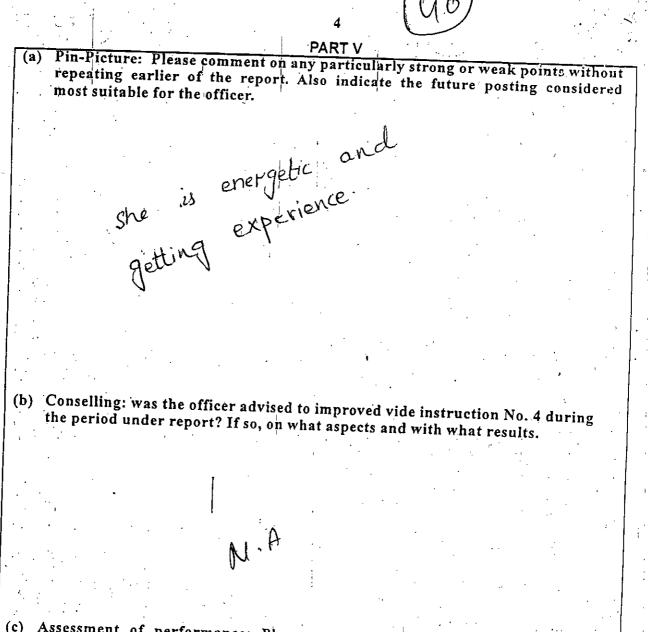
		Al	•A	В	Ċ	D	
Foresight	Anticipates problems and plans ahead.		.g.	1			Handles problem only after they arise.
. Initiative and	Bold and enterprise-ing; dynamic		Jax 1				Timid and diffident
drive. 8. Reliability under pressure.	Imperturbable and exceptionally reliable at all times.		iges .				Confused and easily flustered even under normal pressures.
). Judgment,	Makes consistently sound proposals/ decisions.		ter				Lacks balance and consistency; immature
10. Financial Responsibility	Exercise due care discipline.		. Ye				Irresponsible.
11. Perseverance and devotion to duty	Resolute carries a task through to the end.		ye				Negligent and Disinterested.
 12. Relation with: (a) Superiors (b) Colleagues (c) Subordinates 	Cooperative: well liked and trusted. Works well in a team Courteous and effective; inspires confidence						Un-cooperative; does not inspire confidence Difficult colleague Brusque and intolerant' does not earn respect;
13. Behavior with public.	Courteous and help- ful		X	3		·	Haughty; unsympatheti and ill behaved.

(47)

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PART IV

	FROME	NCY IN JOB	- 	
 Power of expression: (a) Written (b) Oral 	Always precise, clear and well set out	, as		Ciumsy and vague
	Put across convincingly and concisely.	. Cop		Ineffective
2. Knowledge of work	Has a thorough grasp of the knowledge relevant his job			Does not know enough about the present job.
3. Analytical ability	Pick out the essentials without wasting time on irrelevant details	and the second		Seldom sees below the surface of a problem.
4. Supervision and guidance.	Organizes and uses staff and other resources effectively	and the		Lacks control; ineffective.
5. Ability to take decision.	Very logical and decisive	Jak		Indecisive; vacillating.
6. Work: (a) Output	Always up-to-date; accumulate no arrears.	Las .		Always behind schedule very slow disposal.
(b) Quality	Always produces work of exceptionally highly quality	. Jos	,	Generally produces work of poor quality.



(c) Assessment of performance: Please comment on how effective the officer has been in performing the duties mentioned at S. No. 9 in part I. Also comment on the officer's contribution to the overall performance of your office/ organisation especially in the light of any numerical measure' e.g. Examination result for teaching staff or other applicable index such as profitability, project implementation, tax collection, etc. In other cases give your assessment of relative proportion of (i) routine cases (ii) complicated cases/situations (iii) policy cases/ is required for increasing his effectiveness and if so, in which area.

Fit for promotion

49 5 Cemparting him with other officers of the same level and keeping in view the overall grading in prts 11. 111 and IV give your general assessment of the officer by initialing the appropriate box below: (a) Overall Grading By Reporting By Countersign-Ing Officer Officer (1) Equaled by very few officer. (Very Good) S_n (ii) Better than the majoring of officers (Good) yasmi (iii) Equals the majority of officers (Average) (iv) Meets bare minimum standards (Below Average) (v) Unsatisfactory. (Poor) Julian . (b) Fitness for promotion By Countersign-By Reporting ing Officer Officer (i) Fit for accelerated promotion. Ī. (ii) Fit for promotion in his turn. phi (iii) Not yet fit for promotion (iv) Unlikely to progress further (y) Unsatisfactory, (Poor) ASMIN Signature assi HEAD MISTRESS Name of the Reporting Officer ... (Capital letters) -G.G.H.S. Labour Colony Mardan Dated Designation

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(a) REMARKS OF THE COUNTERSINING OFFICER Please report on the aspects not touched upon by the reporting officer. If you disagree with the assessment of the Reporting officer please give reasons there or. You should also indicate how frequently you have seen work of the officer reported upon. If the officer has been assessed fit for promotion would you be prepared to accept him in the officer grade if no, please give your reasons. ъ. ₁ great with Ro Elistelet Education Office Name HA (Canital etters) Designation Date (b) REMARKS OF THE SECOND COUNTERSIGNING OFFICER, (IF ANY)Signature ... (Capital Letters) DesignationDate PART VIII 1. Adverse remarks if any, communicated vide Date 2. Decision on presentation, if any

511 •

INSTRUCTION FOR FILLING UP THE A. C. R. FORMS.

	INSTRUCTION FOR FILLING UP THE ALCOND	
, e an 11	timportant record for the assessment of the competence of the	
(i)	Reporting officer and countersigning and Countersigning	
(ii)	The Reporting and Countersigning officer should be as the should be as possible; and (B) Objective as possible; and a should be as possible; and a should be as possible by a should be	
	(b) Creat and Restart V should be clearly understood in the	
(111)	 (b) Clear and direct instance of Part-IV should be clearly understood in the The over-riding importance or Part-IV should be clearly understood in the overall grading. Over-ratiing should be eschewed by all Reporting/Countersigning officers. 	
· (iv)	Over-rating should be eschewed by all Reporting Comparison to the incidents should	
. (17.)		
(2)	be avoided.	
oii sig	er and Part-VII by the countersigning ont of the officer reported upon the part-VIII, if any ing officers should give their assessment of the concerned will Part-VIII, if any ing officers will ministry/Division/Department concerned will Part-VIII, if any	
ba	es In Part-V. The manual report. rse remarks are recorded in the report.	
201	rse reliance by the should be confined to the work done by the nincer reporter	
3.		
	and the officer is expected to counsel the dyerse remarks should normally dete	
111 C 0	Reporting officer fails to improve despite counselling ded when the officer fails to improve despite counselling The A C R form should be filled in a nest and tidy manner. Cuttings/erasures should the despite be initialed, where made.	
5. b	The A C R form should be filled in a first interview of avoided and must be initialed, where made. avoided and must be initialed, where made. The ratings in Part-II, III, and VI should be recorded by initialing the appro-	
	- trail and VI should be recorded at	
, p	interport in DATISIA in particular in the second in the se	
· . (For uniform interpretation of qualities, etc. fisted an 'exceptionally fright treme shades are mentioned against each item. For example an 'exceptionally fright ficer with 'excellent comprehension' will be rated 'Al' in 'Intelligence'. (box - 1 of part - 11). dull and slow officer will merit a 'D' rating A, B & C ratings will denote shades between dull and slow officer will merit a 'D' rating A, B & C ratings will denote shades between tow extremes.	
	The ratings should be clear and given in orthogen two shades i.e., netwood	
	n Port-11, 111, 14 Average or Average and Below wigh the remarks of the Reporting him with Good and 'Average' or faverage and below high the remarks of the Report him with	۱ ۳
	against his person in a me grade working the the overall assessment in the standard	0
	other billeets and officer, and then is an arks of a second to the identif	v
	against his personal knows grade working under uttroverall assessment in Party and other officers of the same grade working under uttroverall assessment in Party and the same Countersigning Officer, and then give his overall assessment Division will identif remarks in Part-111 (a). In certain categories of cases remarks of a Second countersignin 'Officer may also be required to be recorded. The Establishment Division will identif 'Officer may also be required to be recorded. The Establishment as the Second Counter 'Officer may also be required to be recorded. The second ficer as the Second Counter 'Officer may also be required to be recorded.	•
	such cases from time to time and also such contersigning Officer will record his remarks the second Countersigning Officer will record his remarks the mark	15
	such eases from time to. The Second Countersigning Officer under signing officer for each category. The Second Countersigning officer differs with the grading or remarks given (in par 10. If the Countersigning Officer differs with the grading or remarks given (in par other than Part-VI) by the Reporting officer, he should score it out and give his ov other than Part-VI) by the Reporting officer, he should score it out and give his other grading in red ink. In Part-VI he is required to, give his own assessment in addition if the Parorting Officers.	/ 11 (0 [.]
	other than Part-VI by Part-VI he is required to, give the second which in his opini	იი
	other than Parteviller of the is required to give the remarks which in his opini grading in red ink. In Part-VI he is required to give the ink, remarks which in his opini that of the Reporting Officer should underline, in red ink, remarks which in his opini 11. The Countersigning Officer should underline, in red ink, remarks which in his opini 11. The Countersigning officer should underline, in red ink, remarks which in his opini	
	that of the Reporting Outersigning Officer should under the dupon. 11. The Countersigning Officer reported upon. are adverse and should be communicated to the officer reported upon.	
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	e: YASM					<u>(</u>	$\underline{\mathcal{I}}$
]. Nan	her's Name:	SARFARA	ZKHAN				
2. Fati	t:SST (G)S	School: GGI		COLONY	MARDA	N	
	h in Onesti	figution.	M.A. (ENG L	ITERATU	RE & LIN	G) M.ED	
- - 5. In C	case of B.Sc	(Subjects):	ENG(ADV),		OV), ISLA	MIC STU	IDIES
	ision in BA/I					,,	مندوبین (م. د ایت د ای اور برورسی می
	fessional Qu		Training R	eceived):		·	
Seria		escription		Institute		Per	
1	B.E	D .	AIOU ISL	AMABAD		17.02.20	
2			AWKUM			21.05.20	
8. Da	te of Birth: _ te of First jo	28.08.1981		 			
.S.No	Post held		Whether gular/adho	basis		Peri	Ta
\ 	┼┼		EGULAR		29.12.2		30.05.20
·	PST		EGULAR		30.05.2	012	UP TO DA
	SST			:			
			· ·		 	Months	Days
	otal Service			/	ars LO	10	01
1.1. To 12. T	otul Service o	n the present	post	••••••••	05	05	
13. t	Detail of Non	Qualifying S	ervice (if any):]		I	1
Signat	ure:	ii Al	2		· ·		,
	$AD \phi/Princ$	ipal Alganth	MasterO.G.H.S. Mardar	, ,		DY	DEO
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	itersigned	by DEO _		<u> </u>	Stan		Than
Сош						/	
			Note Zarmani	6		i Instric	t Adapanion Oj gaole Mordun
	(Prepared Bir Ikran	n Bacha GCMHS			<u></u>	1	
	l (Prepared Bjr: Ikran	n Bacha GCMHS		Imp	a foc	ATE	þ

LAST FIVE YEAR'S RESULT.

(53)

NAME OF SST MISTRESS. YASMEEN DIO SARFARAZ KHAN

SCHOOL NAME. GGHS LABOUR COLONY MARDAN

EAR.	SUBJECTS	CLASS	RESULT IN PERCENTAGE.	REMARKS.
011				
		<u>.</u>		
012 -13	ENGLISH	9ТН	100%	EXCELLENT
	URDU	9ТН	100%	EXCELLENT
	MUBADIAT	9ТН	100%	EXCELLENT
2013-14	ENGLISH	9TH	100%	EXCELLENT
	URDU	9TH	100%	EXCELLENT
	ENGLISH MUBADIAT	10TH 9TH	100% 100%	EXCELLENT
2014 - 15	ENGLISH	9ТН	100%	EXCELLENT
	-ENGLISH-	-10TH-	-100%	EXCELLENT
	MATHS	10TH	100%	EXCELLENT
2015-16	ENGLISH	10TH	100%	EXCELLENT
	MATHS	10TH	100%	EXCELLENT
			100%	EXCELLENT
2016-17	ENGLISH	этн	75%	GOOD
	MATHS (ARTS	9ТН	52%	GOOD
			:	· ·
<u></u>				

ad Mistress C.G ir Color

District Education Officer Family Mondae A

SERVICE CERTIFICATE.

Certified that Mst, <u>YASMEEN</u> D/O <u>SARFARAZ KHAN</u> is regular employee of Elementary & Secondary Education Khyber Paktun Khwa since.<u>29.12.2006</u>, and presently working against SST (**G**) in BPS<u>16</u> as regular SST since.<u>30.05.2012</u> under entire satisfaction of the under signed.

Countersigned.

DEO(F) Mardan.

HADDENALU ALI VOSINI SITO Head Mistress G.G.H.S. Labour Mardon Mardo

Female Musian

NON-INVOLVEMENT CERTIFICATE It is to certify that Mr/Miss: YASMEEN Son/Daughter of SARFARAZ KHAN GIRLS HIGH SCHOOL LABOUR COLONY MARDAN of Govt: __ SST (G) Post. has been working against_ He/She has not been involved in any criminal / Corruption or Departmental Case. He/She bears a Spotless Character. Head Mistress G.G.H.S. Laborn Chinny Mardan Dated: 31- 10-2017 **Displet** Education Off Remale Marden Designed and Opppared Pre Marine Bacha CCMMS No. 2 Mardon

Dist. Govt. NWFP-Provinci	al 🐃
District Accounts Office Marda	1 ·
Monthly Salary Statement (September	-2017)

AN

NTN:

Fersonal Information of Miss YA	ASMIN d/w/s of SARFARAZ KHAN
Personnel Number: 00362795	CNIC: 12981659729
Date of Birth: 28.08.1981	Entry into Govt. Service: 29.12.2006

Length of Service: 10 Years 09 Months 003 Days

		,			
Employment Category: Vo				T COVEDNINGNIT VUV	BF
Designation: SENIOR ENG	LISH TEACI	HER	80003580-DISTRIC	T GOVERNMENT KHY	
DDO Code: MR6329-				i.	
Payroll Section: 003	GPF Se	ection: 001	Cash Center: 3		
GPF A/C No: 362795	Interest	t Applied: Yes	GPF Balar	nce: 206,13	5.00
Vendor Number: -			_		a 1
ay and Allowances:	Pay s	cale: BPS For - 2017	Pay Scale Type: C	ivil BPS: 16 P	ay Stage: 4
Wage ty		Amount		Wage type	Amount
0001 Basic Pay		24,990.00	1000 House Rent	Allowance	1,818.00
1210 Convey Allowance	2005	5,000.00	1947 Medical Al		1,250.00
		580.00	2199 Adhoc Reli		400.00
		2,100.00	2224 Adhoc Reli		2,499.00
2211 Adhoc Relief All 20	10 10%	2,100.00			
Deductions - General					
Wage ty	pe	Amount		Wage type	Amount
3016 GPF Subscription -		-3,340.00	3501 Benevolent	t Fund	-800.00
3609 Income Tax		-67.00	3990 Emp.Edu.	Fund KPK	-150.00
4004 R. Benefits & Death	Comp:	-1,089.00			0.00
Deductions - Loans and A					
Jeudetions - Loans and A		,			
Loan	Descript	ion	Principal amount	t Deduction	Balance
Account Number: 9423-3 Bank Details: NATIONAL	BANK OF	PAKISTAN, 230365 N	ARDAN MAIN BR	CH MARDAN MAIN BR	CH, MARDAN
Leaves: Opening E	alance:	Availed:	Earned:	. Balance:	
			· ·		
Permanent Address:		,			
City: MARDAN		Domicile: NW - KI	hyber Pakhtunkhwa	Housing Stat	us: No Official
Temp. Address:		201110110110111		• .	
City:		Email: gulleyasmir	786@gmail.com		
City.			0,0		
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System generated document	in ananudaur-	with APPMAKITO/SE	RVICES/20 00 2017/20+	00:19/v1.1)	
* All amounts are in Pak Ru	pees	WHIN AF F W 4.0.12.9 (3D.		···	
* Errors & omissions except	ed				
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	TENTATIVE SENIORITY LIST OF				ARY EDUCA	TION KHY	BER	
	·····	PUKHTUNKHWA						
S.No.	Name /Father Is Name/ QualificationIs	School	Year of Passing B.Ed /Merit	Date of Birth / Domecile	Date of Ist: Apptt: In Edu:Deptt:	D/o Apptt / Approval of SET Post	Remarks	
1	2	3	4	5	6	7	8	
1	Kausar Naheed MSc B.Ed D/O Shahi Khan	ASDEO(F)CHD	1984'	22.6.56/Peshawar	9.12.85.	2.10.88		4
2	Nighat Yasmeen BA B.Ed D/O Muhammad Yousaf	GGHS No2 A.Abad	1987	8.4.63/A,Abad	2.6.88	13.10.88		
3	Shamim Bibi BA BED D/ O Abduf Rashid	GGMS Boghara Karak	1986	03.07.196/Bannu	20.10.89	20.10.89		
4	Imtiaz Begum D/O Ikramul Haq MA/B.Ed	GGCMS Toheed Abad Charsadda	1984	12.05.1958/Charsadda	28.01.1985(CT	12/19/1989		, u
5	Rehana Kausar BA Bed D/O Mirza Ashraf	GGMS Kot Wali A.Abad	1980	02.01.1960/A.Abad	21.12.89	21.12.89		$\underline{3}^{*}$
6	Khatija Said BSc Bed D/O Said Badshah	GGHS Haji Gali A.Abad	1983	03.03.1963 / Mansehra	21.12.89	21.12.89		Ø
.7	Lubna Tabasam BSc Bed D/O Faqir Hussain	GGHS Utmanzai	1988	10.4.64/Peshawar	21.12.89	21.12.89		1
8	Nighat Yasmeen BA Bed D/O Haq Nawaz Gandapur	ASDO(F) D.I.Khan	1985	22.4.60/D.I.Khan	^{~.} 23.12.89	23.12.89		n 🦟
9	Mehmooda Sultana MSc Bed D/O Sultan Bahadar	GGHS Sirikot Haripur	1983	11.04.1963/Haripur	03.10.89	26.11.90		
10	Perveen Akhtar BA BED D/O Khan Badshah	GGHS Thati Nsratti	1986	1.6.60 / Kohat	26.11.90	26.11.90		
. 11	Farhat Jehan BA DED D/O Said Shah	GGHS Swabi	1986	7.2.60/Mardan	9.12.82	26.11.90		
12	Vectoria Naheed BA BED D/O Raja Mark	GGMS Dak Besud NSR	1986	1.6.62/Peshawar	18.3.90	26,11,90		
13	Nazneen Zubeda BA BED D/O Muhabat Shah	GGHS Katlang Mardan	1986	Peshawar	26.11.90	26.11.90		
14	Rahila Tabuasum MA BED D/O Abdul Khaliq	ASDEO(F)Mansehra	1988	07.08.1961 / Mansehra	26.11.90	26.11.90	-	
15	Hajra Bibi BA BED D/O Haidar Zaman	GGHS Havelian A.Abad	1989	08.04.1966/A.Abad	11.10.89	28.11.90		
16	Bushra Naeem BSc BED D/O Fazal Din	GGHS Akora Khatak	1989	1.1.61/Peshawar	10.10.85	3.12.90.		
17 ·	Bibi Aziz Fatma BA BED D/O Muhammad Hussain Shah	GGHSS Peshawar	1986	Kohat	04.12.90	4.12.90		
18	Hameeda Bibi BA BED D/O Ghulam Sarwar	GGHS Haji Abad Dir	1989	20.9.60/Malakand	4.4.85	4.12.90		

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2884	Naheed Samad D/O Abdul Samad	GGHS Mian Gulzar Mardan		12.09.1984/Mardan	30.05.2012	30.05.2012	Selected as PSC
2885	Asma Gul D/O Attaullah	GGHS Khappa		26.02.1986/Malakand	30.05.2012	30.05.2012	Selected as PSC
2886	Sidra Loni D/O Dur Muhammad Loni			07.07.1986/DIKhan	30.05.2012	30.05.2012	Selected as PSC
2687	Mehtab Saeed D/O Saeeduddin Khan	GGHSS Mayar Dir Lower		01.01.1987/Dir	30.05.2012	30.05.2012	Selected as PSC
2888	Sawaira Khan D/O Badshah Khan		·	14.08.1987/FATA	30.05.2012	30.05.2012	Selected as PSC
2889	Hadia Saed D/O Muhammad Saeed	GGHS Musazai Peshawar		07,09,1987/Peshawar	30.05.2012	30.05.2012	Selected as PSC
2890	Safina Anjjum Shinwari D/O Muhammad Shuja			15.04.1973/Kohat	30.05.2012	30.05.2012	Selected as PSC
2891	Zille Huma D/O Syed Gulzar Hussain Shah	GGHS Haji Mora DIKhan		01.12.1973/A.Abad	30.05.2012	30.05.2012	Selected as PSC
2892	Tehira Aslam D/Q Muhammad Aslam	GGMS Wagi Banda Karak		13.12.1975/Karak	30.05.2012	30.05.2012	Selected as PSC
2893-	Zubaile	GGHSS Chemkani Peshawar	•	20.11.1976/Peshawar	30.05.2012 -	30.05.2012	Selected as PSC
2894	Ghazala D/O Ikramuddin			14.03.1977/Mardan	30,05,2012	30.05.2012	Selected as PSC
2895	Shaheen Akhtar D/O Gul Sawab Khan	GGMS Zara Ghandi Karak	·	04.09.1977/Karak	30.05.2012	30.05.2012	Selected as PSC
2896	Shazla Begum D/O Shah Jehan	GGHS Sarwar Shah Kothy		06.02.1978/Swabi	30.05.2012	30.05.2012	Selected as PSC-
2897	Azra Jabeen D/O Muhammed Sharif	GGHS Lund Khawar Mardan		25.05.1981/Mardan	30.05.2012	30.05.2012	Selected as PSC
2898	Bushra Falz D/O Faiz Rasul	GGHS No.4 DIKhan		20,03.1982/DIKhan	30,05.2012	30.05.2012	Selected as PSC
2899	Salma Ghaffar D/O Abdul Ghaffar			21.04.1982/Bannu	30.05.2012	30.05.2012	Selected as PSC
2900	Shaima Parveen D/Q Muhammad Afnan	GGHS Naser Khel Lakki		22.02.1983/Lakki	30.05.2012	30.05.2012	Selected as PSC
2901	Saima Gul D/O Malik Muhammad Ayub			03.09.1983/Haripur	30.05.2012	30.05.2012	Selected as PSC
2902	Nazia Azmeem D/O Abdul Waheed			30.04.1984/FATA	30.05.2012	30.05.2012	Selected as PSC
2903	Nazafat Yasmin D/O Syed Saadullah Khan	GGHS Ghazni Khel Lakki		13.04.1985/Lakki	30.05.2012	30.05.2012	Selected as PSC
2904	Fatima Bibi D/O Fazal Dad	GGMS Shoal Mazullah Mansehra		20.05.1985/Mansehra	30.05.2012	30.05.2012	Selected as PSC
2905	Faiza D/O Mutahir Shah	GGMS Bazar Rustam	F	01.02.1986/Peshawar	30.05.2012	30.05.2012	Selected as PSC

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2906	Sehrish Saba D/O Abdul Ghaffar Joya	GGHS Kotjai DIKhan		02.06.1987/DIKhan	30.05.2012	30.05.2012	Selected as PSC
2907	Yasmin D/O Ghulam Akbar			01.01.1974/Mansehra	30.05.2012	30.05.2012	Selected as PSC
2908	Bibi Zahida D/O Shafiuz Zaman	GGHS Noor Nawaz Domel B	annu	01.01.1978/Bannu	30.05.2012	30.05.2012	Selected as PSC
2909	Nazia Azim D/O Fazal Azim	GGHS Guti Garm Swat		27.10.1979/Swat	30.05.2012	30.05.2012	Selected as PSC
2910	Neelam Kausar D/O Rahmat Shah			01.04.1981/Malakand	30.05.2012	30.05.2012	Selected as PSC
2911	Shaista Bibl D/O Suteman	GGHS Sajkot A Abad		12.03.1982/A.Abad	30.05.2012	30.05.2012	Selected as PSC
2912	Saiqa D/O Aurangzeb			23.03.1983/Mansehra	30.05.2012	30.05.2012	Selected as PSC
2913	Iram Khan D/O Azam Khan			31.03.1983/Kohat	30.05.2012	30.05.2012	Selected as PSC
2914	Shadmana Kiran D/O Khaliq Dad Khan Wazir	GGHS Civil Colony Bannu		16.04.1983/Bannu	30.05.2012	30.05.2012	Selected as PSC
2915	Sidra Yasmin D/O Jan Ali	GGMS Dheri Hamld Mian		13,06.1983/Charsadda	30.05.2012	30.05.2012	Selected as PSC
2916	Safoora Khatoon D/O Muhammad Faridoon Kha	ņ		30.01.1984/Mansehra	30.05.2012	30.05.2012	Selected as PSC
2917	Sadia Iqbal D/O Muhammad Iqbal	GGMS Talokar Harlpur		04.02.1985/Haripur	30.05.2012	30.05.2012	Selected as PSC
2918	Rahila Mahsud D/Q Loi Khan			15.03.1985/FATA	30.05.2012	30.05.2012	Selected as PSC
2919	Asma Khan D/Q Abdul Ghafoor Khan	GGHS Bahadar Mughal		23.03.1985/Bannu	30.05,2012	30,05.2012	Selected as PSC
2920	Khalida Fardos D/O Gul Rasool Shah	GGHS Takhte Nasratti Karak		11,04.1985/Karak	30.05.2012	30.05.2012	Selected as PSC
2921	Mahwish Khan D/O Fakhrul Islam			18.12.1985/Haripur	30.05.2012	30.05.2012	Selected as PSC
2922	Sadaf Zareen D/O Abdul Momin			Mansehra	30.05.2012	30.05.2012	Selected as PSC
2923	Kishwar Ajmal D/O Muhammad Ajmal	GGCMS Nar Utham Garh		01.01.1979/Lakki	30.05.2012	30.05.2012	Selected as PSC
2924	Rukhshad D/O Raza Ali Shah	GGMS Shahbaz Shah Bannu		01.01.1979/Bannu	30.05.2012	30.05.2012	Selected as PSC
2925	Kalsoom Siraj D/O Sirajul Haq	GGHSS Charbagh		03.03.1979/Swat	30.05.2012	30.05.2012	Selected as PSC
2926	Attia Gul D/O Mir Badshah			10.08.1979/Tank	30.05.2012	30.05.2012	Selected as PSC
2927	Basmeen D/O Hazratulian		· · · ·	03.03.1981/Nowshera	30.05.2012	30.05.2012	Selected as PSC

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2	2928	Kiran Fatima D/O Muhammad Saleem	GGHS Daraban Khurd DIK	26.04.1981/DiKhan	30.05.2012	30.05.2012	Selected as P
.2	2929	Saira Ismail D/O Muhammad Ismail	GGMS Jattal A.Abad	11.04.1982/A.Abad	30.05.2012	30.05.2012	Selected as P
2	2930	Uzma Shaheen D/O Abdul Jalii		02.06.1982/A.Abad	30.05.2012	30.05.2012	Selected as P
2	2931	Ammara Mahsood D/O Din Ghulam Mahsood		05.10.1982/FATA	30.05.2012	30.05.2012	Selected as P
2	2932	Aftab Bibl D/O Spin Gul	GGHS Shamshi Khel Bannu	11.04.1983/Bannu	30.05.2012	30.05.2012	Selected as P
2	2933	Tania Abid D/O Abid Gul	GGHS No.2 Hangu	28.04.1983/Hangu	30.05.2012	30.05.2012	Selected as P
2	2934	Shalla Zahir D/O Muhammad Zahir Shah		22.05.1983/Charsadda	30.05.2012	30.05.2012	Selected as P
2	2935	Shama Afsheen D/O Muhammad Sharif Khan		05.02.1984/Nowshera	30.05.2012	30.05.2012	Selected as P
2	2936	Khyrun Nisa D/O Amir Ali Shah	GGHS Bahadar Mughal	05.05.1984/Banņu	30.05.2012	30.05.2012	Selected as P
2	2937	Hasina Kiran D/O Ismail Khan		15.04.1985/Bannu	30.05.2012	30.05.2012	Selected as F
2	2938	Fatima Khan D/O Muhammad Yasin Khan		08.08.1987/Bannu	30.05.2012	30.05.2012	Selected as P
2	2939	Fatima Khan D/O Muhammad Yasin Khan	GGHS Rozgul Degan Bannu	08.08.1987/Bannu	30.05.2012	30.05.2012	Selected as P
2	2940	Bushra D/Q Attauliah Shah		29.02.1983/FATA	30.05.2012	30.05.2012	Selected as P
2	2941	Andaleeb Qaisar D/O Qaisar Khan	GGHSS Bandi Muneem	12.10.1984/Haripur	30.05.2012	30,05.2012	Selected as P
2	2942	Bibi Alla D/O Ali Nawaz		30.05.1975/Chitral	30.05.2012	30.05.2012	Selected as P
2	2943	Nighat Begum D/Q Sahib Gul	GGHS Par Hoti Mardan	13.01.1976/Mardan	30.05.2012	30.05.2012	Selected as P
2	2944	Tahira Bibi D/O Fazal Akber	GGHS Khar Malakand	14.04.1980/Malakand	30.05.2012	~ 30.05.2012	Selected as P
2	2945	Parveen Begum D/O Rahim Jan		15.04.1980/Lakki	30.05.2012	30.05.2012	Selected as P
2	2946	Nafees Begum D/O Ameer Noshad		10.03.1982/Malakand	30.05.2012	30.05.2012	Selected as P
2	2947	Salma Bibi D/O Sher Farzand	GGCMS Sro Kanro Kot Mkd:	06.09.1983/Malakand	30.05.2012	30.05.2012	Selected as P
2	2948	Wajiha Hajab D/O Abdul Reb Nishtar		28.02.1984/A.Abad	30.05.2012	30.05.2012	Selected as P
2	2949	Neelam D/O Asghar Ali	GGHS Kunda Swabi	23.03.1984/Swabi	30.05.2012	30.05.2012	Selected as P

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2950	Attia Gul D/O Gulzar Ahmad	GGHS Kukar Peshawar		02.12.1984/Peshawar	30.05.2012	30.05.2012	Selected as PSC
2951	Zahida Parveen D/O Munawar Khan	GGMS Wanki Siraj Khel		21.12.1984/Karak	30.05.2012	30.05.2012	Selected as PSC
2952	Nalma Amin D/O Amin Khan			15.04.1985/Nowshera	30.05.2012	30.05.2012	Selected as PSC
2953	Ommi Kalsoom D/O Noor Akbar			13,12,1985/Mardan	30.05.2012	30.05.2012	Selected as PSC
2954	Reshma D/O Abdullah	GGMS Khazana Malakand		04.04.1986/Malakand	30.05.2012	30.05.2012	Selected as PSC
2955	Muntasireen D/O Abdul Ghayas Khan	GGHS Broze Chitral		06.09.1986/Chitral	30.05.2012	30.05.2012	Selected as PSC
2956	Saima Khalil D/O Khalilur Rehman	GGCMS Samwala A.Abad		187.1970/A.Abad	30.05.2012	30.05.2012	Selected as PSC
2957	Bibi Rabla D/O Hamdullah	GGCMS Tangi Mlan Bran		10.03.1977/Dir	30.05.2012	30.05.2012	Selected as PSC
2958	Shaista Habib D/O Habibur Rehman			18.03.1979/Mansehra	30.05.2012	30.05.2012	Selected as PSC
2959	Sabila Begum D/O Subhan Ali Shah	GGMS Nusrat Noorani Khel		08.01.1981/Bannu	30.05.2012	30.05.2012	Selected as PSC
296 0	Imtiaz Mukhtar D/O Mukhtar Ahmad			12.12.1981/FATA	30.05.2012	30.05.2012	Selected as PSC
2961	Saima Masroor D/O Syed Masroor Hussain Shah	GGHS Sarai Namit Khan Har	pur	18.09.1982/Haripur	30.05.2012	30.05.2012	Selected as PSC
2962	Anubun Nisa D/O Muhammad Shamim Khan			03.04.1983/FATA]	30.05.2012	30.05.2012	Selected as PSC
2963	Seema Khan D/O Muhammad Israil Khan			03,10,1983/Bannu	30.05.2012	30.05.2012	Selected as PSC
2964	Tahira Jabeen D/O Muhammad Ashraf			02.02.1985/Mansehra	30.05.2012	30.05.2012	Selected as PSC
2965	Sumera Begum D/O Ihsanullah Khan			15.04.1985/Валли	30.05.2012	30.05.2012	Selected as PSC
2966	Shehla Kanwal D/O Muhammad Asiam	GGHS Wanda Madat DIKhan		05.05.1985/DIKhan	30.05.2012	30.05.2012	Selected as PSC
2967	Sajida Begum D/O Amir Sahib Khan	GGHS Tarki Khel Karak		15.06.1985/Karak	30.05.2012	30.05.2012	Selected as PSC
2968	Ambareen D/O Zar Wali Khan			18.03.1987/Lakki	30.05.2012	30.05.2012	Selected as PSC
2969	Sadia Bano D/O Mushteq Ahmad			10.02.1974/Mansehra	30.05.2012	30.05.2012	Selected as PSC
2970	Saima Miskeen D/O Muhammad Miskeen			04.02.1975/Mansehra	30.05. 20 12	30.05.2012	Selected as PSC
2971	Samara Bibi D/O Fareed Muhammad			15.02.1976/Haripur	30.05.2012	30.05. <mark>2</mark> 012	Selected as PSC

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	2972	Sarwat Munir D/O Munir Gul	GGHS Khan Mast Colony Peshawar	06.04.1977/Peshawar	30.05.2012	30.05.2012	Selected as PSC
	2973	Shazia Bibi D/O Hafeezur Rehman		14.05.1979/A.Abad	30.05.2012	30.05.2012	Selected as PSC
	2974	Sadia Bibi D/O Abdul Karim	GGMS Kiyala A.Abad	05.06.1979/A.Abad	30.05.2012	30.05.2012	Selected as PSC
	2975	Kanwal Kaleem D/O Alye Ahmad Kaleem -	GGHSS No.2 Peshawar Cantt:	14.10.1979/FATA	30.05.2012	30.05.2012	Selected as PSC
	2976	Rahila Anjum D/O Zafar All		18.10.1980/DIKhan	30.05.2012	30.05.2012	Selected as PSC
	2977	Tahira Jabeen D/O Muhammad Ishaq	GGHS Bagnoter A.Abad	08.04.1981/A.Abad	30.05.2012	30.05.2012	Selected as PSC
	2978	Yasmeen D/O Sarfaraz Khan t	GGHS Labour Colony Mardan	28.08.1981/Mardan	29-12-2006 30.05.2012	30.05.2012	Selected as PSC
	2979	Saima Sardar D/O Sardar Muhammad		01.03.1982/Mansehra	30.05.2012	30.05.2012	Selected as PSC
	2980	Sumera Naz D/O Mujibur Rehman	GGHS Kotka Sher Andam	18.04.1982/FATA	30.05.2012	30.05.2012	Selected as PSC
	2981	Nousheen Sateem D/O Saleem Gul Akhtar	GGHS Shore Kot DIKhan	17.08.1982/DiKhan	30.05.2012	30.05.2012	Selected as PSC
÷	2982	Sahira Mushal D/O Muhammad		01.012.1982/Mansehra	30.05.2012	30.05.2012	Selected as PSC
	2983	Shabnum Gul D/O Shah Alam Khan	GGMS Ghazi Khel Lakki	10.01.1983/Lakki	30.05,2012	30.05.2012	Selected as PSC
	2984	Bibi Salma D/O Abdul Khanan	GGHS Jabori Mansehra	25.11.1984/Mansehra	30.05.2012	30.05.2012	Selected as PSC
	s⊑-2985	Sobia Haq D/O Anwarul Haq	GGHS Kaddi Swabi	01.02.1985/Swabi	30.05.2012	30.05.2012	Selected as PSC
	2986	Bibi Ruqla D/O Izat Khan		07.04.1985/Lakki	30.05.2012	30.05.2012	Selected as PSC
	2987	Sumaira Gul D/O Gul Zaman Khan	·	15.01.1986/A.Abbad	30.05.2012	30.05.2012	Selected as PSC
	2988	Shahida Nasreen D/O Hameedullah Sayal		01.05.1972/DłKhan	30.05.2012	30.05.2012	Selected as PSC
	2989	Diishad Begum D/O Amanullah		14.05.1975/DIKhan	30.05.2012	30.05.2012	Selected as PSC
	2990	Shahida Jillani D/O Ghulam Jillani		08.04.1976/Haripur	30.05.2012	30.05.2012	Selected as PSC
	2991	Parveen Yaqoob D/O Yaqoob Khan		21.07. 197 6/Dir	30.05.2012	30.05.2012	Selected as PSC
	2992	Iffat Ara D/O Sheh Pasand Khan		01.01.1977/Marden	30.05.2012	30.05.2012	Selected as PSC
	2993	Hidayat D/O Sher Ali Khan		01.02.1977/Swat	30.05.2012	30.05.2012	Selected as PSC
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2994	Ayesha Siddiqa D/O Khairul Aman	GGCMHS Charsadda		07.08.1978/Charsadda	30.05.2012	30.05.2012	Selected as PSC
2995	Farhat Yasmeen D/O Sardar Muhammad			15.12.1978/Kohat	30.05.2012	30.05.2012	Selected as PSC
2996	Alizbat Shaheen D/O Infanullah	GGMS Jamal Abad Darra		01.01.1979/Swabi	25.06.2012	25.06.2012	Selected as PSC
2997	Nosheen Akhtar D/O Falak Naz Khan			01.01.1979/Bannu			Selected as PSC
2998	Shahida Khalil D/O Khalilur Rehman			22.04.1979/A.Abad			Selected as PSC
2999	tshrat Jahan D/O Jehan Gul			24.06.1979/Karak			Selected as PSC
3000	Shakeela Bibl D/O Molvi Habibur Rehman	GGMS Ogra Mansehra		01.01.1980/Mansehra]			Selected as PSC
3001	Samina Bibi D/O Raza Muhammad	-		01.01.1980/A.Abad			Selected as PSC
3002	Nazneen Begum D/O Muhammad Aslam Khan	·		20.02.1980/Bannu			Selected as PSC
3003	Ghazala Yasmin D/O Nisar Yousaf	GGHS Ward No.4 Takhtbhai		01.04.1980/Mardan			Selected as PSC
3004	Amina Bibi D/O Bakhtyar			08.04.1980/Swat	30.05.2012	30.05.2012	Selected as PSC
3005	Akhairun Nisa D/O Muhammad Hashim			12.04.1980/Karak			Selected as PSC
3006	Shabana Gul Nawaz D/O Gul Nawaz			15.04.1980/Lakki			Selected as PSC
3007	Akhtarun Nisa D/O Rais Khan			15.06.1980/Lakki			Selected as PSC
3008	Mufeed Begum D/Q Shamsur Rehman			01.01.1981/Mardan	07.06.2012	07.06.2012	Selected as PSC
3009	Palwasha Gauhar D/O Ali Gauhar			10.01.1981/Mardan	30.05.2012	30.05.2012	Selected as PSC
3010	Anwar Zia D/O Imam Jan			11.02.1981/Swabl			Selected as PSC
3011	Surayya Shaheen D/O Hussain Din			03.03.1981/Haripur			Selected as PSC
3012	Tahira Bibi D/O Zardar Khan			15.03.1981/A.Abad			Selected as PSC
3013	Falak Naz D/O Ajbar Khan			15.04.1981/Dir	25.06.2012	25.06.2012	Selected as PSC
3014	Nadla Iram D/O Muhammad Rafiq			04.06.1981/DiKhan			Selected as PSC
3015	Aaliya Marwat D/O Amanullah Khan			20.07.1981/Lakki			Selected as PSC

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			and the second			in the second		
	3016	Mehr Taj Bibi D/O Muhammad Latif Khan			17.08.1981/Bannu			Selected as PSC
. [3017	Nabila Gui D/O Gul Nawaz Khan			10.11.1981/Bannu			Selected as PSC
	3018	Saadat Begum D/O Bakhtawar Shah	·		02.04.1982/Mardan			Selected as PSC
ſ	301 9	Abida Majeed D/O Muhammad Abdul Majeed			22.05.1982/Karak			Selected as PSC
	3020	Saba Zuhra D/O Nizam Ali			10.07.1982/Kohat			Selected as PSC
	3021	Sadia Bano D/O Abdul Nazir			12.12.1982/A.Abad			Selected as PSC
. [3022	Salma Jahid D/O Jahid Muhammad			01.01.1983/Mardan			Selected as PSC
	3023	Amber D/O Hidayat Gul			01.01.1983/Nowshera			Selected as PSC
	3024	Nusrat Jabeen D/O Abdul Karim	GGCMHS:Denin:Chitrai	<u>.</u>	01.04.1983/.Chitral			Selected as PSC
ſ	3025	Humera Begurn D/O Rehan Ali			01.04.1983/Kohat			Selected as PSC
	3026	Samina Akhtar D/O Muhammad Yaqub Khan			04.11.1983/Lakki			Selected as PSC
	3027	Uzma Bibl D/O Muhammad Dauran			04.11.1983/Haripur			Selected as PSC
	3028	Aneela D/O Nader Shah			20.04.1984/FATA			Selected as PSC
Γ	3029	Kawser Parveen D/O Abdul Hamid	GGHS Kala Kalay Swat		01.01.1984/Swat			Selected as PSC
ſ	3030	Haleema Naz D/O Mehboob Ahmad			02.02.1984/Battagram			Selected as PSC
	3031	Syeda Yasmin Gul D/O Syed Qamar Ali Shah			11.02.1984/Bannu			Selected as PSC
Γ	3032	Shahida Begum D/O Banat Gul			01.03.1984/Charsadda			Selected as PSC
	3033	Seema Nabi D/O Hazrat Nabi	GGHS Wartair Malakand		20.03.1984/Malakand			Selected as PSC
Γ	3034	Noorun Nisa D/O Rehmatullah Khan			25.03.1984/Lakki			Selected as PSC
	3035	Seema Shafique D/O Shafique Hassan			23.10.1984/Kohat	•		Selected as PSC
	3036	Rubina D/O Muhammed Khan	GGHS Gogdara Swat		08.12.1984/Swat	11.06.2012	11.06.2012	Selected as PSC
	3037 ^	₩ Iffat Ara D/O Tai Muhammad Khan			25.03.1985/Karak			Selected as PSC

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				A REAL PROPERTY AND A REAL			
3038	Yasmeen Bibi D/O Abid Hussain			07.04.1985/Lakki			Selected as PSC
3039	Faiza Afsheen D/O Momin Gul			28.04.1985/Bannu		· · ·	Selected as PSC
3040	Saira Mushtaq D/O Mushtaq Ahmad			25.12.1985/Haripur			Selected as PSC
3041	Amara Zeb D/O Aurangzeb Khan			03.01.1986/Kohat			Selected as PSC
3042	Rehana Bibi D/O Abdur Rehman			18.01.1986/DIKhan			Selected as PSC
3043	Raheela Parveen D/O Muhammad Baran			20.12.1986/DIKhan			Selected as PSC
3044	Shahnaz Begum D/O Ahmad Nawaz			01.08.1969/DIKhan			Selected as PSC
3045	Nuzhat Manan D/O Fazili Manan	GGHS City Raiwaly Station P	eshawar	27.12.1984/FATA	30.05.2012	30.05.2012	Selected as PSC
3046	Shahnaz Bibi D/O Chiragh All Shah	GGHS Warijune Chitral		10.04.1976/Chitral	30.05.2012	30.05.2012	Selected as PSC
3047	Farzana Begum D/O Sultan Room			07.06.1977/Swat	30.05.2012	30,05.2012	Selected as PSC
3048	Gulshan Bibi D/O Muhammad Khan	GGHSS Barawal Dir Upper		01.03.1978/Dir Upper	30,05,2012	30.05.2012	Selected as PSC
3049	Aliya Attiq D/O Attique Ahmad			12.10.1978/Swabi	30.05.2012	30.05.2012	Selected as PSC
3050	Ambreen Johar D/O Syed Johar			24.12.1978/Swabi	30.05.2012	30.05.2012	Selected as PSC
3051	Nadia D/O Shamas Khan			25.05.1979/FATA	30.05.2012	30.05.2012	Selected as PSC
3052	Bushra Jabeen D/O Fazal Wahid	GGMS Mena Battan Dir		11.09.1980/Malakand	30.05.2012	30.05.2012	Selected as PSC
3053	Nighat Begum D/O Shamsul Islam			05.10.1981/Swabi	30.05.2012	30.05.2012	Selected as PSC
3054	Saiqa D/O Muhammad Siraj	GGHS Bazdara Bala Malakar	nd	15.04.1984/Malakand	30.05.2012	30.05.2012	Selected as PSC
3055	Arifa Mushtaq D/O Mushtaq Ali Khan	-		26.06.1984/Swabi	30.05.2012	30.05.2012	Selected as PSC
3056	Minhas Afridi D/O Malik Tehmas Khan Afridi			10.03.1974/FATA	30.05.2012	30.05.2012	Selected as PSC
3057	Shazia Naz D/O Sher zada			03.07.1975/FATA	305.2012	30.05.2012	Selected as PSC
3058	Imrana Hashim D/O Zaffar Hussain			21.07. 975/DiKhan			Selected as PSC
3059	Sameena Shaheen D/O Muhammad Ramzan		•	07.12.77/DIKhan			Selected as PSC

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3060	Shaher Bano D/Q Syed Gulzar Hussain Shah			02.03.1981/Haripur			Selected as PSC
3061	Kanwai Yasmeen D/O Mufii Muhammad Tufali	GGHS Civil Quarter Peshawa	<u>ا</u> ، ۱	12.04.1981/FATA	· ·		Selected as PSC
3062	Shamas Kanwal D/O Raja Phul Zeb	<u> </u>		11.12.1981/Haripur	<u>├</u>	+	Selected as PSC
3063	Mehnaz Bibi D/O Taj Anwar			05.01.1982/Kohat			Selected as PSC
3064	Asma Noreen D/O Muhammad Hussain			16,11.1982/A.Abad			Selected as PSC
3065	Nasra Rehman D/O Muhammad Rehman		, , , , , , , , , , , , , , , , , , ,	1 30.01.1984/Bannu		-	Selected as PSC
3066	Robina Ismail D/O Muhammad Ismail			30.03.1973/Bannu			Selected as PSC
	Ejad Begum D/O Abdul Majeed Khan			25.12.1975/FATA	· · · ·		Selected as PSC
3068	Wasima D/O Wazir Zada			01.02.1980/Mardan			Selected as PSC
3069	Saleha Siddique D/O Muhammad Tayyab		· · ·	30.06.1980/Haripur			Selected as PSC
3070	Taskeen Anjum D/O Syed Matloob Hussain Shat	L		05.05.1981/Haripur			Selected as PSC
3071	Sehrish Baig D/O Muhammad Sajid Baig	, 		30.04.1984/A.Abad			Selected as PSC
3072	Shumila Bibi D/O Fazal Dad		,	01.01.1984/Haripur		· · · · · ·	Selected as PSC
3072	Shahnaz Khan D/O Khan Bad Shah			20.05.1977/Mardan		<u>_</u>	Selected as PSC
				20.04.1984/FATA			Selected as PSC
3074	Abida Diinasheen D/O Turab Khan			01.03.1985/A.Abad			Selected as PSC
3075	Shazia Iiyas D/O Muhammad Iiyas						
3076	Aisha Dayyan D/O Muhammad Sayyan			12.05.1985/FATA			Selected as PSC
3077	Summaira Khurshid D/O Khurshid Alam			15.04.1986/Haripur			Selected as PSC
3078	Mahjabeen D/O Nazir Ahmad			25.11.1986/Lakki			Selected as PSC
3079	Yasmeen Begum D/O Wali Ahmad		• •	15.11.1966/Malakand	30.05.2012	30.05.2012	Selected as PSC
3080	Ishrat Amina D/O Hussain Ali Shah			28.07.1970/Kohat			Selected as PSC
3081	Yasmeen Akhtar D/O Muhammad Ishaq			04.03.1074/Haripur			Selected as PSC

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3082	Salma Gul D/O Misbahuddin		15.07.1975/Malakand	30.05.2012	30.05.2012	Selected as PSC
3083	Surrayia Nourien D/O Fida Mohammad		11.03.1976/Swabi			Selected as PSC
3084	Sobia Bano D/O Muhammad Khaild		01.08.1976/A.Abad			Selected as PSC
3085	Andaleeb Syed D/O Fazal Khaliq		10.01.1977/Mardan			Selected as PSC
3086	Nadia Ghani Khan D/O Abndui Ghani Khan	GGHS Saddo Dir Lower	11.02.1977/Dir		•	Selected as PSC
3087	Samina D/O Saidar All Khan		05.07.1977/Harlpur			Selected as PSC
3088	Shahida Elahi D/O Fazli Elahi		28.08.1977/Peshawar			Selected as PSC
3089	Nabila Safdar D/O Safdar Khan		19.04.1978/Mardan			Selected as PSC
3090	Fehmida Bibi D/O Shah Nawaz Khan		20.04.1978/Bannu			Selected as PSC
3091	Shahida Naz D/O Ghulam Sarwar		10.01.1979/Nowshera			Selected as PSC
3092	Nadia Wahab D/O Abdul Wahab		14.06.1979/Nowshera		-	Selected as PSC
3093	Mehnaz Zia D/O Ziaul Haq Zia		27.07.1979/Mansehra			Selected as PSC
3094	Ishret Begum D/O Khan Zada		05.11.1979/Charsadda			Selected as PSC
3095	Farhat D/O Said Wali		01.01.1980/Mardan			Selected as PSC
3096	Humaira Nawaz D/O Muhammad Nawaz		14.02.1980/Lakki	T	,	Selected as PSC
3097	Sajida Samina Gul D/O Allah Bakhsh Awan		07.04.1980/DIKhan	·		Selected as PSC
3098	Bibi Aisha D/O Muhammad Khan	GGHS Sambat Cham Swat	 01.05.1980/Swat			Selected as PSC
3099	Shabana Manzoor D/O Manzoor Hussain		05.05.1980/Peshawar			Selected as PSC
3100	Mehreen Nisar D/O Nisar Ahmad		 22.07.1980/Kohat			Selected as PSC
3101	Safia Kousar D/O Masti Khan	· · · ·	27.12.1980/Lakki	· · · ·		Selected as PSC
3102	Shabnum Sheikh D/O Sheikh Nasrullah Khan		18.03.1981/Tank			Selected as PSC
3103	Nusrat Begum DF/O Mahabat Khan		 12.04.1981/Mardan	· · · ·	· · · · · · · · · · · · ·	Selected as PSC

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3104	Shazia Bibi D/O Abdul Sattar			12.07.1981/Swebi			Selected as PSC
3105	Rabia Nawaz D/O Qayyum Nawaz Baloch			01.01.1982/DIKhan			Selected as PSC
3106	Bushra Farukh D/O Farukh Seer			07.03.1982/Swabi			Selected as PSC
3107	Sarwat Jabeen D/O Hakim Khan			15.03.1982/Mardan			Selected as PSC
3108	Farzana Samad D/O Abdul Samad			25.05.1982/Peshawar			Selected as PSC
3109	Samreen Begum D/O Rashid Nawaz			10.07.1982/Bannu			Selected as PSC
3110	Ghazala Afsar D/O Afsar Ali Khan	GGHS Prangal Malakand		06.12.1982/Malakand	30.05.2012	30.05.2012	Selected as PSC
3111	Shakeel Bibl D/O Malik Aman			29.12.1982/Mansehra			Selected as PSC
3112	Farida Naz D/O Hazrat Jan			01.01.1983/FATA	05.06.2012	05.06.2012	Selected as PSC
3113	Naveeda Rozi D/O Bunair Khan			12.02.1983/Chitral			Selected as PSC
3114	Maqsood Rana D/O Abdul Baqi	GGCMS Chumurkhon Chitral		04.03.1983/Chitral	30.05.2012	30.05.2012	Selected as PSC
3115	Robina Gul D/O Rishab Gul			01.04.1983/Karak			Selected as PSC
3116	Faiza Qureshi D/O Ashraf Qureshi			05.09.1983/Peshawar			Selected as PSC
3117	Jahan Ara D/O Ghulam Qasim Khan		,	09.09.1983/Lakki			Selected as PSC
3118	Nagina Begum D/O Amir Zaman		•	14.08.1985/Mardan			Selected as PSC
3119	Ummya Tabbasum D/O Abdul Waheed			20.09.1983/DIKhan		•	Selected as PSC
3120	Sheeba Gul D/O Jan Muhammad			04.10.1983/Charsadda			Selected as PSC
3121	Naila Rashid D/O Abdur Rashid			11.11.1983/Karak			Selected as PSC
3122	Sobia Bibl D/O Muḥammad Amin		-	30.12.1983/Haripur			Selected as PSC
3123	Noshaba Hassan D/O Muhammad Hassan			01.01.1984/Mansehra			Selected as PSC
3124	Farhat Shaheen D/O Sahib Khan			28.01.1984/Lakki		· · · ·	Selected as PSC
3125	Pamila D/O Umar Nawaz Khan			02.03.1984/Bannu			Selected as PSC

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3126	Irshad Bano D/O Ghulam Jilani		01.04.1984/Chitral			Selected as PSC
3127	Neelam Khan D/O Hakim Khan		19.06.1984/Mansehra			Selected as PSC
3128	Lubna Saeed D/O Saeeduilah Jan		 03.09.1984/Peshawar		· .	Selected as PSC
3129	Shabana Naz D/O Shah Jehan	· · · · · · · · · · · · · · · · · · ·	 20.11.1984/Charsadda		· · ·	Selected as PSC
3130	Salma Latif D/O Abdul Latif		01.01.1985/Charsadda			Selected as PSC
3131	Saima Begum D/O Abdul Azeem		01.01.1985/Malakand			Selected as PSC
3132	Nageena D/O Muhammad Iqbal		22.02.1985/Mardan			Selected as PSC
3133	Farhana Kausar D/O Muhammad Ishaq		25.03.1985/DIKhan			Selected as PSC
3134	Shabeena Naz D/O Noor Hassan		06.04.1987/Mardan			Selected as PSC
3135	Hidayat Bibl D/O Faridoon	GGHSS Tabat Dir Lower	10.04.1985/Dir Lower			Selected as PSC
3136	Safoora Rafiq D/O Muhammad Rafiq		 01.07.1985/Hanpur			Selected as PSC
3137	Salma Khan D/O Mashal Khan		25.11.1985/Lakki			Selected as PSC
3138	Faryal Latif D/O Latif Zaman		03.03.1986/Bannu	1		Selected as PSC
3139	Nosheen Akhtar D/O Muhammad Saleem		18.05.1986/Mardan			Selected as PSC
3140	Ghazala D/O Israr Habib		 27.09.1986/Mardan			Selected as PSC
3141	Bilgees Bibi D/O Khaliq Dad		04.11.1986/DIKhan			Selected as PSC
3142	Rozina Begum D/O Noor Wali Khan		01.01.1987/Ŗannu			Selected as PSC
3143	Sehrish Yaqub D/O Muhammad Yaqub	-	26.07.1987/Haripur			Selected as PSC
3144	Shabana Atta D/O Attauliah Khan		11.11.1980/FATA	20.06,2012 .	20.06.2012	Selected as PSC
3145	Zahida Bibi D/O Sher Azam	GGMS Chuinj Chitral	06.11.1979/Chitral	30.05.2012	30.05.2012	Selected as PSC
3146	Shabnam Jabeen D/O Sultan Muhammad		 10.02.1985/Haripuř	30.05.2012	30.05.2012	Selected as PSC
3147	Shabana Gul D/O Abdul Qayyum		 01.01.1976/Haripur	30.05.2012	30.05.2012	Selected as PSC

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3148	Kalsoom D/O Abdur Rehman			26.08.1978/Dir	30.05.2012	30.05.2012	Selected as PSC
3149	Bushra Bibl D/O Gul Ahmad	GGHS Batkhela Malakand		16.10.1982/Malakand			Selected as PSC
3150	Saima Iftikhar Abbasl D/O Iftikhar Ahmad Abbasl			10.02.1983/A.Abad			Selected as PSC
3151	Zeenat Shaheen D/O Khairur Rehman			11.10.1983/FATA		<u> </u>	Selected as PSC
3152	Zafrana D/O Shir Za Ali Khan			31.10.1984/FATA	11.06.2012	11.06.2012	Selected as PSC
3153	Fahmeeda Bano D/O Muhammad Darvaish	GGHSS Ziarat Talash Malaka	Ind	08.10.1970/Dir	11.06.2012	11.06.2012	Setected as PSC
3154	Shamim Akhtar D/O Muhammad Hussain			01.01.1971/A.Abad			Selected as PSC
3155	Gul Naz D/O Sakhawat Hussain Shah			01.07.1972/DIKhan			Selected as PSC
3156	ishrat Jamshid D/O Jamshid Ali			26.03.1973/Swat			Selected as PSC
3157	Shagufta Begum D/O Imran Muhammad			15.04.1973/FATA	30.05.2012	30.05.2012	Selected as PSC
3158	Chand Mehraj D/O Jamatuddin Qureshi			29.04.1973/Mansehra			Selected as PSC
3159	Yasmin Hasham D/O Hasham Khan	GGMS Baghdin Kali Malakan	d	19.10.1974/Malakand	30.05.2012	30.05.2012	Selected as PSC
3160	Robina Naz D/O Faqir Dad Bangash			10.10.1975/Bannu	30.05.2012	30.05.2012	Selected as PSC
3161	Jamila Khanum D/O Syed Muhammad			01.01.1976/FATA	30.05.2012	30.05.2012	Selected as PSC
3162	Fazeelat Noreen D/O Ashiqur Rehman			02.09.1976/Peshawar	30.05.2012	30.05.2012	Selected as PSC
3163	Rifat Ara D/O Ameer Nawaz Khan	GGHS Asbanr Dir Lower		01.03.1977/Dir	30.05.2012	30.05.2012	Selected as PSC
3164	Gultaj Parveen D/O Khairuddin	GGHS Shiaqotak Chitral		26.03.1978/Chitral	30.05.2012	30.05.2012	Selected as PSC
3165	Aliya D/O Ethbar Gui			01.04.1984/Bajour	30.05.2012	30.05.2012	Selected as PSC
3166	Fozia Siraj D/O Sirajuddin			04.09.1978/DIKhan	30.05.2012	30.05.2012	Selected as PSC
3167	Bibi Almas D/O Sher Muhammad	GGHS Udigram Swat		10.01.1979/Swat	30.05.2012	30.05.2012	Selected as PSC
3168	Malika Benazir D/O Salim Khan	GGCMHS Denin Chitral	`	18,12.1979/Chitral	30.05.2012	30.05.2012	Selected as PSC
3169	Surriya Bibi D/O Umar Khatab			20.12.1979/Haripur	30.05.2012	30.05.2012	Selected as PSC



3170	Hanifa Bano D/O Muhammad Ghulam			31.12.1979/Dir	30.05.2012	30.05.2012	Selected as PSC
3171	Rukhsar Bibl D/O Said Nawab	GGHS Inzergal Malakand		20.01.1980/Malakand	30.05.2012	30.05.2012	Selected as PSC
3172	Nazlat D/O Fateh Khan	GGHS Dargai Malakand	Ī	07.02.1980/Malakand	30.05.2012	30.05.2012	Selected as PSC
3173	Faiza D/O inayatur Rehman	GGHS Sra Shah Mohmand A	gency	14.02.1980/FATA			Selected as PSC
3174	Nargis Nisa D/O Yousaf Ali	GGMS Malana Parachinar K.	Agencyu	03.03.1980/FATA			Selected as PSC
3175	Mussarat Begum D/O Amir Gul		• .	20.03.1980/Malakand			Selected as PSC
3176	Farida Aziz D/O Azizullah			04.04.1980/Swabi			Selected as PSC
3177	Seema Nawaz D/O Muhammad Nawaz			20.10.1980/Swabi			Selected as PSC
3178	Asla Bibl D/O Sardar Khan			19.02.1981/Lakki			Selected as PSC
317 9	Saeeda Bibi D/O Chamin Khan			31.05.1981/Kohat		-	Selected as PSC
3180	Shandana D/O Bashir Ahmad			03.01.1982/Malakand			Selected as PSC
3181	Sajida Bashir D/O Bashir Ahmad 🚽		·	03.02.1982/Lakki			Selected as PSC
3182	Samina Mahsud D/O Loi Khan			01.03.1982/FATA	11,06.2012	11.06.2012	Selected as PSC
3183	Sanam Gul D/O Qasim Khan			05.03.1982/Tank			Selected as PSC
3184	Sadia Bibl D/O Haji Aurangzeb			08.08.1982/A.Abad	,		Selected as PSC
3185	Khadija D/O Zuber Shah			25.01.1983/Charsadda	. ,		Selected as PSC
3186	Aneela Tabassum D/O M.Saifullah Khan			02.04.1983/Bannu	· · ·		Selected as PSC
3187	Syeda Musarrat Shaheen D/O Mian Tabiullah			03.07.1983/Dir			Selected as PSC
3188 -	Shagufta Shahzad D/O Shahzad Khan			06.07.1983/Haripur		1	Selected as PSC
3189	Shaheen D/O Muhammad Aslam			07.09.1977/Mardan	• • • •	1 1 1	Selected as PSC
3190	Parveen Raza D/O Raza Muhammad			10.07.1983/DIKhan		1	Selected as PSC
3191	Nadia Bashir D/O Bashir Ahmad	-		20.11.1983/Mardan			Selected as PSC



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3192	Shabana Bibi D/O Ghulam Shabbir			02.01.1984/DIKhan			Selected as PSC
3193	Farzana Muhammad D/O Sofi Muhammad	GGHS Sheringal Dir Upper	-	10.03.1984/Chitral	17.08.2012	17.08.2012	Selected as PSC
3194	Shahnama Shahnaz D/O Muhammad Younas K	han		15.04.1984/Bannu			Selected as PSC
3195	Naima Hafeez D/O Hafeezul Haq			25.03.1985/Charsadda			Selected as PSC
3196	Hina Naheed D/O Khuda Dad			28.03.1985/Peshawar		Ì	Selected as PSC
3197	Suraya Jabeen D/O Abdul Karim			24.11.1985/Chitral	30.05.2012	30.05.2012	Selected as PSC
3198	Roobi Sattar D/O Fazil Sattar			23.01.1986/Mardan	30.05.2012	30.05.2012	Selected as PSC
3199	Sarhad Begum D/O Ayub Khan			06.05.1986/Dir	30.05.2012	30.05.2012	Selected as PSC
3200	Anjum Begum D/O Aarif Hussain			25.04.1986/Nowshera	30.05.2012	30.05.2012	Selected as PSC
3201	Humaira Nawab D/O Amir Nawab			23.07.1986/Mardan	30.05.2012	30.05.2012	Selected as PSC
3202	Zubaira Kamal D/O Kamaluddin	GGCMHS Denin Chitral		05.01.1987/Chitral	30.05.2012	30.05.2012	Selected as PSC
3203	Bibi Saeeda D/O Fazli Kareem			25.10.1979/FATA	30.05.2012	30.05.2012	Selected as PSC
3204	Asia Ashfaq D/O Ghulam Haider			22.07.1977/FATA	30.05.2012	30.05.2012	Selected as PSC
3205	Sheista D/O Shah Zamin			09.06.1976/FATA	30.05.2012	30.05.2012	Selected as PSC
3206	Sobia Daud D/O Daud Khan			31.12.1981/Haripur	30.05.2012	30.05.2012	Selected as PSC
3207	Maryam Gul D/O Muhammad Shah			20.05.1982/DIKhan	30.05.2012	30.05.2012	Selected as PSC
3208	Salma Bibi D/O Sher Bahadar Khan			01.01.1983/Bannu 5	30.05.2012	30.05.2012	Selected as PSC
3209	Shafinaz Qureshi D/O Nazar Hussain	÷ .		02.05.1969/Mansehra	30.05.2012	30.05.2012	Selected as PSC
3210	Bibl Abida D/O Khair Azam Shah	GGMS Booni Payeen Chitral		01.07.1969/Chitral	30.05.2012	30.05.2012	Selected as PSC
3211	Musarrat Jabeen D/O Khuda Bakhsh			17.06.1972/Peshawar	30.05.2012	30.05.2012	Selected as PSC
3212	Tanweer Akhtar D/O Itbar Gul	-		11.10,1976/Malakand	30.05.2012	30.05.2012	Selected as PSC
3213	Shahzana Naz D/O Muhammad Nazir Khan			09.05.1977/Mansehra			Selected as PSC

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3214	Zaiba Ali D/O Syed Ali Shah			10.02.1976/Dir	·	Selected as PSC
3215	Bibi Zaitoon D/O Hamidullah Khan			19.04.1978/Dir		Selected as PSC
3216	Asma Bibi D/O Nisar Muhammad			18.03.1979/Swabi		Selected as PSC
3217	Asma Bibi D/O Taj Ali Khan			20.04.1979/Peshawar		Selected as PSC
3218	Wasiat Bibl D/O Gul Karlm	-		11.06.1979/Swat		Selected as PSC
3219	Shehnaz D/O Umer Wahid			04.09.1979/Swat		Selected as PSC
3220	Begum Nasim D/O Pashmin Mian			04.12.1979/Swat		Selected as PSC
3221	Abgina D/O Ali Muhammad			01.01.1980/Malakand		Selected as PSC
3222	Mehnaz Ali D/O Muhammad Khurshid			01.01.1980/Swat		Selected as PSC
3223	Raina Amin D/O Syed Amin			01.03.1980/Dir		Selected as PSC
3224	Aneela Muslim D/O Muslim Sher		'n	20.04.1980/FATA	06.08.2012	Selected as PSC
3225	Amina Chandi D/O Shah Wazir			22.12.1980/Dir		Selected as PSC
3226	Sidratul Muntaha D/O Syed Abdul Sattar Shah			06.02.1981/DIKhan		Selected as PSC
3227	Rani Gul D/O Jehanzeb	GGHS Trawara Mansehra		01.03.1981/Mansehra		Selected as PSC
3228	Salma Haq D/O Faizul Haq			04.03.1981/Mardan		Selected as PSC
3229	Alia Bibi D/O Abdul Qadir			08.10.1981/DIKhan		Selected as PSC
3230	Navida Bibi D/O Islam Gul			16.01.1982/Malakand		Selected as PSC
3231	Jamila Kausar D/O Habibun Nabi			15.04.1982/Dir		Selected as PSC
3232	Fatima Nasim D/O Jamroz Khan					Selected as PSC
3233	Shaista Ghaffar D/O Amin Ghaffar			27.06.1982/Dir		Selected as PSC
3234	Shaheen Akhtar D/O Syed Iqbal Shah			07,02.1983/Swabl		Selected as PSC
3235	Khushnood D/O Khalsta Muhammad			24.02.1983/Malakand		Selected as PSC



3236	Tamkeen Zahra D/O Altaf Hussain Shah			15.03.1983/DIKhan			Selected as PSC
3237	Zeenat Bibi D/O Gul Nawab			11.05.1983/Karak		·	Selected as PSC
3238	Sajaida Shamim D/O Muhammad Shamim			23.01.1984/Swat			Selected as PSC
3239	Salma Zakria D/O Muhammad Zakria			01.02.1984/Haripaur			Selected as PSC
3240	Sania Wali D/O Khan Wali			12.01.1989/Charsadda	19.12.2012	19.12.2012	Selected as PSC
3241	Mehdia Bibi D/O Hayat Nabi			05.02.1984/Malakand			Selected as PSC
3242	Asla D/O Rahmat Zada			03.04.1984/Dir			Selected as PSC
3243	Sajida Bibi D/O Wahid Bakhsh	· · · · · ·		11.04.1984/DIKhan		· · ·	Selected as PSC
3244	Shazia Noureen D/O Noor Kamal			04.10.1984/Lakki			Selected as PSC
3245	Kalsoom Shah D/O Qaimat Shah			04.04.1985/Mardan			Selected as PSC
3246	Husna Amin D/O Aminul Haq			01.04.1985/Dir			Selected as PSC
3247	Sumaira D/O Fazal Kareem			03.12.1985/Mardan			Selected as PSC
3248	Shabana Afroze D/O Noor Shah Gul			10.03.1986/Karak			Selected as PSC
3249	Naheed Akhtar D/O Musafar Khan			01.02.1978/FATA			Selected as PSC
3250	Ayesha Bibi D/O Rab Nawaz Khan			04.06.1986/FATA			Selected as PSC
3251	Farzana Nazir D/O Nazir Shah	,		15.01.1975/Kohat	·····		Selected as PSC
3252	Shabana Khan D/O Mir Baz Khan			20.08.1977/FATA	30.05.2012	30.05.2012	Selected as PSC
3253	Afsana Bibi D/O Gul Nawaz Khan			12.04.1983/FATA			Selected as PSC
3254	Shazia Shaoor D/O Saifur Rehman			04.02.1972/Karak			Selected as PSC
3255	Shakeela Naz D/O Muhammad Amir Khan		· · · ·	20.02.1975/Karak			Selected as PSC
3256	Mirza Begum D/O Zeer Bali Khan			01.05.1975/Chitral			Selected as PSC
3257	Zulikha D/O Haji khan			07.03.1976/Chitral		· · · · ·	Selected as PSC

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3258	Sabiha D/O Mian Gul Jan		•	01.03.1985/FATA			Selected as PSC
3259	Maryam Bibi D/O Khaista Noor			31.12.1977/Dir			Selected as PSC
3260	Tauheed Bibi D/O Abdur Rahman			15.01.1979/Swat			Selected as PSC
3261	Surriya D/O Muhammad Inayatullah			30.12.1979/Dir			Selected as PSC
3262	Samina Begum D/O Mustajir Shah			15.01.1980/Haripur			Selected as PSC
3263	Nusrat Shaheen S/O Fazal Akbar Khan			29.02.1980/Swat			Selected as PSC
3264	Kalsoom Musiim D/O Musiim Sher	GGHS Mian Mandi Mohmand	Agency	10.04.1981/FATA			Selected as PSC
3265	Aftab D/O Abdul Ahad			14.12.1981/Malakand		-	Selected as PSC
3266	Bibl Sakina D/O Mir Azam Khan			02.01.1982/Chitral			Selected as PSC
3267	Kishwar Jabeen D/O Qazi Qutbuddin			15.02.1982/Chitral			Selected as PSC
3268	Basra Begum D/O Fazii Wahab			04.04.1986/FATA			Selected as PSC
3269	Rashid Begum D/O Samar Khan			02.03.1982/Mansehra	-		Selected as PSC
3270	Shahzad Begum D/O Adam Khan			01.01.1983/Malakand			Selected as PSC
3271	Zeenatun Nisa D/O Mushtaq Ahmad			01.11.1983/Bannu			Selected as PSC
3272	Salma Shareef D/O Haji Muhammad Sharif		-	02.05.1985/A.Abad			Selected as PSC
3273	Irum Awan D/O Fateh Muhammad			03.11.1985/Mansehra			Selected as PSC
3274	Nazia Rahman D/O Amir Rahman	GGHS Dabkor Mohmand Agency		05.04.1979/FATA	30.05.2012	30.05.2012	Selected as PSC
3275	Nasim Begum D/O Abdul Qadir			20.01.1963/Hangu			Selected as PSC
3276	Sajida Bibi D/O Muhammad Karim			02,03.1974/Chitral			Selected as PSC
3277	Zahida Begum D/O Noor Rehman			01.11.1976/FATA			Selected as PSC
3278	Shazla Jan D/O Jan Afzal			14.03.1979/Mardan			Selected as PSC
3279	Hussan Jamala D/O Sher Zada	· · · · · ·		18.02.1977/FATA	30.05.2012	30.05.2012	Selected as PSC

3280	Naseera Khurshid D/O Khurshid Alam			29.09.1978/Mansehra			Selected as PSC
3281	irum Naz D/O Qasim Jan			02.03.1979/Dir			Selected as PSC
3282	Jumlain Bibi D/O Samiullah Khan			12.06.1980/Kohat	-		Selected as PSC
3283	Shagufta Gul D/O Noorul Haq			20.09.1981/Dir			Selected as PSC
3284	Shabnam Kawsar D/O Sherin Zada Mian			02.04.1982/Swat			Selected as PSC
3285	Seemab D/O Sultan Mahmood			14.01.1983/Malakand			Selected as PSC
3286	Yasmeen Begum D/O Abdul Hameed	GGHS Bakri Banda		27.08.1982/FATA	30.05.2012	30.05.2012	Selected as PSC
3287	Farzana D/O Abdul Ghaffar		, in the second s	28.11.1976/Chitral			Selected as PSC
3288	Safia Begum Afridi D/O Tahir Shah Afridi			16.04.1979/FATA	05.06.2012	05.06.2012	Selected as PSC
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Note. It should be calrify that Seniority number is not final and could be changed in case of acceptance of appeals (if any) with logical grounds within 15 Days.

Deputy Director (Estab) Directorate of E&SE Khyber Pakhtunkhwa