

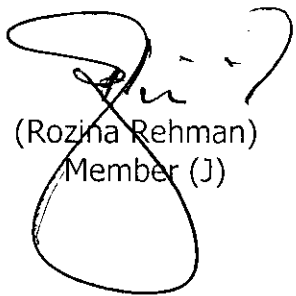
20.01.2021

Nemo for appellant.

This case was called time and again but neither the appellant nor his counsel appeared before the Tribunal.

As such, the appeal stands dismissed in default for non-prosecution. No order as to costs. File be consigned to the record room.

Announced.  
20.01.2021



(Rozina Rehman)  
Member (J)

29.09.2020

Counsel for the appellant present.

Learned counsel referred to the rules relating to the staff in District Judiciary and stated that Sweeper was included therein for promotion to Junior Clerk. On the other hand, the notification dated 06.12.2012 applicable to the appellant did not provide for promotion of Sweeper. The impugned notification is not only discriminatory but also exceptionable, it was added.

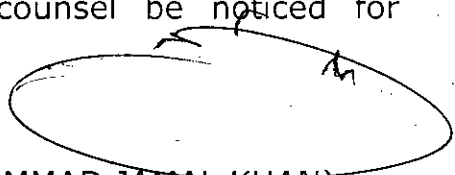
In view of arguments of learned counsel and the available record, instant appeal is admitted to regular hearing subject to all just objections, more particularly, regarding the delay as the impugned rules/notification was issued on 06.12.2012 while the appeal in hand was submitted on 12.07.2019. The appellant is directed to deposit security and process fee within 10 days. Thereafter, notices be issued to the respondents. To come up for written reply/comments on 30.11.2020 before S.B.

  
Chairman

30.11.2020

Neither appellant nor anyone else representing him has appeared despite having been called time and again nor security and process fee have been deposited by the appellant, therefore, appellant as well as his respective counsel be noticed for 20.01.2021 before S.B.

*Noted*  
*9/12*

  
(MUHAMMAD JAMAL KHAN)  
MEMBER (JUDICIAL)

19.03.2020

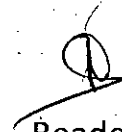
Nemo for the appellant. Lawyers community is on strike on the call of Khyber Pakhtunkhwa Bar Council. Adjourn. To come up for preliminary hearing on 23.04.2020 before S.B.



Member

20.04.2020

Due to COVID19, the case is adjourned to 20.07.2020 for the same as before.



Reader

20.07.2020

Neither petitioner nor his counsel was present at the time 02:56 P.M. The instant appeal was adjourned due to COVID-19, therefore, notice be issued to the petitioner as well as his counsel. File to come up for preliminary hearing on 29.09.2020 before S.B.



(MUHAMMAD JAMAL KHAN)  
MEMBER

08.10.2019

Mr. Mir Zaman Safi Advocate on behalf of learned counsel for the appellant present and requests for adjournment as learned counsel is engaged today before the Honourable Federal Service Tribunal at Islamabad.

Adjourned to 19.11.2019 before S.B.

  
Chairman

19.11.2019

Counsel for the appellant present.

Learned counsel seeks adjournment due to engagement before the Honourable High Court today in many cases. Adjourned to 19.12.2019 before S.B.

  
Chairman

19.12.2019

Junior to counsel for the appellant present.

Requests for adjournment due to general strike of the Bar. Adjourned to 30.01.2020 before S.B.

  
Chairman

30.01.2020

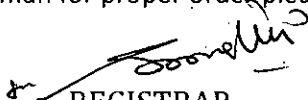

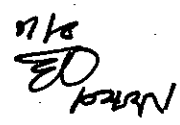

Due to general strike of the bar on the call of Khyber Pakhtunkhwa Bar Council, the case is adjourned. To come up for preliminary hearing on 19.03.2020 before S.B.

  
Member

Form- A  
FORM OF ORDER SHEET

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

Case No.- 924/2019

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	12/07/2019	<p>The appeal of Mr. Murad Masih presented today by Mr. Muhammad Maaz Madni Advocate may be entered in the Institution Register and put up to the Worthy Chairman for proper order please.</p> <p style="text-align: right;"> REGISTRAR</p>
2-	15/07/19	<p>This case is entrusted to S. Bench for preliminary hearing to be put up there on <u>26/08/19</u></p> <p style="text-align: right;"> CHAIRMAN</p>
	<p>26.08.2019</p> <p></p>	<p>Nemo for appellant.</p> <p>Notice be issued to appellant/counsel for preliminary hearing on 08.10.2019 before S.B.</p> <p style="text-align: right;"> Chairman</p>

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,  
PESHAWAR

SERVICE APPEAL NO. 924 /2019

MURAD MASIH                      V/S                      HEALTH DEPARTMENT  
& OTHERS

INDEX

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Through:                      APPELLANT

  
MUHAMMAD MAAZ MADNI  
ADVOCATE

ROOM NO. 1, UPPER FLOOR,  
NEW ISLAMIA CLUB BUILDING,  
KHYBER BAZAR, PESHAWAR CITY  
0345-9090737, 0314-9965666

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,  
PESHAWAR

SERVICE APPEAL NO. 924 /2019 **Khyber Pakhtunkhwa  
Service Tribunal**

Diary No. 955

Dated 12/7/2019

MR. MURAD MASHI, Sweeper (BPS-03),  
District Headquarter Hospital, Charsadda.

.....APPELLANT

VERSUS

1. THE GOVT. OF KHYBER PAKHTUNKHWA  
through Secretary Health Department,  
Civil Secretariat Khyber Pakhtunkhwa, Peshawar.
2. THE SECRETARY ESTABLISHMENT DEPARTMENT,  
Khyber Pakhtunkhwa, Civil Secretariat, Peshawar.
3. THE SECRETARY FINANCE DEPARTMENT,  
Khyber Pakhtunkhwa, Civil Secretariat, Peshawar.
4. THE DIRECTOR GENERAL HEALTH SERVICES,  
Khyber Pakhtunkhwa, Peshawar.
5. THE MEDICAL SUPERINTENDENT,  
District Headquarter Hospital, District Charsadda.

..... RESPONDENTS

Filed to day  
12/7/19  
Registrar

SERVICE APPEAL UNDER SECTION-4 OF THE KHYBER  
PAKHTUNKHWA SERVICE TRIBUNAL ACT, 1974 AGAINST THE  
INACTION OF THE RESPONDENTS BY NOT INCLUDING THE  
NAME OF THE APPELLANT UNDER 33% QUOTA OF CLASS-IV  
FOR PROMOTION AGAINST THE POST OF JUNIOR CLERK  
(BPS-11) AND AGAINST THE IMPUGNED CLERICAL SERVICE  
RULES 2012 OF THE RESPONDENT DEPARTMENT NOTIFIED  
VIDE DATED 06-12-2012 WHEREBY NO PROMOTION QUOTA  
HAS BEEN ALLOCATED IN THE RULES FOR THE  
SWEEPERS/APPELLANT OF THE RESPONDENT DEPARTMENT  
AND AGAINST NOT TAKING ACTION ON THE  
DEPARTMENTAL APPEAL DATED 18.03.2019 OF APPELLANT  
WITHIN THE STATUTORY PERIOD OF NINETY DAYS

PRAYER:

That on acceptance of the instant service appeal the respondents may very kindly be directed to amend the Service Rule of 2012 Notified vide dated 06.12.2012 to the extent of including the sweeper/appellant in the seniority list maintain for the purpose of promotion of 33% Class-IV employee to the post Junior Clerk (BPS-11) having SSC qualification.

Any other remedy which this august Tribunal deems fit that may also be awarded in favour of the appellant.

---

Respectfully Sheweth:

FACTS:

Brief facts which give rise to the instant appeal are as under:-

1. That appellant is the employee of the Health Department and was appointed as Sweeper (BPS-03) after fulfilling all the codal formalities required for the post vide order dated 23.08.2017.

Copy of the appointment order is attached as ANNEXURE..... A.

2. That the appellant is serving the respondents Department since taking over the charge of the post as per their job description and before inducting into the service with that of the respondent Department the appellant has successfully completed his SSC in 1999 & HSSC in 2008 from Board of Intermediate & Secondary Education Peshawar.

Copy of Educational Testimonials is attached as ANNEXURE ..... B.

3. That appellant inspite of having requisite educational qualification for the post of Junior Clerk (BPS-11) have no prospects of promotion in any field. That for the purpose of promotion the appellant and other colleagues of the appellant who have requisite qualification time and again requested for including sweepers in 33% Quota of Class-IV employees against the post of Junior Clerk (BPS-11) but of no avail.

4. That according to the impugned Service Rules 2012 Notified vide dated 06-12-2012 no promotion quota has been allocated for the Sweepers of the respondent Department including the appellant who have acquired the requisite qualification and that is why the appellant and other colleagues employees have continuously



been deprived from promotion to the next higher post of Junior Clerk (BPS-11).

Copy of the impugned service Rules are attached as ANNEXURE ..... C.

5. That, the said Service Rule of 2012 have already been adopted by almost all the Provincial Departments and are promoting their Class-IV employees working under their control to the next higher post of Junior Clerk (BPS-11) and as such the Health Department have also adopted the same but unfortunately the name of the Sweepers/Appellant have not been including in the seniority list maintained for the purpose of promotion to the next higher grade of Junior Clerk (BPS-11) and the sweepers of Health Department are completely been deprived of from promotion.

Copy of the Seniority List of Social Welfare Department is attached as ANNEXURE ..... D.

6. That, the Judiciary of Khyber Pakhtunkhwa has also adopted the same Service Rule for promotion of Class-IV employee to the next higher grade of Junior Clerk (BPS-11) while making rules for the ministerial staff of Judiciary in 2011.

Copy of the Relevant Page of Judicial Esta Code is attached as ANNEXURE ..... E.

7. That, the E&SE Department of Khyber Pakhtunkhwa have also issued instruction vide notification dated 02-08-2017 regarding the observant of Quota and accordingly, the Health Department have also issued instruction to all the concerned quarters working under His administrative control for observance of the Quota reserved for filling up of vacant position including 33% Quota vide letter dated 22-11-2017.

Copy of notification & letter is attached as ANNEXURE ..... F&G.

8. That appellant being similarly placed employee of the respondent Department also requested the respondents for including of his name in seniority list maintained/prepared for promotion under 33% Quota filed Departmental Appeal 18-03-2019 before the competent authority but no reply has been received so for.

Copy of the Departmental appeal is attached as ANNEXURE ..... H.

9. That the appellant having no other efficacious, adequate and alternate remedy but to approach this Honourable Tribunal on the following grounds amongst others.

GROUND S:-

- A. That Column No. 5 (a) of the notification dated 06-12-2012 is Ultra Vires by not including the sweeper/appellant in the seniority list maintain for the purpose of promotion of Class-IV employee to the post Junior Clerk (BPS-11) against the Law, Facts, norms of natural justice and materials available hence not tenable in the eye of Law and needs to be modified accordingly.
- B. That the appellant has not been treated by the respondents in accordance with law and rules on the subject noted above and as such the respondents are clearly violating Article 4 and 25 of the constitution of Islamic Republic of Pakistan 1973.
- C. That the respondents have not acted in accordance with law and the rules governing on the subject matter by not including the sweeper/appellant in the seniority list maintain for the purpose of promotion of Class-IV employee to the post Junior Clerk (BPS-11) for which he is fully eligible and entitle.
- D. That according to the notification dated 06.12.2012 already issued by the respondents the Sweepers/appellant is fully eligible and entitled to be included in the seniority list maintain for the purpose of promotion of Class-IV employee to the post Junior Clerk (BPS-11).
- E. That, the petitioner is fully entitled to be benefited from the Notification dated 06-12-2012 in the light of various judgments passed by the Apex Supreme Court of Pakistan especially reported in 2009 SCMR page 01.
- F. That the appellant has served the Department for a long period with unblemished service record, therefore, they have the right to be included in the seniority list maintain for the purpose of promotion of Class-IV employee to the post Junior Clerk (BPS-11) according to his qualification.
- G. That the inaction of the respondent by not included in the seniority list maintain for the purpose of promotion of Class-IV employee to the post Junior Clerk (BPS-11) according to his qualification and not allocating proper promotion quota in the impugned Service Rules of 2012 dated 06-12-2012 is against

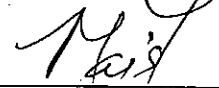
Article-38 (e) of the constitution of Pakistan which enshrines as:  
“that the state shall reduce disparity in the income and earnings  
of the individual including persons in the service of Pakistan”.

H. That any other grounds will be raised at the time of arguments  
with prior permission of this Honourable Tribunal.

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

12/07/2019.

Appellant



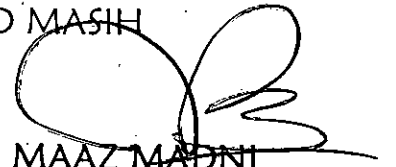
MURAD MASIH

Through

MUHAMMAD MAAZ MADNI

Advocate,

High Court, Peshawar.



12/07/19.

6

OFFICE OF THE MEDICAL SUPERINTENDENT DHQ HOSPITAL CHARSAZZA

APPOINTMENT ORDER

*Annexure - A*

Mr. Murad S/O Prem Samuel Sugar Mills Christian Colony Charsadda Tehsil and District Charsadda is hereby appointed as Sweeper in BPS-3 (Rs. 9610-370-19380) plus usual Allowances as admissible under the rules at DHQ Hospital Charsadda against the vacant post on the following terms and conditions.  
Her NIC No.17101-9070386-7

1. His services will be on regular basis as per existing rules/policy of the Government
2. His services will be governed by the existing rules and regulation of Government of Khyber Pakhtunkhwa and by such rules and orders as may be issued by the Government from time to time for the category of the Govt; servant to which he belongs
3. His appointment will be subject to medical fitness certificate from the Medical Superintendent
4. He will not be allowed to any TA/DA for Medical Examination and joining the first appointment.
5. If he wishes to resign from service he will have to submit resignation in writing 30 days in advance Or deposit one month salary in the Govt; Treasury. However he will continue his service till his resignation is accepted by the competent authority.

If the offer on the above terms & conditions is acceptable, you should report for duty within 15 days positively.

Medical Superintendent,  
DHQ Hospital Charsadda

No 4312-14 /MSDHQ  
Copy forwarded to the: -

Dated Charsadda the

23 /8/2017

1. District Accounts Officer Charsadda
  2. Accounts Section of this office
  3. Official concerned
- For information and necessary action.

*[Signature]*  
Medical Superintendent  
DHQ Hospital Charsadda  
23/8/17

*[Signature]*

**ATTESTED**

GG/98 No. 37623

7

# Board of Intermediate & Secondary Education PESHAWAR

DETAILED MARKS CERTIFICATE  
Secondary School Certificate Examination  
(GENERAL GROUP)

Annex-B

Session 19 99 (Annual/Supplementary)

Name Muhammad Masih

Father's Name Pir Samiul Roll No. 180970

SUBJECT	Total Number of Marks Allotted	MARKS OBTAINED	
		In Figure	In Words
1. English	150	51	/
2. Urdu	150	57	
3. Islamiyat Comp:	75	44	
4. Pakistan Studies	75	30	
5. Mathematics	100	45	
6. General Science	100	33	
7. <u>IS</u>	100	50	
8. <u>Pa</u>	100	33	
<b>Total</b>	<b>850</b>	<u>343 - Three hundred forty three</u>	

This Certificate is issued errors and omission excepted.

Prepared by: [Signature] Checked by: [Signature]

Date 30 AUG 1999  
19

Controller of Examinations  
Board of Intermediate & Secondary Education  
Peshawar

[Signature]

ANNEX-B

# BOARD OF INTERMEDIATE & SECONDARY EDUCATION

Roll No: 11651



## PESHAWAR

### PROVISIONAL AND DETAILED MARKS CERTIFICATE

#### INTERMEDIATE (SUPPLY) EXAMINATION, 2008

#### HUMANITIES ( Part-II )

Murad MasihSon / Daughter of Prem Samuelof CHARSADDA

has secured the marks shown against each subject in the H S S C Examination held in the month of

November 2008 as Private Student

Subjects	Marks	Marks Obtained				Total	Marks in Words
		Part-I		Part-II			
		Theory	Pract	Theory	Pract		
English	200	33	--	33	--	66	Sixty-Six
Urdu	200	46	--	65	--	111	One Hundred Eleven
Islamic Education	50	18	--	--	--	18	Eighteen
Pakistan Studies	50	--	--	27	--	27	Twenty-Seven
Islamic History	200	39	--	41	--	80	Eighty Only
Civics	200	39	--	42	--	81	Eighty-One
Archaeology	200	41	--	33	--	74	Seventy-Four
<b>Total : 1100</b>						457-D	Four Hundred Fifty-Seven Only
Remarks :							

Checked By : \_\_\_\_\_

Date of issue: 21-01-09

  
 \_\_\_\_\_  
 Controller of Examinations

**ATTENDED**

 Note: Error(s)/Omission(s) excepted. Any mistake in above particulars must be intimated within 30 days of the issuance of this certificate



GOVERNMENT OF THE KHYBER PAKHTUNKHWA  
ESTABLISHMENT AND ADMINISTRATION DEPARTMENT  
(ESTABLISHMENT WING)

\*\*\*\*\*

NOTIFICATION

Peshawar, dated the 6<sup>th</sup> December 2012.

No SOE.IV(E&AD)/1-35/2012:- In pursuance of the provisions contained in sub-rule (2) of rule 3 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989, and in supersession of all previous rules, issued in this behalf, the Establishment and Administration Department, in consultation with the Finance Department, hereby lays down the method of recruitment, qualifications and other conditions specified in column 3 to 5 of the Appendix to this Notification, which shall be applicable to posts in the Khyber Pakhtunkhwa Civil Secretariat, specified in column 2 of the said Appendix.

APPENDIX

S.No.	Nomenclature of posts.	Minimum qualification for appointment by initial recruitment.	Age limit.	Method of recruitment.
1.	2.	3.	4.	5.
1.	Superintendent.	-	-	By promotion, on the basis of seniority-cum-fitness, from amongst the holders of the post of Assistant with atleast five years service as such.

10

S.No.	Nomenclature of posts.	Minimum qualification for appointment by initial recruitment.	Age limit.	Method of recruitment.
1.	2.	3.	4.	5.
2.	Assistant.	Second Class Bachelor's Degree from a recognized University.	20 to 32 years	(a) Seventy-five per cent by promotion, on the basis of seniority-cum-fitness, from amongst Senior Clerks with atleast five years service as Junior and Senior Clerk. (b) twenty-five per cent by initial recruitment.
3.	Senior Clerk.			By promotion, on the basis of seniority-cum-fitness, from amongst the Junior Clerk with atleast two years service as such.
4.	Junior Clerk.	(i) Matriculation with second division or equivalent qualification from a recognized Board; and (ii) a speed of 30 words per minute in typing.	18 to 30 years	(a) Thirty-three per cent by promotion, on the basis of seniority-cum-fitness, from amongst Daftaris, Gestetner Operators, Qasids and Naib Qasids including holders of other equivalent posts in the Secretariat with two years service as such, who have passed S.S.C Examination; and (b) sixty-seven per cent by initial recruitment.  <u>Note:</u> For the purpose of promotion, there shall be maintained a common seniority list of Daftaries, Gestetner Operators, Qasids, Naib Qasids etc., with reference to the dates of their acquiring the Secondary School Certificate:



11

A

S.No.	Nomenclature of posts.	Minimum qualification for appointment by initial recruitment.	Age limit.	Method of recruitment.
1.	2.	3.	4.	5.
				Provided that-  (a) if two or more officials have acquired the Secondary School Certificate in the same session, the inter se seniority in the lower post shall be maintained for the purpose of determining seniority in the higher post;  (b) where a senior official does not possess the requisite qualification at the time of filling up a vacancy, the official next junior to him possessing the requisite qualification shall be promoted in preference to the senior official or officials.


SECRETARY

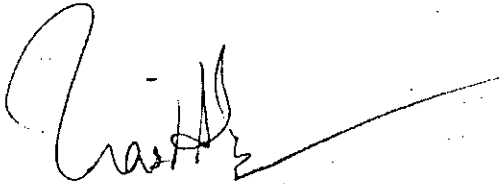
CHIEF SECRETARY  
GOVERNMENT OF THE KHYBER PAKHTUNKHWA.

Endst: No. SOE-IV(E&AD)/1-35/2012, dated 6<sup>th</sup> December, 2012

Copy forwarded for information and necessary action to: -

1. All Administrative Secretaries to Government of Khyber Pakhtunkhwa, Civil Secretariat, Khyber Pakhtunkhwa, Peshawar.
2. The Addl: Chief Secretary (FATA), Khyber Pakhtunkhwa.
3. The Chairman, Khyber Pakhtunkhwa Public Service Commission.
4. The Senior Member of Board of Revenue.
5. Secretary to Governor, Governor's Secretariat, Khyber Pakhtunkhwa.
6. The Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
7. The Secretary Provincial Assembly, Khyber Pakhtunkhwa.
8. The Chairman to Khyber Pakhtunkhwa Service Tribunal Peshawar.
9. The Private Secretary to Chief Secretary Khyber Pakhtunkhwa.
10. The Private Secretary to Secretary Establishment Department,
11. The P.A to Special Secretary (Estt), Establishment Department.
12. The P.A. to Addl: Secretary (Estt/ Reg), Establishment Department.
13. The PA to Addl: Secretary (HRD Wing) Establishment Department.
14. All the Deputy Secretaries in Establishment Department.
15. All Section Officers, Establishment Department, Khyber Pakhtunkhwa Peshawar.
16. The Manager Government Printing Press for publication in the Extra Ordinary Gazette.

  
**ATTESSED**



(NASIR AMAN)  
SECTION OFFICER (E.IV)



091-9224253  
ORDER.

Annexure - D

GOVERNMENT OF KHYBER PAKHTUNKHWA  
DIRECTORATE OF SOCIAL WELFARE, SPL: EDU; &  
WOMEN EMPOWERMENT, JAMRUD ROAD PESHAWAR

Dated Peshawar the 16/01/2019

No. E-17/17/DSW/Vol-6/ 4625-28. In pursuance of Section 8 (1) & (5) of Khyber Pakhtunkhwa Civil Servants Act, 1973 read with Rule 17 of Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion & Transfers) Rules 1989, Tentative Seniority List of J/c. (BPS-11), Social Welfare, Special Education & Women Empowerment Department, Khyber Pakhtunkhwa as stood on 31.12.2018 is hereby circulated for the information of all concerned.

ATTACHED

S. #	Name	F/Name	D.O.B	Domicile	Qualification	Date of 1 <sup>st</sup> Entry into Govt. Service	Date of appointment/promotion to the present post	Place of present posting	Remarks
1	2	3	4	5	6	7	8	9	
1	Sardar Bahadar	Dildar Khan	3-03-1966	Haripur	BA	09-10-1988	09-10-1988	DO SW Haripur	The DPC decided that the official may be differed for four years vide Notification No. SOR-VI(E&AD)1-3/2009/Vol-III, dated 22.10.2011
2	Akbar Ali	Dilawar	1-05-1966	Mardan	MA	14-05-1991	14-05-1991	G I B Mardan	
3	Muhammad Ismail	Ghulam Mursaleen	18-12-62	Chitral	SSC	18-05-1991	18-05-1991	M R Centre Chitral	
4	Taqweem UI Haq	Muhammad Sherin	15-4-1971	Dir (L)	FA	18-05-1991	18-05-1991	DO SW Dir (L)	
5	Muhammad Altaf	Mumtaz Khan	9-08-1970	Mansehra	BA	25-05-1991	25-05-1991	DO SW Mansehra	
6	Hamayun Khan	Qasim Jan	1-03-1966	Peshawar	BA	01-10-1991	01-10-1991	M R Centre Peshawar	
7	Sajid Rashid	Muhammad Rashid	3-10-1969	Kohat	SSC	29-10-1987 (Chowkidar)	03-02-1992 (As J/C)	Deaf Centre Kohat	
8	Saeed Ijaz	Ghulam Nabi	14-4-1962	Swabi	SSC	08-02-1992	08-02-1992	DO SW Swabi	
9	Nadeem Ashraf	Muhammad Ashraf	22-12-1968	Abbottabad	SSC	23-2-1992	23-02-1992	DO SW Abbottabad	
10	Ghani Ur Rahman	Said Ur Rahman	1-04-1971	Dir (L)	BA	01-04-1992	01-04-1992	DO SW Dir (L)	
11	Zahir Shah	Ahmad Gul	11-3-1970	Mardan	SSC	20-04-1992	20-04-1992	S.E.C Mardan	
12	Aslam Khan	Abdul Rahman	1-06-1969	Peshawar	MA	16-06-1992	16-06-1992	GIB (F) Peshawar	

13	Akbar Khan	Wazir Khan	15-4-1972	Swat	FA	04-07-1993	04-07-1993	DO SW Swat	
14	Baber Sadiq	Muhammad Sadiq	16-3-1965	Mansehra	SSC	31-08-1986 (J/Clerk)	14-11-2001 (Adjusted from surplus)	Sp Edu Centre Mansehra	(22)
15	Jehanzeb	Mahibullah	2-04-1966	Dir (L)	SSC	06-04-1988 (N/Qasid)	01-03-2002 (Promoted)	DO Malakand	
16	Muhammad Arif	Najaf Khan	15-3-1968	Abbottabad	FA	01-06-1989 (N/Qasid)	24-02-2002 (Promoted)	DO SW Abbottabad	
17	Abdul Wadood	Abdul Manan	15-6-1966	Mardan	SSC	01-07-1989 (Chowkidar)	02-05-2002 (Promoted)	G I B Abbottabad	
18	Amir Muhammad Khan	Mirza Ali Khan	22-12-1971	Kohat	FA	22-12-1991 (Forest Guard)	30-06-2002 (Adjusted from surplus)	DO SW Hangu	
19	AmanUllah Shah	Noor Zali Shah	24-3-1969	Bannu	SSC	07-10-2003	07-10-2003	MR Centre Bannu	
20	Abdul Ghaffar	Haji Shah Jehan	2-04-1977	D I Khan	M. Com	28-04-2004	28-04-2004	G I B D I Khan	
21	Mashal Khan	Muqarab Khan		Bannu	BA	01-07-2004	01-07-2004	DO SW Bannu	
22	Zia Ur Rahman	Mehar Dad	24-3-1969	Bannu	BA	26-8-1996	03-05-2006 (Adjusted from surplus)	Deaf Centre Bannu	
23	Saifullah Khan	Raiyatullah Khan	5-03-1976	Kohat	BA	01-07-2006	01-07-2006	RCDA Kohat	
24	S. Kamal Khan	Inayat Khan	15-4-1977	D I Khan	D. Com	01-07-2006	01-07-2006	SW UCD Project D I Khan	
25	Amir Mahmood	Fazal Mabood	6-04-1982	Swat	FA	01-07-2006	01-07-2006	G I B Centre Swat	
26	Farhad Jamil	Abdul Sattar	17-4-1959	Peshawar	FA	11-10-1997 (Chowkidar)	06-01-2007 (Promoted)	GIB Male Peshawar	
27	S Zakir Ali Shah	S Attullah Shah	12-10-1975	Kohat	BA	04-05-1995 (Chowkidar)	30-05-2007 (Promoted)	DO SW Kohat	
28	Fazle Rabi	Abdul Ghani	1-12-1975	Swabi	SSC	15-06-1993 (N/Qasid)	01-06-2007 (Promoted)	G I B Swabi	
29	Arshad Saleem	Dost Muhammad	8-09-1973	Charsadda	SSC	19-05-1994 (Chowkidar)	01-06-2007 (Promoted)	DO SW Charsadda	
30	Muhammad Islam	Abdul Hasib	5-04-1980	Mardan	MA	01-07-2007	01-07-2007	DarulKafala Male beggars Pesh	
31	Muhammad Nawaz Ali Jan.	Jan Ali	01-09-1981	Charsadda	MA, B.Ed	01.07.2007	01.07.2007	MRPH, Peshawar	
32	Shoukat Hayat	Gulzar Khan	2-01-1977	Batagram	SSC	06-10-2007	06-10-2007	DO SW Battagram	

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2B

First Appointment

33	NaiKBadshah	Saif Ur Rahim	3-04-1979	Dir (L)	M.Com	01-07-2008	01-07-2008	R C D A Dir. (L)	
34	MustahUd Din	Umer Din	8-02-1980	Malakand	FA	01-07-2008	01-07-2008	GSDC Malakand	
35	Halim Gul	Hameed Gul	13-4-1982	Dir (L)	MA	01-07-2008	01-07-2008	DO AdinZai Dir (L)	
36	Irfan Ullah	Ikramullah	N.A	Mardan	N.A	21-10-2008	21-10-2008	D.O SW, Mardan	
37	Irshad Ahmad	Massu Khan	4-02-1976	Abbottabad	BA	07-11-2008	07-11-2008	W.H Abbottabad	
38	Wajid Ali	BakhtRawan	1-01-1985	Swat	BA	21-02-2009	21-02-2009	DO SW Swat	
39	Noor Said	Shah Said	3-03-1969	Peshawar	SSC	15-08-1993 (Mali)	05-01-2010 (Promoted)	Sarkari Sarai Peshawar	
40	Fazal Habib	Zardad	5-06-1975	Shangla	FA	01-07-2008 (Chowkidar)	04-02-2010 (As J/Clerk)	DO SW Shangla	Junior Clerk
41	Muhammad Saleem	Muhammad Faqir	15-6-1978	Dir (L)	MA	13-02-2010	13-02-2010	SW Centre Jandul at SamarBagh	
42	Taus Khan	Bashir Ullah Khan	8-04-1982	Bannu	BA	13-03-2010	13-03-2010	D O Bannu	
43	Muhammad Yousaf	Muhammad Aslam	15-4-1976	Peshawar	F.A	09-05-2010	09-05-2010	DO SW Charsadda	
44	Khan Sher	Wali Muhammad	1-01-1962	Peshawar	SSC	01-06-1981 (Lino operator)	30-09-2010 (Adjusted from surplus)	DO SW Peshawar	
45	Nasrullah	Muhammad Ayaz Khan	2-05-1968	North Waziristan	SSC	21-07-1993 (Store Keeper)	15-01-2011 (Adjusted against J/Clerk)	SW UCD Project D I Khan	
46	Adnan	HazratUllah	28-3-1986	Swabi	M.SC	30-06-2011	30-06-2011	DO SW Swabi	
47	Naveed Ijaz	AfsarulMulk	12-9-1977	Nowshera	FA	01-07-2011	01-07-2011	DO SW Nowshera	
48	Sohail Khan	Dywar Khan	15-2-1986	Peshawar	B.Sc	01-07-2011 /	01-07-2011	DO SW Nowshera	
49	Muhammad Ali	Kaki Jan	29-12-1979	Mardan	FA	25-2-2008 (N/Qasid)	20-08-2011 Promoted	DSW Peshawar	Junior Clerk
50	Sajid Ali Shah	S. Ghani Shah	5-02-1982	Peshawar	SSC	29-2-2008 (N/Qasid)	20-08-2011 Promoted	DSW Peshawar	Junior Clerk
51	Abdul Hamid	Ajram Khan	14-3-1973	Malakand	SSC	14-03-2008 (Chowkidar)	20-08-2011 Promoted	DSW Peshawar	Junior Clerk
52	Faisal Akbar	Raza Akbar	15-3-1987	Swabi	BA	28-10-2011	28-10-2011	DSW Peshawar	
53	Daulat Khan	Khushrang Khan	2-01-1984	Peshawar	FA	31-10-2011	31-10-2011	DSW Peshawar	
54	Waqas Ali Khan	Zafar Ali	17-5-1992	Peshawar	FA	31-10-2011	31-10-2011	DSW Peshawar	

ATTACHED

55	Umer Shafiq	Ulas Khan	10-10-1983	Peshawar	BA	01-11-2011	01-11-2011	DSW Peshawar	
56	QaziFazliKhuda	Qazi Ali Akbar	13-1-1988	Peshawar	FA	28-10-2011	28-10-2011	DSW Peshawar	
57	WaqarUIMulk Khan	Abdul Malik.Khan	2-02-1986	Peshawar	FA	31-10-2011	31-10-2011	DSW Peshawar	34
58	Junaid Khan	Fazal Hussain	20-4-1992	Mardan	F.Sc	31-10-2011	31-10-2011	DO SW Mardan	
59	Muhammad Nasir	Muhammad Aslam	12-12-1991	Peshawar	BBA (Hon)	16-11-2011	16-11-2011	DO SW Peshawar	
60	Jamil Ahmad	Sultan Khan	27-9-1977	Mardan	DAE	26-12-2011	26-12-2011	DarulKafalaMardan	
61	Bait Ullah	Taj Muhammad	12-8-1971	Karak	FA	21-03-13	21-03-2013	DSW Peshawar	
62	Muhammad Nazir	Aurang Zeb	21-7-1981	Swat		01-04-2014	01-04-2014	DarulKafala Swat	
63	Jawad Amin	Amin-ul-Haq	17-4-1989	Charsadda	BA	05-05-2014	05-05-2014	DO SW Charsadda	
64	AbdurRehman	Afzal Khan	5-3-1991	Swat		5-5-2014	5-5-2014	RCDA Swat	
65	Kifayatullah	Mosam Din	08-04-1986	LakkiMarwat	MBA/PTC	12-11-2014	12-11-2014	DO SW LakkiMarwat	
66	Hamid Jan	Muhammadi Gul	11-3-1989	Charsadda	MA	12 11 2014	12 11 2014	DO SW Charsadda	
67	Waleed Bin Saleem	Muhammad Saleem	02-5-1991	Haripur	MA (Spl Edu)	02-3-2015	02-3-2015	School for Deaf Haripur	
68	Shahriyar Khan	Amanullah Khan	12-01-1966	Dir Lower	SSC	07-04-1988 (Sweeper)	01-07-2015 (Promoted)	DO Chitral	
69	Hazrat Hussain	Abdul Manan	01-01-1974	Buner	FA	22-02-1992 (Chowkidar)	30-06-2015 (promoted)	D.O, Social Welfare, Buner	
70	Muhammad Yasin	Waris Khan	04-02-1975	Karak	SSC	01-03-1996 Chowkidar 10-03-1999 as N.Q	30-06-2015 promoted	D.O, Social Welfare, Karak	
71	Muhammad Iqbal	Ghulam Muhammad	01-04-1970	Peshawar	SSC	02-04-1988 (N.Q)	30-06-2015 Promoted	Supdt: GIB (G) Peshawar	
72	Akhtar Mehmood	Sarwar Khan	10-01-1974	Haripur	SSC	01-07-2004 (Sweeper)	01-7-2015 Promoted	D.O, Social Welfare, Kohistan	Jan 2015
73	Zahid Khan	Muzafar Khan	13-04-1977	Peshawar	SSC	01-07-2007 (N.Q)	01-07-2015 promoted	D.O, Social Welfare, Abbottabad	Jan 2015
74	FazliQadir	Rehmat Gul	16-06-1972	Mardan	B.A	03-03-2008 (N.Q)	01-07-2015 Promoted	GSDC Takht Bhai Mardan	Jan 2015
75	Mr.SherDil Khan	Ayub Khan	25-02-1992	Peshawar	B.sc	11-07-2017	11-07-2017	DSW	
76	Mr.Bilawal Khan	Muhammad Umar	20-03-1992	Charsadda	B.Sc	10-09-2018			
77	Mr. Asif Khan	Qadeem Khan		Charsadda		19-09-2018			

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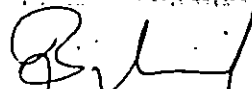
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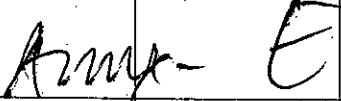
- 1- The Section Officer <sup>General</sup> SW, SE & WE, Khyber Pakhtunkhwa.
- 2- The Assistant Director (Admn) Directorate of SW, SE & WE Khyber Pakhtunkhwa.
- 3- All the District Officer, Social Welfare in Khyber Pakhtunkhwa.


4- The officers at S.No. 2 & 3 above are requested to circulate the above Tentative seniority list amongst the incumbents and submit any objection / correction / addition within 15 days of the receipt of this letter.

  
Assistant Director (Estab)



  
Assistant Director (Estab)

		 		possess the requisite experience at the time of filling up a vacancy, the official next junior to him possessing the requisite experience shall be promoted in preference to the senior official.
17	Junior Clerk/Muharrir/Reader BPS-5.	i. Secondary School Certificate Examination or equivalent qualification from a recognized Board; and ii. a speed of 30 words per minute in typing.	18 - 30 years	i. Not less than 70 percent by initial recruitment; and ii. not more than 30 percent by promotion, from amongst the holders of the posts of Daftari and Record Lifter with Matric and three years service as such: and in case no suitable candidate from amongst holders of the posts of Daftari and Record Lifter is available, then from amongst holders of the posts of Chowkidar, Naib Qasid, Sweeper, Chowkidar-cum-Mali, Mali and Water Carrier who have passed Secondary School Certificate Examination and have at least five years service as such. <u>Note.</u> For the purpose of promotion, separate common seniority lists of (i) the holders of the posts of Daftari and Record Lifter; and (ii) the holders of the posts of Chowkidar, Naib Qasid, Sweeper, Chowkidar-cum-Mali, Mali and Water Carrier shall be maintained with reference to the date of their acquiring the Secondary School Certificate: Provided that: a. if two or more officials have acquired the Secondary School Certificate in the same session, the official having longer service shall rank senior to other officials; and b. where a senior official does not possess the requisite experience at the time of filling up a vacancy, the official next junior to him possessing the requisite experience shall be promoted in preference to the senior official.

  
**ATTESTED**



GOVERNMENT OF KHYBER PAKHTUNKHWA  
ELEMENTARY & SECONDARY EDUCATION DEPARTMENT

NOTIFICATION

Peshawar, dated the August 2, 2017.

No. SO(PE)4-10/SSRC/Ministerial Staff/2013:- In pursuance of the provisions contained in sub-rule (2) of rule 3 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989, the Elementary and Secondary Education Department in consultation with the Establishment Department and the Finance Department, hereby directs that in this Department's Notification No. SO(PF)4-10/SSRC/Ministerial Staff/2013 dated 28.01.2013, the following amendments shall be made; namely.

AMENDMENTS

In the Appendix:

1- Against Sr. No-9, in column No. 5(a), for the existing entry, the following entry in column 5 (a) shall be substituted.

a)Thirty three percent by promotion on the basis of Seniority-Cum-Fitness from amongst the Daftares, G. Operators, Qasids and Naib Qasids including other equivalent posts in the attached department/offices/institutions with two years service as such having SSC qualification.

SECRETARY

Endst. No. & Date as above.



**ATTESTED**

GOVERNMENT OF KHYBER PAKHTUNKHWA  
ELEMENTARY & SECONDARY EDUCATION DEPARTMENT

NOTIFICATION

Peshawar, dated the August 7, 2017.

No. SO(PE)4-10/SSRC/Ministerial staff/2013. In pursuance of the provisions contained in sub-rule (2) of rule 3 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989, the Elementary and Secondary Education Department, in consultation with the Establishment Department and the Finance Department, hereby directs that in this Department's Notification No. SO(PE)4-10/SSRC/Ministerial Staff/2013 dated 28.01.2013, the following amendments shall be made, namely:

AMENDMENTS

In the Appendix:

(1) Against Sr. No. 9, in column No. 110, for the existing entry, the following entry in column 5 (a) shall be substituted:

- (a) Thirty three per cent by promotion on the basis of Seniority-Cum-Fitness from amongst the Dattaries, Operators, Qasids and Naib Qasids including other equivalent posts in the attached department/offices/institutions with two year service as such having SSC qualification.

*condition of 2nd division has been omitted.*

SECRETARY

Enclst. No. & Date as above.

Copy forwarded to:

1. The Secretary to Govt. of Khyber Pakhtunkhwa, Establishment Department.
2. The Secretary to Govt. of Khyber Pakhtunkhwa, Finance Department.
3. The Secretary to Govt. of Khyber Pakhtunkhwa, Law Department.
4. The Secretary to Govt. of Khyber Pakhtunkhwa, Public Service Commission Peshawar.
5. The Accountant General, Khyber Pakhtunkhwa Peshawar.
6. The Director (E&SE) Khyber Pakhtunkhwa Peshawar.
7. The Director Education (E&SE) Khyber Pakhtunkhwa, Peshawar.
8. The Director Curriculum & Teachers Education Abbottabad.
9. The Director (PH) Khyber Pakhtunkhwa Peshawar.
10. The Director (SR) Elementary & Secondary Education Khyber Pakhtunkhwa, Peshawar.
11. The Deputy Director (EMIS) E&SE Department.
12. All Deputy Commissioners in Khyber Pakhtunkhwa.
13. All District Education Officers, Elementary & Secondary Education Khyber Pakhtunkhwa.
14. All District Accounts Officers, Khyber Pakhtunkhwa/Agency Accounts Officers.
15. All Agency Education Officers.
16. P.S to Governor, Khyber Pakhtunkhwa.
17. P.S to Chief Minister, Khyber Pakhtunkhwa.
18. P.S to Chief Secretary, Khyber Pakhtunkhwa.
19. P.S to Minister E&SE, Khyber Pakhtunkhwa Peshawar.
20. P.S to Secretary E&SE Department.
21. Mr. Akbar Khan Mohmand, Provincial President Class-IV Association, Khyber Pakhtunkhwa Peshawar.
22. Master file.

ATTESTED

ATTESTED

(NAIK MUHAMMAD)  
SECTION OFFICER (PRIMARY)

DIRECTORATE GENERAL HEALTH SERVICES

KHYBER PAKHTUN KHWA PESHAWAR

E-Mail Address: [hrm@kpkhs.gov.pk](mailto:hrm@kpkhs.gov.pk) Office Ph# 091-9210269 Exchange# 091-9210187, 9210196 Fax # 091-9210230  
No. 15625-9 Personnel Dated: 22/11/2017



To,

- Annex - G*
1. The All Hospital Directors MTIs in Khyber Pakhtunkhwa.
  2. The All DHOs in Khyber Pakhtunkhwa.
  3. The All MSs in DHQ/Teaching Hospital in Khyber Pakhtunkhwa.

Subject: OBSERVANCE OF QUOTA'S.  
Memo,

I am directed to refer to the subject noted above and to convey the judgment of Peshawar High Court Peshawar in Writ Petition No. 2334-P/2014 announced on 08.12.2015 in case of Mr. Niaz Muhammad Ward Orderly v/s. Chief Executive LRH & 05 others regarding his promotion under 33% quota.

"The Hon'able Court has declared null & void and are set aside the respondent No.1 and 2 and other over helms of affairs are directed to reconstitute the Selection and Promotion Committee afresh, who shall made approval for promotion strictly in accordance with the seniority list. The promotion would be deemed w.e.f 17.05.2013 and petitioner will be entitled for back benefits also from the said date. It is further directed that the judgment of this Court be implemented within one month according to law".

It is further clarified that the following quota should be observed in accordance with laid down rules/ policy of the Government:-

1. Observance of 100% quota for deceased/permanantly incapacitated on medical board.
2. 25% quota for Class-IV employees who retired on the age of superannuation, who retired on sixty years of age according to matriculate seniority list.
3. 33% quota for promotion of Class-IV to Ministerial cadre only.

The Muslim Sweepers should be converted into Ward orderly or other Class-IV posts in accordance with two separate judgments of Peshawar High Court Peshawar in W.P 293-P/13 dated 2009 SCMR-I as well as Govt. of Khyber Pakhtunkhwa Health Department letter No. SOH-(Lit-I) 1-1/2017(Gen:Misc) dated 16.02.2017.

You are requested to please implement the above mentioned quota's in letter and spirit to avoid further complications faced by the above mentioned employees including MTIs.

ATTESTED

*[Signature]*  
ADDITIONAL DG (HRM)  
DIRECTORATE GENERAL HEALTH  
SERVICES, K.P PESHAWAR. *[Date]*

C.C

1. Mr. Khawaja Abdul Qayoum Chairman Provincial Paramedical Association Class-IV Khyber Pakhtunkhwa.
2. Mr. Nabi Amin President Provincial Paramedical Association Class-IV Khyber Pakhtunkhwa.

*[Signature]*  
ATTESTED

# بخدمت جناب ڈائریکٹر جنرل ہیلتھ سروسز خیبر پختونخوا ، پشاور

درخواست: بمراد شامل کرنے سوپیر 33% پروموشن کے کوٹہ میں

Annex-H

جناب عالی!

مؤدبانہ گزارش کی جاتی ہے۔ کی سائل آپ حضور والا کے زیر سایہ چار سده کے ہسپتال میں بطور سوپیر (Class-IV) کام کر رہا ہوں۔ سائل اپنی ڈیوٹی ملازمت ملنے کی دن سے ہی انتہائی خوش اسلوبی، ایمانداری اور دل و جان سے ادا کر رہا ہے۔ سائل نے میٹرک کا امتحان بھی پاس کیا ہے اور دیگر دفتری امور کا بھی علم رکھتا ہے۔ سائل نے کافی عرصہ آپ حضور والا کے زیر سایہ بطور سوپیر اپنی ڈیوٹی انجام دی ہے۔ لیکن سائل کو کچھ عرصہ پہلے یہ معلوم ہوا کہ کلرک ملازمین کیلئے جو سروس کے قوانین بنائے گئے ہیں اس میں سوپیر Class-IV ملازمین کیلئے کوئی بھی کوٹہ مختص نہیں کیا گیا ہے تاکہ سوپیر Class-IV ملازمین بھی ترقی پر دوسرے ملازمین کی طرح جاسکے۔ حالانکہ دوسرے Class-IV ملازمین کیلئے ان قوانین میں 33% کوٹہ مختص کیا گیا ہے اس میں سوپیر کو بھی شامل کی جائے۔ اسلئے آپ صاحبان سے التجاء کی جاتی ہے۔ سائل کے کیڈر کو بھی ترقی کے دائرہ میں لایا جائے تاکہ سوپیر بھی ان قوانین کے تحت 33% میں ترقی کے حقدار بن سکے۔ سائل عمر بھر آپ کا مشکور و ممنون رہے گا۔

العارض

المرقوم: 18/03/2019

آپکا تابعدار:

مراد مسیح

Masih



ATTESTED

V A K A L A T N A M A

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,  
PESHAWAR

SERVICE APPEAL NO. \_\_\_\_\_ OF 2019

MURAD MASIH

.....(APPELLANT)

VERSUS

HEALTH DEPTT: & other ..... (RESPONDENTS)

I/We MURAD MASIH

do hereby appoint and constitute **MUHAMMAD MAAZ MADNI, Advocate, Peshawar** to appear, plead, act, compromise, withdraw or refer to arbitration for me/us as my/our Counsel/Advocate in the above noted matter, without any liability for his default and with the authority to engage/appoint any other Advocate Counsel on my/our cost. I/we authorize the said Advocate to deposit, withdraw and receive on my/our behalf all sums and amounts payable or deposited on my/our account in the above noted matter.


Dated. 11 /07/ 2019

CLIENT:



(Murad Masih)

ACCEPTED



MUHAMMAD MAAZ MADNI

Advocate

High Court, Peshawar

(BC-11-1460)

OFFICE:

Flat No.3, Upper Floor,  
Islamia Club Building, Khyber Bazar,  
Peshawar City.

Phone: 091-2211391

Mobile No.0345-9090737, 0333-9313113