FORM OF ORDER SHEET

Court of

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	י Ca	ase No225/2023
S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1.	2	3
1-	25/1/2023	The appeal of Mr. Munir presented today by Mr. Muhammad Maaz Madni Advocate. It is fixed for preliminary
	1	hearing before Single Bench at Peshawar on Parcha Peshi is given to appellant/counsel.
	.	By the order of Chairman
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BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

APPEAL NO. 225 /2023

MUNIR KHAN

V/S

GOVT. OF KP & OTHER

INDEX -

S.NO	DOGUMENTS	DATED	ANNEXURE	PAGE
1.	Memo of appeal		•••••	1 –5
2.	Appointment Order	24.02.2010	A	Ģ
3.	Notification	- 30-06-2015	В	7
4.	Relevant Documents		с	8 – 10
5.	Letter	02-12-2020	_ D	11 – 12
6.	Departmental Appeal & Postal Receipt	28.09.2022	E	13 – 14
7.	Wakalatnama			15

'Dated: 23-01-2023

Through:

APPELLANT MUHAMMAD MAAZ MADNI,

Office:

ADVOCATE HIGH COURT, PESHAWAR TF-291, 292, Deans Trade Centre, Peshawar Cantt: 0333-9313113, 0345-9090737 muhammad.m3adv@gmail.com

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

APPEAL NO. 225 /2023

MUNIR KHAN s/o Muhammad Yousaf (Tube Well Operator), Peshawar Museum, Peshawar r/o H#204, Sector-5, Mohallah Mushtaq Abad, Nothia Jadeed,

Peshawar Cantt:.

.....Appellant

VERSUS

- 1- SECRETARY to GOVERNMENT OF KHYBER PAKHTUNKHWA, Sports, Tourism, Culture, Archeology & Museum, Civil Secretariat, Peshawar.
- 2- SECRETARY to GOVERNMENT OF KHYBER PAKHTUNKHWA, Finance Department, Civil Secretariat, Peshawar.
- 3- DIRECTOR, ARCHAEOLOGY & MUSEUMS, Khyber Pakhtunkhwa, Peshawar Museum, Peshawar.

.....Respondents

APPEAL UNDER SECTION 4 OF THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL ACT, 1974 READ WITH ALL ENABLING LAWS & RULES AGAINST THE INACTION OF THE RESPONDENTS BY NOT GRANTING/ALLOWING ACTUAL PAY SCALE OF BPS-06 AS TUBE WELL OPERATOR TO THE APPELLANT AND AGAINST NOT DECIDING THE DEPARTMENTAL APPEAL DATED 28-09-2022 OF THE APPELLANT WITHIN THE STATUTORY PERIOD OF NINETY DAYS.

PRAYER:

That on acceptance of this appeal the inaction of the respondent by not granting/allowing actual pay scale of BPS-06 as Tube Well Operator may very kindly be declare as illegal and ineffective upon the rights of the appellant and the respondent may further please be directed to grant/allow BPS-06 to the appellant with all back & consequential benefits w.e.f. 30-06-2015. Any other remedy which this August Tribunal deems fit that may also be awarded in favor of the appellant.

Respectfully Sheweth:.

FACTS:

1.

Brief facts giving raise to the instant appeal are as under:

appellant is the employee of the respondent That Department and was appointed as Tube Well Operator (BPS-01) vide order dated 24-02-2010 after fulfilling all the legal & codal formalities required for the post and since from the date of appointment and taking over the charge of the post at Peshawar Museum Peshawar the appellant is performing his duty quite efficiently whole heartedly and as such the appellant has an unblemished service record of approximately 13 Years,

Copy of the Appointment Order dated 24.02.2010 is attached as Annexure ... A.

2. That respondent no. 1 issued notification dated 30-06-2015 whereby up-gradation was allowed/granted to the posts of BPS-1 to BPS-15 and accordingly the post of the appellant was up-graded from BPS-01 to BPS-03 as the appellant was working in BPS-01 and were given 02 step up-gradation in light of the *ibid* notification but unfortunately the actual basic pay scale of Tube Well Operator i.e. BPS-06 was not granted to the appellant and the appellant is deprived of his due right of BPS-06 from the date notification.

Copy of Notification dated 30-06-2015 is attached as **ANNEXURE****B**.

3. That likewise in all other Government & semi-Government Departments the employee are benefited and enjoying BPS-06 on the post of Tube Well Operator but respondents has deprived the appellant from the benefit of BPS-06 since 30-06-2015 with out any cogent reason.

Copy of Relevant Documents are attached as AnnexureC.

4. That respondent no. 3 forwarded a letter dated 02-12-2020 whereby respondent no. 1 was requested for attracting and including various posts falling under the control of respondent no. 3 including the post of the appellant as BPS-06 in the budget book of the Department as the same has not

been given effect to BPS-06 through notification dated 30-06-2015 but same has also not given any fruitful result for the appellant.

Copy of Letter dated 02-12-2020 is attached as Annexure D.

5. That appellant is continuously been effected financially and is suffering from a recurring financial loss every month by not granting BPS-06, hence, feeling aggrieved from the inaction of the respondent the appellant filed Departmental Appeal dated 28-09-2022 through register post before respondent no. 3 which was not responded after a lapse of more than the statutory period of 90 days.

Copy of Departmental Appeal dated 28.09.2022 & Postal Receipt is attached as Annexure E.

6. That the appellant feeling highly aggrieved and is left with no other remedy but to file the instant service appeal before this Honourable Tribunal on the following grounds:

GROUNDS:

- A-That the act & omission on the part of the respondent by not granting/allowing BPS-06 to the appellant w.e.f. 30-06-2015 is against the law, rules, facts, void ab initio, Norms of Natural Justice and materials available on the record hence not tenable in the eye of Law and needs interference of this Honourable Tribunal.
- **B-** That appellant has not been treated in accordance with law and rules by the respondent Department on the subject noted above and as such the respondents violated Article 4 and 25 of the Constitution of Islamic Republic of Pakistan 1973.
- **C**-That the respondents acted in an arbitrary and malafide manner by not granting/allowing BPS-06 to the appellant w.e.f. 30-06-2015.
- **D**-That act & omission on the part of the respondent by not granting/allowing BPS-06 to the appellant w.e.f. 30-06-2015 is against Article 38 (e) of the Constitution of Pakistan, 1973 which is as:

"state is bound to reduce disparity in the income and earning of the individuals including persons in the various services of Pakistan.

- E- That act & omission on the part of the respondent by not granting/allowing BPS-06 to the appellant w.e.f. 30-06-2015 is a clear violation of Article-37 of the Constitution of Islamic Republic of Pakistan which is regarding the eradication of social evils in the society and promotion of social justice.
- F- That act & omission on the part of the respondent by not granting/allowing BPS-06 to the appellant w.e.f. 30-06-2015 is a clear violation of the Fundamental Rights as enshrines the Constitution of Pakistan & also against various judgments passed by the Apex Supreme Court of Pakistan.
- **G-That** act & omission on the part of the respondent by not granting/allowing BPS-06 to the appellant w.e.f. 30-06-2015 is clear violation of the notification of respondent no. 2 and hence the same is against the norm of Natural Justice.
- H-That act & omission on the part of the respondent by not granting/allowing BPS-06 to the appellant w.e.f. 30-06-2015 is highly discriminatory as in all other government & semi-government department the post of Tube Well Operator bears BPS-06 only in the case of the appellant the respondents has malafidely kept the appellant in BPS-03.
- 1- That respondents are duty bound to act fairly, justly and in accordance with Law but in the case of the appellant the respondent are not granting/allowing BPS-06 to the appellant w.e.f. 30-06-2015 hence the appellant is facing with continuous financial loss on each and every month and such act of the respondents needs to be struck down.
- J- That appellant seeks permission to advance other grounds and proofs at the time of hearing.

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

Dated: 23-01-2023

APPELLANT

MUNIR KHAI

Through:

MUHAMMAD MAAZ MADNI Advocate High Court, Peshawar 0333-9313113, 0314-9965666

CERTIFICATE

No, such like appeal has been filed or pending on the subject matter between the parties before this Honourable Tribunal.

ADVOCATE

ADDRESSES OF PARTIES

Addresses of parties are correctly be given in the heading of the appeal, both the appellant & respondents are local and within the local access of the Tribunal and are sufficient for service.

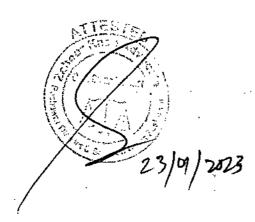


LIST OF BOOKS:

- 1. Constitution of Pakistan, 1973.
- 2. Service Laws
- 3. Other relevant case Laws

AFFIDAVIT

1, MUNIR KHAN, do hereby solemnly affirm on oath that the contents of the appeal are true and correct to the best of my knowledge and belief and nothing has been concealed from this Honourable Tribunal.



DERONENT 17307-5380428-7



DIRECTORATE OF ARCHAEOLOGY AND MUSEUMS GOVERNMENT OF NWFP. PESHAWAR

No. / Archymus

C/O Peshawar Museum Peshawar

Ph. # 091-9211194, 9211488

Fax # 091-9210690

NNEXURE

Dated: ____

OFFICE ORDER

On the recommendation of Departmental Promotion and Appointment Committee, held its meeting on 22-02-2010 Mr. Munir Khan S/o Mr. Muhammad Yousaf, is hereby appointed as Tub Well Operator BPS-01 (2970-90-5670) on regular basis in the Peshawar Museum, Peshawar, with immediate effect.

Under para-2 of the North-West Frontier Province Civil Servant (Amendment) Act, 2005 notified vide Establishment Department letter No. SO (Regulation) 6 (E&D)1-13/2005 dated 10/08/2005, the post is non-pensionable and he will be entitled to contributory Provident Fund at the prescribed rate of the Government. He will also be entitled to all those allowances and facilities as admissible to him under the said act and policy of the Provincial Government.

The official concerned will be on probation for a period of one year. During probation period, his service can be terminated any time without assigning any reason.

He should report to the Directorate of Archaeology and Museums Govt of NWFP, Peshawar for duty. He is also required to produce medical fitness certificate from a recognized Medical Officer/Civil Surgeon.

> Saleh Muhammad Khan Director.

Endist: No. $1232-3\sqrt[4]{4-73}$ Archymus.

Dated: - 2.4 - 02 - /2010

Copy forwarded for information and further necessary action to:

1. Accountant General Officer NWFP, Peshawar.

- 2. Private Secretary to Minister for Archaeology and Museums Govt of NWFP.
- 3. Assistant Curator, Peshawar Museum, Peshawar.

4. Superintendent, Directorate of Archaeology and Museums Govt of NWFP.

- 5. Account Section, Directorate of Archaeology and Museums Govt of NWFP.
- 6. Mr. Munir Khan S/o Mr. Muhammad Yousaf, resident of Mushtaq Abad Sector No. 05 House No. 204, Nouthia Jadeed, Tehsil/District Peshawar.

7. Personal file.

NNEXURE 365.5



GOVERNMENT OF KHYBER PAKHTUNKHWA - FINANCE DEPARTMENT (REGULATION WING)

Dated Peshawar, the 30-06-2015

NOTIFICATION

<u>NO.FD/SO(FR)7-29/2015</u> The competent authority has been pleased to accord approval to the upgradation of pay scales of the following provincial government employees with effect from 01-07-2015:

- a) Two pay scale upgradation will be allowed to all provincial government employees from BS-01 to BS-05.
- b) One pay scale upgradation will: be, allowed to all provincial government employees from BS-06 to BS-15
- c) Special Compensatory Allowance equal to difference of notional upgradation of BS-16 to BS-17 will be allowed to all provincial government employees in BS-16 in lieu of upgradation.
- d) Upgradation will be applicable to both pay and allowances with freezing limits and other conditions currently in vogue unless revised by the government.
- Pay fixation on upgradation will be applicable w.e.f. 01-07-2015 or 01-12-2015 on the option to be given by the concerned employee.
- f) All provincial government employees who have been upgraded en-block or individually in last five years starting from 01-07-2010 or have been granted special allowance / pay equal to 40 % or more of their normal pay shall not be entitled for the instant upgradation.

2. Pay of existing incumbents of the posts shall be fixed in higher pay scales at a stage next above the pay in the lower pay scale.

3. All the concerned Departments will amend their respective service rules to the same effect in the prescribed manner.

4. The above upgradation scheme shall not be applicable to employees of Autonomous Bodies, Semi Autonomous Bodies and Public Sector Companies.

ECRETARY TO GOVT OF KHYBER

FINANCE DEPARTMI

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5. Explanatory note and subsidiary instructions on the subject will be issued separately.

°C; ANNEXURE Z43 न् प्रदेश हैं। इस NC21017 (013) HEALTH GENERAL HOSPITAL SERVICES 073101 BUDGET REVISED BUDGET NUMBER OF FUNCTIONAL CUM OBJECT CLASSIFICATION ESTIMATES ESTIMATES ESTIMATES POSTS AND PARTICULARS OF THE SCHEME 2017-2018 2016-2017 2016-2017 2016-2017 2017-2018 Rs 85 -Rs 07 · HEALTH HOSPITAL SERVICES 073 GENERAL HOSPITAL SERVICES 6731 GENERAL HOSPITAL SERVICES 073101 MS District Head Quarter Hospital Lakki LK7007 Marwat 596,000 458,000 (BPS-12) M038 Medical Technician 143.000 110,000 (BPS-12) Physiotherapy Technician P111 1,112.000 4**-0.0**00 Primary Health Care Technician (M.P) (SPS-10) P249 651,000 300,000 (BPS-11) Junior Clerk 0013 130,000 100.000 (BPS-10) Civit Technician 0279 143,000 110,000 (BPS-10) Electrician Grade-3 143.000 2072 110.000 (6PS-10) Electro Medical Technician E025 143,000 116.000 (BPS-10) H297 Humen Dispenser 287.000 z20.000 (BPS-10) Pesh imum P012 143.000 110.000 (BPS-10) Sterilization Assistan 30.9 287,000 220,000 7 (BPS-08) \$127 Store Keeper 299,003 230,000 (BPS-07) 2 Electrician 313,000 EUIY 240.000 (BPS-07) 313,000 P047 Plumber 240.000 (BPS-07) R014 Recentionist 338,000 260,000 3 (BPS-07) 3 Telephone Operator 130,000 1019 100.000 (BPS-06) 597,000 C012 Carpenter 459,000 (BPS-06) Driver 130.000 D112 100,000 (BPS-06) Generator Operator 260,000 6013 200.000 (BPS-IN) 7 Tubeweil Operator 651,000 T049 500,000 6 6 (BPS-04) D007 Dai 939.000 721.000 (BPS-04) Q Ward Orderli 6,449,000 W1004 4,953,000 35 35 (BPS-94) Ward Attendant W039 1,579,000 1,213,000 15 15 (BPS-031 Behishti B006 1,582,000 1,215,000 15 15 (BPS-03) C057 Chowkida 1.042,000 800.000 10 10 (BFS-03) D007 **D**ar 651,000 500,000 ь (BPS-63) 5 Dhobi Dile'i

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1138	Assistar Officer	nt Research	(BPS-16)		1	157,000	117,750	
Along		u Curator 🕁	(BPS-16)				78,000	
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DIRECTORATE OF CITY DISTRICT GOVERNMENT



PESHAWAR

Phòne: - 091-9210363 Fax: - 091-9223000 Email: - <u>info@cdqpeshawar.gov.pk</u> Address: - BACHA KHAN SQUARE, PESHAWAR CITY

No. 2788 ID(G)/CDGP.

Dated Peshawar the 1/ / 3 /2019

OFFICE ORDER

The Competent Authority has been pleased to order transfer / Posting of the below official of the Directorate of City District Government, Peshawar with immediate effect.

S.No.	Name of Official	Designation	From	То
01	Mr. Hamish Gul	Tube Well Operator BPS-07	General Bus Stand	Main Office # Directorate of CDG, Peshawar.

However he will draw monthly salary against his substantive post.

----SD----DIRECTOR GENERAL

CITY DISTRICT GOVERNMENT PESHAWAR.

No2789 ____95 /D (G) /CDGP, Dated Peshawar the // / 3 /2019

Copy for information to the:-

- 1. The P.S to Director General, City District Government, Peshawar.
- 2. The Deputy Director (Terminals), City District Government, Peshawar.
- 3. The Accounts Officer (L/F), City District Government, Peshawar.
- 4. The Manager (General Bus Stand), City District Government, Peshawar.
- 5. Official Concerned.

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6. Master File.

OR (Admin)/

CITY DISTRICT GOVERNMENT PESHAW

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	DIRECTORATE	E OF ARCHAEOLOGY AND MUSE IYBER PAKHTUNKHWA, PESHAW	UMS
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No	A-67		
E No		C/O Peshawar Museum Peshawar	
Ne Dated:_ E Ri		Ph. # 091-9211194, 9211488 Fax # 091-9210690	.'
		-	
	The Secretary to Govt, of	f Khyber Pakhtunkhwa,	
ľ	Sports, Tourism, Culture	Archaeology & Museums,	
	Department Peshawar,		
Subject:	UPGRADITION OF V	ARIOUS POSTS VIDE NOTIFICAT	ION_NO,
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Dear Sir,			
	Kindly refer to the above	noted subject and to state that various p	osts in this
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C: CA:4199 PUSHKALVATI MUSEUM

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D: PR 5712 PESHAWAR MUSEUM PESHAWAR

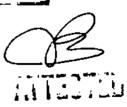
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02	L034- Library Assistant .	01	11	12
03*	C D11- Care Taker	01	03	05
04	E019-Electrician	- 01	05	07
05	.T049-Tube well.Operator.	01		06

E: CL 4015 CHITRAL MUSEUM

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بخدمت جناب ڈائریکٹر صاحب آرکیالوجی و میوزیم ، خيبر يغتونخوا يشاور

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جناب عالى!

WNEXURE

ورخواست بمراد: عطائیگی اصل بنیادی سکیل 06

اسلئے! آپ صاحبان کی خدمت میں انتہائی عاجزانہ التماس کی جاتی ہے کہ سائل کو ٹیوب ویل آ پریٹر کی اصل بنیا دی پے سکیل جو کہ BPS-06 بنتی ہے عطا کیکٹی کے احکامات صادر فرما کمیں ساتھ ہی سائل کو بھرتی کے دن سے ہی ٹیوب ویل آ پریٹر کے اصل پے سکیل کے تمام مراعات جوادانہیں کئے گئے ہیں اور سائل حقدار ہے دہ بھی ادا کرنے کے احکامات صادر فرما کمیں ۔ سائل عمر بھر مشکور دہمنون رہے گا۔

آبكاتابعدار: 🕼 ۲۶۶ تلير خان (() کريز

17301\5380428-7

0311-8861396

المرتوم:28/09/2022

No. 798 For 1 RGL94735784 Stamps affixed except in case with the initial weight prescribed in the post Office Guide or or which no acknowledgepreset is CH. The Date of the initial weight prescribed in the post Office Guide or or which no acknowledgepreset is CH. The post Office Guide or or which no acknowledgepreset is CH. The post Office Guide or or which no acknowledgepreset is CH. The post Office Guide or or which no acknowledgepreset is CH. The post Office Guide or or which no acknowledgepreset is CH. The post Office Guide or or which no acknowledgepreset is CH. The post Office Guide or or which no acknowledgepreset is CH. The post Office Guide or or which no acknowledgepreset is CH. The post Office Guide or or which no acknowledgepreset is CH. The post Office Guide or or which no acknowledgepreset is CH. The post Office Guide or or which no acknowledgepreset is CH. The preset of the post Office Guide or or which no acknowledgepreset is CH. The post Office Guide or or which no acknowledgepreset is CH. The post Office Guide or or which no acknowledgepreset is CH. The post Office Guide or or which no acknowledgepreset is CH. The post Office Guide or or which no acknowledgepreset is CH. The post Office Guide or or which no acknowledgepreset is CH. The post Office Guide or or which no acknowledgepreset is CH. The post Office Guide or or which no acknowledgepreset is CH. The post Office Guide or or which no acknowledgepreset is CH. The post Office Guide or or which no acknowledgepreset is CH. The post Office Guide or or which no acknowledgepreset is CH. The post Office Guide or or which no acknowledgepreset is CH. The post Office Guide or or or which no acknowledgepreset is CH. The post Office Guide or or which no acknowledgepreset is CH. The post Office Guide or or which no acknowledgepreset is CH. The post Office Guide or or which no acknowledgepreset is CH. The post Office Guide or or which no acknowledgepreset is CH. The post Office Guide or or which no acknowledgepreset is CH. The post Office Guide or or wh 28 2Eb 5-5 diessed to . *Write here "letter", "postcard", "packet" or "parcel" itials of Receiving Officer. with the food "insured (percention necessary, Insured for Rs. (in figures) ______ (in words) . . Grams Insurance fee Rs. $\cdot Ps$ (int \mathcal{H} -Name and address of sonder ,

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(POWER OF ATTORNEY)

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

Service Appeal No.

MUNIR KHAN

· VS

Munir Khan

GOVT. OF KP& OTHERS

2023

do hereby nominated and appointed

MUHAMMAD MAAZ MADNI, Advocate High Court, Peshawar, to be counsel in the above matter for me/us and on my/our behalf as agreed to appear, plead, act and answer in the above court or any appellate court or any court to which the business is transferred in the above matter as and is agreed to sign and file petition, appeals, statements, accounts, exhibits, compromises or other documents whatsoever, in connection with the said matter arising there from and also to apply for and receive all documents or copies of documents, depositions etc and to apply for and issue summons and other writs or subpoena and to apply for and get issued any arrest, attachment or other execution, warrants or order and to conduct any proceedings that may arise there out; and to apply for and receive payment of any or all sums or submit the above matter to arbitration, and to employ an other legal practitioner authorizing him to exercise the power and authorities hereby conferred on the advocate whenever he may think fit to do so.

AND to do all acts legally necessary to manage and conduct the said case in all respects whether herein specified or not, as may be proper and expedient.

AND I/WE hereby agree to ratify and confirm all lawful acts done on my/our behalf; under or by virtue of these present or of the usual practice in such matter. PROVIDED always that I/WE undertake at the time of calling of the case by the court I/MY authorized agent shall inform the advocate and make him appear in the court, if the case, may be dismissed in default, it be proceeded ex-parte the said counsel shall not be held responsible for the same. All costs awarded in favour shall be the right of the counsel or his nominee, and if awarded against shall be payable by me/us.

IN WITNESS WHERE OF I/We hereunto set MY/OUR hand to these presents, the contests of which have been explained to and understood by ME/US this 23 day

MULL-2023. of EXECUTANT (Mupir Khan)

Accepted subject to the terms regarding fees:

MUHAMMAD MAAZMADNI, Advocate High Court, Peshawar BC No. (BC-11-1460) CNIC No. 17101-9263898-1

OFFICE:

TF-291, 292. Deans Trade Centre, Peshawar Cantt:. 0333-9313113; 0345-9090737