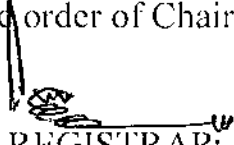


# FORM OF ORDER SHEET

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

Case No.- \_\_\_\_\_ **251/2023**

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	31/1/2023	<p>The appeal of Mr. Muhammad Azmat presented today by Mr. Allah Yar Khan Tareen Advocate. It is fixed for preliminary hearing before touring Single Bench at A.Abad on _____ .Parcha Peshi is given to appellant/counsel.</p> <p>By the order of Chairman</p>  <p>REGISTRAR</p>

**BEFORE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR**  
**CHECKLIST**

Case Title: M. Azmat vs H. Education

S.#	Contents	Yes	No
1.	This appeal has been presented by: <u>Allah Yar Khan</u>		
2.	Whether Counsel / Appellant / Respondent / Deponent have signed the requisite documents?	✓	
3.	Whether Appeal is within time?	✓	
4.	Whether the enactment under which the appeal is filed mentioned?	✓	
5.	Whether the enactment under which the appeal is filed is correct?	✓	
6.	Whether affidavit is appended?	✓	
7.	Whether affidavit is duly attested by competent oath commissioner?	✓	
8.	Whether appeal/annexures are properly pagged?	✓	
9.	Whether certificate regarding filing any earlier appeal on the subject, furnished?	✓	
10.	Whether annexures are legible?	✓	
11.	Whether annexures are attested?	/	
12.	Whether copies of annexures are readable/clear?	/	
13.	Whether copy of appeal is delivered to A.G/D.A.G?	/	
14.	Whether Power of Attorney of the Counsel engaged is attested and signed by petitioner/appellant/respondents?	/	
15.	Whether numbers of referred cases given are correct?	/	
16.	Whether appeal contains cuttings/overwriting?	/	
17.	Whether list of books has been provided at the end of the appeal?	/	
18.	Whether case relate to this Court?	/	
19.	Whether requisite number of spare copies attached?	/	
20.	Whether complete spare copy is filed in separate file cover?	/	
21.	Whether addresses of parties given are complete?	/	
22.	Whether index filed?	/	
23.	Whether index is correct?	/	
24.	Whether Security and Process Fee deposited? on	/	
25.	Whether in view of Khyber Pakhtunkhwa Service Tribunal Rules 1974 Rule 11, notice along with copy of appeal and annexures has been sent to respondents? on		
26.	Whether copies of comments/reply/rejoinder submitted? on		
27.	Whether copies of comments/reply/rejoinder provided to opposite party? on		

It is certified that formalities/documentation as required in the above table have been fulfilled.

Name: Allah Yar Khan Taxeen

Signature: [Signature]

Dated: \_\_\_\_\_

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

APPEAL NO 257 /2023

Muhammad Azmat S/O Muhammad Ashraf

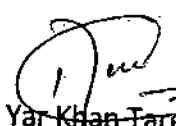
**VERSUS**

Secretary, Higher Education Department (HED), Civil Secretariat, Khyber Pakhtunkhwa etc.

**APPEAL UNDER SECTION - 4 OF THE SERVICE TRIBUNAL ACT, 1974,  
AGAINST THE ADVERSE REMARKS RECORDED BY RESPONDANT NO. 02 IN  
THE PERFORMANCE EVALUATION REPORTS (PERs) OF THE APPELLANT  
FOR YEARS 2020 & 2021; AND AGAINST THE PRESUMPTIVE REJECTION OF  
THE DEPARTMENTAL APPEAL BY THE RESPONDANT NO. 01**

**INDEX**

<b>S.No</b>	<b>Description of Documents</b>	<b>Annex</b>	<b>Pages</b>
1	Appeal u/s 4 Service Tribunal Act		1-11
2	Copies of first Appointment Order	A	12
3	Promotion Order,	B	13-15
4	Copy of Letter, no. 17342/AD (ACR)/M.AZMAT, dated 20.09.2022	C	16
5	Copy of Departmental Appeal	D	17-20
6	Principal's Forwarding Letter	E	21
7	Postal Receipts	F	22
8	Application for provision of PERs for year 2020 and 2021 along with postal receipt	G	23-25
9	Copies of Reminders alongwith Receipts	H	26-41
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13	Snapshot of confidential data in Whatsapp group	L	68-71
14	Wakal Nama	M	72-

  
Allah Yar Khan Tareen  
Advocate High Court

Dated: 31.01.2023

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR**

APPEAL NO 257 /2023

Muhammad Azmat S/O Muhammad Ashraf  
Associate Professor of English, Government Postgraduate College Haripur;  
Permanent Resident of Village Gehr Khan, Tehsil & District: Haripur.

\_\_\_\_\_ APPELLANT

**VERSUS**

1. Secretary, Higher Education Department (HED), Civil Secretariat, Khyber Pakhtunkhwa, Peshawar.
2. Director, Directorate of Higher Education, Khyber Pakhtunkhwa, Peshawar.

\_\_\_\_\_ RESPONDENTS

**APPEAL UNDER SECTION – 4 OF THE SERVICE TRIBUNAL ACT, 1974, AGAINST THE ADVERSE REMARKS RECORDED BY RESPONDANT NO. 02 IN THE PERFORMANCE EVALUATION REPORTS (PERs) OF THE APPELLANT FOR YEARS 2020 & 2021; AND AGAINST THE PRESUMPTIVE REJECTION OF THE DEPARTMENTAL APPEAL BY THE RESPONDANT NO. 01**

**PRAYER:**

It is respectfully prayed that on acceptance of this appeal, the impugned adverse remarks recorded by the Respondent No. 02 in PERs of the Appellant for the year 2020 and 2021 may be expunged and taken off the record, being unfounded and result of malice; whereas, threats to PER of year 2022 may also be duly redressed.

Any other relief which this Honorable Tribunal deems appropriate may also be granted, in the interest of justice.

Respectfully submitted:

1. That the Appellant was appointed in the Department of Higher Education Khyber Pakhtunkhwa as Assistant Professor of English (BPS-18) on 24<sup>th</sup> March, 2011, on recommendation of the Public Service Commission Khyber Pakhtunkhwa, and was promoted in due course of time to the present the post of Associate Professor of English (BPS-19) on 13<sup>th</sup> Feb, 2018. **[Copies of first Appointment Order and Promotion Order are Annexure A and B respectively]**
2. That the Appellant has at his credit almost 12 years in the Higher Education Department of Khyber Pakhtunkhwa preceded by his connected service of about 11 year service in Elementary & Secondary Education Department.
3. That the Appellant was having unblemished record of his Service throughout when he unfortunately was taken by surprise on having been communicated with adverse remarks pertaining to his PERs for the Year 2020 and 2021 vide letter, no. 17342/AD (ACR)/M.AZMAT, dated 20.09.2022. **[Copy of Letter of Adverse Remarks is Annexure C]**
4. That the Adverse remarks pertaining to PERs of 2020 and 2021 were communicated through a single letter dated 20-09-2022 (Annexure-C). Therefore, the appellant on 03.10.2022 preferred a joint Departmental Appeal before the Respondent No. 01 being the next Higher Authority of the Countersigning officer. The said appeal was sent through proper channel under the forwarding letter of the Principal of GPGC Haripur with diary & dispatch no's: 5027 & 5028 by registered post. Meanwhile, the appellant submitted an application to Respondent No. 02 for supply of the PERs of the year 2020 and 2021 but was not responded. **[Copy of Departmental Appeal , Principal's Forwarding Letter and postal Receipts are Annexure D, E and F respectively; Application for provision of PERs for the year 2020 and 2021 along with postal receipt is Annexure G]**

**3**

5. That the departmental Appeal was not decided by the Respondent No. 01 within the stipulated statutory period i.e., 90 days as completed on 02.01.2023 despite two Reminders/Earnest Requests sent to him afterwards: the first on 05.12.2022 through TCS CN: 2367407796 and on 10.12.2022 through Proper Channel from the Office of his Principal (No. 6240) via Registered Post (No. RGL95052841); whereas, the second and final on 26.12.2022 through TCS CN: 2367408944 [Copies of Reminders alongwith Receipts is Annexure H]

6. That absence of the decision of Respondent No. 01 on departmental appeal with 90 days' statutory period is tantamount to presumptive rejection of the Departmental appeal, being aggrieved from the adverse remarks recorded by respondent No. 02 and from presumptive rejection of departmental appeal, the appellant seeks to impugn the adverse remarks in his above mentioned PERs, inter alia, on the following grounds:

**GROUND:**

1. That the Performance of Appellant for the year 2020 and 2021 was rated as very good by his reporting officer (RO). The report of the RO on performance of appellant having come from the immediate Officer carries value and credibility unless the countersigning officer differs from the same through an objective exercise of the authority with cogent reasons. The adverse remarks of the Counter Signing officer against the Appellant as communicated to him were recorded by an incumbent who was holding the additional charge of the post of Director being an officer in BPS-19, while the RO was in BPS-20 and in Promotion Zone for BPS-21. Therefore, the adverse remarks of the countersigning officer in disagreement with RO are subjective in nature and the result of conjecture and surmises.

2. That the adverse remarks of the countersigning officer have been communicated to the Appellant after a lapse of 1 year, 08 months & 20 days as related to his performance for the year 2020 while after 8 months

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& 20 days as related to his performance for the year 2021. Therefore, communication of the remarks with such delay is against the law and facts.

3. It is noteworthy that the Countersigning Officer's remarks about the Appellant in the reported PERs lack reliability in relation to his unparalleled and outstanding track-record of national and international awards and achievements, majorly including:

- **Best Teacher Award (2007)**, honoured by the Prime Minister of Pakistan
  - **Gold Medallist in MEd (2010)**, awarded by the Federal Minister for Science & Technology
  - **4.00/4.00 GPA in PhD English Coursework (2011-12)** for which a merit certificate and a laptop prize was awarded by International Islamic University on behalf of the Government of Punjab
  - **Sir Syed National Award (2014)** awarded by Mohsin-e-Pakistan Dr. A. Q. Khan
  - **Selection & Service as Lecturer in English in Umm-al-Qura University, Holy Makkah, KSA (2015)**
  - **Resource Person of Directorate of Higher Education KP itself (2019)**
  - **Excellent Students' Results of the Appellant (2020 & 2021)**
  - **Chairman Research Seminar & Seminar Organizing Committees (2021)**
  - **Chief-Editor, Editor (English Section) & Prolific Author of the Annual Provincial Contest Winner College Magazine (2021-22)**
  - **Director Academics (2022 till date)**
  - **In-charge Principal of Govt. Postgraduate College Haripur (2022)**
  - **7 national & international research journal publications**
- [Annexure-I]

4. It is also noteworthy that the Countersigning Officer's remarks about the Appellant in the reported PERs lack reliability in relation to a rich and consistent appreciation of his performance and all-round behavior from 1993 till date by all his Reporting Officers from Pakistan as well as Saudi Arabia, from government as well as private sectors, from Secondary Education as well as Higher Education [Service Certificates displaying appreciation of the Appellant's behavior & performance are Annexure-J]

5. The countersigning officer i.e. Respondent No. 02 has rejected the assessment of the Reporting Officer only about the Appellant out of almost 100 Lecturers and Professors of his college; whereas, the Appellant is one of a very few teachers from the whole department, who have earned a great honor for his college as well as the whole department within the country as well as abroad. It is clearly a violation of Rules 8 & 9 related to filling up the PER, which say that: "The Countersigning Officer should weigh the remarks of the RO against their personal knowledge of the officer under-report, **compare him with other officers of the same grade** working under different Reporting Officers, but under the same Countersigning Officer, and then give their overall assessment of the officer" & "The Countersigning Officers should make an unbiased evaluation of the quality of performance evaluation made by the Reporting Officer".

6. No adverse remark has ever been recorded against the Appellant by any of the Reporting or Countersigning Officer before Respondent No. 02 as the Countersigning Officer for the PERs of the years 2020 & 2021. Moreover, throughout his spotless career, not even a single enquiry has ever been even initiated against the Appellant.

7. In connection to the adverse remark in the PER of the Appellant for the year 2020 (Annexure-C); that is, "The officer is always in trouble with his colleagues", it is noticeable that:

- The Countersigning Officer has denied the existence of even the least humanity in the Appellant in an unjust, stereotypical, exaggerated, idiosyncratic and biased manner by the use of the highest frequency marker "always", which means "at all times" and "on all occasions".
- The Countersigning Officer has written the remark in a vague, ambiguous, unclear, and subjective manner. As a result, some pertinent questions arise inevitably in this regard to refute the veracity and reliability of the allegation, such as, (a) Is there any sane person who has never been in trouble with anybody else?; (b) Is a person in trouble with others is always wrong?; (c) What was the nature and magnitude of the said trouble, and (d) Who and how many of the colleagues were affected by the said trouble and how, why, when, where, and how much?



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8. This remark is clearly an act of biased and autocratic nature and is actually a violation of Rule 11 of Guidelines for filling up the PER which says that "The Reporting and Countersigning Officers should be clear, direct, objective, and unambiguous in their remarks. Vague impressions based on inadequate knowledge or isolated incidents should be avoided." Next, in connection to the adverse remark in the PER of the Appellant of year 2021 (in Annexure-C), that is, "Direct complaints from staff and students", it can be noticed that:

- The allegation is again vague and lacks clarity as to (a) Who and how many of the thousands of colleagues and students of the Appellant from HED KP gave/sent complaints against the Appellant?; (b) What was the mode and medium of the complaints?; (c) If the Complaints were sent via mail or e-mail, what were their mailing details?; and (d) How serious was the nature of the complaints?
- The allegation lacks fairness, reliability and veracity because not a single complaint against the Appellant from his students and co-workers was received by his Reporting Officer in this regard, thereby wasn't brought into the notice of the Appellant for mending his behavior, nor was it brought into the notice of the Principal/Reporting Officer of the Appellant.
- If the complaints were really of serious nature, why wasn't any departmental enquiry launched or a disciplinary action taken against the Appellant?
- In the same reported year, that is, on 16<sup>th</sup> Oct, 2021, the Appellant was rather awarded a souvenir by the Additional Director Academics on behalf of the missing Director in recognition of his successful organization of a successful seminar on research in the best interest of his staff and students as the Chairman Research Seminar Committee & Organizing Committee.

9. It is noticeable that, during his own tenure as Director HED from June 2020 upto his retirement in 2022, the Respondent No. 2 as the Director never

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sent anything to the Appellant, such as, counseling, warning, etc. for mending his behavior in-time in case he found it improper at all, nor was the Appellant put under any departmental enquiry if there were really something of substantial nature and magnitude against him. This clearly establishes that the conduct of Respondent No. 02 is against the law and facts and is result of mala fide.

10. That it is worth mentioning that a Circular was issued from the Directorate to the Principals, no. 22957/09/General Circular/AD/Academics dated 25/11/2022, wherein the Office of Respondent No. 02 condemned an impulsive and punitive behavior in connection to the Principals as the Reporting Officers while referring to Rule 3.6 (a, b, c) of Instructions/Guidelines regarding filling up the PER, confessing that "This scenario leads to the litigations against the reporting as well as countersigning officers", but it is noteworthy that there lies a self-contradiction, that is, the very act of writing adverse remarks without fulfilling the due requisites by the Respondent No. 02 himself. **[Copy of the said Circular is Annexure K]**

11. That it would not be out of place to point out that the impugned letter of communication of the adverse remarks to the appellant was leaked from the office of the Respondent No. 02 despite being a confidential document and was shared in some Whatsapp group of the principals of the colleges of KPK and the screenshot of the same was shared with the Appellant through a well-wisher on the promise of anonymity of name. Whether the said leakage was intentional or unintentional but sharing of a confidential document from the office record of respondent No. 02 speaks a lot about the presence of some maneuverers in his office working in hostility of the Appellant for the reasons not known to the latter. Therefore, the appellant reasonably believes that the recording of impugned adverse remarks against the appellant by respondent No. 02 are not free from the bias. **[Copy of snapshots of the Confidential Data & Admins' List on Whatsapp group is Annexure L]**

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12. The appellant has been treated with discrimination due to mala fide of the respondents which is a violation of fundamental rights of Appellant protected under the Constitution of Islamic Republic of Pakistan.
13. That further points will be raised during the course of arguments.

**PRAYER:**

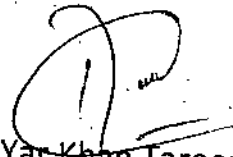
It is respectfully prayed that on acceptance of this appeal, the impugned adverse remarks recorded by the Respondent No. 02 in PERs of the Appellant for the year 2020 and 2021 may be expunged and taken off the record, being unfounded and result of malice whereas, threats to PER of year 2022 may also be duly redressed.

Any other relief which this Honorable Tribunal deems appropriate may also be granted, in the interest of justice.



**APPELLANT**

Through



Allah Yar Khan Tareen

Advocate High Court

Dated: 31.01.2023

**Verification:**

It is verified that contents of above appeal are true and correct to the best of my knowledge and belief.



**Deponent**

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR**

9

APPEAL NO \_\_\_\_\_ /2023

Muhammad Azmat S/O Muhammad Ashraf  
Associate Professor of English, Government Postgraduate College Haripur;  
Permanent Resident of Village Gehr Khan, Tehsil & District: Haripur.

\_\_\_\_\_ APPELLANT

VERSUS

1. Secretary, Higher Education Department (HED), Civil Secretariat, Khyber Pakhtunkhwa, Peshawar.
2. Director, Directorate of Higher Education, Khyber Pakhtunkhwa, Peshawar.

\_\_\_\_\_ RESPONDENTS

**APPEAL UNDER SECTION – 4 OF THE SERVICE TRIBUNAL ACT, 1974, AGAINST THE ADVERSE REMARKS RECORDED BY RESPONDANT NO. 02 IN THE PERFORMANCE EVALUATION REPORTS (PERs) OF THE APPELLANT FOR YEARS 2020 & 2021; AND AGAINST THE PRESUMPTIVE REJECTION OF THE DEPARTMENTAL APPEAL BY THE RESPONDANT NO. 01**

AFFIDAVIT

I, Muhammad Azmat S/O Muhammad Ashraf Associate Professor of English, Government Postgraduate College Haripur, Permanent Resident of Village Gehr Khan, Tehsil & District: Haripur, as Appellant, do hereby declare on oath that the contents of the instant Service Appeal are true and correct to the best of my Knowledge and belief and nothing has been concealed from this Honorable Tribunal.

Dated: 31.01.2023

  
Deponent



**BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR**

APPEAL NO. \_\_\_\_\_ /2023

Muhammad Azmat S/O Muhammad Ashraf  
Associate Professor of English, Government Postgraduate College Haripur;  
Permanent Resident of Village Gehr Khan, Tehsil & District: Haripur.

\_\_\_\_\_ APPELLANT

**VERSUS**

1. Secretary, Higher Education Department (HED), Civil Secretariat, Khyber Pakhtunkhwa, Peshawar.
2. Director, Directorate of Higher Education, Khyber Pakhtunkhwa, Peshawar.

\_\_\_\_\_ RESPONDENTS

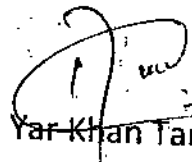
**APPEAL UNDER SECTION – 4 OF THE SERVICE TRIBUNAL ACT, 1974, AGAINST THE ADVERSE REMARKS RECORDED BY RESPONDANT NO. 02 IN THE PERFORMANCE EVALUATION REPORTS (PERs) OF THE APPELLANT FOR YEARS 2020 & 2021; AND AGAINST THE PRESUMPTIVE REJECTION OF THE DEPARTMENTAL APPEAL BY THE RESPONDANT NO. 01**

**CERTIFICATE:**

Certified that no such Service Appeal has earlier been filed before this Honorable Tribunal.

  
Appellant

Through

  
Allah Yar Khan Tareen  
Advocate High Court

Dated: 31.01.2023

APPEAL NO \_\_\_\_\_ /2023

Muhammad Azmat S/O Muhammad Ashraf  
Associate Professor of English, Government Postgraduate College Haripur;  
Permanent Resident of Village Gehr Khan, Tehsil & District: Haripur.

\_\_\_\_\_ APPELLANT

**VERSUS**

1. Secretary, Higher Education Department (HED), Civil Secretariat, Khyber Pakhtunkhwa, Peshawar.
2. Director, Directorate of Higher Education, Khyber Pakhtunkhwa, Peshawar

\_\_\_\_\_ RESPONDENTS

**APPEAL UNDER SECTION - 4 OF THE SERVICE TRIBUNAL ACT, 1974, AGAINST THE ADVERSE REMARKS RECORDED BY RESPONDANT NO. 02 IN THE PERFORMANCE EVALUATION REPORTS (PERs) OF THE APPELLANT FOR YEARS 2020 & 2021; AND AGAINST THE PRESUMPTIVE REJECTION OF THE DEPARTMENTAL APPEAL BY THE RESPONDANT NO. 01**

**ADDRESSES OF THE PARTIES**

Respectfully sheweth:

The addresses of the parties are as under:

**Appellant:**

MUHAMMAD AZMAT S/O MUHAMMAD ASHRAF Associate Professor of English, Government Postgraduate College Haripur; Permanent Resident of Village Gehr Khan, Tehsil & District: Haripur.

**RESPONDENTS:**

- Secretary, Higher Education Department (HED), Civil Secretariat, Khyber Pakhtunkhwa, Peshawar.
- Director, Directorate of Higher Education, Khyber Pakhtunkhwa, Peshawar.

Through

Appellant

Allah Yar Khan Tareen  
Advocate High Court

Dated: 31.01.2023



GOVT. OF KHYBER PAKHTUNKHWA  
HIGHER EDUCATION, ARCHIVES &  
LIBRARIES DEPARTMENT

Dated Peshawar the 24.03.2011.

**NOTIFICATION**

NO.SO(COLLEGES)HED/10-2011/3-1/2010 Consequent upon the recommendation of Khyber Pakhtunkhwa Public Service Commission, the Competent Authority is pleased to appoint the following recommendees as Male Assistant Professors of English (BPS-18) of College Cadre in Higher Education Department, with immediate effect, on the terms and conditions noted below, and to post them in the colleges noted against each:-

S#	Name / Father's Name present posting	Posted at	Remarks
1.	Mr. Saad Ullah Jan S/o Sher Baz Khan, lecturer, GPGC Bannu.		Assistant Professor. Services placed at the disposal of Director Education (FATA), Peshawar.
2.	Mr. Saad Ullah Khan S/o Qadar Khan, lecturer, GC Peshawar.	GDC Badaber, Peshawar.	Against Vacant Post.
3.	Mr. Ayaz Ahmad S/o Jan Muhammad, lecturer, Abdul Wali Khan University, Mardan.	Assistant Professor GPGC Mardan.	Against Vacant Post.
4.	Mr. Muhammad Azmat S/o Muhammad Ashraf, Subject Specialist, GHSS Panian, Haripur.	Assistant Professor GPGC Haripur.	Against Vacant Post.
5.	Mr. Muhammad Irfan Khan S/o Niaz Mir Jan, lecturer, GDC Dagger, Buner.	Assistant Professor GDC Dagger, Buner.	Against Vacant Post.
6.	Mr. Mukhtar Ahmad Noor S/o Islam Noor, lecturer, GDC Mathra, Peshawar.		Assistant Professor. Services placed at the disposal of Director Education (FATA), Peshawar.
7.	Mr. Jehanzeb S/o Akhtar Gul, lecturer, GDC No. 2, Mardan.	Assistant Professor GDC No. 2, Mardan.	Against Vacant Post.
8.	Mr. Siraj-ud-Din S/o Mubashir-ud-Din, Teacher, Pakistan Higher Secondary School Ras Al Khaimah (UAE).	Assistant Professor GPGC Timergara, Dir Lower.	Against Vacant Post.

**TERMS AND CONDITIONS**

They have all rights / privileges contained in NWFP Civil Servants Act, 1973 with all amendments made therein. The officer at S. No. 01-07 will retain the benefit of pension / gratuity, while officer at S. No. 08 will continue CP Fund.

Notification No. 1111

Peshawar and should furnish a certificate to the effect that the selected have joined the post of otherwise, after one month of the issue of this Notification:

- v. They will get pay in BPS-18 including usual allowances as admissible under the rules. They will be entitled to annual increment like other Civil Servants.
- vi. In case of disciplinary matter, Khyber Pakhtunkhwa, Civil Servant Act, 1973 and Khyber Pakhtunkhwa, Civil Servants Removal from Service (Special Powers) Ordinance 2000 shall be applicable.
- vii. They will be on probation for a period of two years extendable upto three years.

SECRETARY TO GOVT. OF  
KHYBER PAKHTUNKHWA  
HIGHER EDUCATION DEPARTMENT

Endst. No. & Date Even.

Copy of the above is forwarded to: -

- 1- Accountant General, Khyber Pakhtunkhwa, Peshawar.
- 2- Director, Higher Education, Khyber Pakhtunkhwa, Peshawar.
- 3- Director of Education (FATA), Warsak Road, Peshawar.
- 4- Deputy Secretary-III, KPK Public Service Commission, 2-Fort Road, Peshawar Cantt. with reference to his letter No: 41435 dated 18.08.2010.
- 5- District Accounts Officers, concerned.
- 6- Director Information, Khyber Pakhtunkhwa for wide publicity.
- 7- Principals of the Govt. Colleges concerned.
- 8- Deputy Director (IT), Planning Cell, Higher Education Department.
- 9- Manager, Government Printing Press, Khyber Pakhtunkhwa, Peshawar.
- 10-P.A to Additional Secretary, Higher Education Department.
- 11-Officers concerned.

(BASHIR AHMAD)  
SECTION OFFICER (COLLEGES)

24/8/11

~~ATTACHED~~





GOVT. OF KHYBER PAKHTUNKHWA  
HIGHER EDUCATION, ARCHIVES &  
LIBRARIES DEPARTMENT

Dated Peshawar the February 13, 2018.

**NOTIFICATION**

**No. SO.C-II/HED/2-5/2017.** Government of Khyber Pakhtunkhwa on the recommendations of the Provincial Selection Board meeting, dated 08.11.2017, is pleased to promote the following Assistant Professors (BS-18) as Associate Professors (BS-19) on regular basis and to order their posting /transfer against vacant posts as noted against each, with immediate effect, in the best public interest.

S.#	Name of Officer	Present Posting	Nature Of Promotion	New Posting	Remarks
1	Mr. Irfan-ul-Haq, A/P of Computer Science	GPGC, Lakki Marwat	Regular	GPGC, Lakki Marwat	AVP
2	Mr. Fareed Ullah, A/P of Economics working on acting charge basis.	GC, Peshawar	Regular	GC, Peshawar	AVP
3	S. Fakhrud Din Shah, A/P of Pak Studies	GDC, No.1 D.I.Khan	Regular	GDC, No.1 D.I Khan	AVP
4	Mr. Munaf Gul, A/P of Physics working on acting charge basis.	GPGC, Kohat	Acting Charge	GPGC, Kohat	AVP
5	Mr. Ghulam Mujtaba Shah, A/P of Physics	GDC, Kulachi (D.I Khan)	Regular	GDC, Kulachi D.I Khan	AVP
6	Mr. Hafiz S. Zarwali Shah, A/P of Zoology	GPGC, Nowshera	Regular	GPGC, Nowshera	AVP
7	Mr. Muhammad Daud, A/P of Chemistry	GC, Kohi Sher Haider (Bara)	Regular	GPGC, Kohat	AVP
8	Mr. Izaz Ali, A/P of Islamiyat	GPGC, Timergara Dir (L)	Regular	GPGC, Timergara Dir (L)	AVP
9	Sayed Ashfaq Ali Shah, A/P of Chemistry working on	GPGC, No.1 Abbottabad	Acting Charge	GPGC, No.1 Abbottabad On acting Charge basis	AVP

10	Muhammad Shuaib, A/P of Islamiyat	GDC, Katlang (Mardan)	Acting Charge	GDC, Katlang (Mardan) On acting Charge basis	AVP
11	Mr. Talimand, A/P of Chemistry	GDC, Jawar Buner	Regular	GDC, Jawar (Buner)	AVP
12	Mr. Saad Ullah Khan A/P of English	GC, Peshawar	Regular	GC, Peshawar	AVP
13	Mr. Faiq Jan A/P of Physics	GPGC, Nowshera	Regular	GPGC, Nowshera	AVP
14	Mr. Nafees Ahmad A/P of Islamiyat	GDC, Hayatabad (Peshawar)	Regular	GDC, Badaber (Peshawar)	AVP
15	Mr Arif Ullah A/P of Statistics	GC, Peshawar	Regular	GDC, Shabqadar (Charsadda)	AVP
16	Mr. Riaz Ahmad Khan A/P of Physics	GPGC, Nowshera	Regular	GPGC, Nowshera	AVP
17	Mr. Abdul Wahab A/P of Zoology	GDC, Kabal (Swat)	Regular	GDC, Kabal (Swat)	AVP
18	Mr. Ubaid Ullah A/P of Zoology	GDC, Badaber (Peshawar)	Regular	GDC, Badaber (Peshawar)	AVP
19	Muhammad Idriss A/P of Physics	GDC, Oghi (Mansehra)	Regular	GDC, Oghi (Mansehra)	AVP
20	Muhammad Azmat A/P of English	GPGC, Haripur	Acting Charge	GPGC, Haripur On Acting Charge Basis	AVP
21	Mr. Zahawat Ullah A/P of Statistics	GPGC, Nowshera	Regular	GPGC, Nowshera	AVP
22	Mr. Riaz Ahmad A/P of Arabic	GDC, Oghi (Mansehra)	Acting Charge	GDC, Oghi (Mansehra) On Acting Charge Basis	AVP
23	Mr. Akhtar Ali M.Sc Maths	GPGC, Swabi	Regular	GPGC, Swabi	AVP
24	Mr. Amjad Khan A/P of Political Sci.	GPGC, Charsadda	Regular	GPGC, Charsadda	AVP
25	Mr. Zahoor Khan A/P of Zoology	GSSC, Peshawar	Regular	GSSC, Peshawar	AVP
26	Mr. Maqbool Ahmad A/P of Physics	GDC, Daggar (Buner)	Regular	GDC, Daggar (Buner)	AVP
27	Muhammad Hayat A/P of Physics	Presently working as Deputy Director Monitoring Cell HED	Regular	GDC, Pabbi (Nowshera)	AVP

48	Mr. Muhammad Khalid Khan A/P of History Cum Civics	GPGC, Mardan	Regular	GPGC, Mardan	AVP
49	Mr. Sadiq Ur Rehman A/P of Arabic	GPGC, Haripur	Regular	GDC, Ghazi (Haripur)	AVP
50	Syed Nabi Shah A/P of Urdu	GPGC, Matta (Swat)	Regular	GPGC, Matta (Swat)	AVP
51	Mr. Ehsan Ullah A/P of Political Science	GDC, Akora Khattak	Regular	GPGC, Nowshera On Acting Charge Basis	AVP
52	Mr. Saiful Islam A/P of Botany	GC, Peshawar	Regular	GC, Peshawar	AVP
53	Dr. Usman Shah A/P of Urdu	GPGC, Mardan	Acting Charge	GPGC, Mardan On Acting Charge Basis	AVP
54	Muhammad Hameed A/P of Urdu	GDC, Ghandaf (Swabi)	Regular	GPGC, Swabi	AVP
55	Muhammad Ayaz A/P of Physics	GDC, Tangi (Charsadda)	Regular	GDC, Tangi (Charsadda)	AVP
56	Muhammad Farooq A/P of Urdu	GDC, Havelian	Regular	GDC, Havelian (Abbottabad)	AVP
57	Mr. Tahir Iqbal A/P of Civic	GPGC, No.1 Abbottabad	Regular	GPGC, No.1 Abbottabad	AVP
58	Mr. Anwar Beg A/P of Political Science	Repatriated from deputation and waiting for posting.	Regular	GDC, Battagram	AVP
59	Mr. Babar Ayaz Khan A/P of English	GPGC, Mandian (Abbottabad)	Regular	GPGC, No.1 Abbottabad	AVP
60	S. Ibrar Hussain Shah A/P of English	GPGC, Haripur	Regular	GPGC, Haripur	AVP
61	Mr. Zulfiqar Ali A/P of Urdu	GPGC, Haripur	Regular	GPGC, Haripur	AVP
62	Mr. Rafiullah A/P of Chemistry	GPGC, Lakki Marwat	Regular	GPGC, Lakki Marwat	AVP
63	Mr. Abdul Saboor A/P of Computer Sc.	GSSC, Peshawar	Regular	GSSC Peshawar	AVP
64	S. M. Anwar Safdar A/P of English	GPGC, No.1 D.I Khan	Regular	GPGC, No.1 D.I Khan	AVP

28	Muhammad Asad A/P of History	GDC, Toru (Mardan)	Regular	GDC, Toru (Mardan)	AVP
29	Dr. Sarir ud Din A/P of Physics	GDC, Hayatabad (Peshawar)	Regular	GDC, Hayatabad (Peshawar)	AVP
30	Mr. Mukhtar Ahmad Noor A/P of English	GDC, Mathra (Peshawar)	Regular	GSSC, Peshawar	AVP
31	Mr. Jehanzeb A/P of English	GDC, No.2 Mardan	Regular	GDC, No.2 Mardan	AVP
32	Mr. Raees Ahmad A/P of Urdu	GSSC, Peshawar	Regular	GPGC, Nowshera	AVP
33	Mr. Shafiullah A/P of Physics	GC, Peshawar	Regular	GC, Peshawar	AVP
34	Mr. Siraj Ud Din A/P of English	GDC, Lal Qila Maidan (Dir Lower)	Acting Charge	GPGC, Timergara Dir (L) On Acting Charge Basis	AVP
35	Mr. Tariq Mehmood A/P of History	GPGC, No.1 Abbottabad	Regular	GDC, Nathiagali Abbottabad	AVP
36	Mr. Javed Iqbal A/P of Urdu	GPGC, Kohat	Regular	GPGC, Kohat	AVP
37	Syed Taskeen Ali Shah M.Sc. Statistics	GPGC, Swabi	Acting Charge	GDC, Khairabad (Mardan) On Acting Charge basis	AVP
38	Mr. Asghar Ai A/P of Botany	GDC, Kabal (Swat)	Regular	GPGC, Matta (Swat)	AVP
39	Mr. Imran A/P of Urdu	GC, Peshawar	Regular	GC, Peshawar	AVP
40	Syed Muhammad Ali Shah A/P of Urdu	GDC, No.1 D.I.Khan	Regular	GDC, No. 1 D.I Khan	AVP
41	Mr. Samar Gul A/P of Maths	GDC, No.1 D.I.Khan	Regular	GDC, No. 1 D.I Khan	AVP
42	Mr. Rashid Hussain Mughal A/P of Political Science	GDC, Mathra (Peshawar)	Acting Charge	GDC, Khan Kohi Nowshera	AVP
43	Mr. Ahmad Iqbal A/P of Urdu	GPGC, Lakki Marwat	Acting Charge	GPGC, Lakki Marwat On Acting Charge Basis	AVP
44	Mr. Imad Ullah A/P of Economics	GPGC, Charsadda	Regular	GPGC, Charsadda	AVP
45	Mr. Athar Saeed A/P of History Cum Civics	GDC, Alpuri (Shangla)	Acting Charge	GPGC, Matta (Swat) On Acting Charge basis	AVP
46	Mr. Fazal Bari A/P of Economics	GPGJC, Swat	Regular	GPGC, Timergara	AVP
47	Mr. Abdur Rashid A/P of Botany	GPGJC, Swat	Regular	GDC Thana Malakand	AVP

65	Mr. Atiq Ullah Jan A/P of Maths	GSSC, Peshawar	Regular	GSSC Peshawar	AVP
66	Muhd: Zaffar A/P of English	GPGC, Kohat	Regular	GPGC, Kohat	AVP
67	Mr. Salim Ahmad Khan A/P of English	GDC, Kabal (Swat)	Regular	GDC, Madyan (Swat)	AVP
68	Mr. Akhtar, Munir A/P of English	GPGC, Swat	Regular	GPGC, Matta (Swat)	AVP
69	Mr. Safarat Ahmad A/P of LLB	GPGC, Swabi	Regular	GDC, Lahor (Swabi)	AVP
70	Mr. Yousaf Nawaz Khan A/P of English	GDC, No.2 Bannu	Regular	GPGC, Bannu	AVP
71	Mr. Muhammad Asim Iqbal A/P of Urdu	GDC, Khairabad (Mardan)	Regular	GDC, Khairabad (Mardan)	AVP
72	Mr. Sherin Khan A/P of Urdu	GDC, Shah Esa Bilot D.I.Khan	Regular	GDC, Panjala (D.I Khan)	AVP
73	Syed Sardar Hussain Shah A/P of Urdu	GDC, Thana (Malakand)	Regular	GDC, Thana (Malakand)	AVP
74	Mr. Aman Ullah A/P of Urdu	GPGC, Nowshera	Regular	GPGC, Nowshera	AVP
75	Mr. Isa Khan A/P of English	GDC, Mingora (Swat)	Regular	GPGC Swat	AVP
76	Mr. Ifikhar Ahmad A/P of Computer Sc.	GDC, Shewa (Swabi)	Regular	GDC, Shewa Swabi	AVP
77	Mr. Saeed Ahmad A/P of Islamiyat/ Arabic	GPGC, Mansehra	Regular	GPGC, Mansehra	AVP
78	Mr. Muhammad Karim Khan A/P of Zoology	GDC, Khanpur (Haripur)	Regular	GDC, Khanpur, (Haripur)	AVP
79	Mr. Sifatullah Khan A/P of Biology	GPGC, Lakki Marwat	Regular	GPGC, Lakki Marwat	AVP
80	Mr. Jamil ur Rahman M.Sc. Geography	GDC, Havelian Abbottabad	Regular	GPGC, Haripur	AVP
81	Mr. Gul Hussain A/P of Maths	GDC, Lund Khwar (Mardan)	Regular	GDC, Lund Khwar (Mardan)	AVP
82	Mr. Abdul Nawaz A/P of Chemistry	GPGC, Bannu	Regular	GPGC, Bannu	AVP

83	Mr. Fazle Maula A/P of Physics	GPGC, Mandian, Abbottabad	Regular	GPGC, Mandian, Abbottabad	AVP
84	Mr. Asif Ali A/P of Political Sc.	GPGC, Mardan	Regular	GPGC, Mardan	AVP
85	Mr. Junaid Nisar A/P of LLB	GDC, Toru (Mardan)	Regular	GDC, Takht Bhai (Mardan)	AVP
86	Mr. Sabih Ahmad A/P of Urdu	GDC, Naguman (Peshawar)	Regular	GC, Peshawar	AVP
87	Mr. Shahzad Gul A/P of Urdu	GPGC, Charsadda	Regular	GPGC Charsadda	AVP

2. They will be on probation for a period of one year extendable for another year, if required, by specific order of the competent authority within two months of the expiry of first year of probation period in terms of Rule-15, amended on 07.12.2017 of Appointment, Promotion, and Transfer Rules, 1989.

Secretary  
Govt. of Khyber Pakhtunkhwa  
Higher Education Department

Endst: No. & Date Even.

Copy forwarded to the:-

1. Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
2. Accountant General Khyber Pakhtunkhwa Peshawar.
3. Director, Higher Education, Khyber Pakhtunkhwa Peshawar.
4. Director Information, Khyber Pakhtunkhwa, Peshawar.
5. Principals, of the concerned Government Colleges.
6. Manager, Govt. Printing Press Khyber Pakhtunkhwa Peshawar.
7. District Accounts Officers concerned.
8. Deputy Director (IT) HEMIS, Peshawar.
9. P.S to Minister for Higher Education, Khyber Pakhtunkhwa, Peshawar.
10. P.S to Secretary, Higher Education Department.
11. PA to Deputy Secretary (Colleges), Higher Education Department.
12. Officers concerned.

(MUHAMMAD FAYAZ KHAN)  
Section officer (Colleges-II)

**ATTESTED**



**DIRECTORATE OF HIGHER EDUCATION**  
**KHYBER PAKHTUNKHWA**  
NEAR NORTHERN BY PASS, RANO GARHI PESHAWAR  
Tell: 0919330496 Phone: 0912650016



E-mail:- [dhekpesh@gmail.com](mailto:dhekpesh@gmail.com) ACR Section E-mail:- [dheacrsection@gmail.com](mailto:dheacrsection@gmail.com)

No: 17342 /AD (ACR)/M.Azmat

Dated: 20/9/2022

Muhammad Azmat

Registry

I am directed to convey to you the following adverse remarks recorded in your Performance Evaluation Report for the period from 01.01.2020 to 31.12.2020 and 1.1.2021 to 31.12.2021.

**PART-IV (REMARKS OF COUNTERSIGNING OFFICER)**

2. How well do you know the officer? If you disagree with the assessment of the reporting officer, please give reasons.  
"Not Agreed with R.O. The officer is always in trouble with colleagues" (2020)  
"Not Agreed with R.O. Direct complaints from students and staff" (2021)
3. Overall Grading.  
"Average"
4. Recommendation for promotion.  
"Not Yet"
5. Evaluation of the quality of assessment made by the reporting officer.  
"Exaggerated"

I hope you will try your best to remove these defects. One spare copy of this D.O. letter is enclosed. This should be signed and returned to this office for placement in your Character Roll. Please note that nothing is to be written on it except merely putting your signature and dates in token of having received this letter. In case the acknowledgement is not received in this office within a week, it will be presumed that you have accepted the remarks and no appeal will be entertained after the specified time.

Muhammad Azmat  
Associate Professor of English,  
Govt: Postgraduate College, Haripur.

Endst; No. \_\_\_\_\_/

Copy of the above is forwarded to the:

1. Deputy Director (Estt.), Local Directorate.
2. Superintendent Promotion Cell Local Directorate.
3. Master File.

**ATTACHED**

(AFRASEYAB)  
Assistant Director  
(Academics/ACR)  
18/09

(AFRASEYAB)  
Assistant Director

To

The Secretary,  
Higher Education Department,  
Khyber Pakhtunkhwa.

Through: Proper Channel

SUBJECT: APPEAL FOR EXPUNCTION OF ADVERSE REMARKS OF  
COUNTERSIGNING OFFICER FROM MY PERFORMANCE  
EVALUATION REPORTS OF THE YEARS 2020 & 2021

Sir,

In humble response to Directorate Letter No. 17342/AD (ACR)/M.Azmat, dated 20/9/2022, as received on Saturday, 24<sup>th</sup> Sep, 2022 (Afternoon) from my Principal (copy attached), the following humble responses and assertions, that I have already conveyed to the respected Director on 27<sup>th</sup> September, 2022, through proper channel, are hereby submitted to your honour, alongwith the Recommendation/ Forwarding Letter of my Principal and my nationally and internationally honoured career profile, for the favour of expunction of adverse remarks from my PERs of 2020 & 2021:

**2. (i) "Not Agreed with R.O. The officer is always in trouble with colleagues"  
(2020)**

**RESPONSE:** It is humbly stated that, as per requirements of justice, my behavior may please be considered, assessed and represented in an overall, concrete, and factual manner. As a matter of fact, I have worked as a subordinate under five Principals so far in GPGC Haripur and that is the total period of my service in Higher Education Department. All of those Principals have been my Reporting Officers too in their respective tenures. With the grace of Allah <sup>swt</sup>, all of them always appreciated my behavior and performance. They trusted me and assigned me very important responsibilities of the college (e.g., Chairman BS Amount Disbursement Committee, Resource Person, Editor English Section as well as Chief Editor of the college magazine, Inspector BS Exams, and Chairman Research Seminar Committee), which all demanded a high level of proactive job behavior on the one hand and a candidly courteous interpersonal relationship with the colleagues or/and the students on the other. To my pleasure, I accomplished all those assignments successfully on the basis of strong interpersonal relationship, consultative decision-making, and collaboration. In recognition, all of my these behavioural attributes have always been acknowledged by my Principals as reflected from the PERs they wrote for me. Besides, I was honoured by them with even prizes, oral words of appreciation and certificates as well.

Secondly, I rendered my services as a highly honoured Resource Person of Directorate of Higher Education Khyber Pakhtunkhwa in recognition of which a shield was presented to my humble self from the Director Higher Education in March 2019.

Thirdly, it is humbly requested that the assessment of my respected immediate supervisor upon me behavior and performance in my 2020 and 2021 PERs, should not be ignored any way, as it is only he who is the best position to analyze my performance and character more closely, directly and comprehensively. Besides, the credibility of his remarks about me and my other colleagues is also evident from his highly dignified stature, a track-record of honesty, dignity, and selflessness. In fact, he is undoubtedly the one among the most senior educational leaders of

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the whole province and commands immense respect from almost all of his colleagues of the whole department.

Fourthly, to put with all humble assurance, I have never caused any damage or trouble to any of my colleagues, nor I have ever usurped the right of any of them. No inquiry has ever been carried out against me. Likewise, nothing has ever been conveyed to me by my Reporting Officer or Countersigning Officer about my behavior with the colleagues. Overall, I have passed my life as an exponent of merit and justice.

Fifthly, I always earned a good name for my college, colleagues and the department as a whole by my outstanding performance in various capacities, the most recent example being the convincing and domineering victory of our college magazine in the annual provincial magazine contest first-time ever in the history of our college. Undoubtedly, all this became possible mainly due to my contributions in diverse leadership capacities, that is, the Chief Editor, Editor of English Section and the highest contributing author over which I received immense appreciation not only from within the country as well as from abroad. At the same time, this success speaks volumes about my team leadership and participative leadership behavior.

Lastly, it is so shocking that all goodness or decency about my behavior has been rejected by the use of the high frequency marker "always" which can never be true of any teacher in fact.

**2. (ii) "Not Agreed with R.O. direct complaints from students and staff" (2021)**

**RESPONSE:** It is highly surprising for me that while no complaint against me has been received by my Reporting Officer, the staff and the students were sending complaints only to the Countersigning Officer who was receiving all complaints directly from them without conveying them to my immediate supervisor; whereas, my immediate supervisor and I were kept totally aloof from all such matters dealt by the respected Countersigning Officer. It clearly appears that there was some misperception, communication gap, or breach of trust somewhere due to which the Countersigning Officer never preferred to convey complaints against me to my Reporting Officer, nor endorsed his views about me even the least. It is necessary to add here that, in Oct, 2021, I rather received a souvenir from the hands of the Additional Director Academics and a rich applause from all around over my successful accomplishment of the assigned duties as the Chairman Research Seminar Committee.

**3. Overall Grading: AVERAGE**

**RESPONSE:** It lacks due recognition and reflection of my outstanding performance, high level of integrity and proactive overall behavior alongwith its various dimensions, and my track-record of a number of outstanding accomplishments obviously based on a progressive and proactive life style and behaviour.

In addition to the above-stated responses and assertions, my outstanding career profile has also been presented for your kind consideration as under:

- **Chief-Editor, Editor (English Section) & Prolific Author of the Annual Provincial Contest Winner College Magazine (2021-22)**  
Achieved a historic landmark for my college and the whole community by raising the standard of the college magazine so much so that in comparison to the previous raking (i.e.,

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lower than 100 ever), the college magazine took an overall domineering lead of 95 marks over the second position holder

- **Highly Honoured Resource Person/ Trainer for 'Research & Thesis-Writing (2022)**  
Was invited and thereof successfully conducted Research Seminars for the faculty and students of GGDC Nawanshehr, Abbottabad & GGDC KTS Haripur
- **Outstanding Result-Producer Professor (2020 & 2021)**  
Produced outstanding results at BS & MA English levels as usual; university-topper MA English students in 2020 & 2021; supervised theses of BS English students with 100% result and excellent GPA in 2020
- **Chairman Research Seminar Committee (2021)**  
Conducted a successful seminar on 'Thesis Writing', first-ever in the history of the college, by performing a dynamic leadership role
- **Resource Person of Directorate of Higher Education (2019)**  
Conducted a successful training-session on Outcome-Based Education (OBE) in a 3-Day Workshop conducted by the Directorate of Higher Education Khyber Pakhtunkhwa for the capacity building of the college teaching faculty at BS level
- **Attended International Training Workshops on Corpus Linguistics (2012 & 2015)**  
Dr. Paul Thomson, the Director of Corpus Centre in the University of Birmingham, imparted the training in collaboration with British Council Islamabad at International Islamic University
- **Blessed with Selection as Lecturer in English in Umm-al-Qura University, Holy Makkah, KSA (2015)**  
Taught different Elementary, Intermediate & Advanced courses on English to students of different streams for their specific purposes, such as, Nursing & Medicine, Technology & Engineering, Commerce & Business
- **Sir Syed National Award for Academic Excellence (2014)**  
Awarded by the eminent physicist, nuclear scientist, and Mohsin-e-Pakistan Dr. Abdul Qadeer Khan by the hand of eminent Senator S.M. Zafar and famous senior journalist Zahid Malik on behalf of Nazria Pakistan Council, Ministry of Broadcasting and Information, Islamabad
- **4.00/4.00 GPA in PhD English Coursework (2011-12)**  
Secured an ever-highest 4.00/4.00 GPA in each of the 6 courses of the coursework of PhD English from International Islamic University Islamabad – was thereby awarded with a merit certificate and a laptop prize by International Islamic University on behalf of the Government of Punjab

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- **Gold Medal & Merit Certificate for MEd (2010)**  
Awarded by the Vice-Chancellor of Hazara University Prof. Dr. Syed Sakhawat Shah and Federal Minister for Science & Technology Muhammad Azam Khan Swati in the Convocation for securing; **FIRST POSITION** in in MEd Exam of Hazara University ; Got 3.98/4.00 GPA overall and 4.00/4.00 in Research Thesis
- **Best Teacher Award (2007)**  
Honoured by His Excellency the Prime Minister of Pakistan Muhammad Mian Somro on Salaam Teacher Day on behalf of UNESCO, UNICEF and the Government of Pakistan for his outstanding accomplishments as Subject Specialist of English & Teacher-Trainer
- **Prolific Research Author**  
Authored 7 Articles, academic course guidebooks, and a number of research assignments, letters, mock-proposals, essays, speeches, conference papers, workshop modules, proposals, reports, etc.
- **Research Thesis Supervisor of The University of Haripur and AIOU**  
Supervised a number of students' theses of BS and MA TEFL levels
- **Approved IELTS Professor/ Trainer of British Council Islamabad**

In light of the above-stated supporting details, it is earnestly requested to your gracious self to revisit and expunge the adverse remarks recorded against me by the Countersigning Officer on my PERs of the years 2020 & 2021.

Yours Respectfully,



Muhammad Azmat,  
Associate Professor of English,  
GPGC, Haripur.

Dated: 3<sup>rd</sup> Oct, 2022.

**ATTESTED**



**Government Postgraduate College Haripur**

Tel & Fax No. 0995-920531

[gpgcharipur3@gmail.com](mailto:gpgcharipur3@gmail.com)

Facebook: Govt Postgraduate College Endorsed



No. 5027-5028

Dated: 3/10/2022

To

The Director,  
Higher Education Department,  
Khyber Pakhtunkhwa, Peshawar.

Through: Proper Channel

**SUBJECT: RECOMMENDATION OF MUHAMMAD AZMAT'S APPEAL FOR  
EXPUNCTION OF ADVERSE REMARKS OF COUNTERSIGNING  
OFFICER FROM HIS PER'S OF THE YEARS 2020 & 2021**

Dear Sir,

Reference your Letter No. 17342/AD (ACR)/M.Azmat, dated 20/9/2022, I hereby endorse and forward the Appeal of Mr. Muhammad Azmat, Associate Professor of English of this college, for the expunction of remarks of the Countersigning Officer from his PERs of the years 2020 & 2021, to your kind self for due processing and onward submission to the higher authority, that is, THE SECRETARY, HIGHER EDUCATION, LIBRARIES & ARCHIVES, KHYBER PAKHTUNKHWA, with the remarks that the officer is an obedient subordinate, a highly talented, hardworking, cooperative and courteous person and commands great respect of his students and colleagues all around.

PRINCIPAL  
GOVT. POSTGRADUATE COLLEGE  
HARIPUR  
Govt. Postgraduate College

Endst. No. 5028

Dated: 3/10/2022

Copy of the APPEAL is hereby forwarded to THE SECRETARY, HIGHER EDUCATION, LIBRARIES & ARCHIVES, KHYBER PAKHTUNKHWA for the due favour and onward necessary action please.

PRINCIPAL  
GOVT. POSTGRADUATE COLLEGE  
HARIPUR

Principal  
Govt. Postgraduate College

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No. 1291

RGL 96053591

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Ps. [Handwritten: ...]  
Rs. [Handwritten: ...]  
Ps. [Handwritten: ...]

REGISTERED

To


The Director,  
Higher Education Department,  
Khyber Pakhtunkhwa.

Subject: PROVISION OF COPIES OF MY PERs OF 2020 & 2021

Sir,

Reference your letter No. 17342/AD (ACR)/M.Azmat, dated 20-09-2022, kindly provide me copies of my PERs of 2020 & 2021.

Respectfully,

  
MUHAMMAD AZMAT,  
Associate Professor of English (BPS-19)  
Govt. Postgraduate College, Haripur,

Dated: 5<sup>th</sup> Dec, 2022.



**Government Postgraduate College Haripur**

Tel & Fax No. 0995-920531

[gpocharipur3@gmail.com](mailto:gpocharipur3@gmail.com)

Facebook: Govt Postgraduate College Endorsed



No. 6210

Dated: 05/12/2022

Recommended and forwarded in original for the favor as requested by the concerned officer.

Principal

GPGC Haripur

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No. 2014

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Kilo

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Insurance fee Rs. Ps.

Name and address of sender

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To

The Secretary,  
Higher Education Department,  
Khyber Pakhtunkhwa, Peshawar.

Subject: Request / Reminder for (a) Changing Countersigning Officer for My PER of Year 2022, (b) Expunging Adverse Remarks from my PERs of Years 2020 & 2021, (c) Taking a Legal Action against Harassing Acts of High Officials of Directorate against Me, and (d) Granting Me Due Recognition over Historic Win of Our Magazine in Provincial Contest

Sir,

Consequent upon a severe damage done to my career and honour by high officials of the Directorate (as already conveyed to your kind self through my Appeal of 3<sup>rd</sup> Oct. and Complaint of 21<sup>st</sup> Oct, 2022) with more threats still hovering around me regarding my PER of 2022 and confidential record (which are unfortunately at the disposal of the same Officials) on the one hand while no response or redressal by your kind self so far in this regard on the other hand, I once again make a highly earnest and humble request to your gracious self to grant me justice and provision of my due rights and honours as stated in the Subject Line above. The supporting details for each prayer are presented as under:

1. The Countersigning Officer for My PER of the Year 2022 may please be replaced with some other one of true professional, honest, balanced and fair approach on the following main grounds:

- The default Countersigning Officer for my PER of 2022 is the present Director Mr. Khurshid Ahmad who has already expressed his strong personal grudge against me through sponsoring and partaking in the organized blatant criminal campaign against me, comprising the abuse of power, negative use of social media, cyber-bullying, and public defamation, thereby causing me mental torture and harassment; rather, he is still issuing threats to me through indirect means and channels in connection to my PER of 2022. In this backdrop, it is impossible for the said officer to get objective towards me in compliance to Rule 11 from "GUIDELINES FOR FILLING UP THE PER" which says that "The Reporting and Countersigning Officers should be clear, direct, OBJECTIVE, and unambiguous in their remarks."
- It is noticeable that Mr. Khurshid has conveyed to me the adverse remarks in my PERs of 2020 & 2021 so late in a willful manner, in fact just at a time when my promotion is due, obviously to harm my career, while he hoarded the adverse remarks/ observations (if any really existed then) of the concerned countersigning officer against me earlier on, while sharing with me no counseling, warning, or explanation etc. for mending my behavior if he really found that improper. Thus, he has himself committed the violation of his own directives in the recent letter no. 22957, dated 25/11/2022, on the title "ADVERSE REMARKS / GRADING", wherein he has otherwise directed the Principals with reference to Rule 3.6 (a, b, & c) ewlated to Filling up PER "to strictly follow the guidelines/ instructions issued for reporting the PERs of the officers/ Officials and record adverse remarks (if any) only in those cases in which prerequisites have been completed and applied as per rule / instruction."
- It is so regretful that, rather than appreciating me over my historic contributions for the provincial annual contest winning magazine of my college as the Chief-Editor, Editor

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(English), and prominent Author [while as per past tradition, the concerned college, Chief Editor, Editors and eminent authors were duly rewarded with oral appreciation, certificates, souvenirs, cash prizes, etc.], Mr. Khurshid or any other authority from the Directorate has not written even a single word of appreciation in this regard so far. Rather, getting flared up even more over my blazing success, he has adamantly resorted to disregard my devotion, hard work and honour by sponsoring the criminal acts of public defamation and harassment against me. Likewise, not a single word of appreciation has come from the Secretariat too. Sorrowfully and dejectedly, "If gold rusts, what can iron do."

- All the above-stated mala fide acts of Mr. Khurshid Ahmad obviously show that his behavior towards me lacks due justice, objectivity, balance, moderation, and magnanimity – the traits which are necessarily worthy of such a responsible position. Therefore, if such a person remains my countersigning officer for my PER of the year 2022, my honour and career would completely be ruined for sure.

**2. Adverse Remarks in my PERs of Years 2020 & 2021 may please be expunged on the following main grounds (which are presented here as an addition/ continuation to my already submitted APPEAL):**

- The countersigning officer for my PERs of years 2020 & 2021 Mr. Zahoor-ul-Haq has recorded adverse remarks against me out of his mala fide intentions and a strong acquired chronic personal grudge against me, actually in reaction to my raising voice against some anomalous acts of my those colleagues, who are unfortunately his close friends, of which some are even his old chums from GPGC Haripur and Secretariat Peshawar.
- Like Mr. Khurshid Ahmad, Mr. Zahoor-ul-Haq has also violated Rule 3.6 (a, b, c) about filing up PER (as quoted earlier). In fact, during his own tenure as Director Higher Education from June 2020 upto his retirement in 2022, Mr. Zahoor-ul-Haq never conveyed to me any adverse remarks during the respective years, that is, 2020 & 2021, to mend my behavior in case he found it improper at all. This shows that the purpose before Mr. Zahoor-ul-Haq, in unison with Mr. Khurshid and his team, is just to harm my career rather than to reform things on my part (if any) at the right time in a decent, magnanimous and dignified manner as is always worthy of such a responsible position as **JUDGE / EVALUATOR**.
- Mr. Zahoor-ul-Haq has recorded adverse remarks against me out of injustice. As a matter of fact, all my PER's of all the previous years including 2020 & 2021 were written with an overall "Good / Very Good" Grade by all the Reporting Officers and endorsed so by all the respective Countersigning Officers except him. This not only puts a question mark on the reliability, fairness and concurrent validity of his assessment about my behavior and performance [which have been outstanding throughout] but is also a violation of Rule 9 regarding filling up PER, which says that "The Countersigning Officers should make an unbiased evaluation of the quality of performance evaluation made by the Reporting Officer."
- Mr. Zahoor-ul-Haq has rejected the evaluation of my Reporting Officer only about me out of almost 100 Lecturers and Professors of my college. In fact, as contrary to this biased act, I am the only one from my college who have achieved a number of outstanding successes and earned great honour for me and my college in various capacities, notably as, (a) a teacher of English language, linguistics and literature (always showed best results; got the Best Teacher Award from the Prime Minister of Pakistan in 2007; taught in Umm al Qura University, KSA, representing my country brilliantly over there), (b) a trainer of

**ATTESTED**

college lecturers and professors (the only one from my college to have been honoured with this prestige by the Directorate itself; rather, in due honour, a shield alongwith a cash prize and certificate of recognition was presented to my humble self from the Director Higher Education in March 2019), (c) chairman BS amount disbursement committee (no embezzlement, pendency etc. during my 5-year of dedicated work in this tough, volunteer capacity), (d) chairman seminar committee (honoured with a souvenir and a certificate by the Additional Director in Nov, 2021, for the successful conduction of a research seminar ever in the history of the whole college), (e) PhD English research scholar (4/4 GPA in coursework), (f) MEd. Gold Medalist, (g) research thesis supervisor (all my research students got 4/4 GPA in Spring Semester Exam, 2022), (h) author (7 Research Articles, 2 theses, a number of guidebooks and projects), (i) Chief-Editor, Editor (English), and eminent Author of various types of writings of the first ever provincial contest winner magazine of my college for the session 2021-22. Thus, again, there clearly appears not only a question mark on the reliability, fairness and concurrent validity of Mr. Zahoor-ul-Haq's assessment about my behavior and performance but is also a violation of Rules 8 & 9 related to filling up the PER."

- My Reporting Officer of BPS-20 Prof. Muhammad Sajjad Khan is senior to my countersigning officer of BPS-19 and undoubtedly enjoys a far greater reputation and dignity throughout the province for his honesty and competency (he is actually in promotion zone for BPS-21 with no adverse remarks against him) in addition to being in a far better position to assess my behavior and performance more minutely, directly and comprehensively than the countersigning officer sitting in Peshawar, hardly paying only one visit to our college and that too was made so late, that is, at a time when the research seminar ended and the lunch was over, though the lunch had to be arranged for him separately then by the college (i.e., in Nov, 2021).
- While my Reporting Officer has never received a single complaint against me, Mr. Zahoor-ul-Haq has recorded in my PER of the year 2021 that he received direct complaints against me from the staff and the students [which he never shared with my Reporting Officer]. Naturally and noticeably, here arises a big question on the veracity of this claim on the ground that if there was really any complaint against me, then why he didn't share that with my Reporting Officer as per his duty. In fact, it clearly appears that Mr. Zahoor-ul-Haq's assessment about me is absolutely mala fide based on mere concoctions. Rather, it is clearly an act of biased and autocratic nature and is actually a violation of Rule 11 of filling up the PER which says that "The Reporting and Countersigning Officers should be clear, direct, objective, and unambiguous in their remarks. Vague impressions based on inadequate knowledge or isolated incidents should be avoided."
- Mr. Zahoor-ul-Haq never conveyed to me directly or indirectly even a single complaint against me or anything related to it (i.e., warning, explanation, inquiry, counseling, etc.) during the period he mentions regarding his receiving of direct complaints against me (i.e., 2021). But, it can be noticed that, the moment I started to receive great honour from all around for my outstanding contributions for the college magazine with my promotion getting due at the same time, Mr. Khurshid and Mr. Zahoor-ul-Haq suddenly got active and started manipulating things to stop my promotion forever by ruining my PERs of two successive years in one go first, and then, the third one at the end of 2022 (which is not far either) by Mr. Khurshid himself then being a default countersigning officer.
- It is noticeable to mention here that the adverse remarks of my countersigning officer have been communicated to me after a lapse of 1 year, 08 months & 20 days as related to my performance for the year 2020 while after almost 8 months & 20 days as related to my performance for the year 2021 - in fact, just at the time of my promotion to BPS-20. This

**ATTESTED**

act speaks itself as of purely mala fide nature rather than of a reformatiye and corrective one. In 2010 PLC (C.S) 1357, Honorable Balochistan Service Tribunal dealt with an identical matter wherein there was a delay of one year in reporting adverse remarks to the officer and the remarks were expunged in the end.

- Alhamdulillah, I have never harmed the career or usurped the rights of any of my colleagues. No inquiry has ever been done against me. As such, nothing has ever been conveyed to me by my Reporting Officer or Countersigning Officer about my behavior with the colleagues. Overall, I have passed my life as an exponent of merit, justice, and excellence.
- The allegation on me in my PER of 2020 is that "The officer is ALWAYS in trouble with colleagues." It is so shocking that all goodness or decency about my behavior has been rejected by the use of the high frequency marker "always" by Mr. Zahoor which can never be true of any subordinate or in fact any human being in an absolute manner. Such an extreme remark about me is nothing but an act of sheer bias and stereotyping. Besides, not only I but every God-fearing person is always in trouble with those around who either indulge themselves or support others for their unjust acts by usurping the rights of the deserving ones. In fact, the path of virtue is always troublesome. And I prefer such a path as a teacher and as a practicing Muslim with a strong belief in the Grand Accountability.
- While your kind self has already accepted the APPEAL of Prof. Akmal Shah of Govt. Akhtar Nawaz Shaheed College, KTS Haripur, against Mr. Zahoor's concocted and mala fide remarks of similar nature on his PERs of 2020 & 2021, I may please be granted the same favour in accordance with the principles of equity and justice.
- I implore your gracious self to verify the reality and veracity of the complaints and the assessment made thereupon over my PERs of 2020 & 2021; otherwise, such fabricated complaints and mala fide assessments can ruin the future of any civil-servant.
- Overall, in view of the mala fide and harassing acts by the high officials of the Directorate, I make an earnest request to your kind self for the expunction of adverse remarks from my PERs of years 2020 & 2021 in the larger interest of justice, fair-play and equity.

**3. A strict legal action should be taken against harassing acts of high officials of Directorate against me on the following main grounds:**

- It is natural that when a junior officer of relatively low rank somehow occupies a senior position in the presence of hundreds of really-eligible honest officers of the right caliber and rank around, such an officer, howsoever resourceful and influential he/she is, obviously lacks due legitimacy, decency, magnanimity, moral strength, professionalism, and competency. As a result, he/she may commit such acts which may not only ruin the career and honour of even such a subordinate who possesses an outstanding career and has earned a good name for the whole department and even the country but also may defame the whole department. What has regrettably happened to me as a subordinate is the worst example of this bitter fact.
- In view of the mala fide and harassing acts by the high officials of the Directorate, I make an earnest request to your kind self to launch a legal departmental enquiry against the cognizable offenses of public defamation and harassment as committed against me by the said perpetrators in the larger interest of justice, fair-play, and equity as well as to ensure confidentiality of confidential record and respect for the dignity of the people working in this prestigious department.


**ATTESTED**

4. A due recognition may be conferred upon me, my college, and my team for stupendous hard work we did to achieve the historic win for our magazine in the annual provincial college magazine contest.

As a matter of fact, in the past, the ranking of our magazine before my designation as the Chief Editor, Editor (English Section) and my contributions as a prominent author therein, always used to be lower than even 100. I burned the midnight oil to earn this historic achievement and honour for my college, my whole community as well as my department by and large.

With humble regards and thanks to your gracious self in anticipation,

Yours Respectfully,

  
MUHAMMAD AZMAT,  
Associate Professor of English (BPS-19),  
Govt. Postgraduate College, Haripur,  
Department of Higher Education, Khyber Pakhtunkhwa.  
Mobile: 0335-5640995

Dated: 5<sup>th</sup> Dec, 2022.

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CN: 2367407796

Service Type: 0

Payment Mode: CASH Date-Time: 2022-12-05 13:14

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Invoice Value: Rs. 0

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Fuel Surcharge	9.0
Other Amount	0.0
VAS	0
Insurance CHG	0
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Premium	0
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No. 6240

Dated: 10-12-2022

To

The Director,  
Higher Education Department,  
Khyber Pakhtunkhwa, Peshawar.

Through: Proper Channel

**SUBJECT: REQUEST / REMINDER OF MR. MUHAMMAD AZMAT**

Memo:

Please receive attached herewith the self-explanatory Request / Reminder of Mr. Muhammad Azmat, Associate Professor of English of this college, for due processing.

PRINCIPAL

GOVT. POSTGRADUATE COLLEGE  
HARIPUR

~~ATTESTED~~

To

The Secretary,  
Higher Education Department,  
Khyber Pakhtunkhwa, Peshawar.

Through: Proper Channel

Subject: Request / Reminder for (a) Changing Countersigning Officer for My PER of Year 2022, (b) Expunging Adverse Remarks from my PERs of Years 2020 & 2021, (c) Taking a Legal Action against Harassing Acts of High Officials of Directorate against Me, and (d) Granting Me Due Recognition over Historic Win of Our Magazine in Provincial Contest

Sir,

Consequent upon a severe damage done to my career and honour by high officials of the Directorate (as already conveyed to your kind self through my Appeal of 3<sup>rd</sup> Oct. and Complaint of 21<sup>st</sup> Oct, 2022) with more threats still hovering around me regarding my PER of 2022 and confidential record (which are unfortunately at the disposal of the same Officials) on the one hand while no response or redressal by your kind self so far in this regard on the other hand, I once again make a highly earnest and humble request to your gracious self to grant me justice and provision of my due rights and honours as stated in the Subject Line above. The supporting details for each prayer are presented as under:

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- It is noticeable that Mr. Khurshid Ahmad has conveyed to me the adverse remarks in my PERs of 2020 & 2021 so late in a willful manner, in fact just at a time when my promotion is due, obviously to harm my career, while he hoarded the adverse remarks/ observations (if any really existed then) of the concerned countersigning officer against me earlier on, while sharing with me no counseling, warning, or explanation etc. for mending my behavior if he really found that improper. Thus, he has himself committed the violation of his own directives in the recent letter no. 22957, dated 25/11/2022, on the title "ADVERSE REMARKS / GRADING", wherein he has otherwise directed the Principals with reference to Rule 3.6 (a, b, & c) related to Filling up PER "to strictly follow the guidelines/ instructions issued for reporting the PERs of the officers/ Officials and record adverse remarks (if any) only in those cases in which prerequisites have been completed and applied as per rule / instruction."

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- It is so regretful that, rather than appreciating me over my historic contributions for the provincial annual contest winning magazine of my college as the Chief-Editor, Editor (English), and prominent Author [while as per past tradition, the concerned college, Chief Editor, Editors and eminent authors were duly rewarded with oral appreciation, certificates, souvenirs, cash prizes, etc.], Mr. Khurshid or any other authority from the Directorate has not written even a single word of appreciation in this regard so far. Rather, getting flared up even more over my blazing success, he has adamantly resorted to disregard my devotion, hard work and honour by sponsoring the criminal acts of public defamation and harassment against me. Likewise, not a single word of appreciation has come from the Secretariat too. Sorrowfully and dejectedly, "If gold rusts, what can iron do."
  - All the above-stated mala fide acts of Mr. Khurshid Ahmad obviously show that his behavior towards me lacks due justice, objectivity, balance, moderation, and magnanimity – the traits which are necessarily worthy of such a responsible position. Therefore, if such a person remains my countersigning officer for my PER of the year 2022, my honour and career would completely be ruined for sure.
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**ATTESTED**

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- Overall, in view of the mala fide and harassing acts by the high officials of the Directorate, I make an earnest request to your kind self for the expunction of adverse remarks from my PERs of years 2020 & 2021 in the larger interest of justice, fair-play and equity.

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With humble regards and thanks to your gracious self in anticipation,

Yours Respectfully,



MUHAMMAD AZMAT,  
Associate Professor of English (BPS-19),  
Govt. Postgraduate College, Haripur,  
Department of Higher Education, Khyber Pakhtunkhwa.  
Mobile: 0335-5640995

Dated: 10<sup>th</sup> Dec, 2022.

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Branch	Inward Register Daily or General No.	To whom and number of enclosures	Subject or File No.	Remarks (record reference amount or stamps, etc.)	Stamp (if)
14-2	12-12-22	121 P.S. Secretary H. F. K.P.K.	Request for information		
		122 D.H.F. Senior District R.P.K.	Request for information		
		123 O'Neil District R.P.K.	Request for information		
		124 O'Neil District R.P.K.	Request for information		
		125 O'Neil District R.P.K.	Request for information		
		126 O'Neil District R.P.K.	Request for information		
		127 O'Neil District R.P.K.	Request for information		
		128 O'Neil District R.P.K.	Request for information		
		129 O'Neil District R.P.K.	Request for information		
		130 O'Neil District R.P.K.	Request for information		
		131 O'Neil District R.P.K.	Request for information		
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		200 O'Neil District R.P.K.	Request for information		

The Principal  
 to S. Degree College, No. 109, Hooper.  
 Sub. Contemptible Behavior and Non Compliance  
 of Aged Dishes.

Request Reminders of Mr. Mohammad Asst.  
 R.P.K. District

Request Reminders of Mr. Mohammad Asst.  
 R.P.K. District

Request Reminders of Mr. Mohammad Asst.  
 R.P.K. District

RECEIVED

To  
The Secretary,  
Higher Education Department,  
Khyber Pakhtunkhwa, Peshawar.

Subject: Final Reminder / Highly Earnest Request before Turning to Service Tribunal & Other Courts and Quarters of Justice

Sir,

Consequent upon my Principal's refusal to forward my this Final Reminder / Highly Earnest Request to your kind office through proper channel because of the Director's annoyance with him due to his otherwise performing of due official responsibilities in forwarding to the Director my submissions so far, and while the promotion of the Principal to BPS-21 is also due, it is, therefore, directly submitted to your kind self with all due respect and courtesy that, so far, I have received no response or redressal from your prestigious office to any of my following humble submissions:


- Request for Expunction of Adverse Remarks - via Director Higher Education on 27<sup>th</sup> Sep, 2022 (dispatched through proper channel from the Office of my Principal (Diary No. 5008) via Registered Post (No. RGL9505284.)
- Appeal for Expunction of Adverse Remarks - on 3<sup>rd</sup> Oct, 2022 (dispatched through proper channel from the Office of my Principal (Diary No's. 5027 & 5028) via Registered Post (No's. RGL95053591 & RGL95053589)
- Complaint / Inclusion of Additional Information - on 21<sup>st</sup> Oct, 2022 (dispatched through M&P Express Logistics (Pvt) Ltd (Tracking/CN#: 351000888027)
- First Reminder / Request - on 5<sup>th</sup> Dec, 2022, (dispatched through TCS CN: 2367407796) and the same through Proper Channel too on 10<sup>th</sup> Dec, 2022, from the Office of my Principal (Diary No. 6240) via Registered Post (No. RGL95052841)

Now, whereas 90 days' time after the submission of my APPEAL on 3<sup>rd</sup> Oct, 2022, to your Kind office as per rule is to get over on 2<sup>nd</sup> Jan, 2023, and whereas severe threats are still hovering around me regarding my PER of 2022 and confidential records (which are unfortunately at the disposal of the same Officials who have been the part of the whole defamation & harassment campaign against me), I hereby submit my FINAL REMINDER / HIGHLY EARNEST REQUEST to your kind self with the following humble prayers for my due rights and justice:

1. The Countersigning Officer for my PER of the Year 2022 may please be replaced with some other one of unbiased, objective and impartial approach.
2. My APPEAL may please be approved for the expunction of Adverse Remarks from my PERs of Years 2020 & 2021.
3. A strict legal action should be taken against harassing acts of high officials of Directorate against me.
4. A due recognition, as per past tradition, decency, equity and justice may be conferred upon my humble self, along with other contributors, for our stupendous hard work by which our magazine stood FIRST in the annual provincial college magazine contest.

Thanking your gracious self in anticipation.

Yours Respectfully,

  
MUHAMMAD AZMAT,  
Associate Professor of English (BPS-19),  
Govt. Postgraduate College, Haripur,

Dated: 26<sup>th</sup> Dec, 2022.

**ATTESTED**



CN: 2387408844

Product: 6 Service: 0

Payment Mode: CASH Date: 2022-12-26 15:11

DRG-DEST: HRI-PEW Staff: 50498 1Pcs - .S Route: X26174

Shipper Details: Name: MUHAMMAD AZMAT Phone: 03355640985 Address: ASSOCIATE PROFESSOR OF ENGLISH G P G C HARIPUH KPK

Consignee Details: Name: THE SECRETARY DEPTT OF Phone: 03330107765 Address: HIGHR EDUCATION KP PESHAWAR

Package Content: DCC

Insured Value: Rs. 0

Service CHG	218.0
Fuel Surcharge	9.0
Other Amount	0.0
VAS	0
Insurance CHG	0
GST	35
Premium	0
<b>TOTAL</b>	<b>260.0</b>

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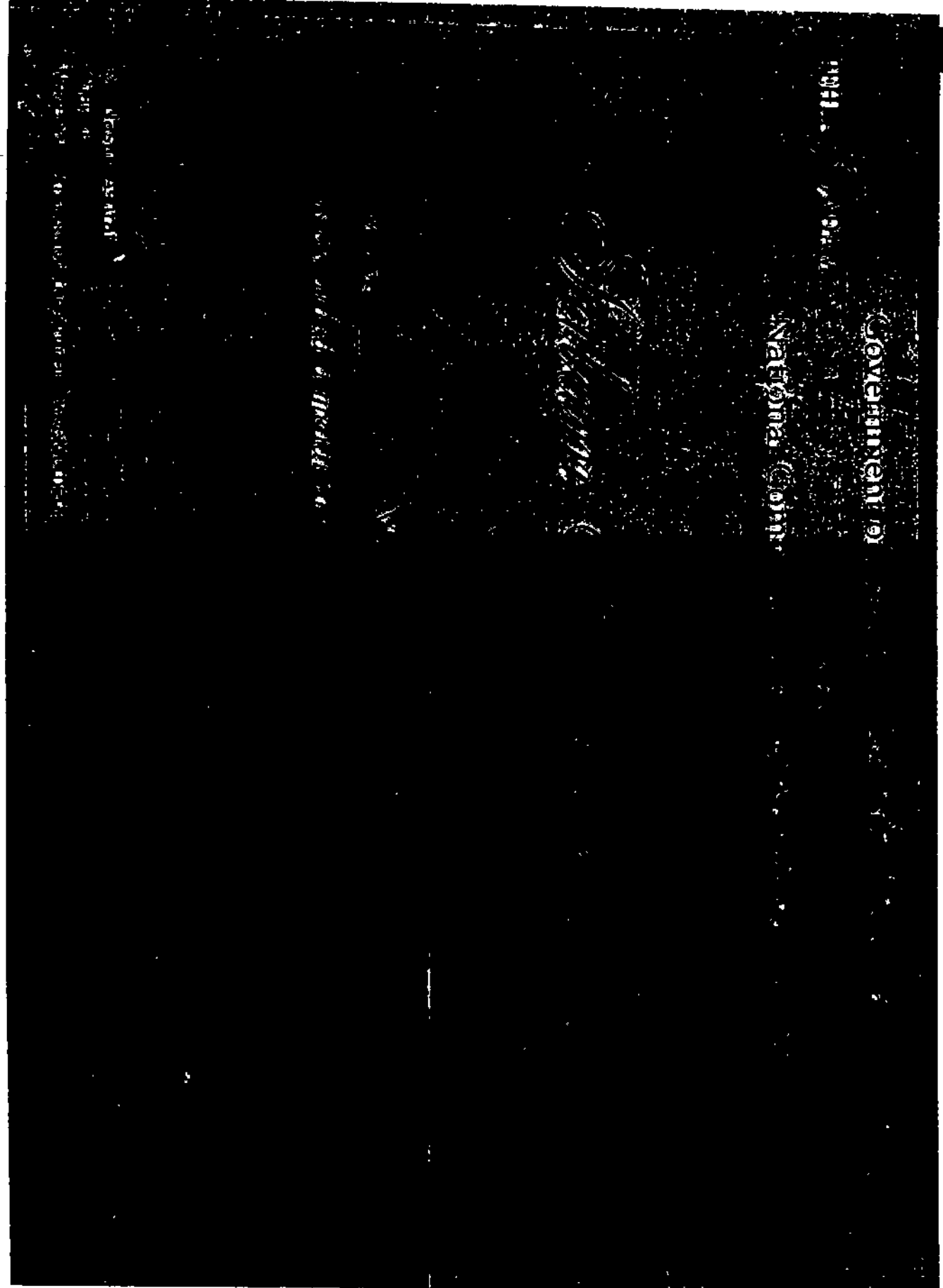
41

~~ATTACHED~~





MAD AZMAT, SUBJECT- SPECIALIST (ENGLISH), GHSS NO.1, HARIPUR,  
ING THE BEST TEACHER AWARD FROM THE PRIME MINISTER OF  
IN MUHAMMAD MIAN SOMRO ON SALAM TEACHER DAY (2007)



RECEIVED  
FEB 10 1964  
U.S. AIR FORCE  
HEADQUARTERS  
WASHINGTON, D.C.

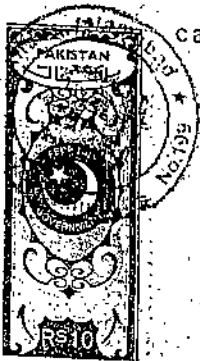
# HAZARA UNIVERSITY MANSEHRA, NWFP, PAKISTAN



Session: 2008

## Merit Certificate

This is to certify that MUHAMMAD AZMAT  
 Son / Daughter of MUHAMMAD ASHRAF  
 Registration No. 08-M.Ed-S-HU-4  
 and a student of M.Ed  
 passed in the FIRST Division the M.Ed  
 Examination of Hazara University held in MARCH 2009 under  
 Roll No. 15254 securing (826) marks out of 1000  
 He / She obtained FIRST position amongst successful  
 candidates in order of merit.



*[Signature]*  
**ATTESTED**

Ali Ahmad Chaudhry  
Assistant Director (Gen II)  
Ministry of Foreign Affairs  
Islamabad

**18 AUG 2015**

*[Signature]*  
Controller of Examinations  
Hazara University Mansehra

**ATTESTED**

15

Date: 04-02-2015

Social No. 142

# Certificate

*This is to certify that*

Mr. / ~~Mrs.~~ MOHAMMAD AZMAT Son / ~~Daughter~~ of MOHAMMAD ASHRAF

studying at INTERNATIONAL I. U. ISLAMIA EAD has been awarded with a laptop on the basis of merit to make him/her excel professionally.



Government of the Punjab



Shabbaz Sharif youth initiative  
Taking Punjab To A Higher Future



# INTERNATIONAL ISLAMIC UNIVERSITY

P.O. Box 1243, Sector H-10, Islamabad-Pakistan  
Tel: 92-51-9257997, 9257952; Fax: 92-51-9257923, E-mail: dir-exams@iiu.edu.pk

## RESULT INTIMATION

Roll #/ Registration No: 60-FLE/PHDENG/F11  
Student Name: Muhammad Azmat  
Father's Name: Muhammad Ashraf  
Faculty: Languages & Literature  
Department: English  
Degree Program: Ph.D English



Semester: SPR-2012

Course Code	Course Title	Cr. Hours	Grade
ENG8105	Narratology	3	A
ENG8111	Intercultural Pragmatics	3	A
ENG8106	Novel	3	A

Cummulative GPA: 4.00/4.00

Percentage of Marks: 83.33

Number of Credit Hours Attempted: 13 / 54

Credit Hours Passed: 7

Status: Course Work Complete

Checked By:

DEPUTY DIRECTOR (EXAMINATIONS)

Issued on: July 18, 2012

### KEY TO LETTER GRADES

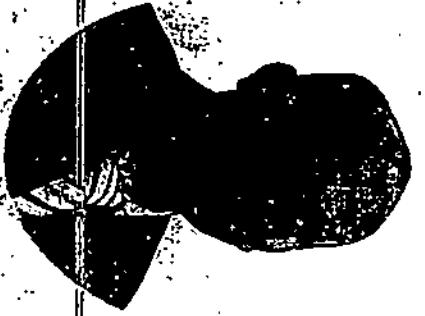
Father's Name: Muhammad Ashraf  
Address: 3300 G-1/1 Khan J. O.S. Sector H-10, Islamabad  
City: Haripur District: Haripur



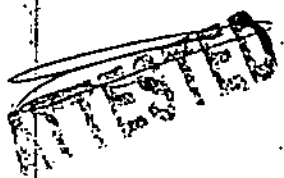
آئیے سوچیں اہم نے پاکستان کو کیا دیا؟



نظریہ پاکستان کونسل، اسلام آباد



# گولڈ میڈل ایوارڈ 2014



ڈاکٹر محمد عظمت

محترم

تحصیل علم اور ترویج علم کی اگر انقدر خدمات انجام دینے پر

آپ کو نظریہ پاکستان کونسل کی طرف سے

سر سید، گولڈ میڈل ایوارڈ 2014

پیش کیا جاتا ہے

بجانب

ڈاکٹر عبدالقدیر خان

زائد ملک

جنرل منظر، پاکستان کونسل، اسلام آباد





**TO WHOM IT MAY CONCERN**

Name:	MUHAMMAD AZMAT S/o MUHAMMAD ASHRAF
Nationality:	Pakistani

Employee ID:	4361236
Rank:	Lecturer

The above individual served as a lecturer in the English Language Center of Umm al Qura University in Makkah, Kingdom of Saudi Arabia for one academic year (02 September 2015 – 07 June 2016). He taught both general English and English for Specific Purposes to our students in the Foundation Year Program. He produced good results.

Mr. M. Azmat is well-liked by his students, colleagues and the administration. He resigned from his position due to his personal reasons.

I wish him good luck and equal success wherever he may happen to work next. Please do not hesitate to contact me should you need further information about Mr. M. Azmat.

Sincerely,

Dr. Ahmad Shah Peyawary,  
Head of Recruitment,  
QA & Academic Accreditation,  
ELC, UQU,  
Makkah, Saudi Arabia  
Phone: (966) 500 290 986  
Email: apeyawary@yahoo.ca

**RECEIVED**

49



DIRECTORATE OF HIGHER EDUCATION  
Khyber Pakhtunkhwa



**CERTIFICATE  
OF APPRECIATION**

Mr. / Ms. DR. MUHAMMAD AZMAT

in recognition of his / her participation as "Resource Person"

in a Three-Day Training Workshop on  
Capacity Building of Faculty Teaching at BS-Level

**MARCH 07-09, 2019**

Held at: Govt. Degree College No.1, D.I.Khan

*Rehman*

**EEMAN REHMAN**  
BS-C Coordinator  
Directorate of Higher Education

**TESTED**

*[Signature]*

**PROF. DR. SUBHAN ULLAH SHAH**  
Director Higher Education,  
Khyber Pakhtunkhwa







Government Postgraduate College Haripur

Tel & Fax No. 0995-920531

[gpgharipur3@gmail.com](mailto:gpgharipur3@gmail.com)

Facebook: Govt Postgraduate College Endorsed



Students' Results of  
Mr. Muhammad Azmat  
Associate Professor of English

2020

1. MA ENGLISH (ELT) RESULTS: 95%
2. BS ENGLISH RESULTS: 100%
3. 4 BS ENGLISH THESIS: 4 GPCA each

2021

1. MA ENGLISH (ELT) RESULTS: 90%
2. BS ENGLISH RESULTS: 92%

*M. Azmat*

Controller of Examinations  
Govt. Postgraduate College  
Haripur



~~ATTESTED~~



# CERTIFICATE OF PARTICIPATION

This certificate is presented to

*Prof. Muhammad Anwar, Department of English*

for participation in

## One Day

## Research Seminar

on 'THESIS WRITING'

Held on 16<sup>th</sup> Oct, 2021

at GPGC Hariipur

Principal

GPGC Hariipur



~~RECEIVED~~

# BARG-O-BAAR

(Sixth Edition – 2021-22)

Academic, Literary  
& Research Magazine



GOVERNMENT POSTGRADUATE COLLEGE HARIPUR  
KUDDEH DAKITIRI/INA DAKITIRI 0000 700 00



*Barg-o-Baar (6<sup>th</sup> Edition – 2021-22)*

## EDITORIAL BOARD

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Professor Muhammad Sajjad Khan  
Principal Govt. Postgraduate College Haripur

#### Chief Editor

Muhammad Azmat  
Associate Professor of English

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Laraib Siddique, BS Urdu (Urdu Section)  
Danish Shahzad, BS Urdu (Hindko Section)  
Mukamil Khan, BS Zoology, (Pushto Section)  
Ishtiaq Ahmad, BS Zoology (Pushto Section)



*Government Postgraduate College Haripur*



### CHIEF EDITOR'S NOTE



With infinite praise and thanks to Allah <sup>sw</sup>, first and foremost, for the unfathomable favour He bestowed upon us throughout the challenging task of accomplishing the 6th edition of the academic, literary and research magazine *Barg-o-Baar* 2021-22 of Government Postgraduate College Haripur with a transformational approach, I feel immense pride and pleasure to present the issue to the august readers. Here, I also take it an earnest binding upon my humble self to acknowledge the gracious support and compassionate patronage of the highly respected Principal of our college Professor Muhammad Sajjad Khan as well as the diligent team-work, cooperation



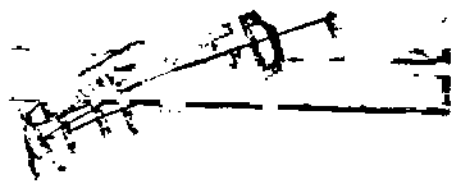
# برق و بار

(پست سائنس اور ادب)

تعلیمی، ادبی و تحقیقی مجلہ



گورنمنٹ پوسٹ گریجویٹ کالج بری پور  
ذیہر پختونخوا پاکستان 0995-321043



## KP College Magazines' Evaluation 2021-22

### Top 3 Magazines of Boys' Colleges

S No	Title of Magazine	College Name	Urdu	English	Pashto	Hindko/Saraiki/Other	Obtained Marks (Total)	Average	Position
1	Herg w Haar	GPGC Haripur	84	80	66	74	304	76	1 <sup>st</sup>
2	Elum	GPGJC Swat	64	75	70	---	209	69.66	2 <sup>nd</sup>
3	Sad Berg	GPGC Mandian Abbottabad	69	75	---	64	208	69.33	3 <sup>rd</sup>

### Top 3 Magazines of Girls' Colleges

S No	Title of Magazine	College Name	Urdu	English	Pashto	Hindko/Saraiki/Other	Obtained Marks (Total)	Average	Position
1	Nawa e Sarcer	GGDC Qalandar abad	69	75	---	62	206	68.66	1 <sup>st</sup>
2	Justajon	GCGC Gulbahar, Peshawar	64	70	---	---	134	67	2 <sup>nd</sup>
3	Tolu	GFCW Peshawar	64	63	72	---	199	66.33	3 <sup>rd</sup>

**CONVENOR**

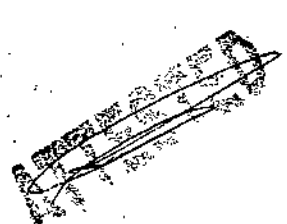
KP College Magazines' Evaluation Committee 2021-22

undersigned:

**CO-ORDINATOR**

14.09.2022

KP College Magazines' Evaluation Committee 2021-22





Government Postgraduate College Haripur

Tel & Fax No. 0995-920531

[gpgcharipur3@gmail.com](mailto:gpgcharipur3@gmail.com)

Facebook: Govt Postgraduate College Eudoised.



No 6245

Dated 12/13/2022

OFFICE ORDER

Mr. Muhammad Azmat Associate Professor BPS-19 of this college is hereby directed to take additional charge of Director Academic of this college with immediate effect.

Principal  
GPGC Haripur

12/13/2022





Government Postgraduate College Haripur

Tel & Fax No. 0995-920531

ppgcharipur3@gmail.com

Facebook: Govt Postgraduate College Endorsed



No 6279

Dated 17/12/2022

To

The Director Higher Education Department

Khyber Pakhtunkhwa Peshawar

Subject: Duty Leave / Station Leave

Sir,

It is submitted that I have an urgent official work at home due to which I cannot perform my official duties on 17-12-2022.

Therefore it is requested that 1 day C/Leave may please be granted. In my absence Mr. Muhammad Azmat Associate Professor of English will act as Incharge Principal.

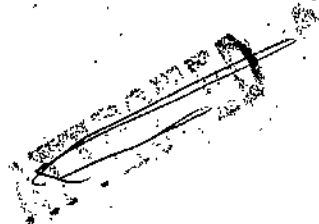
Thanks

Yours Sincerely

Muhammad Sajjad Khan  
Principal  
Govt. Govt. Postgraduate College  
Haripur

Noted: 

Dated: 17/12/2022





# Kausar Public School & College

SHAKAR SHAH ROAD, HARIPUR

(Recognised by education Department N.W.F.P. Peshawar)

Ref. No. \_\_\_\_\_

Reg. No. 521

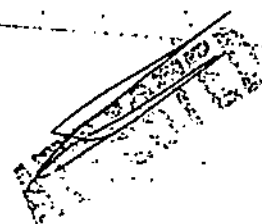
Date 22/7/99

## TO WHOM IT MAY CONCERN

Certified that Mr. Muhammad Azmat son of Mr. Muhammad Ashraf was a regular teacher of this institution. He was employed on September 11<sup>th</sup>, 1993, till April 5<sup>th</sup>, 1995, when he took admission in M.A. English. He taught English to Middle and Secondary classes.

He is an honest and dedicated worker. He has good command over English language. He is a co-operative and efficient worker, who accepts the responsibilities cheerfully.

I wish him good luck for the future!



16

60



# HAZARA PUBLIC SCHOOL & COLLEGE HARIPUR

(Recognized by Deptt. of Education N.W.F.P. Peshawar  
& Affiliated with BISE Abbottabad)

Phone Nos. City Campus (0995)-610501 Jail Road Campus (0995)-614653

Ref. No. ZA/TRE/S7

Date: 17/3/2015

## SERVICE CERTIFICATE

It is certified that Mr. Muhammad Azmat S/O Mr. Muhammad Astral was a regular full time teacher of this institution. He taught English as a Second Language to the students of Intermediate/college/pre-university level (Grade: XI & XII) w.e.f 5<sup>th</sup> June, 1997, to 31<sup>st</sup> March, 2000, as LECTURER in English. He performed his duties with dedication and honesty for which he won great applause and respect of his colleagues and students.  
I wish him a happy and prosperous future.



ATTESTED

M. IZZAT TABASSUM  
Assistant Director (K-17)  
Ministry of Foreign Affairs  
Islamabad

ZULFIQAR AHMAD,  
Principal,  
Hazara Public School and  
College, Haripur, Hazara  
Pakistan  
Phone: 92995610501  
Mobile: 92333507070  
**Principal**  
Hazara Public School  
and College HARIPUR

17/3 JUL 2015

61

**OFFICE OF THE PRINCIPAL,  
GOVERNMENT HIGHER SECONDARY SCHOOL,  
PANJAN, HARIPUR, KHYBER PAKHTUNKHWA, PAKISTAN**

Dated: 31<sup>st</sup> March, 2011

**SERVICE CERTIFICATE**

It is certified that Mr. Muhammad Azma S/O Mr. Muhammad Asbraf served in Government Elementary & Secondary Education Department, Khyber Pakhtunkhwa, Pakistan, as Subject Specialist (English), BPS-17, on regular, permanent, full time basis w.e.f. 1<sup>st</sup> April, 2000, to 31<sup>st</sup> March, 2011. He taught English as a Second Language to the Intermediate/Higher Secondary/Pre-University level students (Grade XI, and XII).

He is a dedicated teacher and was honoured with the BEST TEACHER AWARD by the Prime Minister of Pakistan on behalf of UNESCO, UNICEF and Government of Pakistan for his meritorious services on "Salam Teacher Day (2007)". He takes teaching as a passion rather than just a profession.

The undersigned strongly recommends him for a higher teaching job position and promotion.



*Muhammad Riaz*  
**MUHAMMAD RIAZ**  
Principal,  
Government Higher Secondary School,  
Panjan, Haripur, K.P.K., Pakistan.  
Mobile: +92-307-8174400

TESTED

**M. IJAZ TIPSANWARI**  
Assistant Secretary  
Education & Public Health  
12/03/2015

173 JUL 2015

*Muhammad Riaz*  
**MUHAMMAD RIAZ**



GOVERNMENT POSTGRADUATE COLLEGE HARIPUR  
KHYBER PAKHTUNKHWA, PAKISTAN

62

Dated: 09<sup>th</sup> July 2014

SERVICE CERTIFICATE

It is certified that Mr. Muhammad Azmat S/O Mr. Muhammad Ashraf has been performing his duties as Assistant Professor of English on permanent, full time, regular basis at Government Postgraduate College, Haripur, Higher Education Department, Khyber Pakhtunkhwa, Pakistan, w.e.f 1<sup>st</sup> April, 2011. His total service in Government Education Department in Khyber Pakhtunkhwa is more than 14 years. During this period, he has performed his duties with honesty and commitment. He has won national and international Awards for his outstanding teaching and learning profile. He is a great asset and pride of our Department.

Mr. Muhammad Azmat has taught various courses on English Language, Linguistics and Literature to BS English and MA English classes. He is a versatile and innovative teacher, exposed to new developments in various domains of English language. The way he has developed the critical and intellectual faculties of his students through a graded, scholarly, interactive and delightful instruction, is highly commendable.

*Mohy Uddin*  
PRINCIPAL  
Govt. Postgraduate College,  
Haripur.  
*Principal*  
Govt. Postgraduate College  
Haripur

~~ATTESTED~~

63  
14



OFFICE OF THE PRINCIPAL, GOVT. POSTGRADUATE COLLEGE HARIPUR

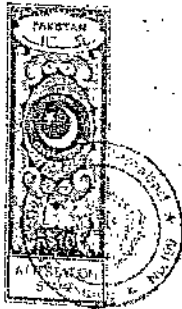


### SERVICE CERTIFICATE

It is certified that Mr. Muhammad Azmat S/O Muhammad Ashraf has been performing his duties as ASSISTANT PROFESSOR OF ENGLISH in Government Higher Education Department, Khyber Pakhtunkhwa, Pakistan, w. e. f. 01<sup>st</sup> April, 2011. During this period, he taught the following courses on English Language, Linguistics and Literature to BS English and MA English classes:

- Language and Linguistics
- Contemporary Issues in Applied Linguistics
- Research Methods in Applied Linguistics and Literature
- Stylistics
- Grammar, Syntax and Semantics
- Phonetics and Phonology
- Curriculum Development in English Language Teaching
- Critical / Cultural Theories
- Functional English

He performed his duties with honesty and strong commitment. He is a highly competent and outstanding teacher and won national and international awards in recognition of his meritorious services and achievements.



ATTESTED  
M. IZZAT KHAN  
Assistant Director (Genl)  
Ministry of Foreign Affairs  
Islamabad.

PRINCIPAL,  
Government Postgraduate College,  
Haripur, Khyber Pakhtunkhwa,  
Pakistan.

*(Principal)*  
Govt. Postgraduate College  
Haripur

13 JUL 2015

~~ATTESTED~~



69

GOVERNMENT POSTGRADUATE COLLEGE  
HARIPUR



Phone & Fax # 0995-321043

**SERVICE CERTIFICATE**

It is certified that Mr. Muhammad Azmat S/O Muhammad Ashraf has taught English Language, Literature and Linguistics to Intermediate, MA English and BS English classes in this College of Government Higher Education Department, Khyber Pakhtunkhwa, Pakistan, with effect from 1<sup>st</sup> April, 2011, first as Assistant Professor (BPS-18) till 13<sup>th</sup> Feb, 2018 (with the exclusion of his one academic-session teaching tenure in Umm al Qura University, KSA, i.e., 2<sup>nd</sup> Sep, 2015 to 7<sup>th</sup> June, 2016) and then as Associate Professor, with effect from 14<sup>th</sup> Feb, 2018, till date, in addition to performing various related administrative tasks and activities like question-paper setting and student performance evaluation, classroom management, official correspondence, leadership skills development, conflict management, exam conduct & supervision, BS Program budget drawing & disbursement, teacher training, thesis supervision, mentoring & career counseling, corpus development, and e-record keeping. Besides, he is highly honoured by the Department as the College Teacher Trainer as well.

Mr. Muhammad Azmat is a very devoted, dedicated and dynamic person, always possessing a high expertise in the assigned tasks whereby executing each and every detail of his work with a high sense of responsibility and a true professional approach. He has a real passion of developing the leadership skills and personality of his students not only by his participative teaching and mentoring style but also by his profound knowhow of modern teaching and training techniques and tools.

I wish him an outstanding success for his future career!

*M* *AW*  
14-12-2019

PRINCIPAL,  
GOVT. POSTGRADUATE COLLEGE, HARIPUR,  
KHYBER PAKHTUNKHWA, PAKISTAN  
*Principal*  
Govt. Postgraduate College  
Haripur

**ATTACHED**



Government Postgraduate College Haripur

Tel & Fax No. 0995-920531

gpccharipur3@gmail.com

Facebook: Govt Postgraduate College Endorsed



6)

~~3004~~

### SERVICE CERTIFICATE

It is certified that Mr. Muhammad Azmat S/O Muhammad Ashraf has been performing his duties in this college, and in fact with the same tenure in the Department of Higher Education, since 1<sup>st</sup> April, 2011, first as Assistant Professor of English (BPS-18) till 13<sup>th</sup> Feb, 2018 (including almost one year service as Lecturer in English in Umm-al-Qura University in KSA), and then as Associate Professor of English till date. In addition to teaching English Language, Linguistics and Literature to Intermediate, BS English, MA English and various classes in allied BS Departments, he has always successfully performed all the assigned additional duties, such as, In-Charge Principal, Director (Academics), and Chairman of a number of different committee.

Mr. Muhammad Azmat is a competent and excellent team leader with a participative style of accomplishing the details of every task with a high sense of responsibility, integrity, and justice. He has always won a great respect from his team members. His students always produced excellent results and they rather adore him as their favourite teacher. He has a real passion for teaching and leading from the front. His contributions to the college magazine *Barg-o-Baar* are historic, monumental and unforgettable. It is mainly by his high competency, transformational leadership, devotion, diligence and commitment that the magazine won the First Position in the annually-help provincial magazine contest of the Session 2021-22. He is a rare talent and a great asset for the department. I wish him all the best for his future career!

*MQA*

PRINCIPAL  
GOVT. POSTGRADUATE COLLEGE,  
HARIPUR

Principal  
Govt. Postgraduate College  
Haripur 28/01/2023

~~3004~~



Ministry of Education  
Saudi Arabia

جامعة أم القرى  
Umm al-Qura University

TO WHOM IT MAY CONCERN

Name:	MUHAMMAD AZMAT S/o MUHAMMAD ASHWAI	Employee ID:	4361236
Nationality:	Pakistani	Rank:	Lecturer

The above individual served as a lecturer in the English Language Center of Umm al-Qura University in Makkah, Kingdom of Saudi Arabia for one academic year (02 September 2015 - 07 June 2016). He taught both general English and English for specific purposes to our students in the Foundation Year Program. He produced good results.

Mr. M. Azmat is well-liked by his students, colleagues and the administration. He resigned from his position due to his personal reasons.

I wish him good luck and equal success wherever he may happen to work next. Please do not hesitate to contact me should you need further information about Mr. M. Azmat.

Sincerely,

Dr. Ahmad Shah Peyawary,  
Head of Recruitment,  
QA & Academic Accreditation,  
E.C. UQU,  
Makkah, Saudi Arabia  
Phone: (966) 500 290 986  
Email: apeyawary@yahoo.ca



67

KHYBER PAKHTUNKHWA  
NEAR NORTHERN BY PASS, RANO GARHI PESHAWAR  
dhekpesh@gmail.com Facebook.com/dhekpeshawar Twitter.com/dhekpeshawar1

No. 22957

General Circular (A) Feeds/Dir

Dated Peshawar, 25/11/2022

To

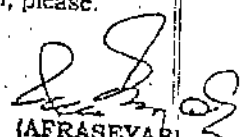
THROUGH EMAIL

All The Principals of Govt; Colleges (Male & Female)  
In Khyber Pakhtunkhwa.

Subject: ADVERSE REMARKS/GRADING

I am directed to refer to the subject cited above and to convey that it has been seriously noticed by the Director Higher Education that most of the Principal's, being reporting Officers, record adverse remarks in ACR/PERS of the subordinate officers/Officials although the fact is that they did not issue any type of counselling/advice/warning/explanations/other directions regarding mending their attitude in term of performing their duties although Rule 3.6 (a,b,c) of Instruction regarding PERs is very much clear in this regard. This scenario leads to the litigations against the reporting as well as countersigning officers.

As sequel to this, I am therefore directed to convey to strictly follow the guideline/instruction issued for reporting the PERs of the officer/Officials and record adverse remarks (if any) only in those cases in which pre-requisites have already been completed and applied as per rule/instruction, please.

  
(AFRASEYAB)  
ASSISTANT DIRECTOR (ACRS)

Ends No. \_\_\_\_\_

- Copy of the above is forwarded to the
1. PS to Secretary Higher Education Department.
  2. PA to Director Higher Education.
  3. Deputy Director (IT), Local Directorate with the remarks to forward the same to all colleges.
  4. Office Copy.

ASSISTANT DIRECTOR (ACR)

~~RECEIVED~~

68

27 September 2022

+92 313 9652814



KHYBER PAKHTUNKHWA  
 NEAR NORTHERN BT PASS, BAHU DASHI PESHAWAR



No. 1791/2022 General Circular for BS Colleges in NWFC dated 27/09/2022

To: All The Principals BS & Female Coll. and  
 in Khyber Pakhtunkhwa.

Subject: INTERMEDIATE FIRST YEAR ADMISSION EXAMINABLE

Memo: I am directed to refer to the subject noted above and to want to conclude  
 the Intermediate 1<sup>st</sup> year admissions of students till 30<sup>th</sup> September 2022 in  
 order to start 1<sup>st</sup> year classes from 01 Oct 2022 in the NWFC.

*[Signature]*  
 ASSISTANT DIRECTOR  
 (ACADEMICS)

Kindly do:

Copy forwarded to the:

1. Director DICMS Coll. for dissemination, please.
2. Additional Director (Academics) Higher Education.
3. Deputy Director (T), Local Directorate for information and with the request to  
 forward the same electronically.
4. Office Copy

ASSISTANT DIRECTOR  
 (ACADEMICS)

BS Colleges

Forwarded



KHYBER PAKHTUNKHWA  
 NEAR NORTHERN BT PASS, BAHU DASHI PESHAWAR  
 Toll: 0319330406 Phone: 0312455011



No. 1791/2022 General Circular for BS Colleges in NWFC dated 27/09/2022

Only admins can send messages

*[Handwritten signature]*



Principals-BS Colleges  
only admins can send messages



69

ASSISTANT DIRECTOR  
ACADEMICS

14:39

BS Colleges

Forwarded



KIYWER PAKITUNHIWA  
NEAR NORTHERN HW PASS, PANJ GASHI PESHAWAR  
Tel: 09145364446 Phone: 0912650011



1734

Performance Evaluation Report for the period from 01/01/2023 to 31/12/2023

FACTORY REMAINS OF CUSTOMER SERVICE OFFICER

- How well do you know the officer? If you disagree with the assessment of the reporting officer, please give reasons.
- Overall Rating
- Recommendation for promotion
- Evaluation of the quality of assessment made by the reporting officer

I hope you will give your best to review these details and give your view of this letter as enclosed. This should be signed and returned to the office for processing by the Director. Please note that the report will be used for promotion purposes.

*[Signature]*  
ASSISTANT DIRECTOR  
(Academics/AOS)

Medium School  
Assistant Professor of English  
Love Professional Center, Peshawar

Copy of the report is forwarded to the

- Director, University of Peshawar
- Assistant Professor of English
- Master

*[Signature]*  
ASSISTANT DIRECTOR  
(Academics/AOS)

18:32

ATTACHED

Only admins can send messages

Handwritten signature and number 70



# BS Colleges

+92 334 9094823



Message Audio Video



Mute notifications



Custom notifications



Media visibility

ATTESTED



Encryption

Messages and calls are end-to-end encrypted. Tap to verify.



# Principals-BS Colleges



7



Afrasiab AD Ac... Group Admin

App Ghabra tou nhe rahy. 😊😊



Alamzeb Sb Au... Group Admin

Hey there! I am using WhatsA...



BS Colleges Group Admin



DD Sports Arsh... Group Admin

Hey there! I am using WhatsA...



Fazal Hadi Add... Group Admin



Khursheed Sb... Group Admin

Hey there! I am using WhatsA...



Shabana BS Co... Group Admin

Humdan burhan Zain ul abide...



+92 313 96528... Group Admin

Gratitu... ~Speak To People Kindly



+92 333 80595... Group Admin



# (POWER OF ATTORNEY)

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,  
PESHAWAR

S.A No. \_\_\_\_\_/2022/2023 ✓

M. Azmat

VS

GOVT. OF KP & OTHERS

I, M. Azmat do hereby nominated and appointed

**AHMED SULTAN TAREEN**, 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.

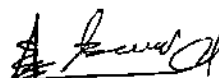
AND I/WE hereby agree to ratify and confirm all lawful acts done on my/our behalf; under or by virtue of these present or of the usual practice in such matter. PROVIDED always that I/WE undertake at the time of calling of the case by the court I/MY authorized agent shall inform the advocate and make 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.

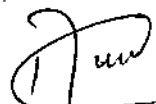
IN WITNESS WHERE OF I/We hereunto set MY/OUR hand to these presents, the contests of which have been explained to and understood by ME/US this \_\_\_\_\_ day of \_\_\_\_\_ 2022 / 2023.

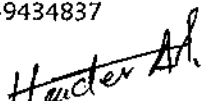
EXECUTANT

  
(\_\_\_\_\_)

Accepted subject to the terms regarding fees:

  
**AHMAD SULTAN TAREEN**  
ADVOCATE HIGH COURT, PESHAWAR  
BC No.(BC-10-1583)  
0333-9434837

  
**ALLAHYAR KHAN TAREEN**  
ADVOCATE HIGH COURT, PESHAWAR *Abdullah*  
B.C 21-4361

  
**HAIDER ALI**  
ADVOCATE HIGH COURT, PESHAWAR

  
**INAYAT ULLAH KHAN TAREEN**  
ADVOCATE HIGH COURT

OFFICE: **TF-338, 339**, Deans Trade Centre, Peshawar Cantt.  
Contact#: