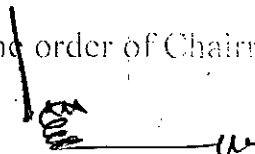


FORM OF ORDER SHEET

Court of

Case No. -

608/2023

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	20/03/2023	<p>By the order of Chairman</p> <p>The appeal of Mr. Islam ud Din resubmitted today by Mr. Muhammad Anwar Khan Advocate. It is fixed for preliminary hearing before Single Bench at Peshawar on _____. Parcha Peshi is given to appellant/counsel for the date fixed.</p> <p>By the order of Chairman</p>  <p>REGISTRAR.</p>

The appeal of Mr. Islam ud Din son of Umer Jan Belt no. 2112 received today i.e. on 16.03.2023 is incomplete on the following score which is returned to the co Counsel for the appellatant for completion and resubmission within 15 days.

- 1- Address of appellatant is incomplete be completed according to the Khyber Pakhtunkhwa Service Tribunal rules 1974.
- 2- Copy of contract appointment order mentioned in para-1 of the memo of appeal (Annexure-A) is not attached with the appeal.
- 3- Annexure-F of the appeal is illegible which may be replaced by legible/better one.
- 4- Certificate be furnished that whether any appeal on the subject matter has earlier been filed in this Tribunal.

No. 978 /S.T,


Dt. 17/3 /2023


REGISTRAR
SERVICE TRIBUNAL
KHYBER PAKHTUNKHWA
PESHAWAR.

Mr. Muhammad Anwar Khan Adv.
High Court at Peshawar.

Resubmitted after compliance
Contract copy is on page no 8 & 9

20-03-2023


M. Anwar Khan
Adv H/ court
Pesh.

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

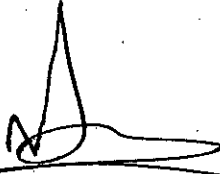
Mr. *Islam ud-din S/o Umar Jan*

**APPLICATION FOR HEARING THE
ABOVE TITLE APPLICANT'S SERVICE
APPEAL IN PESHAWAR AS ALL THE
PRINCIPALS RESPONDENTS ARE IN
PESHAWAR.**

Respectfully Sheweth:

It is humbly requested that the preliminary hearing of the above applicants may please be honor to hear in Peshawar.

Dated: 16/03/2023


Muhammad Anwar Khan
Advocate, High Court,
Peshawar.

BEFORE THE KPK SERVICES TRIBUNAL, PESHAWAR

Service Appeal No. 608 /2023

Mr. Islam Ud Din

.....Appellant

V E R S U S


Government of KPK through Chief Secretary & Others
.....Respondents

I N D E X

S.No	Description of Documents	Annex	Pages
1.	Grounds of Service Appeal		1-4
2.	Affidavit		5
3.	Addresses of Parties		6
4.	Copy of contract appointment orders	A	7-9
5.	Copy of regular appointment order	B	10-12
6.	Copy of Application/ Appeal	C	13-14
7.	Copy of Supreme Court Judgments	D	15-22
8.	Copy of Service Tribunal Judgment	E	23-25A
9.	Copy of Pension rules for qualifying service	F	26
10.	Wakalat Nama		27

اسلام الدين
Appellant

Through


Muhammad Anwar Khan
(Pashton Ghari)
Advocate High Court,
Peshawar

Date: 14/3/2023

BEFORE THE SERVICES TRIBUNAL, KHYBER

PAKHTUNKHWA, PESHAWAR

Service Appeal No. 608/2023

SPO Islam Ud Din S/o Umer Jan, Belt No 2112,
R/o Post office Kalkot, Lalmoti Bala Tehsil Sherengal, District Upper
Dir. Employee of Deputy Inspector General of Police Malakand
Region Malakand.

.....Appellant

V E R S U S

1. Govt of Khyber Pakhtunkhwa, Through Chief Secretary Khyber Pakhtunkhwa, Civil Secreteriate Peshawar.
2. The Deputy Inspector General of Police Malakand Region Malakand.
3. The Provincial Police Officer Khyber Pakhtunkhwa, Civil Secreteriate Peshawar..

.....Respondents

Appeal u/s 4 of the Khyber Pakhtun Khwa Service Tribunal Act, 1974 against the order dated 1-3-2020 of The Respondents No. 3, whereby Appellant service has been Regularized from contract Service. The Regularization order dated 1-3-2020 may be considered w.e.f, 01-08-2009 instead of 1-03-2020.

Prayer in Appeal

On Acceptance of the instant appeal, The Respondents may be directed to count the Temporary Services of Appellant with effect from his initial recruitment dated 01-08-2009 toward his regular service for the purpose of grant of pension and he may be allowed pension and other back benefits.

2

Respectfully Sheweth:

The appellant submits as under:

1. That the Appellant has been appointed as SPO (Special Police Officer) in Police Department on fixed Pay Rs. 15000/- PM in the Year 2009 in prescribe manner. **(Copy of contract Order is attached as Annexure A)**
2. That the August supreme court of Pakistan also Regularized the contract service as a regular service and also counted the contract service for seniority as per Supreme Court judgments and judgment of Punjab service tribunal Reported in 2019 PLC (CS) 103.
3. That the Appellant has been Regularized by the Respondents w.e.f 1/03/2020 instead of date of initial appointment of the Appellant. **(Copy of regular appointment order is attached as Annexure B)**
4. That the Appellant requested to the Respondents for counting the contract service into Regular service with all back benefits but all in vain. **(Copy of application/ Appeal is attached As Annexure C).**
5. That the August supreme court of Pakistan also Regularized the contract service as a regular service and also counted the contract service for seniority as per Supreme Court judgments and judgment of Punjab service tribunal Reported in 2019 PLC (CS) 103. **(Copies of judgments of**

3

supreme court and service tribunal are attached respectively as Annexures D and E).

GR OUNDS:

A) That the Petitioner has not been treated in accordance with law and his rights secured and guaranteed under the law have been badly violated.

B) That the same is against the natural justice also.

C) That the Appellant remained temporary employee of the Respondents, since 2009, the Appellant was regularized on 1-3-2020 thus in view of the provision contained in Article 371-A of the CSR the Appellant is also entitled that his contract services be counted for the purpose of pension.

D) That the Temporary service followed by confirmation/ regular appointment gave the Appellant a right that his service be considered as regular service. **(Copy of rules 2.1 is attach as annexure F.)**

E) That the Respondents are using different yard stick and are violating the provision of their own Law/ rules/ calendar and the constitution of Islamic Republic of Pakistan 1973.

F) That the Appellant may kindly be allowed to advance additional arguments at the time of hearing the instant Service Appeal.


It is, therefore, most humbly prayed that on acceptance of the instant service appeal, the

impugned regularization order dated 01.03.2020 may very graciously be consider w.e.f his initial appointment i.e. 21/07/2009 instead of 01-03-2020 with all back benefits.

Any other remedy which is deemed fit by this Honorable Tribunal in the interest of justice, may also be granted in favour of appellant.

اسلمه اليرين
Appellant

Through



Muhammad Anwar Khan
(Pashton Ghari)
Advocate High Court

Date: 14 / 3 / 2023

Certificate:-

It is certify that no such like Service Appeal has earlier been filed by the Petitioner in this Honorable Court.

Advocate.



5

BEFORE THE KPK SERVICES TRIBUNAL, PESHAWAR

Service Appeal No. _____/2023.

Mr. Islam Ud Din

.....Appellant

V E R S U S

Government of KPK through Chief Secretary & Others

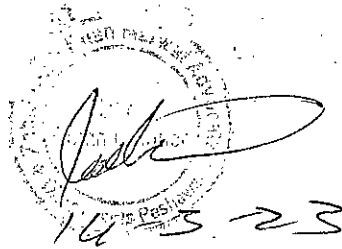
.....Respondents

AFFIDAVIT

I, Mr. Islam Ud Din S/o Umer Jan, Belt No 2112,
R/o Post office Kalkot, Lalmoti Bala Tehsil Sherengal, District Upper
Dir, do hereby solemnly affirm and declare on oath that the
contents of the accompanying **Service Appeal** are true and
correct to the best of my knowledge and belief and nothing has
been concealed from this Tribunal.

اسلام الودين

DEPONENT


14/3/23

6

BEFORE THE KPK SERVICES TRIBUNAL, PESHAWAR

Service Appeal No. _____/2023

Mr. Islam Ud Din

.....Appellant

V E R S U S

Government of KPK through Chief Secretary & Others

.....Respondents

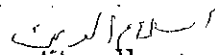
ADDRESSES OF PARTIES

APPELLANT

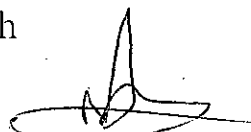
Mr. Islam Ud Din S/o Umer Jan, Belt No 2112,
R/o Post office Kalkot, Lalmoti Bala Tehsil Sherengal, District Upper
Dir.

RESPONDENTS

1. Govt of Khyber Pakhtun Khwa, Through Chief Secretary Khyber Pakhtun Khwa, Civil Secreteriate Peshawar.
2. The Deputy Inspector General of Police Malakand Region Malakand.
3. The Provincial Police Officer Khyber Pakhtun Khwa, Civil Secreteriate Peshawar.


Appellant

Through


Muhammad Anwar Khan
(Pashton Ghari)
Advocate High Court

Date: 14/3/2023

7-11-09
9

OFFICE ORDER.

Consequent upon their selection by Joint team consisting of Officers, Civil Administration, Special Branch, Police and Army Authority have been pleased to approve the following candidates as Special Police force in Dir Upper District on the following term and condition with effect from 01/08/2009.

S.No	Name	F/ Name	Residence	Union Council	No
1.	Ajmal	Shujamat Khan	Duryal	Akhagram	SPO-1
2.	Toti Rehman	Gul Sherawan	Akhagram	Akhagram	SPO-2
3.	Ikram	Asfandyar	Akhagram	Akhagram	SPO-3
4.	Bakht Rehman	Gujar	Karkabanj	Akhagram	SPO-4
5.	Usman Ali Shah	Gul Bacha	Akhagram	Akhagram	SPO-5
6.	Hamid Gul	Sarzamin	Akhagram	Akhagram	SPO-6
7.	Bacha Rehman	Shad Muhammad	Bagh Manzai	Akhagram	SPO-7
8.	Amjad Khan	Abdur Rehman	Akhagram	Akhagram	SPO-8
9.	Akbar Ali Shah	Haji Qadar	Kumira	Akhagram	SPO-9
10.	Imran	Muzafar	Kumira	Akhagram	SPO-10
11.	Jan Badshah	Khaista Bacha	Shinkarai	Akhagram	SPO-11
12.	Rab Nawaz	Shah Tamaz	Akhagram	Akhagram	SPO-12
13.	Zahid Nawaz	Shah Tamaz	Akhagram	Akhagram	SPO-13
14.	Amjad Ali	Muhammd Gran	Akhagram	Akhagram	SPO-14
15.	Farooq	Qadir Khan	Akhagram	Akhagram	SPO-15
16.	Sher Bacha	Asfandyar	Akhagram	Akhagram	SPO-16
17.	Fazal Islam	Khair Muhammad	Durayal	Akhagram	SPO-17
18.	Tahir Zeb	Umar Zeb	Shinkarai	Akhagram	SPO-18
19.	Muhammad Jamil	Salarzay	Akhagram	Akhagram	SPO-19
20.	Muhammad Farooq	Muhibarak Said	Duryal	Akhagram	SPO-20
21.	Muhammad Alam	Muhammad Khan	Kumira	Akhagram	SPO-21
22.	Hjaz Ullah	Gul Bar Zaman	Kumira	Akhagram	SPO-22
23.	Saeed Ullah	Mir Aslam	Khunanu tangay	Akhagram	SPO-23
24.	Muhammad Nazir	Akbar Zada	Khunanu Tangay	Akhagram	SPO-24
25.	Nasib Ullah	Rahim Ullah	Khunanu Tangay	Akhagram	SPO-25
26.	Isiam Amin	Mokamin	Zaku	Akhagram	SPO-26
27.	Khan Badshah	Muhammad Yousaf	Kumira	Akhagram	SPO-27
28.	Zakir Ullah	Muhammad Amin	Shinkarai	Akhagram	SPO-28
29.	Noor Zaman	Muhd Said Khan	Bagh Pashta	Pashta	SPO-29
30.	Ali Muhammad	Sher Muhammad	Gal	Pashta	SPO-30
31.	Mushtaq Ahmad	Muhd. Younas	Gal	Pashta	SPO-31
32.	Asghar Khan	Sultan	Pashta	Pashta	SPO-32
33.	Sultan Zeb	Habib Zar	Pashta	Pashta	SPO-33
34.	Hayat Muhammad	Rozi Muhammad	Gal	Pashta	SPO-34
35.	Hazrat Ullah	Davaish	Pashta	Pashta	SPO-35
36.	Hussain Ahmad	Ali Rehman	Mitrora	Pashta	SPO-36
37.	Muhammad Ayaz	Ghulam Muhammad	Gal	Pashta	SPO-37
38.	Salar	Pas Muhammad	Maluk Banda	Wari	SPO-38
39.	Farman Ali	Kabir	Dskor	Wari	SPO-39
40.	Gul Wahab	Muhammad Zarin	Wari Payeen	Wari	SPO-40
41.	Wiqar Ahmad	Muhammad Alam	Wari Payeen	Wari	SPO-41
42.	Gul Rehman	Fida Rehman	Tangai	Wari	SPO-42
43.	Hanif ur Rehman	Aziz ur Rehman	Maluk Banda	Wari	SPO-43
44.	Wajid Khan	Gul Dar Khan	Daskur	Wari	SPO-44
45.	Murad	Ghulam Muhd.	Daskur	Wari	SPO-45
46.	Hayat Khan	Pas Muhammad	Tangai	Wari	SPO-46
47.	Imran	Wilayat Khan	Wari	Wari	SPO-47
48.	Imtyaz Ahmad	Niaz Muhammad	Kakad	Wari	SPO-48
49.	Shah Zaman	Muhammad Rasul	Shahibagh	Wari	SPO-49

8

407	Amin ullah	Aziz ur Rahman	Panakot	Qulandai	SPO-407
408	Azghar Kihan	Abdul Qadir	Sadiq Banda	Qulandai	SPO-408
409	Malik Jan	Itbar Jan	Dobando	Qulandai	SPO-409
410	Nizamuddin	Bacha Rahman	Lawari	Qulandai	SPO-410
411	Usman	Raza Khan	Bilanzai	Qulandai	SPO-411
412	Badshah Hazrat	Shah Alam Hazrat	Sadiq Banda	Qulandai	SFO-412
413	Muhammad Zari	Muhammad Sher	Shandal Bagh	Qulandai	SFO-413
414	Rahim Razaq	Ishpaq	Panakot	Qulandai	SPO-414
415	Iqbal Hussain	Amir Hussain	Qulandai	Qulandai	SPO-415
416	Said wazir	Sarfaraz	Qulandai	Qulandai	SPO-416
417	Bakht Shah Zeb	Bahadar Khan	Bind Panakot	Qulandai	SPO-417
418	Gul Nawaz	Saif ullah	Shandal bagh	Qulandai	SPO-418
419	Zewar Khan	Nadar Khan	Chiragalai	Sawni	SPO-419
420	Ghulam Qadir	Sultan Zarin	Seratai	Sawni	SFO-420
421	Nazir	Hamidudin	Dodba	Sawni	SPO-421
422	Inran Khan	Fazal Wahab	Dodba	Sawni	SPO-422
423	Hamayun	Ahmad Din	Seratai	Sawni	SPO-423
424	Azim Khan	Mutabar Khan	Garwonay	Shahikot	SPO-424
425	Acpn	Muhammad Saeed	Garwonay	Shahikot	SPO-425
426	Inayatul Haq	Muhammad Shah	Garwonay	Shahikot	SPO-426
427	Raiful	Mirza	Sunnai Galibagh	Shahikot	SPO-427
428	Saeed Ahmad	Muhammad Saeed	Garwonay	Shahikot	SPO-428
429	Ajmunir	Abdul Azim	Garwonay	Shahikot	SPO-429
430	Said Sultan	Gul Zarin	Tangu	Shahikot	SPO-430
431	Muhammad Hussain	Muhammad Faqir	Mannai	Barawal/B	SPO-431
432	Ikramullah	Fazal Jan	Sundrawal	Barawal/B	SPO-432
433	Asfandiyar	Sultan Khan	B/Bandai	Barawal/B	SPO-433
434	Muht: Rahman	Ghulam Rahim	Bandai Bala	Barawal/B	SPO-434
435	Said Munir Jan	Mian Jan	sundarawal	Barawal/B	SPO-435
436	Fazal Maula	Fazal Rahman	Bandai	Barawal/B	SPO-436
437	Noor Rahman	Dil Faroz	Bilchand	Barawal/B	SPO-437
438	Dawood Jan	Sultan Muht:	Sundrawal	Barawal/B	SPO-438
439	Habib ullah	Afzal Khan	Bilachand	Barawal/B	SPO-439
440	Abdur Rahman	Said Arif	Bilachand	Barawal/B	SPO-440
441	Hazrat Ussain	Hazrat Yousaf	Maidan Khwar	Barawal/B	SPO-441
442	Bakht Zarin	Abdul Ghafar	Sundrawal	Barawal/B	SPO-442
443	Inamul Haq	Abdul Hamid Jan	Bandai	Barawal/B	SPO-443
444	Zakir Ullah	Ghulm Yousaf	Tikerkot	Barawal/B	SPO-444
445	Nawab Zada	Salamat Khan	Shingara	Barawal/B	SPO-445
446	Muhib ud Din	Mirza ud Din	Lapakai	Dari Kand	SPO-446
447	Bakhti Rehman	Wazir	Dakai Khwar	Dari Kand	SPO-447
448	Waqif Khan	Muht: Ghwanday	Dakai Khwar	Dari Kand	SPO-448
449	Abdul Matin	Anwar Khan	Dakai Khwar	Dari Kand	SPO-449
450	Bacha Khan	Anwar Khan	Dakai Khwar	Dari Kand	SPO-450
451	Wazir Zada	Awsa Khan	Doon Bala	Sharingal	SPO-451
452	Rahman Zamin	Gul Zamin	Doon Bala	Sharingal	SPO-452
453	Munir Gul	Amin Gul	Doon Bala	Sharingal	SPO-453
454	Muhammad Zahir	Amir Zamin	Doon Bala	Sharingal	SPO-454
455	Islam ud Din	Muhammad Yar	Doon Bala	Sharingal	SPO-455
456	Irfan ullah	Muhammad Hayat	Doon Bala	Sharingal	SPO-456
457	Umsan Zada	Atiq Khan	Doon Bala	Sharingal	SPO-457
458	Naik Muhammad	Muslim Khan	Doon Bala	Sharingal	SPO-458
459	Sabir Khan	Abdur Rahim	Doon Bala	Sharingal	SPO-459
460	Muhammad Zada	Juma Gul	Doon Bala	Sharingal	SPO-460
461	Gul Sala Khan	Gul Azim	Doon Bala	Sharingal	SPO-461
462	Nasir Khan	Fazal Rabi	Sheringal	Sharingal	SPO-462
463	Bakht Zaman	Sher Zada	Doon Bala	Sharingal	SPO-463
464	Bakhtyar Khan	Gulab Khan	Doon Baia	Sharingal	SPO-464

586	Muhammad Nabi	Hazrat Umar			
587	Abdul Shakur	Said Faqir	Thall	Kalkot	SPO
588	Aziz Ullah	Aman Ullah	Thall	Kalkot	SPO
589	Jamshid	Sajad Khan	Lamotai	Kalkot	SPO
590	Muhd: Nawab	Mirza Khan	Lamotai	Kalkot	SPO
591	Noor Rehman	Abdul Qayum	Lamotai	Kalkot	SPO
592	Rahim Ullah	Mahib Ullah	Lamotai	Kalkot	SPO
593	Izzat Faqir	Umar Faqir	Lamotai	Kalkot	SPO
594	Saif ur Rehman	Muhammad Ayub	Lamotai	Kalkot	SPO
595	Wazir Muhd:	Taza Khan	Lamotai	Kalkot	SPO
596	Habib Khan	Ajim Khan	Lamotai	Kalkot	SPO
597	Muhammad Afzal	Toor Bacha	Lamotai	Kalkot	SPO
598	Aman Ullah	Mahabat Khan	Thall	Kalkot	SPO
599	Sami Ullah	Abdullah	Thall	Kalkot	SPO
600	Sultan Zarin	Juma Faqir	Lamotai	Kalkot	SPO
			Thall	Kalkot	SPO

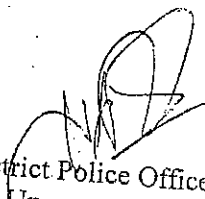
TERM AND CONDITION

- The appointees will be on contract for 2 years in service and on adhoc Basis for not more than 2 year in a stretch with no pension, gratuity benefits and that the competent Authority may terminate from service as Special Police Officer with out showing any reason and notice.
- The appointees shall not demand or mark and excuse for only emolument of Rs. 10,000/ rupees per month.
- The appointees shall wear the uniform issued by the department and responsible for maintainance and safty of weapon issued by the department.
- The appointees shall be responsible before any senior Police Officer for any act of cowardice or irregularity, indiscipline or misconduct.
- The appointees shall not leave the job with out a prior notice of 2 month as per rule.
- The appointees shall not invole in any political or criminal activities.
- The appointees shall undergo the basic training fixed by the superior Officer.
- The appointees shall not try to chang or convert the mater of duty.

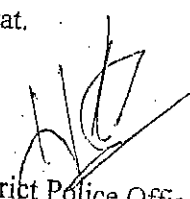
OB No 483
Dt: 23-8 /2009.


No

/EB, Dated Dir Upper, the
Copy of above is submitted for information to the:-
1. Provincial Police Officer N.W.F.P, Peshawar.
2. Deputy Inspector General of Police Region III Saidu Sharif Swat.


District Police Officer,
Dir Upper.

/2009.


District Police Officer,
Dir Upper

AH 954




Ammer (B) 10

Government of Khyber Pakhtunkhwa
Home & Tribal Affairs Department
Dated Peshawar the April 8th, 2020

Ammer 10-12

NOTIFICATION

No. SO (Budget)/57/15-29/2016 Vol-II: In pursuance of the provisions contained in Section 3 read with Section 5 of the Khyber Pakhtunkhwa Special Police Officers (Regularization of Services) Act, 2019 (Khyber Pakhtunkhwa Act No. XXVII of 2019) and on the recommendation of Provincial Police Officer, Khyber Pakhtunkhwa and approval of the Provincial Cabinet, the Home and Tribal Affairs Department is pleased to notify herewith regularization of the following Special Police Officers (SPOs) working in District Dir Upper under DDO Code DA4015- Law & Order Dir Upper as Constables (BPS-07) with effect from 01-03-2020:

S.No	Name	Father Name	Beit No.
1	Mohammad Rahim Khan	Toti Rahman	1
2	Toti Rahman	Gul Sher Rahman	2
3	Saba Gul LSPF	Shamsier	3
4	Habib Ullah	Abdul Latif Khan	4
5	Badshah Rahman	Shad Mohammad Khan	7
6	Akber Ali Shah	Haji Bahadar	9
7	Saz Bahadar	Mohammad	10
8	Ibrar Hussain	Gul Nawaz Khan	11
9	Rasool Wali	Said Hazrat	13
10	Ali Akbar	Bazir Khan	14
11	Anwar Zada	Anwar Khan	15
12	Sher Badshah	Aslam Khan	16
13	Badshah Ravan	Sher Zada	18
14	Darvish Khan	Pinda Mans Khan	19
15	Sadam Hussain	Itbar Said	20
16	Muzafar Khan	Mohammad Khaliq	21
17	Gulab Gul	Amar Khan (Husband)	22
18	Khalid Khan	Mohammad Khan	23
19	Mohd Nazir	Akbar Zada	24
20	Nasib Ullah Khan	Rahim Ullah Jan	25
21	Khan Bacha	Mohammad Yousaf	27
22	Zakir Ullah	Mohammad Amin Khan	28
23	Abdur Rahman	Jehan Badshah	29
24	Ali Muid Khan	Sher Mohammad Khan	30
25	Zarshed Khan	Jarshed Khan	31
26	Asghar Khan	Sultan	32
27	Aziz ur Rahman	Aman Ullah	33
28	Hazrat Ali	Wazir Ullah	34

AH gtaga

11

478	Fatma Bibi LSPF	Sher Nazir (Husband)	530
479	Muht Raziq	Akram Jan	531
480	Salman Khan	Anwar Zeb Khan	532
481	Ishan Ahmad	Fazal Khan	533
482	Ghulam Ishaq	Jamsheed Khan	534
483	Muht ur Rehman	Khaista Rahiman	535
484	Sherin Nabi	Mohammad Said Khan	536
485	Muht Khien	Amin Khan	537
486	Shafi Ullah	Zamin Khan	538
487	Riaz	Said Ghulam	539
488	Muht Zaib	Mohammad Issa Khan	540
489	Abdul Islam	Shamis ur Rahman	541
490	Bakht Biland	Rasool Shah	542
491	Shafa uddin	Sultan Shah	543
492	Ihsan Ullah	Dilaram Khan	544
493	Kefayat Ullah Khan	Dilaram Khan	545
494	Mukhtyar Ahmad	Sultan Yousaf	546
495	Muht Ali	Ajdar Khan	547
496	Aziz Ullah	Shamshi Khan	548
497	Fazal Yousaf Khan	Khan Jan	549
498	Muht Nader Jan	Sadiq Jan	550
499	Naik Muht	Abdul Sattar	551
500	Sardar Hussain	Mohammad Rahman	552
501	Basher Ahmad	Gul Azim Khan	554
502	Nasru Din	Said Mohammad	555
503	Muht Sartaj	Fazal Hadi	556
504	Shah Nasim Khan	Noor Mohammad	557
505	Zarwar Khan	Sultanat Khan	558
506	Juma Khan	Dilbar Shah	559
507	Saif ul Islam	Bahadar Khan	560
508	Gul Dilbar	Roshan Khan	561
509	Sher habib	Sultan Zarin	562
510	Muht Basher	Mohammad Mukhtyar	563
511	Meftah ud Din	Mohammad Khaliq	565
512	Bakht Rawan	Musafar Shah	566
513	Muht Haroon	Akbar Said	567
514	Islam ud Din	Umar Jan	568
515	Hazrat Bilal	Juma Khan	569
516	Umar Zada	Shams Uddin	570
517	Gul Sher	Mohammad Noor	571
518	Sher Zamin	Saif Ul Mulk	572
519	Shaukat Hayat	Fazal Hadi	573
520	Kaloom LSPF	Lali Khan	574
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522	Sher Zamin	Gul Rahman	576
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Secretary to Govt. of Khyber Pakhtunkhwa
Public & Tribal Affairs, Department

Under No. & date given

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4. The Regional Police Officer, Malakand.
5. The District Police Officer, Dir Upper.
6. The District Accounts Officer, Dir Upper.
7. PS to Home Secretary, Khyber Pakhtunkhwa.

SECRETARY

SECTION OFFICER (BUDGET)

OR No: 208
22-04-2020

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۱۳-۱۴ بجنور جناب آئی جی پی صاحب خیبر پختونخواہ پشاور

درخواست بحراو عطا یگی Back Benefit از 2009ء و

شامل فرمانے Contract Back Service

Period برائے آئشن

جناب عالی! سائل حسب ذیل عرض رساں ہے۔

1- یہ کہ سائل 2009ء میں SPO بھرتی ہوئے تھے اور پشاور ہائی کورٹ نے 2017ء میں

مستقل کرنے کا فیصلہ فرمایا تھا۔

2- یہ کہ محکمہ پولیس نے یکم مارچ 2020ء کو مستقل کرنے کا آرڈر فرمایا ہے۔

لذا استدعا ہے کہ سائل کو برطابق قانون بھرتی کی تاریخ سے Regular

کرنے کا حکم صادر فرمایا جاوے۔

اسلام آباد 23-11-2021

اسلام آباد دلبر خان بلبل 23-11-2021

Amnec
AS

16
عزت صاحب حساب کے پاس سے رقمیں منسوخ کر کے
پشاور

درخواست ہو اور آڈیٹ فرمائے Paramameu کرے

جناب عالی
1۔ یہ رقمیں سال 2009 میں منسوخ ہوئیں
خوریس میں کٹتے سے ہی لے کر لے گئے تھے
2۔ یہ رقمیں سال 2013-20 میں ریگولر
کیا گیا ہے۔

3۔ یہ رقمیں سال 2009 سے لے کر سال
2013-14 تک سرورس ریگولر فرمائے کا حکم
ہواد فرمائیں۔

اسلام آباد
13-12-2020

اسلام الدین ولد محمد جان بلوچ 2112
ڈیڑا خانہ فلائٹ سٹینڈ لال موٹی مال
کلی سٹریٹ منگل علی البردیسر

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Annex D

15-22

Annex H 31-48

Complete Case Judgment

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R.L.D 2016 Supreme Court 534

Presents: Anwar Zaheer Jamali, C.J.; Mian Saqib Nisar; Amir Hani Muslim, Iqbal Hameedur Rahman and Khilji Arif Hussain, JJ

Civil Appeal No. 1072/2005

CHAIRMAN, PAKISTAN RAILWAY, GOVERNMENT OF PAKISTAN, ISLAMABAD and others--Appellants

Versus

SHAH JEHAN SHAH--Respondent

(On appeal against the judgment dated 29-12-2003 passed by the Federal Service Tribunal, Islamabad in Appeal No: 6(P)/CS/2003)

Civil Appeal No. 686/2012

Mst. ROBINA SHAHEEN--Appellant

Versus

DIRECTOR EDUCATION (E&S) KHYBER PAKHTUNKHWA and others--Respondent

(On appeal against the judgment dated 9-4-2012 passed by the KPK Service Tribunal, Peshawar, in Appeal No: 1539/2009)

Civil Appeals Nos. 1072 of 2005 and 686 of 2012, decided on 14th April, 2016.

(a) Interpretation of statutes ---

---When a word had not been defined in the statute, its ordinary dictionary meaning was to be looked at.

(b) Words and phrases ---

---"Count"---Definition.

Chambers 21st Dictionary and Oxford Advanced Learner's Dictionary of Current English 7th Edn. ref.

(c) Civil Service Regulations (CSR)---

---Art. 371-A---Pensionary benefits---Government servants rendering temporary service in a temporary establishment for more than five years---Entitlement to grant of pensionary benefits within the meaning of Art. 371-A of the Civil Service Regulations (CSR)---Scope---Article 371-A of the Civil Service Regulations (CSR) would not ipso facto or simpliciter allow government servants rendering temporary service in a temporary establishment for more than five years to be entitled to grant of pension. If other such period would only be counted towards such government servants' pension if otherwise entitled to pension. Mir Ahmad Khan v. Secretary to Government and others (1997 SCMR 1477) declared to be per incuriam]

Service rendered for more than five years as contemplated by Article 371-A of the Civil Service Regulations (CSR) would only be added, included, or taken into account for the purposes of pensionary benefits, and not make such government servant qualify for pension per se. Article 371-A of Civil Service

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Regulations (CSR) by itself did not provide for the entitlement for the purposes of pension, rather it was restricted to the counting of the period of a minimum of five years which had been rendered by the temporary employee that once he was appointed on a permanent basis, such period (of five years) shall be taken into account for the object of calculating his entitlement to pension with respect to the requisite minimum period under the law.

Mir Ahmad Khan v. Secretary to Government and others 1997 SCMR 1477 declared to be per incuriam

Article 371-A cannot be used as a tool to bypass the conditions for qualifying service of pensionary benefits, and such government servant had to fulfill the minimum number of years for grant of pension. This was due to the use of the word "count" as opposed to "qualify" or "eligible" in Article 371-A of the Civil Service Regulations (CSR).

It was absurd, ludicrous and inconceivable that a government servant who was in regular employment, would become entitled to pension after serving the minimum years of qualifying service as prescribed by the law, whereas while interpreting Article 371-A of the Civil Service Regulations (CSR), a government servant who had served as a temporary employee could be given preference over a regular employee, and after a minimum service of only five years would automatically become entitled to pension. Holding so would be against the object and spirit of the concept of pension.

P. D.2013 SC 829 ref.

(d) Civil Service Regulations (CSR)---

---Art. 371-A---Pensionary benefits---Government servants rendering temporary service in a temporary establishment---"Temporary establishment"---Meaning---Temporary establishment could be said to mean an organisation or institution which was not permanent, rather effective for a certain period only.

Hafiz S.A. Rehman, Senior Advocate Supreme Court for Appellants (in C.A. No.1072 of 2005).

Riaz Sherpao, Advocate Supreme Court and Mir Adam Khan, Advocate-on-Record for Appellant (in C.A.No.686 of 2012).

Abdur Rehman Siddiqui, Advocate Supreme Court for Respondent (in C.A. No.1072 of 2005).

Ijaz Anwar, Advocate Supreme Court and M.S. Khattak, Advocate-on-Record for Respondent No.5 (in C.A.No.686 of 2012).

Waqar Ahmed Khan, Addl. A.G. (on behalf of Khyber Pakhtunkhwa).

Dates of hearing: 14th and 15th March, 2016.

JUDGMENT

MIAN SAQIB NISAR, J:- These appeals, by leave of the Court, involve a similar question of law, hence are being disposed of together. The key question involved herein is whether persons who have rendered more than five years' service in a temporary establishment are entitled to the grant of pensionary benefits within the meaning of Article 371-A of the Civil Service Regulations (CSR), and a re-visitation of the judgment of this Court reported as Mir Ahmad Khan v. Secretary to Government and others (1997 SCMR 1477).

Civil Appeal No.1072/2005:

2. This appeal contains the facts in that the respondent was appointed as an Assistant Executive Engineer

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Complete Case Judgment

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in any way fall within the meaning and purview of "temporary establishment". Thus the respondent could not rely upon Article 371-A of the CSR. Besides, if hypothetically speaking Pakistan Locomotive Factory Risalpur was a temporary establishment even then the respondent would not be able to take the benefit of Article 371-A (supra) as he otherwise does not qualify for pensionary benefits having not been subsequently taken into permanent employment, which is sine qua non for the grant thereof.

8. Adverting to the law laid down in the case of Mir Ahmad Khan (supra) wherein it was held:-

"Admittedly, the appellant put in more than ten years' temporary service before his services were terminated he was, therefore, entitled to pensionary benefits under Regulation-371-A(i) of Civil Service Regulations."

In light of the discussion in paragraph No.6, the judgment delivered in Mir Ahmad Khan's case (supra) is declared to be per incuriam.

9. In view of the foregoing, we find that the respondent was not entitled to the grant of pensionary benefits in terms of Article 371-A of the CSR, and the learned Service Tribunal had erroneously allowed him pension by wrongly relying upon the case of Mir Ahmad Khan (supra) which is declared to be per incuriam.

10. The above are the detailed reasons for our short order of even date whereby the appellants' appeal was accepted and the impugned judgment was set aside, which reads as follows:-

"We have heard the arguments of learned ASCs for the parties. For the reasons to be recorded later, this appeal is allowed, the impugned judgment of the Federal Service Tribunal dated 29.12.2003 is set aside and the service appeal preferred by the respondent is dismissed."

Civil Appeal No.686/2012:

11. The brief facts of the instant appeal are that the appellant was a Professional Teaching Certification (PTC) Teacher in the Commissionerate for Afghan Refugees, Peshawar (Commissionerate), from 28.2.1987 to 17.1.2005, i.e. approximately 18 years. During her employment at the Commissionerate, she applied for two months leave on 20.1.2004, after which she was appointed as a PTC Teacher in the Schools and Literacy Department, Government of Khyber Pakhtunkhwa (department) and she assumed charge of her post on 25.1.2004 and tendered her resignation with the Commissionerate on 10.1.2005. Thereafter she filed a departmental appeal to respondent No.1 claiming that her 18 years' service with the Commissionerate be counted for the purposes of her pension, which (departmental appeal) was accepted vide order dated 24.6.2008. However, the said order stated that her 10 years' service be counted towards calculation of her pension, as opposed to 18 years, which the appellant was dissatisfied with thus she filed a corrigendum application for correction of the said mistake. However, in response, the department on 20.7.2009 informed the appellant that her prior service with the Commissionerate could not be counted towards her pension. Aggrieved, the appellant filed an appeal before the learned Khyber Pakhtunkhwa Service Tribunal which was dismissed vide the impugned judgment dated 9.4.2012 whereafter she approached this Court. Leave was granted on 5.7.2013 in the following terms:-

"..... Prima facie, it is difficult to understand that admittedly when the petitioner had served for a period of about 18 years in the Commissionerate and thereafter joined the Education Department and initially the Education Department had also accepted her claim allowing computing of her previous service for the purpose of pension then what prevailed with the department subsequently in disallowing continuity. In view of the judgment cited by the learned counsel in the case of Zafar Shah (2003 SCMR-686) in such like circumstances, continuity for the purpose of extending the benefit of pension is permissible.

3. Inter alia, to examine this aspect of the case, leave to appeal is granted in this case...."

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Subsequently on 19.9.2013, it was decided that this case was to be heard along with Civil Appeal No.1072/2005 before the larger bench as they both involved similar questions of law.

12. Learned counsel for the appellant primarily submitted that the time spent at the Commissionerate is to be counted towards her pension in terms of Article 371-A of the CSR.

13. On the other hand, learned counsel for the respondents stated that due to the special facts and circumstances prevalent at that time, the decision rendered in the case of Mir Ahmad Khan (supra) is good law; however in the instant matter, the appellant is not entitled to inclusion of the period she spent as an employee of the Commissionerate for the purposes of pensionary benefits for the reason that she was in fact a project employee of a non-governmental organisation called Basic Education for Afghan Refugees (BEFAR), and not an employee of the Federal Government, and that she had resigned from the Commissionerate on 10.1.2005 after which she joined the department.

14. Learned Additional Advocate General, KPK adopted the arguments of Mr. Hafiz S. A. Rehman, learned counsel for the appellants in Civil Appeal No.1072/2005.

15. Heard: The appellant's main grievance is that the eighteen years she spent at the Commissionerate be counted towards her service at the department for the purposes of the grant of pensionary benefits as per Article 371-A of the CSR, suffice it to say that the Commissionerate for Afghan Refugees does not in any way fall within the meaning of "temporary establishment" as defined in Civil Appeal No.1072/2005 above to mean an organisation or institution which is not permanent, rather effective for a certain period only as described. Even otherwise, the appellant's service with the department was temporary and on a contract basis, and there is nothing on the record which suggests that she was subsequently confirmed or made permanent within the department. Therefore keeping in view the interpretation of Article 371-A of the CSR explained above with regard to Civil Appeal No.1072/2005 in that the said article would not ipso facto allow government servants rendering temporary service in a temporary establishment for more than five years to be entitled to grant of pension, rather such period would only be counted towards such government servants' pension if, otherwise entitled to pension, we are of the opinion that the appellant is not entitled to pensionary benefits as claimed by her.

16. In light of the above, we find no infirmity in the impugned judgment warranting interference by this Court, therefore this appeal is dismissed as being devoid of merit.

MWA/C-6/S

Appeal dismissed.

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2018 S C M R 64

[Supreme Court of Pakistan]

Present: Gulzar Ahmed and Sajjad Ali Shah, JJ

ABDUL JABBAR and others---Appellants

Versus.

GENERAL MANAGER (PERSONNEL) PAKISTAN RAILWAYS and others---
Respondents

Civil Appeals Nos. 17-K to 42-K of 2017, decided on 16th November, 2017.

(Against the consolidated order dated 26.8.2016 passed by the Federal Service Tribunal Islamabad in 94(K)CS/16 to 119(K)CS/16)

(a) Civil Servants (Appeal) Rules, 1977---

---R.4(1)---Appeal from an 'order' passed by an authority---"Order"---Scope---For preferring an appeal in terms of R. 4 of the Civil Servants (Appeal) Rules, 1977, there had to be an order altering, interpreting to a civil servant's disadvantage, reducing or withholding his maximum pension and allowance; --In such grievances/proceedings no particular form of order was required and even pension fixation notices could be treated as an order for the purposes of availing the remedy of appeal under R. 4 of the Civil Servants (Appeal) Rules, 1977.

(b) Civil Servants (Appeal) Rules, 1977---

---Pensionary rights, claim for---Limitation---Grievance in respect of pensionary benefits was a recurring cause, consequently, limitation could not come in the way of such relief--- Where, however, such pensionary benefit was altered or interpreted to the disadvantage of a civil servant or his pension was reduced or his maximum pension was withheld including an additional pension admissible to him under the rules then his grievance to that extent had to be regulated in terms of R. 4(1) of the Civil Servants (Appeal) Rules, 1977.

Chief Executive Progressive Paper Ltd. The Chairman National Press Trust, Islamabad v. Sh. Abdul Majeed 2005.PLC (C.S.) 1419 ref.

Muhammad Khalil Dogar, Advocate Supreme Court and Mazhar Ali B. Chohan, Advocate-on-Record for Appellants (in all cases).

Sanaullah Noor Ghouri, Advocate Supreme Court and Ms. Rana Khan, Advocate---

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on-Record for Respondents.

Date of hearing: 16th November, 2017.

ORDER

SAJJAD ALI SHAH, J.---The appellants who are retired civil servants have impugned the order of the Service Tribunal dated 26.8.2016 declining the reckoning of increment by way financial relief of Rs. 300/- per month in the monthly salary for computing, pensionary emoluments from the date of retirement for want of impugned order as required by section 4(1)(a) of the Service Tribunals Act, 1973.

2. Briefly, the Prime Minister's Secretariat on 11.3.1997 issued an U.O. No.16(P)PMDIR/931/97 in compliance of Prime Minister's address to the Nation on 23.2.1997 regarding financial relief of Rs.300/- per month to the low paid employees. The appellants were allowed such relief till the date of their retirement but such benefit was not included in their last pay for commuting pension and other post-retirement benefits on the ground that it was an ad hoc relief. It appears that the appellants, in the year 2016, filed departmental appeals and after getting no response approached the Service Tribunal. The Tribunal, after hearing the parties, through the impugned order, dismissed their appeals by holding that "there is a yawning gap of over eighteen years since the appellant retired w.e.f. Feb, 1998. The appellant should have come within the statutory period as prescribed under Rule-4 of the Service Tribunals Act, 1973, when came to know that Rs.300/- per month announced by the Prime Minister had not been computed in the pensionary benefits" and that "it is admitted position that in the facts at hand there is no impugned order; hence, appeal filed by the appellant is hit by section 4(1)(a) of the Service Tribunal Act, 1973. When there is no impugned order, there should be no representation or appeal, hence, as a corollary no appellate order".-

3. Leave was granted by this Court vide order dated 27.1.2017 which reads as under:-

"that the non or deficient grant of pension is a recurring cause of action and thus to hold that the petitioners have been sleeping over their rights since long; besides that they have failed to avail any departmental remedy such as that of appeal or representation is misconceived because no departmental appeal to a retired employee for pensionary benefits is available under the law and thus a civil servant aggrieved of the short payment or non-payment of the pensionary benefits can directly approach the learned Service Tribunal for the claim of their pensionary benefits. Leave is granted to consider the above."

4. Learned ASC for the appellants contended that this Court in the case of Managing Director, Pakistan Railways, Carriage Factory, Islamabad v. Muhammad Asghar (2003 SCMR 1037) has held that the increase of Rs.300/- per month announced by the Prime

Minister in his address to the nation granting financial relief to the low paid employees was neither ad hoc nor a temporary relief and was liable to be included for calculating pension and other post-retirement benefits and, therefore, the Tribunal has erred in rejecting the appellants' claim for want of the impugned order. Per counsel since the pensionary benefit being terms and conditions of the service and available under the law, therefore, the civil servants aggrieved of short payment or non-payment of pensionary benefits could directly approach the Service Tribunal to claim such benefits or their short fall and that there was no requirement of any impugned order.

5. On the other hand, learned counsel for the respondents initially tried to argue that the relief so allowed in consequent to the Prime Minister's address was an ad hoc relief but in view of the pronouncement of this Court in the case of Managing Director, Pakistan Railways, Carriage Factory, Islamabad (supra), did not press this argument, however, contended that the claim is hit by laches and, therefore, was rightly declined. It was lastly submitted that since such relief was discontinued w.e.f. 1.12.2001 vide Finance Division's O.M. No.F(1)(5)IMP 2001 dated 4.9.2001 on introducing revised pay scales, therefore, the employees who retired after 1.12.2001 were not entitled to such benefit. However, the entitlement of the appellants to the relief claimed was not disputed on factual plane.

6. In response, learned ASC for the appellants submitted that none of the appellant retired after 1.12.2001, therefore, such submission is not even relevant for the purposes of instant controversy.

7. We have heard the contentions of learned counsel for the respective parties and have perused the record. The procedure to be followed by a civil servant in case where his conditions of service in respect of pay, allowances or pension are altered, interpreted to his disadvantage, reduced or withheld etc. is detailed in section 4(1)(a) to (c) of the Civil Servants (Appeal) Rules, 1977, which reads as under:-

"4.(1) A civil servant shall be entitled to appeal to the appellate authority from an order passed by an authority which -

- (a) alters to his disadvantage, his conditions of service, pay, allowances or pension; or
- (b) interprets to his disadvantage the provisions of any rules whereby his conditions of service, pay, allowances or pension are regulated; or
- (c) reduces or withholds the maximum pension, including an additional pension, admissible to him under the rules governing pensions; or
- (d)

8. Perusal of the reproduced provision reflects that a civil servant has to file an appeal

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respondents on two counts; firstly, that after determination of this controversy by this Court in above referred case where the respondents' unsuccessfully had challenged the inclusion of such financial relief towards pensionary benefits, it was their bounden duty to include such benefit at least in the cases of employees who, like the present appellants, were entitled to such relief even if their argument of discontinuation of such relief on 1.12.2001 i.e. upon introduction of revised pay scales is accepted. Secondly, neither the representation of the appellants was rejected by the respondents on the ground of being barred by time nor the Service Tribunal gave any specific finding or held the petition barred by time.

14. In the instant case the employees of the respondent/Pakistan Railways who were granted relief by this Court in the case of Managing Director, Pakistan Railways, Carriage Factory, Islamabad (supra) had preferred representation by treating the pension fixation notices as an order interpreting the financial relief of Rs.300/- P.M. to their disadvantage. The Tribunal accepted their appeal by redressing their grievances and directing the respondent/Pakistan Railways to include the financial relief of Rs.300/- P.M. allowed by the Prime Minister in reckoning their pensionary benefits which order was maintained by this Court in the judgment referred and reproduced above. Following their colleagues, the appellants herein instead of filing appeal in terms of Rule 4 of the Civil Servants (Appeal) Rules, 1977, had moved the representation to the appellate authority which could be treated as an un-responded appeal, had approached the Tribunal which, in our opinion, appears to be sufficient compliance of section 4(1)(1) of the Service Tribunals Act, 1973 specially when the claim of the appellants was backed by the judgment of this Court.

15. In the foregoing circumstances, all these appeals are allowed and the respondent/Pakistan Railways is directed to include the financial relief of Rs. 300/- P.M. for computing post retirement benefits. Parties to bear their own costs.

MWA/A-36/SC

Appeals allowed.

Attested by



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Annex F
23-25

[Punjab Service Tribunal]
Before Justice (R) Abdul Sami Khan, Chairman
FAREEHA REHMAN and others

Versus

PROVINCE OF PUNJAB through Secretary Higher Education and others

Service Appeals Nos. 2730 to 2742, 2946 to 2978 and 4058 to 4065 of 2016, decided on 19th July, 2018.

Punjab Service Tribunal Act (IX of 1974)---

---S. 4---Constitution of Pakistan, Art.25---Regularization in service---Back benefits---Discrimination---Appellants were lecturers appointed on contract basis for a period of 3 years---Grievance of appellants was that similarly placed other lecturers had been regularized---Validity---Appellants were appointed as female lecturers through departmental selection committee on contract basis for a period of 3 years---Contract services of appellants were extended from time to time without any break for about 15 years---Appellants were met with discriminatory treatment as same was established from facts and documentary evidence relied upon by appellants that other employees of Government of Punjab through different orders/notifications were regularized---Claim of appellants that their employments should have been regularized from date of initial appointments was refused which showed that they had been dealt with discrimination---Service Tribunal set aside orders passed by authorities as appellants were entitled for regularization from date of initial appointment as lecturers---Appeal was allowed in circumstances.

Muhammad Aslam Awan, Advocate Supreme Court v. Federation of Pakistan and others" reported as 2014 SCMR 1289 rel.

Muhammad Sajid Khan Tanoli for Appellant (in Appeals Nos.2730 to 2742 of 2016 and 2946 to 2978 of 2016).

Rizwana Anjum Mufti for Appellant (in Appeals Nos.4058 to 4065 of 2016).

Muhammad Arshad Naseer District Attorney.

ORDER

JUSTICE (R) ABDUL SAMI KHAN, CHAIRMAN.----Since common questions of law and facts are involved in the following appeals which are being disposed of through this single judgment:-

- I) Fareeha Rehman v. Province of the Punjab through Secretary Higher Education Department and others (Service Appeal No.2730/2016).
- II) Raheela Ghafoor v. Province of the Punjab through Secretary Higher Education Department and others (Service Appeal No.2731/2016).
- III) Zomra Ilyas v. Province of the Punjab through Secretary Higher Education Department and others (Service Appeal No.2732/2016).
- IV) Andleeb Iqbal v. Province of the Punjab through Secretary Higher Education Department and others (Service Appeal No.2733/ 2016).
- V) Noreen Akhtar v. Province of the Punjab through Secretary Higher Education Department and others (Service Appeal No.2734/ 2016).
- VI) Anjum Iqbal v. Province of the Punjab through Secretary Higher Education Department and others (Service Appeal No.2735/ 2016).
- VII) Humna Khanum v. Province of the Punjab through Secretary Higher Education Department and others (Service Appeal No.2736/ 2016).

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- L) Shazia Jabeen v. Province of the Punjab through Secretary Higher Education Department and others (Service Appeal No.4061/2016).
- LI) Rizwana Nazir v. Province of the Punjab through Secretary Higher Education Department and others (Service Appeal No.4062/2016).
- LII) Farzana Khan v. Province of the Punjab through Secretary Higher Education Department and others (Service Appeal No.4063/2016).
- LIII) Uzma Tariq v. Province of the Punjab through Secretary Higher Education Department and others (Service Appeal No.4064/2016).
- LIV) Ghazala Naz v. Province of the Punjab through Secretary Higher Education Department and others (Service Appeal No.4065/2016).

2. Appellants filed instant appeals under section 4 of the Punjab Service Tribunal Act, 1974 praying that the appellants may be regularized in their services w.e.f. their date of initial appointments with all back pensionary and other benefits and their previous length of service about 15 years be considered as a regular employee and seniority may also be fixed from the date of original appointments and the probation period may also be considered as regular service by way of setting aside the impugned order dated 9.5.2016.

3. Briefly, the departmental authorities established eight colleges during the period from 1998-1999 and the Director of Education (Colleges), Rawalpindi recruited 70 female lecturers along with other staff on contract basis through Departmental Selection Committee for a period of three years with the approval of the competent authority. The Higher Education Department extended their contract services from time to time but they were not regularized despite rendering long service without break. It is also mentioned that the services of other lecturers recruitment by the respondent department during this period were regularized gradually.

Appellants along with other female lecturers filed Writ Petitions Nos.2713/2009 and 2722/2009 in the Lahore High Court, Rawalpindi Bench, Rawalpindi for regularization of their services. The said writ petitions were accepted vide orders dated 4.4.2012 with the following direction:--

"For the reasons supra, both the writ petition are accepted and the respondents are directed to regularize the petitioners with immediate effect within a period of two months".

Thereafter, the respondent department filed I.C.A. No.155/2012 assailing the judgment dated 4.4.2012 which was dismissed vide order dated 16.5.2013, hence the judgment of the Hon'ble Lahore High Court, Rawalpindi Bench, Rawalpindi has attained finality.

In compliance of the order of the Hon'ble Lahore High Court, Rawalpindi Bench, Rawalpindi, appellants along with other lecturers who were on the strength of Higher Education Department on 4.12.2014 were regularized into government service with immediate effect vide Notification No.SO(CE-III)61-2/2009 dated 4.12.2014 and not from the date of their initial appointments.

Aggrieved of the notification dated 4.12.2014, appellant preferred departmental appeals which were not decided and later on, appellants filed Service Appeals Nos. 1788, 1790 to 1800 of 2015 and 2050 to 2090 of 2015 which were decided by this Tribunal vide order dated 18.2.2016 with direction to the Secretary, Higher Education Department, Government of the Punjab, Lahore to decide the pending representations/departmental appeals of the appellants within a period of 30 days.

In deference to the same, the Secretary, Higher Education Department, Government of the Punjab, Lahore vide order dated 9.5.2016 decided the representations/ departmental appeals of the appellants and refused the claim of the appellants as prayed. Hence these appeal.

4. I have considered the arguments of both parties and perused the record.

5. It is established from the record that the appellants were appointed as female lecturers through

AJA-2017

11/16/2021

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Ca idgement

<http://www.plsbeta.com/LawOnline/law/casedescription.asp?casede..>

Departmental Selection Committee in the year, 1998-99 on contract basis for a period of three years. The contract services of the appellants were extended from time to time without any break for about 15 years.

6. It has been noticed that the appellants were met with discriminatory treatment which is established from the facts and documentary evidence relied upon by the learned Counsel for the appellants that the other employees of the Government of the Punjab through different orders/ notifications were regularized but the claim of the appellants that their employment may be regularized from the date of initial appointments was refused which shows that they have been dealt with discrimination by the Higher Education Department, Government of the Punjab.

In this regard I may observe here that it has been settled by the Hon'ble Supreme Court of Pakistan that seniority of a civil servant was to be reckoned from the date of initial appointment and not from the date of conformation or regularization.

7. In this regard reliance can easily be placed on the judgment of the Full Bench of the Hon'ble Supreme Court of Pakistan titled as "Muhammad Aslam Awan, Advocate Supreme Court v. Federation of Pakistan and others" reported as 2014 SCMR 1289 held as under:-

"civil servant---Seniority of---Reckoned from date of initial appointment---In service matters, while considering the seniority of civil servants, the seniority was reckoned from the date of initial appointment and not from the date of confirmation or regularization".

8. For what has been discussed above, I came to the conclusion that the appellants were entitled for regularization from the date of their initial appointments as Lecturers, hence these appeals are allowed by setting the impugned orders.

MH/2/PST
Appeal allowed.

Attor-Lazr
NO

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SERVICE QUALIFYING FOR PENSION

1. **Conditions of Qualifications :-** The service of a Government servant does not qualify for pension unless it conforms to the following three conditions:-
- First:-** The Service must be under Government.
- Second:-** The service must not be Non-pensionable.
- Third:-** The service must be paid by Government from the Provincial consolidated fund.
- Rule.2.1.

SERVICE RENDERED AFTER RETIREMENT ON SUPERANNUATION PENSION.

Service rendered after retirement on superannuation pension/retiring pension shall not count for pension or gratuity. Note below Rule - 2.1

3. **Beginning of service:** Subject to any special rules, the services of civil servant being to qualify for pension when he takes over charge of the post to which he is first Rule 2.2.
4. **Temporary and officiating service:-** Temporary and officiating service shall count for pension as indicated below:-

- (i) Civil servants borne on temporary establishment who have rendered more than five years continuous temporary service shall count such service for the purpose of pension or gratuity: and
- (ii) Temporary and officiating service followed by confirmation shall be count for pension or gratuity .Rule 2.3.

CLARIFICATION OF PHRASE - QUALIFYING SERVICE

Temporary and officiating service followed by confirmation or temporary/officiating service exceeding five years qualifies for pension.

Some confusion seems to exist in some quarters as to how condonation of interruptions between two spells of temporary /officiating service may be regulated under rule 2.12 (1) of the West Pakistan civil services pension Rule. According to Rule 2.3 ibid temporary and officiating service followed by confirmation or temporary/ officiating service of more than five years counts for pension / gratuity.

The provisions of rule 2.12(1) take cognizance of only those cases where the government servant had prior to the interruption period of qualifying service towards pension/gratuity. The condonation of interruptions in service with a view to allowing past Non- qualifying temporary /officiating service to qualify for pension gratuity under rule 2.3 is not permissible.

In words condonation of interruption for pension gratuity in temporary officiating service is permissible only where the broken period of temporary officiating service is qualifying i.e. it exceeds five years or is followed by confirmation.

Where neither condition is fulfilled condonation of interrupt is not permissible.

To make it more clearly the following illustrations are given:-



WAKALAT NAMA

IN THE COURT OF

Islam ud Din

VERSUS Govt of KPK Through Chief Secretary & others

Accused/
Petitioner/ ✓
Appellant/
Plaintiff.

Respondent/ ✓
Defendant/
Complainant

FIR No. Dated: Police Station:

Charge U/s.
KNOW ALL to whom these presents shall come that I the undersigned appoint:

Mubammad Anwar Khan, (Pushton Ghari),

Advocate, High Court, Peshawar (herein after called the advocate) to be the Advocate for the Appellant/Petitioner in the above mentioned case, to do all the following acts, deeds and things or any of them, that is to say:

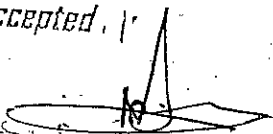
- 1) To act and plead in the above mentioned case in this court or any other Court in which the same may be tried or heard in the first instance or in appeal or review or execution or in any other stage of its progress until its final decision.
- 2) To sign, verify and present pleadings, appeals, cross - objections, petitions for execution, review, revision, withdrawal, compromise or other petition or affidavits or other documents as shall be deemed necessary or advisable for the prosecution of said case in all its stages.
- 3) To withdraw or compromise in the said case or submit to arbitration any difference or dispute that shall arise touching or in any manner relating to the said case.
- 4) To receive money and grant receipts therefore and to do all other acts and things which may be necessary to be done for the progress and the course of the prosecution of the said case.
- 5) To engage any 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 I hereby agree to ratify whatever the Advocate or his substitute shall do in the promises.
AND I hereby agree not to hold the Advocate or its substitute responsible for the result of the said case and in consequence of his absence from the court when the said case is called up for hearing.

AND I hereby that in the event of the whole or any part of the fee agreed by me to be paid to the Advocate remaining unpaid, He shall be entitled to withdraw from the prosecution of the said case until the same is paid.

IN WITNESS WHEREOF I hereunto set my hand to these presents the contents of which have been explained to and understood by me, this 13 day of 3 2023

Accepted, ✓



Mubammad Anwar Khan, (Pushton Ghari),

Advocate High Court, Peshawar.

Cell No:- 0333-9262374

اسلام الدين
Signature/ thumb impression
of party / parties.

Office Address:- Law Chamber No 127, New Bar Court, Judicial Complex, Peshawar