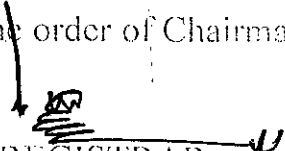


FORM OF ORDER SHEET

Court of _____

Case No. - 903 /2023

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	02/05/2023	<p>The appeal of Mst. Rehana Yasmeen resubmitted today by Mr. Junaid Anwar Khan Advocate. It is fixed for preliminary hearing before touring Single Bench at A.Abad on _____</p> <p>By the order of Chairman</p> <p> REGISTRAR</p>

The appeal of Mst. Rehanā Yasmeen DEO Female Mansehra Peshawar received today i.e. on 18.04.2023 is incomplete on the following score which is returned to the counsel for the appellant for completion and resubmission within 15 days.

- 1- Copy of Working Papers and Seniority list mentioned in para-2 of the memo of appeal are not attached with the appeal which may be placed on it.
- 2- Annexures-A, B and I of the appeal are illegible which may be replaced by legible/better one.

No. 1232 /S.T.

DL 19104 /2023.


REGISTRAR

SERVICE TRIBUNAL
KHYBER PAKHTUNKHWA
PESHAWAR.

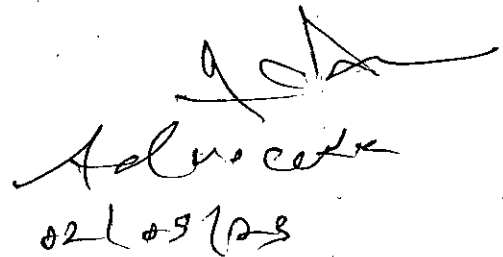
Mr. Junaid Anwar Khan Adv.
High Court Mansehra.

Objection removed and resubmitted
successfully.

02/05/23


Advocate

- ① in response to objection no 4 copy of working papers and seniority list are attached with appeal from page no 14 to 42 where individual position of every candidate is attached whereas appellat seniority is attached at Pg 29 and serial no 5 at Pg 30.
- ② Objection no 2 has been removed by producing better copies of the mentioned annexes successfully.


Advocate
02/05/23

BEFORE THE KHYBER PAKHTUNKHWA
SERVICE TRIBUNAL, PESHAWAR

Service Appeal No. 903 of 2023

Mst. Rehana Yasmeen.....APPELLANT

VERSUS

Chief Minister through Chief Secretary,
Khyber Pakhtunkhwa, Peshawar etc.
.....RESPONDENTS

SERVICE APPEAL


INDEX

S#	Particulars of documents	Annexure	Pages
1	Memo of Service appeal alongwith affidavit.	1- 10
2	Correct addresses of the parties.	11
3	Copy of the promotion in BPS-18.	"A"	12
4	Copy of the posting order of the appellant against the post of BPS-19.	"B"	13
5	Copies of the working paper placed before the PSB.	"C"	14- 38
6	Copy of the seniority list.	"D"	39- 42
7	Copy of the impugned promotion order dated 20.04.2022.	"E"	43
8	Copy of the departmental appeal.	"F"	44- 45
9	Copy of the order dated 31.05.2022.	"G"	46- 48
10	Attested copy of the order dated 16.03.2023.	"H"	49- 51
11	Copies of the judgment of the Honourable Peshawar high Court alongwith notification.	"I"	52- 57
12	Wakalat Nama.	58

Dated 12.04.2023

Mst. Rehana Yasmeen
.....Appellant

Through


JUNAID ANWAR KHAN,
Advocate Supreme Court,
Of Pakistan.

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

Service Appeal No. 903 of 2023

Mst. Rehana Yasmeen, District Education
Officer (Female), Mansehra
.....**APPELLANT**

VERSUS

1. Chief Minister through Chief Secretary,
Khyber Pakhtunkhwa, Peshawar.
2. Chief Secretary, Khyber Pakhtunkhwa,
Peshawar.
3. Government of Khyber Pakhtunkhwa
through Secretary, Elementary and
Secondary Education, Khyber
Pakhtunkhwa, Peshawar.
4. Director, Elementary and Secondary
Education, Khyber Pakhtunkhwa, Peshawar.
5. Mst. Shaheen Begum, Deputy District
Education Officer (Female), Dir Lower
.....**RESPONDENTS.**

**SERVICE APPEAL UNDER SECTION
4 OF THE KHYBER PAKHTUNKHWA
SERVICE TRIBUNAL ACT, 1974
AGAINST THE IMPUGNED ORDER
DATED 20.04.2022 WHEREBY THE
RESPONDENT NO.5 DESPITE BEING
JUNIOR THAN THE APPELLANT
WAS PROMOTED WHEREAS THE**

**APPELLANT WAS DEPRIVED FROM
HER RIGHT OF PROMOTION.**

PRAYER: -

On acceptance of the instant service appeal, the impugned order dated 20.04.2022 passed by the respondents may please be set aside and the respondents may please be directed to promote the appellant from BPS-18 to BPS-19 w.e.f. 20.04.2022 and the respondents may further be directed to pay salary of higher pay scale i.e. BPS-19 with effect from 22.04.2022 onwards or any other relief as this Honourable Tribunal deems fit and appropriate in the circumstances of the case, may also be issued/ passed.

Respectfully Sheweth!

1. That, the appellant belong to management cadre and is serving in BPS-18 w.e.f. 31.05.2019 to till date and presently the appellant is serving as District Education Officer

Kohistan upper
(Female), Manshra against the post
of BPS-19 w.e.f. 22.04.2020.

*(Copy of the promotion in BPS-18
and posting order of the appellant
against the post of BPS-19 are
annexed as annexure "A" & "B").*

2. That, the appellant has served the department with complete devotion and left no stone unturned in the smooth functioning of the respondents' department. That as per working paper as well as seniority list, the appellant is placed at S.No.19 whereas the respondent No.5 was placed at S.No.20 hence, the respondent No.5 is junior than the appellant.

*(Copies of the working paper placed
before the PSB and seniority list are
annexed as annexure "C" & "D").*

3. That, the respondents' department instead of promoting the appellant being senior, promoted the respondent No.5 in BPS-19 who is junior as per working paper and seniority list placed before the PSB. Impugned promotion order dated 20.04.2022 wherein the respondent

No.5 who despite junior than the appellant has been promoted in BPS-19 refers.

(Copy of the impugned promotion order dated 20.04.2022 is annexed as annexure "E").

4. That, the respondents department did not recommended the appellant for promotion in BPS-19 due to the reasons that an inquiry is pending against the appellant as per working paper for promotion.
5. That, feeling aggrieved, the appellant filed departmental appeal for redressal of his grievances on 25.04.2022 but respondents department did not bother to reply.

(Copy of the departmental appeal is annexed as annexure "F").

6. That, the appellant being aggrieved filed a Writ Petition before the Honourable Peshawar High Court, Bench Abbottabad which was listed on 31.05.2022 and Honourable court disposed off the writ Petition with the direction to respondents No.2 and 3 to consider the grievances of the appellant as raised

in the Writ Petition in accordance with law and in case if the grievance of the appellant could not be redressed then the respondents No.2 and 3 shall pass an appropriate order, at the earliest.

(Copy of the order dated 31.05.2022 is annexed as annexure "G").

7. That, later on, the respondents failed to implement the order of the Honourable Peshawar High Court, Bench Abbottabad constraining the appellant to file COC No.34-A of 2023 and the Honourable Court vide its order dated 16.03.2023 while treating the conduct of the respondents as refusal put the appellant at liberty to choose her remedy, available to her under the law.

(Attested copy of the order dated 16.03.2023 is annexed as annexure "H").

8. That, the appellant being aggrieved, seeks the gracious indulgence of this Honourable Tribunal by way of instant service appeal, inter alia, on the following grounds: -

GROUNDS

- i. That, the impugned order dated 20.04.2022 is wrong, illegal, against the law and facts, against the material available on the record hence being not maintainable liable to be set aside.
- ii. That, the respondents have blatantly violated the relevant law, rules and regulations on the subject hence the impugned order issued by the respondents has no legal sanctity in the eyes of law.
- iii. That, the conduct of the respondents towards the appellant is totally based on malafide, discriminatory hence, the respondents' department with malafide intentions has accommodated the respondent No.5, who is blue eyed and influential having political backing, at the alter of the appellant, which is perverse, against the law and the impugned promotion order to the extent of the respondent No.5 is liable to be set aside.

- iv. That, as per service rules and regulations, only senior most employee/official is to be promoted on the principles of seniority cum fitness provided the employee is otherwise fit and fulfills the requisite criteria for promotion prescribed by law. The appellant is senior than the respondent No.5 and she also fulfills the criteria prescribed for promotion.
- v. That, mere pendency of the inquiry do not put any bar upon the appellant from promotion in BPS-19. Besides, a similar employee namely Dura Shawar against whom NAB proceedings are pending has been promoted which is sheer discrimination. *(In this regard, judgment of the Honourable Peshawar high Court alongwith notification are annexed as annexure "I").*
- vi. That, this fact may not be left to fade in oblivion that the appellant being senior has been denied the right of promotion without any cogent reason and justification which is against the Article-25 of the Constitution of Islamic Republic

of Pakistan, 1973. The said Constitutional article envisages that no discrimination may be meted out while dispensing with the rights of civil servants.

vii. That, no stretch of the imagination disentitle the appellant from promotion from BPS-18 to BPS-19. The respondents' department was supposed to follow rules, regulations on the subject. Superior court has held in so many cases that when law prescribe a thing which is to be done in a particular manner that must be done in that manner and not otherwise, the reason deter behind this maxim is that in case prescribed procedure is violated then there is likelihood of miscarriage of justice.

viii. That, the respondents' department has led the appellant to a place which is utterly unknown to the principle of natural justice, good governance, fair play and cannon of ethics.

ix. That, good governance demands that whatever is due to a person

that must be given to her without further delay.


- x. That, the right of promotion is basic, legal and fundamental right of the appellant which cannot be taken away from the appellant in a sheer malafide manner.
- xi. That, the acts of the respondents is against the settled principles of natural justice, fair play, equity and good conscious. The impugned order issued by the respondents encroaches upon the fundamental rights of the appellant as envisages in the Constitution of Islamic Republic of Pakistan, 1973.
- xii. That, it is an inalienable right of the appellant to enjoy the protection of law and to be treated in accordance with law, rules and regulations but such right of the appellant has been infringed by the respondents in a sheer malafide manner.

.....PRAYER.....

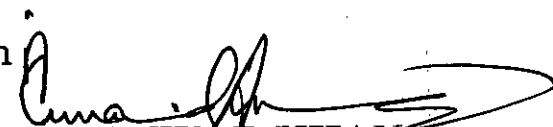
It is, therefore, most humbly prayed that on acceptance of the instant service appeal, the

impugned order dated 20.04.2022 passed by the respondents may please be set aside and the respondents may please be directed to promote the appellant from BPS-18 to BPS-19 w.e.f. 20.04.2022 and the respondents may further be directed to pay salary of higher pay scale i.e. BPS-19 with effect from 22.04.2020 onwards or any other relief as this Honourable Tribunal deems fit and appropriate in the circumstances of the case, may also be issued/passed.

Dated 12.04.2023


Mst. Rehana Yasmeen
.....Appellant

Through


JUNAID ANWAR KHAN,
Advocate Supreme Court,
Of Pakistan.

AFFIDAVIT.

I, Mst. Rehana Yasmeen, District Education Officer (Female), Mansehra, appellant, do hereby solemnly affirm and declare on oath that the contents of the foregoing service appeal are true and correct and nothing has been concealed from this Honourable Court.

Dated 12.04.2023


Mst. Rehana Yasmeen
(DEPONENT)

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

Service Appeal No. _____ of 2023

Mst. Rehana Yasmeen.....APPELLANT

VERSUS

Chief Minister through Chief Secretary,
Khyber Pakhtunkhwa, Peshawar etc.
.....**RESPONDENTS**

SERVICE APPEAL

CORRECT ADDRESSES OF THE PARTIES

APPELLANT

Mst. Rehana Yasmeen, District Education
Officer (Female), Mansehra.


RESPONDENTS

1. Chief Minister through Chief Secretary,
Khyber Pakhtunkhwa, Peshawar.
2. Chief Secretary, Khyber Pakhtunkhwa,
Peshawar.
3. Government of Khyber Pakhtunkhwa
through Secretary, Elementary and
Secondary Education, Khyber
Pakhtunkhwa, Peshawar.
4. Director, Elementary and Secondary
Education, Khyber Pakhtunkhwa, Peshawar.
5. Mst. Shaheen Begum, Deputy District
Education Officer (Female), Dir Lower.

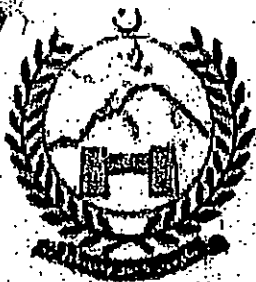
Dated 12.04.2023

Mst. Rehana Yasmeen
.....Appellant

Through


JUNAID ANWAR KHAN,
Advocate Supreme Court,
Of Pakistan.

Annexure A-12



GOVERNMENT OF KHYBER PAKHTUNKHWA
ELEMENTARY AND SECONDARY EDUCATION DEPARTMENT
 Block-"A" Opposite MPA's Hostel, Civil Secretariat Peshawar
 Phone: 091-9210480, Fax: 091-9211419

Dated Peshawar the May 31st, 2019

NOTIFICATION

No. SO(S/TE&SED)/1-3/2019/Promotion/BS-17 to BS-18/MC. Consequent upon promotion of the following Officers of Management Cadre from Sub-Divisional Education Officer (BS-17) to Deputy District Education Officer (BS-18) as notified vide this department notification of even No. dated 27-05-2019, the Competent Authority is pleased to transfer the following officers for actualization of their promotion with immediate effect:

Sr#	Name & Mother's Name	Adjusted As	Remarks
1	Rukhsana Rahim D/O Haji Rahim Khan	DDEO (Female) Buner	A.V.P
2	Hafsa Gul D/O Naurah Khan	DDEO (Female) Nowshera	A.V.P
3	Anjira Huma Tahir D/O Sher Ahmad Akhtar Khatun	DDEO (Female) Tank	A.V.P
4	Aisha Saeed D/O Saeed Ahmad Awan	DDEO (Female) Abbottabad	A.V.P
5	Sadia Aziz D/O Aziz ur Rehman	DDEO (Female) Haripur	Already occupied by her
6	Shazia Nawaz D/O Rab Nawaz	DDEO (Female) Karak	A.V.P
7	Jamila Rana D/O Hafiz Ullah	DDEO (Female) Kohat	A.V.P
8	Sumera Sheraz D/O Sardar Khan	DD Directorate of E&SE	A.V.P
9	Safin Amin D/O Amir ul Haq	DDEO (Female) Peshawar	A.V.P
10	Abida Parveen D/O Lal Bahader	DDEO (Female) Swabi	A.V.P
11	Nadia Begum D/O Wasil Ullah	DDEO (Female) Battagram	A.V.P
12	Dur-e-shawar D/O Jan Said	DDEO (Female) Charsadda	A.V.P
13	Ghulam Fatima D/O Muhammad Hussain Khan	DDEO (Female) D.K	A.V.P
14	Hassrat Zahra D/O Syed Israr Hussain	Deputy Director (BS-18) Directorate of E&SE	Already occupied by her
15	Rehana Yasmin D/O Roshan Durrani	DDEO (Female) Munsheerabad	A.V.P
16	Shahreen Begum D/O Wali Muhammad	DDEO (Female) Lower Dir	A.V.P
17	Ghazala Anjum D/O Tariq Muhammad	DDEO (Female) Chitral	A.V.P
18	Nigha Bibi D/O Muhammad Khan	DDEO (Female) Kohistan	A.V.P
19	Nargis Abeer D/O Saifullah Khan	DDEO (Female) D.K	A.V.P
20	Idara D/O Syed Ali Haq	DDEO (Female) Malakand	A.V.P
21	Mehnaz Nisat D/O Umar Ullah	DDEO (Female) Shangha	A.V.P
22	Farhat Jami D/O Muhammad Khan	DDEO (Female) Bannu	Already occupied by her
23	Husna Sultana D/O Mansoor Rehman	DDEO (Female) Upper Dir	A.V.P



GOVERNMENT OF KHYBER PAKHTUNKHWA
ELEMENTARY AND SECONDARY EDUCATION DEPARTMENT
Block-"A" Opposite MPA's Hostel, Civil Secretariat Peshawar
Phone: 091-9210480, Fax: 091-9211419

Indst: of even No. & Date

Copy forwarded to:

1. Accountant General, Khyber Pakhtunkhwa, Peshawar.
2. Director, E&SE Khyber Pakhtunkhwa, Peshawar.
3. District Accounts Officers concerned.
4. District Education Officers concerned.
5. PS to Advisor to CM for E&SED Khyber Pakhtunkhwa, Peshawar.
6. PS to Secretary E&SE Department, Khyber Pakhtunkhwa.
7. PA to Deputy Secretary (Admn) E&SED, Khyber Pakhtunkhwa.
8. Director, EMISE E&SE Department
9. Officers concerned.
10. Master file.


(MOHAMMAD SHOAB)
SECTION OFFICER (SCHOOLS/MALE)

BETTER COPY OF THE PAGE NO. 12

GOVERNMENT OF KHYBER PAKHTUNKHWA
ELEMENTARY AND SECONDARY EDUCATION DEPARTMENT
Block "A" Opposite MPA's Hostel, Civil Secretariat Peshawar
Phone: 091-9210480, Fax # 091-9211419

Dated Peshawar the May 31st, 2019

NOTIFICATION

No. SO(S/F)E&SED/1-3/2019/Promotion/BS-17 to BS-18/MC: Consequent upon promoting of the following Officers of Management Cadre from Sub-Divisional Education Officer (BS-17) to Deputy District Education Officer (BS-18) as notified vide this department notification of even No. dated 27-05-2019, the Competent Authority is pleased to transfer the following officers for actualization of their promotion with immediate effect.

S#	Name & Father's Name	Adjusted as	Remarks
1	Rukhsana Rahim D/o Haji Rahim Khan	DDEO (Female) Buner	A.V.P
2	Hafsa Gul D/o Naushad Ali Khan	DDEO (Female) Nowhsera	A.V.P
3	Aniqa Huma Taqeer D/o Sher Ahmad Akhtar Khattak	DDEO (Female) Tank	A.V.P
4	Aisha Saeed D/o Saeed Ahmad Awan	DDEO (Female) Abottabad	A.V.P
5	Sadia Aziz D/o Aziz Ur Rehman	DDEO (Female) Haripur	Already occupied by her
6	Shazia Nawaz D/o Rab Nawaz	DDEO (Female) Karak	A.V.P
7	Jamila Rana D/o Hafiz Ullah	DDEO (Female) Kohat	A.V.P
8	Sumera Sheraz D/o Sardar Khan	DD Directorate of E&SE	A.V.P
9	Safia Amin D/o Amin Ul Haq	DDEO (Female) Peshawar	A.V.P
10	Abida parveen D/o Lala Bahadar	DDEO (Female) Swabi	A.V.P
11	Nadia Begum D/o Wasi Ullah	DDEO (Female) Battagram	A.V.P
12	Dur-e-Shawar D/o Jan Said	DDEO (Female) Charsadda	A.V.P
13	Ghulam Fatima D/o Muhammad Hassan Khan	DDEO (Female) DIR	A.V.P
14	Hasrat Zahra D/o Syed Israr Hussain	Deputy Directores (BS-18) Directorate of E&SE	Already occupied by her
15	Raehana Yasmin D/o Roshan Din	DDEO (Female) Mansehra	A.V.P
16	Shaheen Begum D/o Wali Muhammad	DDEO (Female) Lower Dir	A.V.P
17	Ghazala Anjum D/o Taj Muhammad	DDEO (Female) Chitral	A.V.P
18	Nighat Bibi D/o Muhammad Khan	DDEO (Female) Kohistan	A.V.P
19	Nargis Jabeen D/o Saifullah Khan	DDEO (Female) Lakki	A.V.P
20	Laila Ali D/o Syed Ali Jan	DDEO (Female) Malakand	A.V.P
21	Meher Un Nisa D/o Usman Ullah	DDEO (Female) Shangla	A.V.P
22	Hanoos Jamil D/o Mehmood Khan	DDEO (Female) Bunner	Already occupied by her
23	Hussan Ara D/o Shmsul Rehman	DDEO (Female) Upper Dir	A.V.P

BETTER COPY OF THE PAGE NO. 12-A
GOVERNMENT OF KHYBER PAKHTUNKHWA
ELEMENTARY AND SECONDARY EDUCATION DEPARTMENT
Block "A" Opposite MPA's Hostel, Civil Secretariat Peshawar
Phone: 091-9210480, Fax # 091-9211419

Endst of even No. & Date

Copy forwarded to:

1. Accountant General, Khyber Pakhtunkhwa, Peshawar.
2. Director, E&SE Khyber Pakhtunkhwa, Peshawar.
3. District Accounts Officers concerned.
4. District Education Officers concerned.
5. PS to Advisor to CM for E&SDD Khyber Pakhtunkhwa, Peshawar.
6. PS to Secretary E&SE Department, Khyber Pakhtunkhwa, Peshawar.
7. PA to Deputy Secretary (Admn) E&SED, Khyber Pakhtunkhwa.
8. Director, EMISE E&SE Department.
9. Officers concerned.
10. Master File.

(MOHAMMAD SHOAIB)
SECTION OFFICER (SCHOOLS MALE)

Annexure B - 13

Annexure

Notification No. JSP/PS/DA-S/019/2019/10010/RS-18 (HS-1) MC. Government of Khyber Pakhtunkhwa, Peshawar. The Government of Khyber Pakhtunkhwa, Peshawar, hereby directed, on the positions as mentioned against each of the names in the list with immediate effect.

Sr.	Name	From	To
1.	Mrs. Rabia Anees (9 MC)	Unassigned	D/O (H) Dins (AVP) (She will actually be promotion of the same rank)
2.	Mrs. Naheed Arif (9 MC)	Unassigned	Additional Director (HS-19) Directorate of NMD (Relieving Mrs. Farah Khattak on the additional charge) (She will actually be promotion of the same rank)
3.	Mrs. Sadia Aziz (8 MC)	D/O (H) Haripur	D/O (E) Muzaffargarh OPS (AVP)
4.	Mrs. Nadiya Begum (8 MC)	D/O (H) Tarnab	D/O (H) Tarnab OPS (AVP)
5.	Mrs. Rafta Yamin (8 MC)	D/O (H) Bafra	D/O (H) Kohistan Upper OPS (AVP)
6.	Mrs. Ghazala Arif (8 MC)	D/O (H) Upper Chitral	D/O (H) Upper Chitral OPS (AVP)
7.	Mrs. Hira Arif (8 MC)	D/O (H) Upper	D/O (H) Upper OPS (AVP)

2. No TADA is allowed.

**SECRETARY
ELEMENTARY & SECONDARY
EDUCATION DEPARTMENT**

Encl: 1. Nil No. & date.

- 2. Forwarded to the:
 - (i) Joint General, Khyber Pakhtunkhwa, Peshawar
 - (ii) Joint Secy, Khyber Pakhtunkhwa, Peshawar
 - (iii) D/O DE, Khyber Pakhtunkhwa, Abbottabad
 - (iv) D/O DE, Khyber Pakhtunkhwa, Peshawar
 - (v) Commissioners concerned
 - (vi) Education Officers (M/F) concerned
 - (vii) District Officers concerned
 - (viii) Principal Secretary to Chief Minister, Khyber Pakhtunkhwa
 - (ix) Chief Secretary, Khyber Pakhtunkhwa
 - (x) Minister to Govt. of Khyber Pakhtunkhwa
 - (xi) Secretary, E&S Department
 - (xii) E&S Department for uploading at official website at the earliest possible.

(Signature)
**ABDUS SALAM
SECTION OFFICER (S)**

BETTER COPY OF THE PAGE NO. 13

Dated Peshawar the April, 17, 2020

NOTIFICATION

No. O(S/F)E&SED/1-3/2012/Promotion/BS-18 to BS-19 MC: Consequent upon the approval of the Competent Authority/Chief Minister Khyber Pakhtunkhwa, the following posting/transfer is hereby ordered on the posts/stations as mentioned against each in the best public interest, with immediate effect.

S#	Name	From	To
1	Mst. Rabia Anees (BS-19 MC)	Unadjusted	DEO (F) Buner (AVP) (She sill actualize her promotion against the same post)
2	Mst. Naheed Anjum (BS-19 MC)	Unadjusted	Additional Director (BS-19) Directorate of NMD (Relieving Mr. Farid Khattak of the additional charge) (She sill actualize her promotion against the same post)
3	Mst. Sadia Aziz (BS-18 MC)	DDEO (F) Haripur	DEO (F) Malakand in OPS (AVP)
4	Mst. Nadia Begum (BS-18 MC)	DDEO (F) Torghar	DEO (F) Torghar Upper in OPS (AVP)
5	Mst. Rehana Yasmin (BS-18 MC)	DDEO (F) Battagram	DEO (F) Kohistan Upper in OPS (AVP)
6	Mst. Ghazala Anjum (BS-18 MC)	DDEO (F) Upper Chitral	DEO (F) Chitral Upper in OPS (AVP)
7	Mst. Hussan Ara (BS-18 MC)	DDEO (F) Dir Upper	DEO (F) Dir Upper Upper in OPS (AVP)

2. No TA/DA is allowed.

**SECRETARY
ELEMENTARY & SECONDARY
EDUCATION DEPARTMENT**

Endst: of even No. & date

Copy forwarded to the:

- Accountant General Khyber Pakhtunkhwa, Peshawar.
- Director E&SE Khyber Pakhtunkhwa, Peshawar.
- Director DCTE, Khyber Pakhtunkhwa, Peshawar.
- Director PITE Khyber Pakhtunkhwa, Peshawar.
- Deputy Commissioner concerned.
- District Education Officers (M/F) concerned, Kohistan Upper.
- District Accounts Officers concerned.
- PS to Principal Secretary to Chief Minister Khyber Pakhtunkhwa
- PS to Chief Secretary, Khyber Pakhtunkhwa
- PS to Minister for E&SE, Khyber Pakhtunkhwa.
- PS to Secretary E&SE Department
- Director EMIS, E&SE Department for uploading at official webside at the earliest
- Office order file

**(ABDUS SALAM)
SECTION OFFICER (S/F)**

14
Annexure
A.C

Seniority No. 054

PER GRADING AND QUANTIFICATION FORM FOR REGULAR PROMOTION TO BS-19
IN RESPECT OF Abida Shaheen DDEO (F) Mardan MC Cadre (DOB.7/2/1976)
B-18

PSB-IV

Year	Period of PER		Pen Picture		PERs Assessment	Fitness for Promotion	Score
	From	To	Reporting Officer	Countersigning Officer			
2011	1/6/2011	31/12/2011	PERs not submitted				
2012	1.1.2012	31.12.2012	PERs not submitted				
2013	1.1.2013	31.12.2013	PERs not submitted				
2014	1.1.2014	31.12.2014	PERs not submitted				
2015	1.1.2015	31.12.2015	PERs not submitted				
2016	1.1.2016	31.12.2016	PERs not submitted				
2017	1.1.2017	31.12.2017	PERs not submitted				
2018	1.1.2018	31.12.2018	PERs not submitted				
2019	1.1.2019	31.12.2019	PERs not submitted				
2020	1.1.2020	31.12.2020	PERs not submitted				
2021	1/1/2021	12/31/2021	PERs not submitted				
Total							0.00

PERs Quantified Score 100@70	Comprehensive efficiency index			
	Basic Scale	Aggregate Score	Weightage Factor	Points Obtained
	Present Scale	0.00	100%	0.0
	Previous Scale			
	(i) Additions*			
	(ii) Deletions**			
	Total(A)			0
	Evaluation by PSB out of 30 marks			
	G.Total			

Required threshold on CEI for promotion to SP-19 is 60

working
paper

Assistant Director
Elementary & Secondary Education
Govt. of Punjab, Pakistan

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11

15

Seniority No.05

PER GRADING AND QUANTIFICATION FORM FOR REGULAR PROMOTION TO BS-19
IN RESPECT OF Zubaida Haneef Ex; DEO (F) Mansehra MC Cadre (DOB.13/3/1976)
B-18

PSB-IV

Year	Period of PER		Pen Picture		PERs Assessment	Fitness for Promotion	Score	
	From	To	Reporting Officer	Countersigning Officer				
2011	06-01-11	31/12/2011	Hard worker, effective & punctual officer		Agreed.	V.Good	Fit	8
2012	1.1.2012	31.12.2012	She has the ability to work under pressure has good communication skills and better personal effectiveness.		Agreed.	V.Good	Fit	8
2013	1.1.2013	31.12.2013	Efficient & hard worker		Agreed.	V.Good	Fit	8
2014	1.1.2014	31.12.2014	Honest & trust worthy officer		not Agreed	Average	not fit yet	5
2015	1.1.2015	31.12.2015	Honest & trust worthy officer & knows her job can performed accordingly		Agreed.	V.Good	Fit	8
2016	1.1.2016	31.12.2016	Hard worker		Agreed.	Good	Fit	7
2017	1.1.2017	31.12.2017	Good officer		Agreed.	Good	Fit	7
2018	1.1.2018	31.12.2018	With consistent support and supervision her performance can be improved further		Agreed.	Good	Fit	7
2019	1.1.2019	31.12.2019	She is dutiful		Not Agreed	Good	Recently promoted. Assessment premature	7
2020	1.1.2020	31.12.2020	Excellent administrative/management skills		Not Agreed	Good	Recently promoted Assessment premature	7
2021	01-01-21	31-12-21	Coperative, efficient		Not Agreed	Good	Not yet fit for promotion	7
Total								79.00

Comprehensive efficiency index

PERs Quantified Score 100@70	Basic Scale		Aggregate Score	Weightage Factor	Points Obtained
	Present Scale	Previous Scale			
			7.18	100%	50.3
	(i) Additions*				
	(ii) Deletions**				3
	Total(A)				47
	Evaluation by PSB out of 30 marks				
	G.Total				

Required threshold on CEI for promotion to BP-19 is 60

Secretary Education
Mansehra

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161

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**PER GRADING AND QUANTIFICATION FORM FOR REGULAR PROMOTION TO BS-19
IN RESPECT OF Rukhsana Rahim DDEO (F) Kohistan Upper(Management Cadre B-18) (D.O.B 24.12.1963)**



PSB-IV

Year	Period of PER		Pen Picture	PERs Assessment	Fitness for Promotion	Score
	From	To				
			Reporting Officer	Countersigning Officer		
			Previous B-17			
2012	21.2.2012	31.12.2012	Honest & Straight Forward officer	Agreed	Good	Fit
2013	1.1.2013	31.12.2013	Very Good during the year of reporting	Agreed	Vgood	Fit
2014	1.1.2014	31.12.2014	Very Good during the year of reporting	Agreed	Vgood	Fit
2015	1.1.2015	31.12.2015	Hard working & Honest	Agreed	Vgood	Fit
2016	1.1.2016	31.12.2016	Working Well in time	Agreed	Vgood	Fit
2017	1.1.2017	31.12.2017	Very cooperative Responsible officer	Agreed	Vgood	Fit
2018	1.1.2018	31.12.2018	an Honest Officer	Agreed	Vgood	Fit
2019	1.1.2019	26.5.2019	Very good officer of the department	Agreed	Vgood	Fit
			Total Marks			3.33
			Present B-18			58.33
2019	27.5.2019	31.12.2019	Very good officer of the department	Agreed	Vgood	Fit
2020	1.1.2020	31.12.2020	Hard working officer	Agreed	Vgood	Fit
2021	01-01-21	31-12-21	Hard working & very good officer in the department	Agreed	Vgood	Fit
			Total Marks.			8
			Comprehensive efficiency index			20.67

PERs Quantified Score 60 40@ 70%	Basic Scale		Aggregate Score	Weightage Factor	Points Obtained
	Present Scale	B-18			
	Previous	B-17	7.87	31.49	17.63
		(i) Additions*	-	-	-
		(ii) Deletions**	-	-	-
		Total(A)			

Required threshold on CEI for promotion to BP-19 is 60


 Assistant Director
 Elementary & Secondary Education
 Govt. of Punjab, Pakistan

171

Seniority No.7

PSB-IV

PER GRADING AND QUANTIFICATION FORM FOR REGULAR PROMOTION TO BS-19
IN RESPECT OF Hafsa Gul DDE Local Directorate (Management Cadre B-18) (D.O.B. 23/12/1975)

Year	Period of PER		Pen Picture	PERs Assessment	Fitness for Promotion	Score	
	From	To					
Reporting Officer				Countersigning Officer			
Previous B-17							
2012	21.2.2012	31.12.2012	She is taking interest in the disposal of official matters	Agreed	Good	Fit	7
2013	1.1.2013	31.12.2013	Hard Working, Punctual & cooperative	Agreed	Vgood	Fit	8
2014	1.1.2014	31.12.2014	Very logical & discusine the office dealtwith all the routine cases in a very good manner	Agreed	Vgood	Fit	8
2015	1.1.2015	31.12.2015	Very logical & discusine the office dealtwith all the routine cases in a very good manner	Agreed	Good	Fit	7
2016	1.1.2016	31.12.2016	Very hard working, punctual & cooperative, the officer dealt with all the routine case in a very good manner.	Agreed	Vgood	Fit	8
2017	1.1.2017	31.12.2017	Punctual , Regular & cooperative under standing all the tasks assigned and compelete well in time	Agreed	Vgood	Fit	8
2018	1.1.2018	31.12.2018	Very logical , decisive understanding all tasks assigned and efficient.	Agreed	Vgood	Fit	8
2019	1.1.2019	26.5.2019	Very logical , decisive understanding all tasks assigned and efficient.	Agreed	Vgood	Fit	3.33
Total Marks							57.33
Present B-18							
2019	27.5.2019	31.12.2019	Dedicated & keenly observiang officer	Agreed	V. Good	Fit	4.67
2020	1.1.2020	31.12.2020	Cooperative & devoted	Agreed	V. Good	Fit	8
2021	01-01-21	31-12-21	Cooperative , Punctual & regular	Agreed	V. Good	Fit	8
Total Marks.							20.67

Comprehensive efficiency index

PERs Quantified Score 60 40@ 70%	Basic Scale		Aggregate Score	Weightage Factor	Points Obtained
	Present Scale B-18	Previous B-17			
			8.01	48.06	40.37
			7.74	30.95	17.33
	(i) Additions*		-	-	
	(ii) Deletions**		-	-	
	Total(A)				58
	G. Total				

Required threshold on CEI for promotion to BP-19 is 60

181

Seniority No.8

PSB-IV

PER GRADING AND QUANTIFICATION FORM FOR REGULAR PROMOTION TO BS-19
IN RESPECT OF Aniq Huma DDEO (F) Tank (Management Cadre B-18) (D.O.B 14.8.1967)

Year	Period of PER		Pen Picture	PERs Assessment	Fitness for Promotion	Score
	From	To				
			Reporting Officer	Countersigning Officer		
			Previous B-17			
2012	21.2.2012	31.12.2012	An Honest Officer	Agreed	VGood	Fit 8
2013	1.1.2013	31.12.2013	Dutifull & responsible	Agreed	Good	Fit 7
2014	1.1.2014	31.12.2014	Dutifull & responsible	Agreed	Good	Fit 7
2015	1.1.2015	31.12.2015	Dutifull & good	Agreed	Good	Fit 7
2016	1.1.2016	31.12.2016	Dutifull & good	Agreed	Good	Fit 7
2017	1.1.2017	31.12.2017	Honest & dutifull	Agreed	Vgood	Fit 8
2018	1.1.2018	31.12.2018	Devoted officer	Agreed	Vgood	Fit 8
2019	1.1.2019	26.5.2019	Honest upto the mark	Agreed	Good	Fit 2.92
			Total Marks			54.92
			Present B-18			
2019	27.5.2019	31.12.2019	Honest upto the mark	Agreed	Good	Fit 4.08
2020	1.1.2020	31.12.2020	Honest & good officer	Agreed	Good	Fit 7
2021	01-01-21	31-12-21	assigned official work did very well	Agreed	Good	Fit 7
			Total Marks.			18.08

Comprehensive efficiency index

PERs Quantified Score 60 40@ 70%	Basic Scale		Aggregate Score	Weightage Factor	Points Obtained
	Present Scale	Previous Scale			
	B-18	B-17	7.01	42.05	35.33
			7.41	29.64	16.60
	(i) Additions*				
	(ii) Deletions**				
	Total(A)				52
	G. Total				

Required threshold on CEI for promotion to BP-19 is 60

Assistant Director
Elementary & Secondary Education
Govt. Ch. ber Pathar

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191

Seniority No.9

PSB-IV

PER GRADING AND QUANTIFICATION FORM FOR REGULAR PROMOTION TO BS-19
IN RESPECT OF Ayesha Saeed DDEO (F) Abbott Abad (Management Cadre B-18) (D.O.B 30.3.1971)

Year	Period of PER		Pen Picture	PERs Assessment	Fitness for Promotion	Score
	From	To				
			Reporting Officer	Countersigning Officer		
			Previous B-17			
2012	21.2.2012	31.12.2012	Reliable & honest person	Agreed	Good	Fit
2013	1.1.2013	31.12.2013	Reliable & honest person	Agreed	Good	Fit
2014	1.1.2014	31.12.2014	Fit for promotion very good	Agreed	VGood	Fit
2015	1.1.2015	31.12.2015	Punctual & hard working	Agreed	Good	Fit
2016	1.1.2016	31.12.2016	Regular & devoted	Agreed	VGood	Fit
2017	1.1.2017	31.12.2017	Honest & devoted worker	Agreed	Vgood	Fit
2018	1.1.2018	31.12.2018	Devoted Hard working & honest	Agreed	Vgood	Fit
2019	1.1.2019	26.5.2019	Excellent & responsible	Agreed	Good	Fit
			Total Marks			2.92
			Present B-18			55.92
2019	27.5.2019	31.12.2019	Excellent & responsible	Agreed	Good	Fit
2020	1.1.2020	31.12.2020	Cooperative dutifull & honest	Agreed	Good	Fit
2021	01-01-21	31-12-21	She is diciplined & professional well orginized officer	Agreed	VGood	Fit
			Total Marks.			8
			Comprehensive efficiency index			19.08

PERs Quantified Score 60 40@ 70%	Basic Scale		Aggregate Score	Weightage Factor	Points Obtained
	Present Scale	Previous			
	B-18	B-17	7.40	44.38	37.28
	(i) Additions*		7.55	30.18	16.90
	(ii) Deletions**		-	-	-
	Total(A)				
	G. Total				54

Required threshold on CEI for promotion to BP-19 is 60

Assistant Director
Elementary & Secondary Education
Govt. of Punjab, Pakistan

Seniority No.10

PER GRADING AND QUANTIFICATION FORM FOR REGULAR PROMOTION TO BS-19
IN RESPECT OF Sadia aziz DDEO (F) Hari Pur (Management Cadre B-18) (D.O.B 30.3.1971)

PSB-IV

Year	Period of PER		Pen Picture	PERs Assessment	Fitness for Promotion	Score	
	From	To					
Previous B-17							
2012	21.2.2012	31.12.2012	Cooperative dutifull & honest	Agreed	VGood	Fit	8
2013	1.1.2013	31.12.2013	Cooperative Hard working & honest	Agreed	VGood	Fit	8
2014	1.1.2014	31.12.2014	Honest & dutifull	Agreed	VGood	Fit	8
2015	1.1.2015	31.12.2015	Honest & dutifull	Agreed	VGood	Fit	8
2016	1.1.2016	31.12.2016	Helpful Reliable & honest	Agreed	VGood	Fit	8
2017	1.1.2017	31.12.2017	Very good behaviour Helpful Honest & reliable	Agreed	Vgood	Fit	8
2018	1.1.2018	31.12.2018	Hard working & cooperative	Agreed	Vgood	Fit	8
2019	1.1.2019	26.5.2019	The officer has devoted good communication skills & taks her responsibilities.	Agreed	VGood	Fit	8
Total Marks							59.33
Present B-18							
2019	27.5.2019	31.12.2019	The officer has devoted good communication skills & taks her responsibilities.	Agreed	VGood	Fit	4.67
2020	1.1.2020	31.12.2020	The officer has devoted good communication skills & taks her responsibilities.	Agreed	VGood	Fit	8
2021	01-01-21	31-12-21	Cooperative & hard working	Agreed	VGood	Fit	8
Total Marks							20.67

PERs Quantified Score @ 100%	Comprehensive efficiency index				
	Basic Scale		Aggregate Score	Weightage Factor	Points Obtained
	Present Scale B-18		8.01	48.06	40.37
	Previous B-17		8.01	32.03	17.94
	(i) Additions*		-	-	-
	(ii) Deletions**		-	-	-
	Total(A)				58
G. Total				58	

Required threshold on CEI for promotion to B-18 is 60

Assistant Director
Elementary & Secondary Education
Govt. of Punjab Pathankot.

Seniority No.11

PSB-IV

PER GRADING AND QUANTIFICATION FORM FOR REGULAR PROMOTION TO BS-19
IN RESPECT OF Shazia Nawaz DDEO (F) Buner (Management Cadre B-18) (D.O.B 10.9.1973)

Year	Period of PER		Pen Picture	Countersigning Officer	PERs Assessment	Fitness for Promotion	Score
	From	To					
Previous B-17							
2012	21.2.2012	31.12.2012	Hard working	Agreed	Good	Fit	7
2013	1.1.2013	31.12.2013	Hard working & achive excercises due to care	Agreed	Good	Fit	7
2014	1.1.2014	31.12.2014	Harrd working & achive & cooperative	Agreed	Good	Fit	7
2015	1.1.2015	31.12.2015	Harrd working & achive & cooperative	Agreed	Good	Fit	7
2016	1.1.2016	31.12.2016	Harrd working & achive & cooperative	Agreed	Good	Fit	7
2017	1.1.2017	31.12.2017	Harrd working & achive & cooperative	Agreed	Good	Fit	7
2018	1.1.2018	31.12.2018	Hard working & honest	Agreed	Vgood	Fit	8
2019	1.1.2019	26.5.2019	Hard working	Agreed	VGood	Fit	3.33
Total Marks							53.33
Present B-18							
2019	27.5.2019	31.12.2019	Hard working	Agreed	VGood	Fit	4.67
2020	1.1.2020	31.12.2020	The officer has devoted good communication skills & taks her responsibilities.	Agreed	VGood	Fit	8
2021	01-01-21	31-12-21	Cooperative, Hard working & efficient	Agreed	Vgood	Fit	8
Total Marks.							20.67

Comprehensive efficiency index

PERs Quantified Score @ 100%	Basic Scale		Aggregate Score	Weightage Factor	Points Obtained
	Present Scale B-18	Previous B-17			
			8.01	48.06	40.37
			7.20	28.79	16.12
	(i) Additions*		-	-	
	(ii) Deletions**		-	-	
	Total(A)				56
	G. Total				

Required threshold on CEI for promotion to BP-19 is 60

Subscribed by
Elementary & Secondary Education
Chief of Buner District

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22

Seniority No.12

PER GRADING AND QUANTIFICATION FORM FOR REGULAR PROMOTION TO BS-19
IN RESPECT OF Sumera Sheraz DD (F) Local Office (Management Cadre B-18) (D.O.7.1.1976)

PSB-IV

Year	Period of PER		Pen Picture	Reporting Officer	Countersigning Officer	PERs Assessment	Fitness for Promotion	Score
	From	To						
				Previous B-17				
2012	21.2.2012	31.12.2012	Honest & trust worthy		Agreed	VGood	Fit	8
2013	1.1.2013	31.12.2013	Honest & trust worthy		Agreed	Good	Fit	7
2014	1.1.2014	31.12.2014	Honest & trust worthy		Agreed	Good	Fit	7
2015	1.1.2015	31.12.2015	Honest & dutifull		Agreed	Good	Fit	7
2016	1.1.2016	31.12.2016	Cooperative & trust worthy & honest		Agreed	Good	Fit	7
2017	1.1.2017	31.12.2017	Very good always ready to take an responsibility even difficult tasks.		Agreed	VGood	Fit	8
2018	1.1.2018	31.12.2018	Hard working & honest		Agreed	VGood	Fit	8
2019	1.1.2019	26.5.2019	An efficient & hard working officer		Agreed	Vgood	Fit	8
					Agreed	VGood	Fit	8
				Total Marks				3.33
				Present B-18				
2019	27.5.2019	31.12.2019	An efficient & hard working officer		Agreed	VGood	Fit	4.67
2020	1.1.2020	31.12.2020	Upright & honest officer		Agreed	VGood	Fit	8
2021	01-01-21	31-12-21	PER not provided					
				Total Marks.				13

PERs Quantified Score @ 100%	Comprehensive efficiency index			
	Basic Scale	Aggregate Score	Weightage Factor	Points Obtained
	Present Scale B-18			
	Previous B-17	8.02	48.10	40.41
	(i) Additions*	7.60	30.41	17.03
	(ii) Deletions**	-	-	-
	Total(A)			
	G. Total			57

Required threshold on CEI for promotion to BP-19 is 60

(Signature)
 Assistant Director
 Elementary & Secondary Education
 Govt. of Punjab, Pakistan

(Signature)

Seniority No.13

PSB-IV

PER GRADING AND QUANTIFICATION FORM FOR REGULAR PROMOTION TO BS-19
IN RESPECT OF Safia Amin DD-II (F) Local Office (Management Cadre B-18) (D.O.2.5.1976)

Year	Period of PER		Pen Picture	Countersigning Officer	PERs Assessment	Fitness for Promotion	Score
	From	To					
Previous B-17							
2012	21.2.2012	31.12.2012	She is an active & responsible officer	Agreed	VGood	Fit	8
2013	1.1.2013	31.12.2013	She is an active & responsible officer	Agreed	VGood	Fit	8
2014	1.1.2014	31.12.2014	She is dutiful	Agreed	VGood	Fit	8
2015	1.1.2015	31.12.2015	She is dutiful	Agreed	VGood	Fit	8
2016	1.1.2016	31.12.2016	She is hard working	Agreed	VGood	Fit	8
2017	1.1.2017	31.12.2017	She is hard working	Agreed	VGood	Fit	8
2018	1.1.2018	31.12.2018	She is most completed her tasks & good administrative	Agreed	Vgood	Fit	8
2019	1.1.2019	26.5.2019	An efficient & hard working officer	Agreed	VGood	Fit	3.33
Total Marks							59.33
Present B-18							
2019	27.5.2019	31.12.2019	An efficient & hard working officer	Agreed	VGood	Fit	4.67
2020	1.1.2020	31.12.2020	An efficient & hard working officer	Agreed	VGood	Fit	8
2021	01-01-21	31-12-21	An efficient & and hardworking Officer	Agreed	VGood	Fit	8
Total Marks.							20.67

Comprehensive efficiency index

PERs Quantified Score @ 100%	Basic Scale		Aggregate Score	Weightage Factor	Points Obtained
	Present Scale	B-18			
	Previous B-17		8.01	32.03	17.94
	(i) Additions*		-	-	
	(ii) Deletions**		-	-	
	Total(A)				58
G. Total					

Required threshold on CEI for promotion to BP-19 is 60

(Signature)
Assistant Director
Elementary & Secondary Education
Govt. of Khyber Pakhtunkhwa

(Signature)

(Signature)

Seniority No.14

PSB-IV

PER GRADING AND QUANTIFICATION FORM FOR REGULAR PROMOTION TO BS-19
IN RESPECT OF Abida Perveen DDEO/DEO Toor ghar (Management Cadre B-18) (D.O.24.12.1975)

Year	Period of PER		Pen Picture	PERs Assessment	Fitness for Promotion	Score
	From	To				
			Reporting Officer	Countersigning Officer		
			Previous B-17			
2012	21.2.2012	31.12.2012	Hard working, regular & honest officer	Agreed	VGood	Fit
2013	1.1.2013	31.12.2013	Regular & punctual officer	Agreed	VGood	Fit
2014	1.1.2014	31.12.2014	Reliable & hard working officer	Agreed	VGood	Fit
2015	1.1.2015	31.12.2015	A very competent & dutifull officer	Agreed	VGood	Fit
2016	1.1.2016	31.12.2016	Regular & hard working officer	Agreed	VGood	Fit
2017	1.1.2017	31.12.2017	A very competent & dutifull officer	Agreed	Good	Fit
2018	1.1.2018	31.12.2018	Hard working, punctual & her performance remained satisfactory	Agreed	VGood	Fit
2019	1.1.2019	26.5.2019	Rspossible, Helpful & hard working	Agreed	Good	Fit
			Total Marks			3.33
			Present B-18			
2019	27.5.2019	31.12.2019	An efficient & hard working officer	Agreed	VGood	Fit
2020	1.1.2020	31.12.2020	An efficient & hard working officer	Agreed	VGood	Fit
2021	01-01-21	31-12-21	An efficient & hard working officer	Agreed	VGood	Fit
			Total Marks.			8
			Total Marks.			57.33
			Comprehensive efficiency index			20.67

PERs Quantified Score @ 100%	Basic Scale		Aggregate Score	Weightage Factor	Points Obtained
	Present Scale B-18	Previous B-17			
			8.01	48.06	40.37
	(i) Additions*		7.74	30.95	17.33
	(ii) Deletions**		-	-	-
	Total(A)				
	G. Total				58

Required threshold on CEI for promotion to BP-19 is 60

(Signature)
 Joint District Officer
 Elementary & Secondary Education
 Govt. of Khyber Pakhtunkhwa

(Signature)

24

Seniority No.15

PER GRADING AND QUANTIFICATION FORM FOR REGULAR PROMOTION TO BS-19
IN RESPECT OF Nadia Begum DDEO (F) Peshawar (Management Cadre B-18) (D.O.24.12.1975)

PSB-IV

Year	Period of PER		Pen Picture	PERs Assessment	Fitness for Promotion	Score
	From	To				
Previous B-17						
2012	21.2.2012	31.12.2012	She is very much honest officer	Agreed	VGood	8
2013	1.1.2013	31.12.2013	She is very much honest officer	Agreed	VGood	8
2014	1.1.2014	31.12.2014	Hard Working & effective	Agreed	VGood	8
2015	1.1.2015	31.12.2015	as a whole the performance of the officer ex	Agreed	VGood	8
2016	1.1.2016	31.12.2016	as a whole the performance of the officer is very good	Agreed	Good	7
2017	1.1.2017	31.12.2017	Hard Working & efficient	Agreed	VGood	8
2018	1.1.2018	31.12.2018	Honest	Agreed	VGood	8
2019	1.1.2019	26.5.2019	Cooperative & devoted	Agreed	VGood	8
Total Marks						3.33
Present B-18						58.33
2019	27.5.2019	31.12.2019	Cooperative & devoted	Agreed	VGood	4.67
2020	1.1.2020	31.12.2020	Cooperative & dedicated	Agreed	VGood	8
2021	1.1.2021	31.12.2021	She is an efficient officer	Agreed	VGood	8
Total Marks.						8
Comprehensive efficiency index						20.67

PERs Quantified Score @ 100%	Basic Scale		Aggregate Score	Weightage Factor	Points Obtained
	Present Scale B-18	Previous B-17			
			8.01	48.06	40.37
	(i) Additions*		7.87	31.49	17.63
	(ii) Deletions**		-	-	-
	Total(A)				58
G. Total					

Required threshold on CEI for promotion to BP-19 is 60

*Assistant Director
Elementary & Secondary Education
Govt. of Khyber Pakhtunkhwa*

Signature

Signature

521

Seniority No.16

PER GRADING AND QUANTIFICATION FORM FOR REGULAR PROMOTION TO BS-19
IN RESPECT OF Dure Shawar DDEO/DEO Noshehra (Management Cadre B-18) (D.O.19.12.1970)

PSB-IV

Year	Period of PER		Pen Picture	PERs Assessment	Fitness for Promotion	Score
	From	To				
			Reporting Officer	Countersigning Officer		
			Previous B-17			
2012	21.2.2012	31.12.2012	She is a good administrator & performance her duty even under pressure, in well planned way, very cooperative & supportive colleague,	Agreed	VGood	Fit 7
2013	1.1.2013	31.12.2013	She performed her duty very well.	Agreed	Good	Fit 7
2014	1.1.2014	31.12.2014	She is devoted to her job	Agreed	Good	Fit 7
2015	1.1.2015	31.5.2015	Devoted & intelligent officer	Agreed	Good	Fit 5.83
2015	01-11-15	28-02-16	On leave			
2016	29-02-16	31-07-16	On leave			
2017	1.8.2017	31.12.2017	An efficient & hard working & honest trust worthy officer	Agreed	Good	Fit 2.33
2018	1.1.2018	31.12.2018	An efficient & devoted, dedicated & professional officer	Agreed	Good	Fit 7
2019	1.1.2019	26.5.2019	Devoted dedicated & very professional officer	Agreed	Good	Fit 3
			Total Marks			39.08
			Present B-18			
2019	27.5.2019	31.12.2019	Devoted dedicated & very professional officer	Agreed	Good	Fit 4
2020	1.1.2020	31.12.2020	Hard working & trust worthy	Agreed	VGood	Fit 8
2021	01-01-21	31-12-21	Cooperative, Hard working & efficient	Agreed	VGood	Fit 8
			Total Marks.			20.08

PERs Quantified Score @ 100%	Comprehensive efficiency index				
	Basic Scale		Aggregate Score	Weightage Factor	Points Obtained
	Present Scale B-18		7.78	46.71	39.23
	Previous B-17		7.22	28.90	16.18
	(i) Additions*		-	-	-
	(ii) Deletions**		-	-	-
	Total(A)				55
G. Total					

Required threshold on CEI for promotion to BP-19 is 60

Assistant Director
Elementary & Secondary Education
Govt of Haryana Sahasrabudhara

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261

Seniority No.17

PER GRADING AND QUANTIFICATION FORM FOR REGULAR PROMOTION TO BS-19
IN RESPECT OF Ghulam Fatima DDEO (F) North Waziristan (Management Cadre B-18) (D.O 12.2.1971)

PSB-IV

Year	Period of PER		Pen Picture	Reporting Officer	Countersigning Officer	PERs Assessment	Fitness for Promotion	Score
	From	To						
Previous B-17								
2012	21.2.2012	31.12.2012	Honest & efficient responsible cooperative officer					
2013	1.1.2013	31.12.2013	Sound dutifull & no week point		Agreed	Good	Fit	7
2014	1.1.2014	31.12.2014	Sound dutifull & no week point		Agreed	VGood	Fit	8
2015	1.1.2015	31.12.2015	Sound dutifull & no week point		Agreed	VGood	Fit	8
2016	1.1.2016	31.12.2016	Sound regular Honest & hard working		Agreed	VGood	Fit	8
2017	1.1.2017	31.12.2017	Well command over her work very responsible dutifull & no week point		Agreed	VGood	Fit	8
2018	1.1.2018	31.12.2018	She performed well honest officer		Agreed	VGood	Fit	8
2019	1.1.2019	26.5.2019	Official assigned task achieved confidentially		Agreed	Vgood	Fit	8
				Total Marks				3.33
Present B-18								
2019	27.5.2019	31.12.2019	Official assigned task achieved confidentially		Agreed	VGood	Fit	4.67
2020	1.1.2020	31.12.2020	Official assigned task achieved confidentially		Agreed	VGood	Fit	8
2021	01-01-21	31-12-21	She is is good subordinate		Agreed	Good	Fit	7
				Total Marks.				19.67

Comprehensive efficiency index					
PERs Quantified Score @ 100%	Basic Scale		Aggregate Score	Weightage Factor	Points Obtained
	Present Scale B-18				
	Previous B-17		7.62	45.74	38.42
	(i) Additions*		7.87	31.49	17.63
	(ii) Deletions**		-	-	-
	G. Total		Total(A)		56

Required threshold on CEI for promotion to BP-19 is 60

(Signature)
Assistant Director
Elementary & Secondary Education
Govt. of Khyber Pakhtunkhwa

(Signature)
Director
Elementary & Secondary Education
Govt. of Khyber Pakhtunkhwa

27/1

Seniority No.18

PER GRADING AND QUANTIFICATION FORM FOR REGULAR PROMOTION TO BS-19
IN RESPECT OF Hasrat Zahra DEO (F) Mardan (Management Cadre B-18) (D.O 20.4.1976)

PSB-IV

Year	Period of PER		Pen Picture	PERs Assessment	Fitness for Promotion	Score
	From	To				
			Reporting Officer	Countersigning Officer		
			Previous B-17			
2012	21.2.2012	31.12.2012	Hard working, Honest & upright	Agreed	VGood	Fit
2013	1.1.2013	31.12.2013	Quite Honest Officer	Agreed	Good	Fit
2014	1.1.2014	31.12.2014	Quite Honest Officer	Agreed	Good	Fit
2015	1.1.2015	31.12.2015	Quite Honest Officer	Agreed	VGood	Fit
2016	1.1.2016	31.12.2016	Quite Honest Officer	Agreed	VGood	Fit
2017	1.1.2017	31.12.2017	Honest Officer	Agreed	Good	Fit
2018	1.1.2018	31.12.2018	Quite Honest Officer	Agreed	Good	Fit
2019	1.1.2019	26.5.2019	She is very resposible & honest officer	Agreed	Good	Fit
			Total Marks			54.92
			Present B-18			
2019	27.5.2019	31.12.2019	Official assigned task achieved confidentially	Agreed	Good	Fit
2020	1.1.2020	31.12.2020	Official assigned task achieved confidentially	Agreed	VGood	Fit
2021	1/1/2021	12/31/2021	Cooperative & Efficient & hard working	Agreed	Good	Fit
			Total Marks.			7
			Comprehensive efficiency index			19.08

PERs Quantified Score @ 100%	Basic Scale		Aggregate Score	Weightage Factor	Points Obtained
	Present Scale B-18	Previous B-17			
			7.40	44.38	37.28
			7.41	29.64	16.60
		(i) Additions*	-	-	
		(ii) Deletions**	-	-	
		Total(A)			54
		G. Total			

Required threshold on CEI for promotion to BP-19 is 60

Assistant Director
Elementary & Secondary Education
Govt of Feroze Khan District

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28

Seniority No.19

PSB-IV

PER GRADING AND QUANTIFICATION FORM FOR REGULAR PROMOTION TO BS-19
IN RESPECT OF Rehana Yasmin DDEO (F) Kohistan (Management Cadre B-18) (D.O 4.5.1967)

Year	Period of PER		Pen Picture	PERs Assessment	Fitness for Promotion	Score
	From	To				
			Reporting Officer	Countersigning Officer		
			Previous B-17			
2012	21.2.2012	31.12.2012	Confident & responsible			
2013	1.1.2013	31.12.2013	Regular & hard working	Agreed	Good	Fit 7
2014	1.1.2014	31.12.2014	She is dedicate officer	Agreed	Good	Fit 7
2015	1.1.2015	31.12.2015	She is dedicate officer	Agreed	Good	Fit 7
2016	1.1.2016	31.12.2016	Her performnce during reporting year satisfactory	Agreed	Good	Fit 7
2017	1.1.2017	31.12.2017	Satisfactory & honest	Agreed	Good	Fit 7
2018	1.1.2018	31.12.2018	Hard worker & honest	Agreed	Good	Fit 7
2019	1.1.2019	26.5.2019	Know her job and can performed accordingly	Agreed	VGood	Fit 8
			Total Marks		Good	Fit 2.92
			Present B-18			52.92
2019	27.5.2019	31.12.2019	Know her job and can performed accordingly	Agreed	Good	Fit 4.08
2020	1.1.2020	31.12.2020	Satisfactory performance during the period	Agreed	Good	Fit 7
2021	01-01-21	31-12-21	Hard working & dedicated	Agreed	Good	Fit 7
			Total Marks.		Good	Fit 7
			Comprehensive efficiency index			18

PERs Quantified Score @ 100%	Basic Scale		Aggregate Score	Weightage Factor	Points Obtained
	Present Scale	Previous			
	B-18	B-17	7.01	42.05	35.33
	(i) Additions*		7.14	28.57	16.00
	(ii) Deletions**		-	-	
	Total(A)				
	G. Total				51

Required threshold on CEI for promotion to BP-19 is 60

(Signature)
Assistant Director
Elementary & Secondary Education
District Office, Kohistan

(Signature)

(Signature)

29

30

Seniority No.20

PSB-IV

PER GRADING AND QUANTIFICATION FORM FOR REGULAR PROMOTION TO BS-19
IN RESPECT OF Shaheen Begum DDEO (F) Dir lower (Management Cadre B-18) (D.O 11.4.1963)

Year	Period of PER		Pen Picture	Reporting Officer	Countersigning Officer	PERs Assessment	Fitness for Promotion	Score
	From	To						
2012	21.2.2012	31.12.2012	Honest & dutifull	Previous B-17				
2013	1.1.2013	31.12.2013	Honest & Helpful & hard worker		Agreed	Good	Fit	7
2014	1.1.2014	31.12.2014	Polite & cooperative		Agreed	VGood	Fit	8
2015	1.1.2015	31.12.2015	Honest & have a moral character		Agreed	Good	Fit	7
2016	1.1.2016	31.12.2016	Polite & cooperative		Agreed	VGood	Fit	8
2017	1.1.2017	31.12.2017	Well Know lodged about her duties		Agreed	Good	Fit	7
2018	1.1.2018	31.12.2018	Cooperative officer		Agreed	Good	Fit	7
2019	1.1.2019	26.5.2019	Responsible officer		Agreed	Good	Fit	7
				Total Marks	Agreed	Good	Fit	2.92
				Present B-18				53.92
2019	27.5.2019	31.12.2019	Responsible officer		Agreed	Good	Fit	4.08
2020	1.1.2020	31.12.2020	Knows her job well		Agreed	Good	Fit	7
2021	01-01-21	31-12-21	The officer is hard working & punctual, dedicated		Agreed	Good	Fit	7
				Total Marks.				18.08

PERs Quantified Score @ 100%	Comprehensive efficiency index				
	Basic Scale		Aggregate Score	Weightage Factor	Points Obtained
	Present Scale	B-18			
	Previous	B-17	7.01	42.05	35.33
	(i) Additions*		7.28	29.10	16.30
	(ii) Deletions**		-	-	-
Total(A)					
G. Total				52	

Required threshold on CEI for promotion to BP-19 is 60

Assistant Director
Elementary & Secondary Education
Govt. of Punjab, Pakistan

Seniority No.21

PSB-IV

PER GRADING AND QUANTIFICATION FORM FOR REGULAR PROMOTION TO BS-19
IN RESPECT OF Ghazala Anjum DDEO (F) Chitral upper Incharge DEO (Management Cadre B-18) (D.O 19.3.1973)

Year	Period of PER		Pen Picture	PERs Assessment	Fitness for Promotion	Score
	From	To				
			Reporting Officer	Countersigning Officer		
			Previous B-17			
2012	21.2.2012	31.12.2012	Devoted			
2013	1.1.2013	31.12.2013	Honest & hard working	Agreed	Good	Fit 7
2014	1.1.2014	31.12.2014	the Concerned officer has no any weakness	Agreed	Good	Fit 7
2015	1.1.2015	31.12.2015	She has strong well power & has no any weakness	Agreed	Good	Fit 7
2016	1.1.2016	31.12.2016	Devoted	Agreed	Good	Fit 7
2017	1.1.2017	31.12.2017	Devoted & honest	Agreed	Good	Fit 7
2018	1.1.2018	31.12.2018	the Concerned officer has no any weakness	Agreed	Good	Fit 7
2019	1.1.2019	26.5.2019	Punctual, hard working and can delivered in any situation	Agreed	Vgood	Fit 3.33
			Total Marks			52.33
			Present B-18			
2019	27.5.2019	31.12.2019	Punctual, hard working and can delivered in any situation	Agreed	Vgood	Fit 4.67
2020	1.1.2020	31.12.2020	She is a good team leader and has broght reforms in the day to day	Agreed	Vgood	Fit 8
2021	01-01-21	31-12-21	She is always punctual & know her job	Agreed	VGood	Fit 8
			Total Marks			20.67

Comprehensive efficiency index

PERs Quantified Score @ 100%	Basic Scale		Aggregate Score	Weightage Factor	Points Obtained
	Present Scale	B-18			
	Previous	B-17	8.01	48.06	40.37
	(i)	Additions*	7.06	28.25	15.82
	(ii)	Deletions**	-	-	-
	Total(A)				
G. Total				56	

Required threshold on CEI for promotion to BP-19 is 60

(Signature)
Assistant Director
Elementary & Secondary Education
Govt. of Khyber Pakhtunkhwa

(Signature)
Assistant Director
Elementary & Secondary Education
Govt. of Khyber Pakhtunkhwa

31

Seniority No.22

PER GRADING AND QUANTIFICATION FORM FOR REGULAR PROMOTION TO BS-19
IN RESPECT OF Shahida Parveen., DDEO(F) B-18 (Management Cadre) (D.O.B 13.11.1969)

PSB-IV

Year	Period of PER		Pen Picture	PERs Assessment	Fitness for Promotion	Score
	From	To				
			Reporting Officer	Countersigning Officer		
			Present BS-17			
2012	21.2.2012	31.12.2012	Excellent			
2013	1.1.2013	31.12.2013	Good	Agreed	Good	Fit
2014	1.1.2014	31.12.2014	Good	Agreed	Good	Fit
2015	1.1.2015	31.12.2015	No weak point	Agreed	Good	Fit
2016	1.1.2016	31.12.2016	Delegent in office work	Agreed	Good	Fit
2017	1.1.2017	31.12.2017	Straight forward and hardworker	Agreed	Good	Fit
2018	1.1.2018	31.12.2018	Has delivered on most of the task assigned	Agreed	Good	Fit
2019	01-01-19	31.12.2019	Official assigned task achieved confidentially	Agreed	Good	Fit
2020	1.1.2020	31.12.2020	Official assigned task achieved confidentially	Agreed	Good	Fit
2021	01-01-21	16-08-21	PER not provided	Agreed	VGood	Fit
			Total Marks.			
2021	17-08-21	31-12-21	Present B-18			63.00
			Total Marks.			0

PERs Quantified Score @ 100%	Comprehensive efficiency index			Points Obtained
	Basic Scale	Aggregate Score	Weightage Factor	
	Present Scale B-18			
	Previous scale B-17		0.00	0.00
	(i) Additions*	7.00	28.00	15.68
	(ii) Deletions**	-	-	-
	Total(A)	-	-	-
	G. Total			16

Required threshold on CEI for promotion to BP-19 is 60

Principal
Elementary & Secondary Education
Govt. of Jharkhand

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32

Seniority No.23

PSB-IV

PER GRADING AND QUANTIFICATION FORM FOR REGULAR PROMOTION TO BS-19
IN RESPECT OF Nighat Bibi DDEO (F) Abbot Abad B-18 (Management Cadre) (D.O.B 7.12.1977)

Year	Period of PER		Pen Picture		PERs Assessment	Fitness for Promotion	Score
	From	To	Reporting Officer	Countersigning Officer			
Present BS-17							
2012	21.2.2012	31.12.2012	Competant & hard working	Agreed	Good	Fit	7
2013	1.1.2013	31.12.2013	Competant & hard working	Agreed	Good	Fit	7
2014	1.1.2014	31.12.2014	Normal routine works	Agreed	Good	Fit	7
2015	1.1.2015	31.12.2015	Efficient trusted & honest	Agreed	Good	Fit	7
2016	1.1.2016	31.12.2016	Hard working & trusted	Agreed	Good	Fit	7
2017	1.1.2017	31.12.2017	Efficient trusted & honest	Agreed	Good	Fit	7
2018	1.1.2018	31.12.2018	Hard working & trusted	Agreed	Good	Fit	7
2019	01-01-19	26-05-19	Cooperative, Honest	Agreed	Good	Fit	2.92
Total Marks.							49.00
Present B-18							
2019	27.5.2019	31.12.2019	Cooperative, Honest	Agreed	Good	Fit	4.08
2020	1.1.2020	31.12.2020	Dynamic, Dependable & honest	Agreed	Good	Fit	7
2021	01-01-21	31-12-21	Punctual & hard working	Agreed	Good	Fit	7
Total Marks.							18.08

Comprehensive efficiency index

PERs Quantified Score @ 100%	Basic Scale	Aggregate Score	Weightage Factor	Points Obtained
	Present Scale	7.01	42.05	35.33
	Previous B-17	6.61	26.45	14.81
	(ii) Deletions**	-	-	-
	Total(A)			50
G. Total				

Required threshold on CEI for promotion to BP-19 is 60

Assistant Director
Elementary & Secondary Education
Govt of Punjab, Pakistan

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33

Seniority No.24

PSB-IV

PER GRADING AND QUANTIFICATION FORM FOR REGULAR PROMOTION TO BS-19
IN RESPECT OF Nargis Jabeen DDEO (F)Lakki Marwat B-18 (Management Cadre) (D.O.B 15.1.1975)

Year	Period of PER		Pen Picture	PERs Assessment	Fitness for Promotion	Score
	From	To				
Present BS-17						
2012	21.2.2012	31.12.2012	Competant & hard working	Agreed	Good	Fit 7
2013	1.1.2013	31.12.2013	Competant & hard working	Agreed	Good	Fit 7
2014	1.1.2014	31.12.2014	Normal routine works	Agreed	Good	Fit 7
2015	1.1.2015	31.12.2015	Efficient trusted & honest	Agreed	Good	Fit 7
2016	1.1.2016	31.12.2016	Hard working & trusted	Agreed	Good	Fit 7
2017	1.1.2017	31.12.2017	Efficient trusted & honest	Agreed	Good	Fit 7
2018	1.1.2018	31.12.2018	Hard working & trusted	Agreed	Good	Fit 7
2019	01-01-19	26-05-19	No weak point	Agreed	Vgood	Fit 3.33
						52.33
Present B-18						
2019	27.5.2019	31.12.2019	No weak point	Agreed	Vgood	Fit 4.67
2020	1.1.2020	31.12.2020	Diciplined & cooperative	Agreed	Good	Fit 7
2021	01-01-21	31-12-21	Confident & reliable	Agreed	Vgood	Fit 8
Total Marks.						19.67

Comprehensive efficiency index

PERs Quantified Score @ 100%	Basic Scale		Aggregate Score	Weightage Factor	Points Obtained	
	Present Scale	B-18				
		Present Scale	B-18	7.62	45.74	38.42
		Previous B-17		7.06	28.25	15.82
		(ii) Deletions**		-	-	-
	Total(A)				54	
	G. Total					

Required threshold on CEI for promotion to BP-19 is 60

(Signature)
Assistant Director
Elementary & Secondary Education
District Peshawar

(Signature)
Assistant Director
Elementary & Secondary Education
District Peshawar

34

Seniority No.25

PSB-IV

PER GRADING AND QUANTIFICATION FORM FOR REGULAR PROMOTION TO BS-19
IN RESPECT OF Laila Ali DDEO (F) Lakki Marwat B-18 (Management Cadre) (D.O.B 15.1.1975)

Year	Period of PER		Pen Picture	Countersigning Officer	PERs Assessment	Fitness for Promotion	Score
	From	To					
Present BS-17							
				Agreed	Good	Fit	7
2012	21.2.2012	31.12.2012	Competant & hard working	Agreed	Good	Fit	7
2013	1.1.2013	31.12.2013	Competant & hard working	Agreed	Good	Fit	7
2014	1.1.2014	31.12.2014	Normal routine works	Agreed	Good	Fit	7
2015	1.1.2015	31.12.2015	Efficient trusted & honest	Agreed	Good	Fit	7
2016	1.1.2016	31.12.2016	Hard working & trusted	Agreed	Good	Fit	7
2017	1.1.2017	31.12.2017	Efficient trusted & honest	Agreed	VGood	Fit	8
2018	1.1.2018	31.12.2018	Punctual	Not Agreed with RO	Average	Not yet fit for promotion	2.08
2019	01-01-19	26-05-19	Competant & hard working	Not Agreed with RO	Average	Not yet fit for promotion	2.08
Total Marks.							52.08
Present B-18							
				Not Agreed with RO	Average	Not yet fit for promotion	2.92
2019	27.5.2019	31.12.2019	Competant & hard working	Agreed	VGood	Fit	8
2020	1.1.2020	31.12.2020	Competant & hard working	Agreed	Good	Fit	7
2021	01-01-21	31-12-21	Performance of the officer is good	Agreed	Good	Fit	7
Total Marks.							17.92

Comprehensive efficiency index

PERs Quantified Score @ 100%	Basic Scale		Aggregate Score	Weightage Factor	Points Obtained
	Present Scale	B-18	6.94	41.67	35
	Previous B-17		7.03	28.12	16
	(ii) Deletions**		-	-	1
	Total(A)				50
G. Total					

Required threshold on CEI for promotion to BP-19 is 60

Assistant Director
Elementary & Secondary Education
Govt. of Khyber Pakhtunkhwa

36

Seniority No.26

PSB-IV

PER GRADING AND QUANTIFICATION FORM FOR REGULAR PROMOTION TO BS-19
IN RESPECT OF Mehrun Nisa DDEO (F) Chitral B-18 (Management Cadre) (D.O.B 4.2.1980)

Year	Period of PER		Pen Picture	PERs Assessment	Fitness for Promotion	Score
	From	To				
Present BS-17						
2012	21.2.2012	31.12.2012	She is very skill full	Agreed	Good	Fit 7
2013	1.1.2013	31.12.2013	She is intelligent & skill full	Agreed	Good	Fit 7
2014	1.1.2014	31.12.2014	She is hard working	Agreed	Good	Fit 7
2015	1.1.2015	31.12.2015	She is can complete any challenges task.	Agreed	Vgood	Fit 8
2016	1.1.2016	31.12.2016	Disciplined efficient officer	Agreed	Good	Fit 7
2017	1.1.2017	31.12.2017	Have the quality to face the abnormal situations	Agreed	Vgood	Fit 8
2018	1.1.2018	31.12.2018	Intelligent responsible officer	Agreed	Good	Fit 7
2019	01-01-19	26-05-19	The officer is dutifull & dedicated	Agreed	Vgood	Fit 3.33
						54.33
Present B-18						
2019	27.5.2019	31.12.2019	The officer is dutifull & dedicated	Agreed	Vgood	Fit 4.67
2020	1.1.2020	31.12.2020	Hard working dutifull & punctual officer	Agreed	Vgood	Fit 8
2021	01-01-21	31-12-21	Cooperative Efficient & dutiful	Agreed	Vgood	Fit 8
Total Marks.						20.67

Comprehensive efficiency index

PERs Quantified Score @ 100%	Basic Scale		Aggregate Score	Weightage Factor	Points Obtained
	Present Scale	B-18			
	Previous B-17		7.33	29.33	16.42
	(ii) Deletions**		-	-	-
	Total(A)				57
G. Total					

Required threshold on CEI for promotion to BP-19 is 60

Assistant Director
Elementary & Secondary Education
Govt. of Khyber Pakhtunkhwa

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Seniority No.27

PSB-IV

PER GRADING AND QUANTIFICATION FORM FOR REGULAR PROMOTION TO BS-19
IN RESPECT OF Fanoos Jamal DDEO (F) Bannu B-18 (Management Cadre) (D.O.B 5.1.1977)

Year	Period of PER		Pen Picture	PERs Assessment	Fitness for Promotion	Score	
	From	To					Reporting Officer
Present BS-17							
2012	21.2.2012	31.12.2012	She is very skill full	Agreed	Good	Fit	7
2013	1.1.2013	31.12.2013	She is intelligent & skill full	Agreed	Good	Fit	7
2014	1.1.2014	31.12.2014	She is hard working	Agreed	Good	Fit	7
2015	1.1.2015	31.12.2015	She is can complete any challenges task.	Agreed	Vgood	Fit	8
2016	1.1.2016	31.12.2016	Disciplined efficient officer	Agreed	Good	Fit	7
2017	1.1.2017	31.12.2017	Have the quality to face the abnormal situations	Agreed	Vgood	Fit	8
2018	1.1.2018	31.12.2018	intelligent responsible officer	Agreed	Good	Fit	7
2019	01-01-19	26-05-19	The officer is dutifull & dedicated	Agreed	Vgood	Fit	3.33
Present B-18							
2019	27.5.2019	31.12.2019	The officer is dutifull & dedicated	Agreed	Vgood	Fit	4.67
2020	1.1.2020	31.12.2020	Hard working dutifull & punctual officer	Agreed	Vgood	Fit	8
2021	01-01-21	31-12-21	Efficient	Agreed	Vgood	Fit	8
Total Marks.							20.67

Comprehensive efficiency index

PERs Quantified Score @ 100%	Basic Scale		Aggregate Score	Weightage Factor	Points Obtained	
	Present Scale	B-18				
		Present Scale	B-18	8.01	48.06	40.37
		Previous B-17		7.33	29.33	16.42
		(ii) Deletions**		-	-	-
	Total(A)				57	
	G. Total					

Required threshold on CEI for promotion to BP-19 is 60

Assistant Director
Elementary & Secondary Education
Govt of Punjab

Forward

Seniority No.28

PSB-IV

PER GRADING AND QUANTIFICATION FORM FOR REGULAR PROMOTION TO BS-19
IN RESPECT OF Hussan Ara DDEO (F) Dir upper B-18 (Management Cadre) (D.O.B 10.2.1970)

Year	Period of PER		Pen Picture	PERs Assessment	Fitness for Promotion	Score
	From	To				
Present BS-17						
2012	21.2.2012	31.12.2012	Very Honest & dutifull	Agreed	Vgood	Fit 8
2013	1.1.2013	31.12.2013	Quite honest officer	Agreed	Vgood	Fit 8
2014	1.1.2014	31.12.2014	Honest officer	Agreed	Vgood	Fit 8
2015	1.1.2015	31.12.2015	Devoted & honest	Agreed	Good	Fit 7
2016	1.1.2016	31.12.2016	Devoted & honest	Agreed	Good	Fit 7
2017	1.1.2017	31.12.2017	Devoted & honest	Agreed	Good	Fit 7
2018	1.1.2018	31.12.2018	She is comfident officer	Agreed	Good	Fit 2.92
2019	01-01-19	26-05-19	Efficient Hard working and upright	Agreed	Good	Fit 54.92
Total Marks.						54.92
Present B-18						
2019	27.5.2019	31.12.2019	Efficient Hard working and upright	Agreed	Good	Fit 4.08
2020	1.1.2020	31.12.2020	Cooperative & efficient	Agreed	Good	Fit 7
2021	01-01-21	31-12-21	The officer know her job very well	Agreed	Vgood	Fit 8
Total Marks.						19.08

Comprehensive efficiency index

PERs Quantified Score @ 100%	Basic Scale		Aggregate Score	Weightage Factor	Points Obtained
	Present Scale	B-18			
	Previous	B-17	7.41	29.64	16.60
	(ii) Deletions**		-	-	-
	Total(A)				54
G. Total					

Required threshold on CEI for promotion to BP-19 is 60

(Signature)
 Director, District
 Management & Secondary Education
 Govt. of Punjab, Pakistan

(Signature)

(Signature)

381

WORKING PAPER FOR PROVINCIAL SELECTION BOARD		
Department of Elementary & Secondary Education Govt of Khyber Pakhtunkhwa Peshawar		
1	Nomenclature of the post/ Basic Scale	District Education Officer / Additional Director BS-19 (Female)
2	Service/Group/Cadre.	Management Cadre (Female) Section of E&SED)
3	Sanctioned strength of the cadre.	Total Sanctioned post of DEOs/Additional Directors(Female) B-19 = 38 (Annexure-A)

4		Direct	Promotion	Transfer
(i)	Percentage of share.	--	100% by promotion	-
(ii)	No. of posts allocated to each category.	--	38	-
(iii)	Present occupancy position	--	18(Annex- B)	-
(iv)	No. of vacancies in each category	--	20	-

v	How did the vacancy (i e) under promotion quota occur and since when?	Posts vacant due to the following reason:- i. Retired(Mst.Ulfat Begum =01 ii. Fall vacant since Creation =19 Total =20(Annex-C)
vi	Recruitment Rules	Notification.SO (S/M)/E&SED/3-2/2016/ SSRC of MC dated 27.3.2019 (Annexure-C) a) " By promotion on the basis of seniority-cum-fitness from amongst the Deputy District Education Officers and Deputy Directors (Male & Female) with at least seven years service in BPS-18 or twelve years service in BPS-17 and above and such officers shall undergo six weeks post promotion training on following modules namely: i) Financial management ii) HR management iii) Information Technology Provided that if no suitable officer is available for Promotion then by transfer of BPS-19 officer.
vii	Required length of service	07 years services in BS-18 or 12 Twelve years service in BPS-17 and above
viii	Whether to be promoted on Regular basis or appointment on acting charge basis?	Promotion on regular basis /Appointment on acting charge basis
ix	Mandatory training, if any	Six weeks post promotion Training
x	Minimum required score on EI.	60


Director

Directorate of Elementary and Secondary
Education Khyber Pakhtunkhwa Peshawar


Secretary

Govt. of Khyber Pakhtunkhwa
Elementary and Secondary Education

SECRETARY
Elementary & Secondary Edu: Deptt:
Government of Khyber Pakhtunkhwa

Secretary

40

PANEL OF OFFICERS FOR CONSIDERATION

S#	SL#	Name of officers with Father's Name	Date of Birth	D/o 1st; Entry into Govt; service	Date of apptt/ promotion in BS-17	Date of regular apptt/promotion to the present scale	Whether full/ill the prescribed length of service	Quantified Score	Missing PERs(if any)	Disciplinary proceeding if any	Case if any in the court of law including NAB/Plea bargaining with NAB	Mandatory Training for promotion	Research Papers	Present posting	REMARKS
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	1	Shafqat Rehman D/O Fazal Rahman	16.4.1970	1.3.1992	-	30.5.2011	No	66	Yes (2021)	NO	NO	NA	NA	On Leave w.e./ 31-01-2022 to 31-01-2024	Not eligible being on long leave abroad. Note: The officer concerned has served the Department only for 2.5 years & for the rest of period she remained on leave.(MC period)(Annex-D)
2	2	Eibi Razia D/O Gulistan Khan	18.5.1970	17.5.1988	-	30.5.2011	No	49	Yes(2018 To 2021)	Yes	NO	NA	NA	Principal GGHS Chokara Karak	Not eligible as her PERs for the years 2018 to 2021 have been reported and counter signed by irrelevant officers , violating the rules of business.
3	3	Rabia Anees D/O Abdul Aziz	12.5.1976	1.10.2008	-	30.5.2011	No	64	No	NO	NO	NA	NA	DDEO/SS BS-18 GGHS Shah Dhand Baba Mardan	Unwilling to be promoted to BS-19 as written statement on legal stamp paper has been provided, earlier she refused to take promotion twice.(Annex-E)
4	4	Abida Shaheen D/O Zahir Uddin	07-02-66	30.05.2011	-	30.05.2011	Yes	0	Yes	No	No	NA	NA	DOEO (F) Mardan 14/01/2022	Not eligible for promotion in BS-19 due to Missing PERs
5	5	Zubaida Haneef D/O Muhammad Haneef Khan	12.3.1978	30.5.2011	-	30.5.2011	No	47	No	Yes	NO	NA	NA	DEO (F) Kohistan Lower in OPS 10/4/2020	Eligible for promotion on regular basis in BS-19 however Departmental inquiry is in process against her.(Annex-F)
6	6	Rukhsana Rahim D/O Haji Rahim Khan	24.12.1963	1.11.1982	21.2.2012	27.5.2019	No	68	No	yes	NO	NA	NA	DOEO (F) B-18 Kohistan Upper with additional charge of DEO (F) 9/9/2021	Eligible for appointment on acting charge basis in BS-19 however Departmental inquiry is in process against her.(Annex-G)
7	7	Hafsa Gui D/O Naushat Ali Khan	23.12.1975	21.2.2012	21.2.2012	27.5.2019	No	58	No	NO	NO	NA	NA	DOEO Estb NMAs 30/05/2021	Eligible for appointment on acting charge in BS-19
8	8	Aniqa Huma Touqeer D/O Sher Ahmad Akhtar Khattak	14.8.67	11-09-94	21.2.2012	27.5.2019	No	52	No	NO	NO	NA	NA	DOEO(F) BS-18 Tank 07/01/2021	Eligible for Appointment in BS-19 on Acting charge basis
9	9	Aisha Saeed D/O Saeed Ahmad Khan	30.3.1971	1.4.1996	21.2.2012	27.5.2019	No	64	No	NO	NO	NA	NA	DOEO(F) working as SSS GGHS Havelian 31/08/2020	Eligible for Appointment in BS-19 on Acting charge basis.
10	10	Sadia Aziz D/O Azhar Rahman	4.8.1975	1.9.2003	21.2.2012	27.5.2019	No	68	No	NO	NO	NA	NA	DEO(F) Haripur in OPS 28/10/2021	Eligible for Appointment in BS-19 on Acting charge basis


41

11	11	Shazia Nawaz D/O Rab Nawaz	10.9.73	28.3.1992	21.2.2012	27.5.2019	No	56	No	NO	NO	NA	NA	DDEO(F) BS-18 Buner with additional charge of DEO (F) 09/06/2020	Eligible for Appointment in BS-19 on Acting charge basis
12	12	Sumera Sheraz D/O Sardar Khan	7.1.1976	21.2.2012	21.2.2012	27.5.2019	No	57	Yes	NO	NO	NA	NA	on Deputation Higher Education 4/6/2021	Not Eligible for appointment on acting charge basis in BS-19 being on Deputation vide No.SO(S-F)E&SED/4-18/2021/DEPUTATION Dated: 04-06-2021 PERs 2021 also missing.(Annexure-H)
13	13	Safia Amin D/O Aminul Haq	2.5.1976	21.2.2012	21.2.2012	27.5.2019	No	58	No	NO	NO	NA	NA	DDEO Estb (F) 30/09/2021	Eligible for Appointment in BS-19 on Acting charge basis
14	14	Abida Parveen D/O Lal Bahader	24.12.1975	12.6.2006	21.2.2012	27.5.2019	No	58	No	NO	NO	NA	NA	DDEO (F) Torghar 09/09/2021	Eligible for Appointment in BS-19 on Acting charge basis
15	15	Nadia Begum D/O Wasiullah	15.5.64	23.11.1985 PTC and DPE 1995	21.2.2012	27.5.2019	No	58	No	NO	NO	NA	NA	DDEO (F) Peshawar 09/09/2021	Eligible for Appointment in BS-19 on Acting charge basis
16	16	Dure Shawar D/O Jamsheid Khan	8.12.1970	21.11.1994	21.2.2012	27.5.2019	No	55	No	NO	Yes	NA	NA	DDEO(F) BS-18 Nowshera / Additional charge of DEO.	Eligible for Appointment on acting charge basis however Investigation in NAB is in process against her. (Annexure-I)
17	17	Ghulam Fatima D/O Muhammad Hassan Khan	12.2.1971	4.2.1998 (CT) & 2007 (SS)	21.2.2012	27.5.2019	Yes	56	No	NO	NO	NA	NA	DDEO(F) BS-18 North Waziristan vide Notification No. SO(S/F)E&SED/4-16/2021/Posting / Transfer/MC, dated 7.1.2021	Eligible for Appointment in BS-19 on Acting charge basis
18	18	Hasrat Zahra D/O Syed Israr Hussain	20.4.1976	23.2.2011	21.2.2012	27.5.2019	Yes	54	No	NO	NO	NA	NA	DDEO(F) Mardan 30/09/2021	Eligible for Appointment in BS-19 on Acting charge basis
19	19	Rehana Yasmin D/O Roshan Din	4.5.1967	19.4.93 to 31.12.95 (PET) 1.1.96 to 20.9.99	21.2.2012	27.5.2019	No	51	No	Yes	NO	NA	NA	DDEO (F) Kotai Palas 09/09/2021	Eligible for Appointment on acting charge basis however Departmental inquiry is in process against her. (Annexure-J)
20	20	Shaheen Begum D/O Wali Muhammad	11.4.1963	4.6.1981 and SET 1.12.1981	21.2.2012	27.5.2019	Yes	50	No	NO	NO	NA	NA	DDEO(F) BS-18 North Waziristan 30-5-2021	Eligible for Appointment in BS-19 on Acting charge basis
21	21	Ghazala Anjum D/O Taj Muhammad	19.3.1973	SET 12.7.99 ADO 19-02-2011	21.2.2012	27.5.2019	Yes	56	No	NO	NO	NA	NA	DDEO(F) Chitral Upper in OPS 17/04/2020	Eligible for Appointment in BS-19 on Acting charge basis
22	22	Shahida Parveen D/O Badshah Khan	13.11.1969	24.6.1997	21.2.2012	17.8.2021	No	16	No	NO	NO	NA	NA	DDEO (F) B-18 Tank 17/08/2021	Not Eligible for appointment on acting charge basis in BS-19 being in probation period.
23	23	Nighat Bibi D/O Muhammad Khan	7.12.1977	25.12.2009	21.2.2012	27.5.2019	No	50	No	NO	NO	NA	NA	DDEO(F) Abbottabad 31/08/2020	Eligible for Appointment in BS-19 on Acting charge basis
24	24	Nargis Jabeen D/O Saifullah Khan	15.2.1975	21.2.2012	21.2.2012	27.5.2019	No	54	No	NO	Yes	NA	NA	DDEO(F) BS-18 Lakhri Marwat 27-5-2019	Eligible for Appointment on acting charge basis however Investigation in NAB is in process against her. (Annexure-K)
		D/O Syed Ali Jan	5.4.1979	3.1.2011	21.2.2012	27.5.2019	No	50	No	Yes	NO	NA	NA	DDEO(F) Shangla 17/03/2021	Eligible for Appointment on acting charge basis however Departmental inquiry is in process against her. (Annexure-L)


49

26	26	Mehrun Nisa D/O Usmerwaliah	4.2.1980	21.2.2012	21.2.2012	27.5.2019	No	57	No	NO	NO	NA	NA	DEO(F) Chitral Lower in OPS 10/04/2020	Eligible for Appointment in BS-19 on Acting charge basis
27	27	Fanoos Jamal D/O Mahmood Khan	5.1.1977	22.11.1999	21.2.2012	27.5.2019	No	57	No	Yes	Yes	NA	NA	DEO (F) Khyber in OPS 9/09/2021	Eligible for Appointment on acting charge basis however Departmental inquiry & NAB investigation is in process against her. (Annexure-N)
28	28	Hussan Ara D/O Shamsur Rehman	10.2.1970	1.3.1988	21.2.2012	27.5.2019	No	54	No	NO	NO	NA	NA	DEO(F) Dir Upper in OPS 17/04/2020	Eligible for Appointment in BS-19 on Acting charge basis
		CERTIFICATE													

- i) Certified that the officers included in the panel at Serial No.1,3,5,16,19,24,25 & 27 are on long leave/ unwilling/ under Departmental inquiries / NAB investigations.
- ii) Certified that officers included in the panel at Serial No.2,4 & 12,22 are not eligible for promotion/appointment on acting charge basis due to missing PERs and Deputation to HED/probation.
- iii) Certified that the officers included in the panel at Sr. Nos 7,8,9,10,11,13,14,15,17,18,20,21,23,26 & 28 are eligible for appointment on acting charge basis except S/No,22 being on probation.


 Deputy Director (Establishment/F)
 Directorate of Elementary & Secondary
 Education Khyber
 Pakhtunkhwa Peshawar

Deputy Director
 (Establishment) ES&SE
 Khyber Pakhtunkhwa Peshawar


 Secretary to Govt of
 Khyber Pakhtunkhwa
 E&SE Department

ANNEXURE
"E" 43



GOVERNMENT OF KHYBER PAKHTUNKHWA
ELEMENTARY AND SECONDARY EDUCATION DEPARTMENT
Block-"A" Opposite MPA's Hostel, Civil Secretariat Peshawar

Phone No. (01) 9223588

Dated Peshawar the April 20th, 2022

NOTIFICATION

NO.SO(MC)ED/1-3/2022/PROMOTION(MC-BS-18): On the recommendations of the Provincial Selection Board, in its meeting held on 07-04-2022, the following Deputy District Education Officers / Deputy Directors (Female MC BS-18) of Elementary & Secondary Education Department are hereby promoted / appointed as District Education Officers / Additional Directors (MC BS-19) on regular / acting charge basis, with immediate effect:-

Sr. No	Name of officer	Remarks
1.	Mst. Rabia Anees (MC BS-19)	Promoted on regular basis
2.	Mst. Safsa Gul (MC BS-19)	Appointed on acting charge basis
3.	Mst. Aniqia Hunia Touqeer (MC BS-19)	Appointed on acting charge basis
4.	Mst. Aisha Saeed (MC BS-19)	Appointed on acting charge basis
5.	Mst. Sadia Aziz (MC BS-19)	Appointed on acting charge basis
6.	Mst. Shahzia Nawaz (MC BS-19)	Appointed on acting charge basis
7.	Mst. Sumera Sheraz (MC BS-19)	Appointed on acting charge basis
8.	Mst. Safia Amin (MC BS-19)	Appointed on acting charge basis
9.	Mst. Saida Parveen (MC BS-19)	Appointed on acting charge basis
10.	Mst. Sadia Begum (MC BS-19)	Appointed on acting charge basis
11.	Mst. Furr e Shahwar (MC BS-19)	Appointed on acting charge basis
12.	Mst. Hulam Fatima (MC BS-19)	Appointed on acting charge basis
13.	Mst. Ansrat Zahra (MC BS-19)	Appointed on acting charge basis
14.	Mst. Saheen Begum (MC BS-19)	Appointed on acting charge basis

2- The officer at Sr. No-1, on promotion will remain on probation for a period of one year in terms of Section-6(2) of the Khyber Pakhtunkhwa Civil Servant Act, 1973 read with Rule-15(1) of the Khyber Pakhtunkhwa Civil Servant (Appointment, Promotion & Transfer) Rules-1989 which will be extendable for another year with the specific orders of Appointing Authority within two months of the expiry of the first year of promotion period as provided in Rules-15(2) of the Rules Ibid.

3- The posting / transfer notification in respect of the above officers will be issued later on.

SECRETARY TO THE GOVT. OF KHYBER PAKHTUNKHWA
E&SE DEPARTMENT

Endst. of every page & date:

Copy forwarded for information to the:-

1. Accountant General, Khyber Pakhtunkhwa, Peshawar
2. Director, E&SE, Khyber Pakhtunkhwa, Peshawar
3. All District Education Officers (Female) in Khyber Pakhtunkhwa
4. Director, EMIS, E&SE Department with the request to upload the same on the website of the department.
5. District Accounts Officers of the concerned districts
6. PS to Secretary, Establishment Department, Khyber Pakhtunkhwa
7. PS to Secretary, E&SE Department, Khyber Pakhtunkhwa
8. Office concerned

(Signature)
20/4/22

(JUNAID SHAH)
SECTION OFFICER (Management Cadre)

To,

The Chief Minister
Through Chief Secretary

14
Annexure
"F"

Subject:

DEPARTMENTAL APPEAL AGAINST IMPUGNED PROMOTION ORDER OF SIMILARLY PLACED FEMALE OFFICERS IN BPS-18 TO BPS-19 AND IMPUGNED WORKING PAPER AND NOT CONSIDERING THE APPELLANT AT SERIAL NO.19 OF PROMOTION DUE TO PENDING INQUIRY.

Sir,

1. Reference is made to impugned promotion order / notification dated 20/04/2022 and working paper submitted to the PSB. Copy of impugned promotion order 20/04/2022 and working paper of PSB is annexed herewith.
2. It is submitted that appellant is serving as District Education Officer at Kolai Palas and left no stone, unturned in the smooth functioning of the department. The appellant is presently serving in BPS-18 and her promotion was due from BPS-18 to BPS-19 alongwith other junior and similarly placed counterparts.
3. That name of appellant was included in the working papers of the promotion before the PSB meeting held on 07/04/2022. The PSB approved / recommended promotion of all others similarly placed officers from BPS-18 to BPS-19 sans the appellant. Impugned promotion order 20/04/2022 is attached for your kind perusal.
4. That the appellant is serving as mentioned above with due diligence and care and has devoted maximum of her time for the betterment for the students and the department as well but even than the appellant has not been promoted from BPS-18 to BPS-19 due to the reason that a departmental inquiry is pending against the applicant.

5. It is not out of place to mention here that one Mst. Durr-e-Shahwar at mention serial No.11 in the impugned promotion order 20/04/2022 is also facing NAB inquiry but she has been promoted from BPS-18 to BPS-19 except the applicant. The appellant is also eligible and to be promoted during the pendency of so-called inquiry in the department on the following grounds.

GROUND:-

- a. That pending inquiry cannot debar the appellant from promotion to BPS-18 to BPS-19 and in this regard, judgment 20/10/1999 of Apex Court and judgment of Peshawar High Court dated 09/09/2015 as well as National Accountability Bureau letter dated 17/04/2006 refers. Copies of judgments are attached herewith.
- b. That the department is supposed to adopt one yard stick while promoting the officers. The officer referred above mention at serial No.11 of promotion order dated 20/04/2022 is also facing trial before the NAB authorities. Hence, the appellant has been discriminated which is contrary to article 25 of the constitution of Pakistan 1973.

PRAYER:-

On acceptance of departmental representation, PSB may be directed to promote the appellant w.e.f 20/04/2022 alongwith similar female officers with all service back benefits.

Dated: 23-04/2022

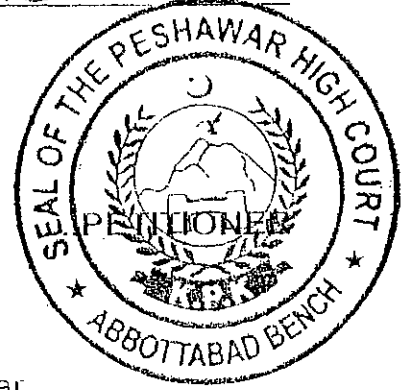

(REHANA YASMIN)
DEO (F) Kolai District Pallas

Annexure
"G" 46

BEFORE THE HONOURABLE PESHAWAR HIGH COURT,
ABBOTTABAD BENCH.

W.P.No. 563 -A/2022

Rehana Yasmeen DEO(F) Kolai Palas, Kohistan.

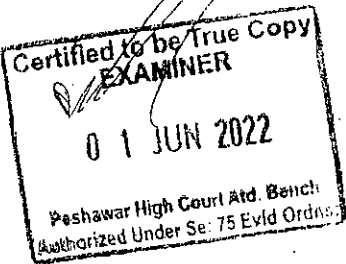


VERSUS

- 1) Chief Minister through Chief Secretary KP Peshawar.
- 2) Chief Secretary KP Peshawar.
- 3) Government of KPK through Secretary Elementary & Secondary Education, Khyber Pakhtunkhwa, Peshawar.
- 4) Director Elementary & Secondary Education, Khyber Pakhtunkhwa, Peshawar.
- 5) District Education Officer (F), District Kolai Palas, Kohistan.
- 6) Mst. Shaheen Begum DCEO District Dir Lower.

...RESPONDENTS

WRIT PETITION UNDER ARTICLE 199 OF THE
CONSTITUTION OF ISLAMIC REPUBLIC OF
PAKISTAN, 1973 AS AMENDED UP TO DATE
FOR DECLARATION TO THE EFFECT THAT THE
PETITIONER IS PLACED AT SERIAL NO.19 IN
SENICRITY LIST WHEREAS RESPONDENT NO.6
IS PLACED AT SERIAL NO.20 WHO HAS BEEN
PROMOTED IN BPS-10 INSTEAD OF THE



ADDITIONAL REGISTRAR
PESHAWAR HIGH COURT
ABBOTTABAD BENCH
9/9

47

20.04.2022 WHICH IS AGAINST THE PRINCIPLE OF SENIORITY CUM FITNESS AND CONTRARY TO THE RULES ON THE SUBJECT. HENCE, THE PETITIONER IS TO BE PROMOTED IN BPS-19 IN PLACE OF RESPONDENT NO.6 AS THE PETITIONER IS SENIOR TO RESPONDENT NO.6.

PRAYER:-

ON ACCEPTANCE OF THE INSTANT WRIT PETITION, IMPUGNED PROMOTION ORDER DATED 20.04.2022 TO THE EXTENT OF RESPONDENT NO.6 MAY BE SET-ASIDE AND RESPONDENTS MAY BE DIRECTED TO PROMOTE THE PETITIONER FROM BPS-18 TO BPS-19 W.E.F 20.04.2022. THE RESPONDENTS MAY FURTHER BE DIRECTED TO PAY SALARY OF HIGHER PAY SCALE I.E. BPS-19 WITH EFFECT FROM 22.04.2020 ON WORDS. ANY OTHER RELIEF WHICH THIS HON'BLE COURT DEEM APPROPRIATE IN THE CIRCUMSTANCES OF THE CASE MAY ALSO BE GRANTED TO THE PETITIONER.

19/11/2022
ADDITIONAL REGISTRAR
PESHAWAR HIGH COURT
ABBOTTABAD BENCH

Certified to be True Copy
EXAMINER

Respectfully Submitted

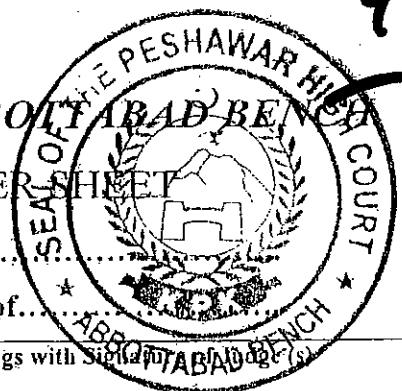
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PESHAWAR HIGH COURT, ABBOTTABAD BENCH

FORM OF ORDER SHEET

Court of.....

Case No.....of.....



Date of Order of Proceedings	Order or other Proceedings with Signature(s)
1	2
31.05.2022.	<p>CM No. 431-A/2022 in WP No. 563-A/2022.</p> <p>Present: Mr. Arshad Khan Tanoli, Advocate for petitioner.</p> <p>Mr. Sajid ur Rehman, AAG for official respondents.</p> <p style="text-align: center;">***</p> <p><u>WIQAR AHMAD, J.</u> This is an application for early fixation of main writ petition, however, learned counsel for petitioner stated that petitioner would not press the main writ petition anymore, provided respondents No. 2 and 3 are directed to look into her grievance and give their consideration thereto in accordance with law. CM for early hearing of main writ petition is allowed and main writ petition is fixed today.</p> <p>In view of submissions of learned counsel for petitioner, this writ petition is disposed of with directions to respondents No. 2 and 3 to consider grievance of petitioner as raised in the instant writ petition in accordance with law. In case grievance of petitioner could not be redressed, then, respondents No. 2 and 3 shall pass an appropriate order, at the earliest.</p> <p style="text-align: right;">JUDGE</p> <p style="text-align: right;"><i>(Signature)</i></p>

*Office
1/6/22*

Certified to be True Copy
EXAMINER

01 JUN 2022

Peshawar High Court, Atd. Bench
Authorized

Hon'ble Justice Wiqar Ahmad and Hon'ble Justice Kamran Hayat Shahkhal

Annexure
"H" 49
—

**BEFORE THE HONOURABLE PESHAWAR HIGH COURT,
ABBOTTABAD BENCH**



C.O.C No. 34 -A/2023

In

Writ Petition No. 563-A/2022

Rehana Yasmeen, DEO (Female) Mansehra.

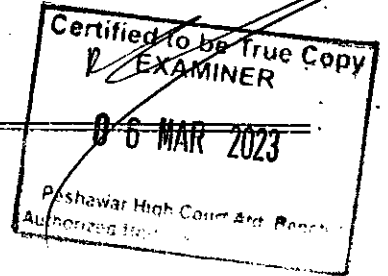
...PETITIONER

VERSUS

1. Mohtasim Billa, Secretary E&SE, Khyber Pakhtunkhwa, Peshawar.
2. Hafiz Ibrahim, Director, E&SE, Khyber Pakhtunkhwa, Peshawar.

...CONTEMNORS/ RESPONDENTS

**CONTEMPT OF COURT PROCEEDINGS AGAINST
THE CONTEMNORS/ RESPONDENTS FOR NON-
COMPLIANCE OF ORDER DATED 31.05.2022 OF
THIS HONOURABLE COURT.**



Respectfully Sheweth;-

1. That the petitioner filed writ petition No. 563-A/2022 regarding her promotion w.e.f 07.04.2022. Copy of writ petition is annexed as Annexure "A".
2. That this Honourable Court directed the respondents to consider the petitioner for promotion, otherwise appropriate order may be passed by the respondents No. 1 and 2. Copy of order dated 31.05.2022 of this Honourable Court is annexed as Annexure "B".

FILED TODAY
ADDITIONAL REGISTRAR
PESHAWAR HIGH COURT
ABBOTTABAD BENCH

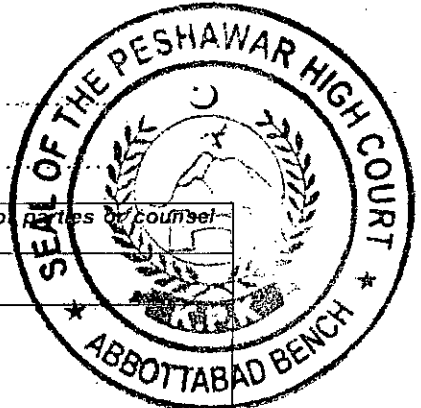
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50

PESHAWAR HIGH COURT,
ABBOTTABAD BENCH.
FORM OF ORDER SHEET

Court of

Case No. of



Date of Order or Proceedings	Order or other Proceedings with Signature of Judge and that of parties or counsel where necessary.
1	2
16-03-2023	<p style="text-align: center;"><u>COC No. 34-A/2023</u></p> <p>Present: <i>Mr. Muhammad Arshad Khan Tanoli,</i> <i>Advocate for the petitioner.</i></p> <p style="text-align: center;">*****</p> <p>WIQAR AHMAD, J.- Through this petition, petitioner seeks initiation of contempt proceedings against respondents for non-compliance of order dated 31.05.2022, passed by this Court in WP No. 563-A/2022.</p> <p>2. Petitioner had earlier filed writ petition No. 563-A/2022 seeking issuance of direction to respondents to grant her promotion in BPS-19. Said petition came up for hearing before this Court on 31.05.2022 and upon request of learned counsel for the petitioner, the petition was disposed of in the following manner;</p> <p style="text-align: center;"><i>"In view of submissions of learned counsel for petitioner, this writ petition is disposed of with directions to respondents No .2 and 3 to consider grievance of petitioner as raised in the instant writ petition in accordance with law. In case grievance of petitioner could not be redressed, then, respondents No .2 and 3 shall pass an appropriate order, at the earliest."</i></p> <p>3. Learned counsel for the petitioner contends</p>

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EXAMINER
08 MAR 2023
Peshawar High Court And Bench
Authorized Under Se. 75 Evid Ordns

that respondents have not yet considered grievance of petitioner despite communication of order passed by this Court. This Court has not decided petition of petitioner on merit, rather had referred the matter to respondents for decision.

4. In the circumstances, when as per contention of petitioner, respondents are not willing to pass any order in respect of grievance of petitioner, the same would be treated to have been declined and petitioner would be at liberty to choose her remedy, available to her under the law. This petition stands disposed of accordingly.

Heard and Announced on

Dt: 16.03.2023

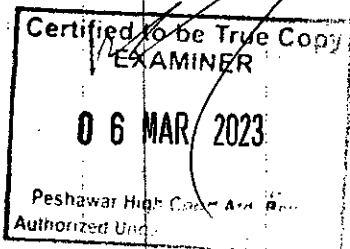
Prepared and signed on

16.03.2023.

JUDGE

JUDGE

Hon'ble Justice Waqar Ahmad,
Hon'ble Justice Kamran Hayat Miankhel



Tufail

Annex I

52

BEFORE THE PESHAWAR HIGH COURT, PESHAWAR

W.P.No. 3673-P/2012



Muhammad Amin

Manager Account, House Building Finance Corporation

State Life Building Peshawar..... Petitioner

Versus

- 1) Managing Director, House Building Finance Corporation
Head Office, Finance & Trade Center Shahrah-e-Faisal Karachi.
- 2) Zonal Chief, House Building Finance Corporation
7th Floor State Life Building, The Mall Peshawar Cantt, Peshawar.
- 3) Hafeez Ahmad Mukhtar Chief Manager, HBFC
Head office Karachi..... Respondents

WRIT PETITION UNDER ARTICLE 199 OF
THE CONSTITUTION OF ISLAMIC
REPUBLIC OF PAKISTAN, 1973.

Respectfully submitted;

Brief facts giving rise to instant writ petition are as under:-

FACTS:-

- 1) That the petitioner joined the respondent/ Corporation on 11.04.1984 as Assistant and was promoted to the posts of A/C Assistant, Senior Assistant, Superintendent, Assistant Manager and Manager September, 1999 and his this rapid promotion to various posts was the out come of his un-tiring efforts for the department and even the department was pleased to honour him with special certificates, which is acknowledgment of his hard work for the department.
(Copies are Annexure "A, B & C")

ATTESTE
EXAMINER
Peshawar High Co

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Judgment Sheet

**IN THE PESHAWAR HIGH COURT, PESHAWAR
JUDICIAL DEPARTMENT**

Writ Petition No.3673 of 2012

JUDGMENT

Date of hearing.....09-09-2015.....

Petitioner (Muhammad Amin) By Shamsul - Hadi - Advocate.

Respondents (Managing Director, House Building Finance Corporation Head Office, Finance & Trade Center Shahrah-e-Faisal, Karachi and others)
By Muhammad Asif Khan - Advocate.

WAQAR AHMAD SETH, J.- The petitioner Muhammad Amin has filed the instant writ petition seeking therein an appropriate writ directing the respondents to give him due seniority and promotion to the post of Chief Manager from the date of impugned promotion order dated 30.05.2005, vide which respondent No.3 has been promoted, with all its back benefits.

2. Brief facts of the case are that the petitioner joined House Building Finance Corporation on 11.04.1984 as Assistant and later on promoted to various posts and lastly to the post of Manager in September, 1999 and during this period he performed his duty at various stations throughout the country. The petitioner during service has earned good ACRs with no entry of adverse remarks and it was on 30.5.2005, when his High-ups promoted respondent No.3 to the post of Chief Manager vide office

ATTESTED
EXAMINER
Peshawar High Court,



order No.379 despite the fact that he was not only junior to him but was also placed at Sr.No.47 of the seniority list and, as such, violated the rules and policy on the subject which compelled him to file the instant writ petition.

3. Respondents were served with a notice and respondents 1 & 2 submitted their comments wherein they denied the stance of the petitioner and claimed that respondent No.3 was appointed under the rules and policy and after the recommendation of departmental promotion committee.

3. Arguments heard and record perused.

4. Petitioner has challenged office order No.379 dated 30.05.2005, whereby respondent No.3 has been promoted to the post of Chief Manager, alongwith fourteen others, despite being lower in the seniority list of Managers at serial No.47, whereas, petitioner was at serial No. 44. The petitioner has to his credit unblemished service record with nothing adverse. Respondent No.3 was summoned properly, but he preferred to remain absent, hence placed exparte. The contesting respondents No.1 and 2 submitted comments wherein, they relied upon the policy annexed at page-28 to 30, of their comments. The said policy, according to them has been formulated under the House Building Finance Corporation, Service Regulation, 1957.

ATTESTED
EXAMINER
Peshawar High Court.

The careful perusal of this policy annexed at page 28 to 30, which is abstract of page 72, 73 & 74 of the main policy / HR manual, clearly shows the effective date of the same as 1st January 2006, the said effective date is mentioned at the bottom of this policy / pages. Whereas, the impugned promotion order of respondent No.3 is dated 30.05.2005 and for that promotion, meeting of the departmental promotion committee was held on 28.05.2005, hence it is held that the said policy at page 28 to 30 of the comments was not applicable at that time and as per regulation-16 House Building Finance Corporation, Service Regulation, 1957, all promotions to post up to the rank of Assistants, shall be made on the basis of seniority cum-fitness and promotions to all other posts shall be made by "Selection" on grounds of merits. There is nothing on record to show that any ACRs of the petitioner were adverse.

5. One of the plea of respondents is that there was a pending inquiry against petitioner at the time of impugned promotion order of respondent No.3 and as such he was not considered. In this respect at present there are number of judgments of the apex court in which it has been held by the apex court that no one can be punished by denying promotion before establishing the charge and as such pending inquiry is no ground for denying promotion to the petitioner. Moreover, vide office order No. 84 dated

ATTESTED
EXAMINER
Peshawar High Court,

130

22.01.2008, petitioner has been exonerated from the charges leveled against him, by the competent authority.

In the case of Maj Ziaul Hassan, Home Secretary etc Vs Miss Naseem Chaudry reported in 2000 SCMR, 645, it has been held as under:-

"Promotion Supreme Court had found that civil servant had not been promoted by superseding any senior officer to her, she was entitled to be promoted from the date her juniors were promoted and there was no valid reason not to consider her for the promotion. Mere fact that some disciplinary proceedings were pending against the civil servants was not a sufficient ground to disregard the order passed by the Supreme Court. Promotion of civil servant, however, would not debar the authorities to continue with the disciplinary proceedings against the civil servant, if any, justly, fairly and in accordance with law.

Likewise, in the case of Hammad Raza Qureshi Vs Departmental Promotion Committee, Punjab, reported in 2008 PLC (C.S) 551 (b) it has been held that:-

**"---Promotion---Principles---
Pendency of disciplinary proceedings against a civil servant is no valid ground for not considering such civil servant for promotion.**

6. Since respondent No.3 is not before us, therefore, instead of setting aside his promotion order, we

ATTESTED
EXAMINER
Peshawar High Court,

directed the respondents No.1 and 2 to issue promotion order of petitioner as well, as Chief Manager, w.e.f when junior to the petitioner i.e respondent No.3 was promoted, within one month from the date of receipt of this judgment. Writ petition is allowed in above terms.

Announced:
09.09.2015

[Signature]
JUDGE

[Signature]
JUDGE

RECORDED & INDEXED COPY
Peshawar District Court Peshawar
Numbered under Article 87 of
The Constitution of Pakistan Order 1984
02 MAY 2023

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14-9-15

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Date of Presentation of Application: 20-04-2023
 No of Pages: 12-P
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 Total: 48-00
 Date of Presentation of Application: 02-05-2023
 Date of Decision: 02-05-2023
[Signature]

وکالت نامہ

58

بعدالت جناب سرور میں شری بنوئل خیر فقو خواہ بناور

ماتہ ریمانہ ہاسٹینا بنام جیف فسر ویز

دعویٰ یا جرم سرور میں اپیل منجانب اپیلڈنٹ

باعث تحریر آنکہ

بناور کے لئے

اندریں مقدمہ عنوان میں اپنی طرف سے برائے پیروی و جواب دہی مقام

جسٹس انور زمان ایڈووکیٹ سپریم کورٹ آف پاکستان

کو بدیں شرط وکیل مقرر کیا ہے میں ہر پیشی پر خود یا بذریعہ مختار خاص رو برو عدالت حاضر ہوتا رہوں گا اور بوقت پکارے جانے پر وکیل صاحب موصوف کو اطلاع دیکر حاضر کروں گا اگر کسی پیشی پر منظر حاضر نہ ہوا اور غیر حاضری کی وجہ سے کسی طور پر مقدمہ میرے خلاف ہو گیا تو صاحب موصوف اس کے کسی طرح ذمہ دار نہ ہوں گے۔ نیز وکیل صاحب موصوف صدر مقام کچھری کے علاوہ کسی اور جگہ کچھری کے مقررہ اوقات سے پہلے یا بروز تعطیل پیروی کرنے کے مجاز نہ ہوں گے۔ اگر مقدمہ مقام کچھری کے کسی اور جگہ سماعت ہونے پر بروز کچھری کے اوقات کے آگے یا پیچھے ہونے پر منظر کو کوئی نقصان پہنچے تو ذمہ دار یا اس کے واسطے کسی معاوضہ دا کرنے مختار نامہ واپس کرنے کے بھی صاحب موصوف ذمہ دار نہ ہوں گے کہ مجھے کل ساختہ پر داختہ صاحب مثل کردہ ذات خود منظور قبول ہوگا اور صاحب موصوف کو عرضی دعویٰ اور درخواست اجراء ڈگری و نظر ثانی اپیل گرائی دائر کرنے نیز روپیہ وصول کرنے اور رسید دینے اور داخل کرنے کا ہر قسم کا بیان دینے اور سپرددہائی وراثی نامہ و فیصلہ برخلاف کرنے و اقبال دعویٰ کا اختیار ہوگا اور بصورت اپیل و برآمدگی مقدمہ یا منسوخی ڈگری یکطرفہ درخواست حکم امتناعی یا ڈگری قبل از فیصلہ اجراء ڈگری بھی صاحب موصوف کو بشرط ادا ہوگی علیحدہ پیروی مختار نامہ کرنے کا مجاز ہوگا اور بصورت ضرورت اپیل یا اپیل کے واسطے کسی دوسرے وکیل یا پیرسٹر کو بجائے اپنے ہمراہ مقررہ کریں اور ایسے مشیر قانونی کو بھی اس امر میں وہی اختیارات حاصل ہوں گے جیسے صاحب موصوف کو پوری فیس تاریخ پیشی سے پہلے ادا نہ کروں گا تو صاحب موصوف کو پورا اختیار ہوگا کہ مقدمہ کی پیروی نہ کریں اور ایسی حالت میں نیز مطالبہ صاحب موصوف کے برخلاف نہیں ہوگا۔ لہذا مختار نامہ لکھ دیا ہے کہ یہ سند ہے۔ مضمون مختار نامہ مندرجہ لیا ہے اور اچھی طرح سمجھ لیا ہے اور منظور ہے۔

12-06-23

ایڈووکیٹ

ماتہ ریمانہ ہاسٹینا و سرور
ایڈووکیٹ انور زمان (دہلی میں)