

IN THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
PESHAWAR

APPEAL NO. 1695 /2019

MEHMOOD KHAN

VS

EDUCATION DEPTT:

INDEX

S.NO.	DOCUMENTS	ANNEXURE	PAGE
1.	Memo of appeal	1 - 4.
2.	Service book	A	5- 26.
3.	Advertisement	B	27.
4.	Act	C	28- 30.
5.	Judgment	D	31- 52.
6.	Judgment	E	53.
7.	Advertisements	F	54- 57.
8.	Service rules	G	58- 64.
9.	Educational testimonials	H	65- 70.
10.	Judgment	I	71- 73.
11.	Departmental appeal	J	74- 75.
12.	Vakalat nama	76.

APPELLANT

THROUGH:


NOOR MUHAMMAD KHATTAK
ADVOCATE

Room No. 3 & 4, Upper Floor,
Islamia Club Building,
Khyber Bazar, Peshawar
0345-9383141

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL
PESHAWAR

APPEAL NO. 1695 /2019

Khyber Pakhtunkhwa
Service Tribunal

Diary No. 1599

Dated 08/11/2019

Mr. Mehmood Khan, SCT (BPS-16),
GHS Katar Khel, Tehsil Pahar Pur, District D.I Khan.

..... **APPELLANT**

VERSUS

- 1- The Government of Khyber Pakhtunkhwa through Secretary (E&SE) Department, Khyber Pakhtunkhwa, Peshawar.
- 2- The Director (E&SE) Department, Khyber Pakhtunkhwa, Peshawar.
- 3- The District Education Officer (M), District D.I Khan.

..... **RESPONDENTS**

APPEAL UNDER SECTION-4 OF THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL ACT, 1974 AGAINST THE INACTION OF THE RESPONDENTS BY NOT GRANTING/ALLOWING PROMOTION TO THE APPELLANT TO THE POST OF SECONDARY SCHOOL TEACHER (BPS-16) FROM THE DATE WHEN THE PROMOTION QUOTA WAS FILLED BY THE RESPONDENTS THROUGH INITIAL RECRUITMENT OR FROM THE DATE OF COMMENCEMENT OF THE ACT NO.XVI OF 2009 COMMONLY KNOWN AS REGULARIZATION OF SERVICES ACT, 2009 NOTIFIED IN THE OFFICIAL GAZETTE ON 24.10.2009 WITH ALL BACK BENEFITS INCLUDING SENIORITY AND AGAINST NOT TAKING ACTION ON THE DEPARTMENTAL APPEAL OF THE APPELLANT WITHIN THE STATUTORY PERIOD OF NINETY DAYS

PRAYERS:

That on acceptance of this appeal the respondents may kindly be directed to consider the appellant for promotion to the post of Secondary school Teacher (BPS-16) from the date when the promotion quota have been filled by the respondents through initial recruitment or from the date of Commencement of the Act No.XVI of 2009 commonly known as Regularization of Services Act, 2009 Notified in the official gazette on 24.10.2009 with all back benefits including seniority. Any other remedy which this august Tribunal deems fit that may also be awarded in favor of the appellant.

R/SHEWETH:

ON FACTS:

Brief facts giving rise to the present appeal are as under:-

- 1- That initially the appellant was appointed as PST in the respondents Department vide order dated 31.08.1985 and the appellant was appointed as CT vide order dated 11.10.1996. Copy of the service book is attached as annexure

..... **A.**

Filed to-day
Registrar
2/11/19

Re-supplied
to-day 4/12/19

- 2- That during service as certified teacher the appellant was in the promotion zone to the post of SST (BPS-16) but the respondents instead promoting the appellant advertised the said posts of SST (BPS-16) on adhoc/contract basis. Copy of the advertisement is attached as annexure **B.**
- 3- That under protest the appellant and his colleagues applied for the said post through initial recruitment but the same was also refused to the appellant and colleagues of the appellant on the pretext that regular employees are not entitle to apply for the adhoc/contract posts of SST (BPS-16) thus appellant and his colleagues were deprived from prospects of promotion. That it is pertinent to mention that at the time of above mentioned advertisement the post/cadre of C.T (BPS-15) to which the appellant belong have no prospects of promotion.
- 4- That in light of the said advertisement new appointments were made by the respondents on adhoc basis and even the promotion quota was also filled by the respondents though initial recruitment.
- 5- That in the meanwhile the Provincial Government Promulgated the employees regularization Act, 2009 whereby all the adhoc employees who were appointed as SST on temporary basis were regularized thus further affected the cadre to which the appellant belongs. That the promotion quota for which the appellant and his colleagues have waited for decades has been washed by operation of the said Act of 2009. Copy of the Act is attached as annexure **C.**
- 6- That feeling aggrieved the appellant and his colleagues knocked the door of the Peshawar High Court through various writ petitions including writ petition No.2905/2009. That vide consolidated judgments dated 26.1.2015 the said writ petitions were disposed of with the directions that:
(i)- The act.XVI of 2009, commonly known as (Regularization of services) act, 2009 is held as beneficial and remedial legislation, to which no interference is advisable hence, upheld.
(ii)- Official respondents are directed to work out the backlog of the promotion quota as per above mentioned example, within thirty days and consider the in service employees, till the backlog is washed out, till then there would be complete ban on fresh recruit.
Copy of the Judgment is attached as annexure **D.**
- 7- That the respondents assailed the said judgment of the august Peshawar High Court Peshawar in CPLAS No.127-P to 129-P/2015 but the same were dismissed as withdrawn vide judgment dated 20.9.2017. That then after the appellant and his colleagues time

and again visited the respondents for their promotion to the next higher scale but the respondents instead of redressing the grievance of the appellant and his colleagues advertised the posts through initial recruitment through various advertisements. Copies of the judgment and advertisements are attached as annexure **E & F.**

- 8- That it is pertinent to mention that during service the appellant was allowed up gradation/promotion to the newly up graded post of Senior Certified Teacher (BPS-16) vide order dated 21.2.2013. That it is pertinent to mention that appellant is the senior most SCT (BPS-16) of the respondent department and also eligible in all respect for promotion to the post of SST (BPS-16) which was awarded to the appellant vide Notification dated 02.08.2016 but with immediate rather than retrospective effective. Copies of the service rules and educational testimonials are attached as Annexure **G & H.**
- 9- That feeling aggrieved the appellant and his colleagues knocked the door of august Peshawar high Court, Peshawar in various COC Petitions numbers including COC Petition No.182-P/2018 and the same has been disposed of vide judgment dated 13.12.2018 with directions to approached the august Service Tribunal for claiming of promotion and seniority. Copy of the judgment is attached as annexure **I.**
- 10- That feeling aggrieved the appellant preferred Departmental appeal but no response has been received so far. Hence the present appeal on the following grounds amongst the others. Copy of the Departmental appeal is attached as annexure **J.**

GROUND:

- A- That the inaction of the respondents by not allowing/granting ante dated promotion to the appellant to the post of SST (BPS-16) is against the law, facts, norms of natural justice and materials on the record.
- B- That appellant has not been treated in accordance with law and rules by the respondent Department on the subject noted above and as such the respondents violated Article 4 and 25 of the Constitution of Islamic Republic of Pakistan 1973.
- C- That the inaction of the respondents by not allowing/granting ante dated promotion to the appellant to the post of SST (BPS-16) is based on mala fide and arbitrary intentions and as such the same is violative of the principle of natural justice.

- D- That, the respondents acted in a malafide manner by not promoting the appellant to the post of SST (BPS-16) from retrospective effect inspite of eligibility, seniority and fitness.
- E- That the respondents acted in arbitrary and malafide manner by not ante dated promotion to appellant to the post of SST (BPS-16) despite the fact that the appellant was not allowed in the initial recruitment process because of the fact that he is in regular promotion zone and will soon be promoted to the post of SST (BPS-16).
- F- That the inaction of the respondents by not allowing/granting promotion to the appellant to the post of SST (BPS-16) is violative of section-9 of the Civil Servant Act 1973 read with Rule-7 of the (Appointment, Promotion & Transfer) Rules 1989.
- G- That as per Rules and regulation the appellant is entitle for promotion to the post of SST (BPS-16) with all consequential benefits including seniority.
- H- That according to Article 38(e) of the Constitution of Pakistan, 1973 the state is bound to reduce disparity in the income and earnings of individual including persons in the services of Federation.
- I- That appellant seeks permission to advance other grounds and proofs at the time of hearing.

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

APPELLANT


MEHMOOD KHAN

THROUGH:


NOOR MOHAMMAD KHATTAK

&


MIR ZAMAN SAFI
ADVOCATES

Heirs

① Passed SSc Examination (A) 1983, from BISE Peshawar under roll no 10, securing 554 marks out of 850 marks, and placed in grade "B" certificate S.No 030936. Entry made from prov. certificate issued on 10/9/83 received back

A-5

1. Name

2. Race

3. Residence

4. Father's name and residence

5. Date of birth by Christ nearly as can be ascertained

6. Height in inches

7. Personal marks for identification

8. Left hand thumb and impression of (non-gazetted Officer)

Little Finger

Middle Finger

Thumb

Signature of Governing Officer

Signature of the Officer

Verification Roll No.

Left thumb-impression

Qualifications

Date

Qualifications

English

④ Passed BA (Supply) 86 Pashito

Exam: under R.No. 682

Urdu

securing 283/550 marks

Plan-drawing

in second division.

Finger print

The Exam. was taken in

Drill instructing

Part. Entry made from Court duties

Provisional certificate

Reserve duties

issued by Cont. of Exam. Board Peshawar

29-07-87

29/7/87

17/8/87

A line to be drawn under the qualifications possessed

S.D. S.O. (M) D.J. Khan

17/08/87

Headmaster G.H.S. Katta (D.I. Khan)

First Arts

Passed F.T.C Examination Session 1984-85 from Govt. Elementary coll. Male (D. I. K.) under Roll No. 15 securing 689 marks out of 1000 examination marks and placed in grade "C"

B. L. or B. A.

Pleadership examination

Training School final

Other qualifications

result was declared (1-6-1985)

Sub. Dir. Education, Peshawar

(Male) Pash

Dir. D.I. Khan

Passed M.Ed. (Supply) - 2003, Roll No. 851 securing 528/1000 in 2nd Divn. The result was declared on 08-09-2003.

Headmaster G.H.S. Katta (D.I. Khan)

M.A.

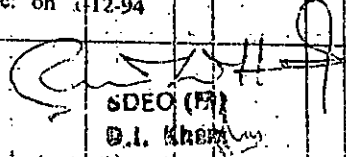
M.A. Pashito
C.T. Pashito

Date of Birth: 10/10/1961
BISE Peshawar
Christ nearly as can be ascertained
Certificate No. 044495
Date of issue: 10/9/83
Received back: 10/9/83

Personal marks for identification
Left hand thumb and impression of (non-gazetted Officer)
Little Finger
Middle Finger
Thumb

Signature of Governing Officer
Signature of the Officer

ATTACHED

1	2	3	4	5	6	7	8	9	10	11
Name of post	Whether substantive or officiating and whether permanent or temporary	If officiating, state— (i) substantive appointment or (ii) whether service counts for pension under rule 3.20 of C.S.R. (Ph.) volume II	Pay in substantive post	Additional pay for officiating	Other emoluments falling under the term "pay"	Date of appointment	Signature Government servant	Date of termination or appointment	Remarks (if any)	
درجہ ملازمت	عارضی مستقل یا قائم مقام	الرغاب صحت اور دورہل کے مطابق پیش کا مستحق ہے	تقریباً بطور عارضی ملازمت	زائد تقریباً بطور قائم مقام	باسوائے تقریباً والاؤٹس	تاریخ تقریری	محمد سعید رام	تاریخ انقطاع ملازمت		
B-9 (Rs. 1185-72-2265)			Rs. 2	Rs. 2						
PTC		Temp:	Rs. 1761/- PM			12/92	Mahmood			
G.P.S. Abbasi Khel (Katta Khel)										
DO		DO	Rs. 1833/- PM			12/93	Mahmood			
Pay Fixed Departmently in R.B.S-1994 B-3 (1605-97-3060)			Pay on 31-5-94 in B.P.S. 9 Rs. 1833/-			35% increase on 1-6-94 Rs. 641/55			Total Rs. 2474/55	
Pay fixed on 1-6-94 in R.A.P.S.B.			Next incre: on 1-12-94							
 SDEO (F) D.I. Khan										
G.P.S. Abbasi Khel		Temp:	Rs. 2478/- PM			6/94	Mahmood	30/94		
ATTESTED										
DO		DO	Rs. 2575/- PM			12/94	Mahmood	30/95		
DO		DO	Rs. 2672/- PM			12/95	Mahmood			

Pay 35% To Fa Nes

Amount Inct.

7 Date of appointment تاریخ تقرری	10 Date of termination تاریخ انقضاء ملازمت	11 Reason of termination (such as promotion, transfer, dismissal etc.) وجوہات انتقال، منتقلی یا برطرفی	12 Signature of the Head of the office or other Attesting Officer. دستخط افسر مجاز	Nature and duration of leave taken نوعیت و معیار	13 LEAVE Allocation of periods of leave on average pay upto four months (or earned leave not exceeding 120 days) to which leave salary is debitable to another Government پہلی تعارفہ کی رقمیت پہلے اوسط تنخواہ کا تعین Period عرصہ	Signature of the Head of the office or other Attesting officer دستخط افسر مجاز	Reference to any recorded punishment, or censure, or reward or praised of the Government servant سزا یا جزا یا تادیب یا کارکردگی کا ریکارڈ
12/92	Mahomed Khan	30/93 Affect	S.D.E.O. (M) D. I. Khan		Govt. to which debitable گورنمنٹ جسے رقم ادا ہوگی	12/93	Service Verified w.e.f. 12-93 to 30-11-94 from the Accq. Roll & other files recorded. D. I. Khan
12/93	Mahomed Khan	31/94 Division of Accounts	S.D.E.O. (M) D. I. Khan		Govt. to which debitable	17/93	S.D.E.O. (M) D. I. Khan
					Passed B.Ed. Exams (A) 1991 from Gomal University D.I. Khan under Roll No. 2892 and Regi No: 4190-GUP-86 securing 466/1000 marks and placed in 2nd division. Entry has been made from the provisional certificate having S.No: 016839 issued by the Controller of Exams, Gomal University D.I. Khan. Result was declared on 22-12-92. Verified S.D.E.O. (M) D. I. Khan		S.D.E.O. (M) D. I. Khan
6/94	Mahomed Khan	30/94 Affect	S.D.E.O. (M) D. I. Khan				S.D.E.O. (M) D. I. Khan
12/94	Mahomed Khan	30/95 Annual Limit	S.D.E.O. (M) D. I. Khan				Service Verified w.e.f. 12/94 to 30/95 from the Accq. Roll & other files recorded. D. I. Khan
12/95	Mahomed Khan						83

1	2	3	4	5	6	7	8	9	10	11	12
Name of post	Whether substantive or officiating and whether permanent or temporary	If officiating, state— (i) substantive appointment or (ii) whether service counts for pension under rule 3.20 of C.S.R. (Pb) volume II	Pay in substantive post	Additional pay for officiating	Other emoluments falling under the term "pay"	Date of appointment			Date of termination or appointment	Reason of termination (such as promotion, transfer, dismissal etc)	Signature of the officer
درجہ ملازمت	غرضی مستقل تمام مقام	افسر افسر افسر افسر افسر	خواہ بطور غرضی ملازمت	زائد تنخواہ زائد تنخواہ بطور تمام مقام	مساوات تنخواہ دیگر الادیس	تاریخ تقریری			تاریخ انقطاع ملازمت	وجہات انقطاع ملازمت ترقی یا تبادلہ یا برطرفی	تخط ریجاز
<p>Pay Fixed departmentally in BPS-10 Annual A.S. Grade BPS-9 (1625-97-3060) Pay on 01.12.94 Rs. 2579 BPS-10 (1660-107-3265) Pay on 12.94 Rs. 3012 + Prorata increment 12.94 Rs. 2837 Net Amount 1.12.95</p> <p><i>[Signature]</i></p> <p>T-2074 2274/87 Draw diff. of pay from 12.54 to 31.12.95 of grade B-10</p> <p>ATTESTED</p> <p><i>[Signature]</i></p> <p>9/11</p>											

7 Date of appointment	10 Date of termination or appointment	11 Reason of termination (such as promotion, transfer, dismissal etc)	12 Signature of the Head of the office or other Attesting Officer	13 LEAVE Allocation of periods of leave on average pay upto four months (or earned leave not exceeding 120 days) to which leave salary is debit to another Government		14 Signature of the head of the office or other Attesting officer	15 Reference to any recorded punishment, or censure, or reward or praised of the Government servant
				Nature and duration of leave taken	Period Govt. to which debit to which		
				وقت کا نوعیت و نمبر	گورنمنٹ کے زیر اہانتی		
تاریخ تقرری	تاریخ انقطاع ملازمت	وجوہات انقطاع ملازمت یا برطرفی	دستخط افسر مجاز			دستخط افسر مجاز	سزا یا جزا یا غیر سزا کارکردگی کا ریکارڈ
7/2/1995				MAA	Passed MA(Urdu) Exam (A) 1994 (Final) from Gomal University, Dikhan under Roll No: 2790 securing 382/800 marks and placed in second division. Entries have been made from the Provisional Certificate issued by the Secretary Secrecy Officer (Registration, Exams. Section, Gomal University, Dikhan having s. NO. OR/116. Dated 20-09-1995.		Sub-Divisional Education Officer D. I. Chau.
T-2074 BT	22/14/84	Promoted to S/grade B 10		Selection Order	Awarded Selection Grade from BPs-9 to BPs-10 (Sd. No. 107-3265) w.e.f. 14.10.84 vide DE (CM) P/10/14/84. Fult No. 6376-2419/AE-1/F/10/23/S/Grade dated 26.12.85 at S.No. 10		
	1.12.84 to 31.12.95	S/grade B 10		UNDER TAKING	I do hereby undertake to the effect if any overpayment is made to me as a result of incorrect fixation of pay due to award of S/Grade, may be made good by recovery from my pay/pension etc.		Mahmood Khan MAHMOOD KHAN
					I do hereby opt to the effect that re-fixation of my pay in BPs 10 after allowing me 10% in lower scale on 30.11.84		Mahmood Khan MAHMOOD KHAN

7/2/1995
30/11/1995
33/11/1995

Sub-Divisional Education Officer
D. I. Chau

1	2	3	4	5	6	7	10	11	
Name of post	Whether substantive or officiating and whether permanent or temporary	If officiating, state— (i) substantive appointment or (ii) whether service counts for pension under rule 3.20 of C.S.R. (Pb) volume II	Pay in substantive post	Additional pay for officiating	Other emoluments falling under the term "pay"	Date of appointment	Date of termination or appointment	Reason of termination (such as promotion, transfer, dismissal etc.)	Signature of the officer
درجہ ملازمت	عارضی مستقل	رہنما عارضی اور عارضی طور پر مقرر کیا گیا ہے	تعمرواہ ریڈیو	زائد تعمرواہ بطور قائم مقام	مابہولتہ تعمرواہ اور دیگر الاؤنس	تاریخ تقرری	تاریخ انعقاد ملازمت	وجوہات انتقال ملازمت یا برطرفی	خط ملازمت
Revised entries due to award of selection grade B-10			RS. P.	RS. P.					
G.P.S. Abbasi Khel	Per:		Rs. 2730/- PM			12/94	12/94	Annual increment	D.B. Khan
—NO—	—NO—		Rs. 2837/- PM			12/95	12/95	Appointed against post	D.B. Khan
Departmentally Pay fixation due to award B-14 on higher qualifications									
Pay on 17-1-96 in B.S-10 = Rs = 2837/-									
Pay on 15-1-96 in B.P.S-14 = Rs = 2870/-									
B.P.S-14 (2065-161-4480)									
CT GHS Rahmani - Khel (Dilham)			Temp/Per	Rs. 2870/- PM		18/96	18/96	Transferred	D.B. Khan
CT GHS Katto Khel			Per	Rs. 2870/- P.M.		05/96	05/96	Al/Incr	D.B. Khan
do			do	Rs. 3031/- P.M.		12/96	12/96		D.B. Khan
GHS Katt Khel (D.A.Kh)			do	Rs. 3192/- PM		12/97	12/97		D.B. Khan

ATTENDED

M

14/12/98
 D.B. Kattakhel
 D.I. Khan
 Agent

7 Date of appointment تاریخ تقرری	10 Date of termination or appointment تاریخ انقطاع ملازمت	11 Reason of termination (such as promotion, transfer dismissal etc) وجوہات انتقال ملازمت یا برطرفی	12 Signature of the Head of the office of other Attesting Officer دستخط افسر مجاز	13 LEAVE Allocation of periods of leave on average pay upto four months (or earned leave not exceeding 120 days) to which leave salary is debitable to another Government تقسیمت کے لئے اوسط منجواہ کا تعین Nature and duration of leave taken فصلت کی نوعیت و معیار		14 Signature of the head of the office or other Attesting officer دستخط افسر مجاز	15 Reference to any recorded punishment, or censure, or reward or praised of the Government servant سزا یا جزا یا غیر سزا کارروائی کا ریکارڈ
				Period	Govt. to which debitible گورنمنٹ کے رقم ادا ہونے والے		
				Service Verified w.e.f. 1-12-94 to 27-1-96 from the Acq Roll & other office record.			
12/1/94							
12/1/94		Announced retirement	S.D.O. Khan				
12/1/95		Appointed against vacant post	S.D.O. Khan				
				Appointed against vacant post vide Dir. of Edu. (S) Alia Sindh. D.O. No: 707-791 dated 12-1-96			
				Service Verified From 18-1-96 to 21/5/96 from the Acq roll and other office record.			
18/1/96		Transferred	S.D.O. Khan				
12/1/96			S.D.O. Khan				
12/1/97			S.D.O. Khan				
12/1/98			S.D.O. Khan				
				Services Verified w.e.f. 1-12-96 to 30-11-97 from equitance role and other record of the school			

S.D.O. Khan
D.I. Khan

Name of post	Whether substantive or officiating and whether permanent or temporary	If officiating, state— (i) substantive appointment or (ii) whether service counts for pension under rule 3.20 of C.S.R. (Pb.) volume II	Pay in substantive post	Additional pay for officiating	Other emoluments falling under the term "pay"	Date of appointment	Date of termination or appointment	Reason of termination (such as promotion, transfer or dismissal etc.)	Signature of the holder or other official
درجہ ملازمت	فاری مستقل یا قائم مقام	الر یا صبیحہ ٹوکیا دورول کے مطابق پیش کش کے مطابق	تختواہ بطور علاقی ملازمت	زائد تختواہ بطور قائم مقام	ماہولت تختواہ دیگر الائیس	تاریخ تقریب	تاریخ تفصیل ملازمت	دوروت انفارمیشن ترقی یا تبادلہ یا دیگر فرقہ	تخت ملاز
CT GHS Kalia Kheil (D.K.)	Temp/ Person		RS. P. 3353/-	RS. P. PF		15-12-98	15-12-98 May		
<p>Departmentally pay fixation due to award of one premature increment due to posting from lower to a higher one effective w.e. from 18-01-1996 with an arrears claim w.e. from 17-3-1999 vide Govt. of NWFP, Finance, Excise & Taxation Deptt. No FD (PAC) 1-1/97 dated Peshawar, 16, March 1999.</p>									
<p>Pay on 17-01-1996 in BPS-10 = @ Rs. 2887/- PM Pay fixed in BPS 14 on 18-01-1996 = @ Rs. 2870/- PM Awarded one premature increment } @ Rs. 3031/- PM @ Rs. 161/- on 18-01-1996 with next dnt. on 01-12-96</p>									
<p>Awarded A/Increment on 01-12-96 = Rs. 3192/- PM Awarded A/Increment on 01-12-97 = Rs. 3353/- PM Awarded A/Increment on 01-12-98 = Rs. 3514/- PM 15-12-98 ✓</p>									
<p>Headmaster: G.H.S. Kalia Kheil D.L. Khan</p>									
CT GHS Kalia Kheil (D.K.)	Temp/ person		Rs. 3514/-	PM		15-12-98	30-11-99		
<p>ATTESTED</p>									
- do -	- do -		Rs. 3675/-	PM		01-12-99	30-11-99		
- do -	do		Rs. 3836/-	PM		01-12-2000	30-11-2000		

12

15-12-98
May

UNDERTAKING.
 I hereby undertake to pay any one payment as a correct fixation of my right of P.T. holder vide E.D.P. dated March 16, 1999; it will be good by receiving from gratuity as may be due to Govt. Deptt.

Headmaster:
S. Kalia Kheil
D.L. Khan
30-11-99
30-11-2000
A/dnt.

17

7 Date of appointment تاریخ تقرری	10 Date of termination of appointment تاریخ انقطاع ملازمت	11 Reason of termination (such as promotion, transfer, dismissal, etc.) وجوہات انقطاع ملازمت	12 Signature of the Head of the Office or other Attesting Officer دستخط افسر نجاز	13 LEAVE Allocation of periods of leave on average pay upto four months (or earned leave not exceeding 120 days) to which leave salary is debitable to another Government تعارفہ سبب کی رخصت کیلئے اوسط تنخواہ کا دوسرا حکومت	14 Signature of the head of the office or other Attesting officer دستخط افسر نجاز	15 Reference to any recorded punishment, or censure, or reward or praised of the Government servant سزا یا جزا یا توبیخ یا ستائش یا تمغہ یا انعام
15-12-98	12-12-98	Promoted to P.O. 16-3-98 to 1-1-99 due to premature retirement	[Signature]	<p>Unavailed Earned Leave vide DEO (P) Secy, D.I. Khan Endst. No 15246-47/ Dated 26-12-1998.</p> <p>Services Verified from 01-12-98 to 30-11-99</p>	[Signature]	<p>Proceeded on Earned leave from 20-10-98 to 31-12-98 (13 days) on full pay vide DEO (P) Secy, D.I. Khan No 13005-6 dated 30-10-98</p> <p>Headmaster, G.H.S. Kattakhel D.I. Khan</p>
15-12-98	12-12-98	[Signature]	[Signature]	<p>Unavailed Earned Leave vide DEO (P) Secy, D.I. Khan Endst. No 15246-47/ Dated 26-12-1998.</p> <p>Services Verified from 01-12-98 to 30-11-99</p>	[Signature]	<p>Headmaster, G.H.S. Kattakhel D.I. Khan</p>
15-12-98	12-12-98	[Signature]	[Signature]	<p>Unavailed Earned Leave vide DEO (P) Secy, D.I. Khan Endst. No 15246-47/ Dated 26-12-1998.</p> <p>Services Verified from 01-12-98 to 30-11-99</p>	[Signature]	<p>Headmaster, G.H.S. Kattakhel D.I. Khan</p>
15-12-98	12-12-98	[Signature]	[Signature]	<p>Unavailed Earned Leave vide DEO (P) Secy, D.I. Khan Endst. No 15246-47/ Dated 26-12-1998.</p> <p>Services Verified from 01-12-98 to 30-11-99</p>	[Signature]	<p>Headmaster, G.H.S. Kattakhel D.I. Khan</p>
15-12-98	12-12-98	[Signature]	[Signature]	<p>Unavailed Earned Leave vide DEO (P) Secy, D.I. Khan Endst. No 15246-47/ Dated 26-12-1998.</p> <p>Services Verified from 01-12-98 to 30-11-99</p>	[Signature]	<p>Headmaster, G.H.S. Kattakhel D.I. Khan</p>
15-12-98	12-12-98	[Signature]	[Signature]	<p>Unavailed Earned Leave vide DEO (P) Secy, D.I. Khan Endst. No 15246-47/ Dated 26-12-1998.</p> <p>Services Verified from 01-12-98 to 30-11-99</p>	[Signature]	<p>Headmaster, G.H.S. Kattakhel D.I. Khan</p>
15-12-98	12-12-98	[Signature]	[Signature]	<p>Unavailed Earned Leave vide DEO (P) Secy, D.I. Khan Endst. No 15246-47/ Dated 26-12-1998.</p> <p>Services Verified from 01-12-98 to 30-11-99</p>	[Signature]	<p>Headmaster, G.H.S. Kattakhel D.I. Khan</p>
15-12-98	12-12-98	[Signature]	[Signature]	<p>Unavailed Earned Leave vide DEO (P) Secy, D.I. Khan Endst. No 15246-47/ Dated 26-12-1998.</p> <p>Services Verified from 01-12-98 to 30-11-99</p>	[Signature]	<p>Headmaster, G.H.S. Kattakhel D.I. Khan</p>

UNDERTAKING.

I hereby undertake to the effect that I will not claim any arrears of pay as a result of any correction in my pay in the light of P.O. 16-3-98 dated March 16, 1999; it will be made good by recovery from my pay/pension/gratuity as may be fixed by the Govt. Deptt.

716/99. Division No. 7549/ on 4/2/98
 U/S W/O 20/10/98 & 14/12/98.

[Signature]
 Headmaster,
 G.H.S. Kattakhel
 D.I. Khan

Services Verified from 01-12-98 to 30-11-99

[Signature]
 Headmaster,
 G.H.S. Kattakhel
 D.I. Khan

[Signature]
 Headmaster,
 G.H.S. Kattakhel
 D.I. Khan

Services Verified from 01-12-99 to 30-11-2000 from equitance role and other record of the school

[Signature]
 Headmaster,
 G.H.S. Kattakhel
 D.I. Khan

[Signature]
 Headmaster,
 G.H.S. Kattakhel
 D.I. Khan

[Signature]
 Headmaster,
 G.H.S. Kattakhel
 D.I. Khan

1	2	3	4	5	6	7	8	9	10	11
Name of post	Whether substantive or officiating and whether permanent or temporary	If officiating, state— (i) substantive appointment or (ii) whether service counts for pension under rule 3.20 of C.S.R. (Pb.) volume II	Pay in substantive post	Additional pay for officiating	Other emoluments falling under the term "pay"	Date of appointment	Signature	Date of termination or appointment	Reason of termination (such as promotion, transfer, dismissal etc.)	
درجہ ملازمت	عادی مستقل یا قائم مقام	آرٹھائی ہے تو کیا دوسرے کے مطابق پیشن کا مستحق ہے	تفخواہ بطور عادی ملازمت	زائد تفخواہ بطور قائم مقام	باسوائے تفخواہ دیگر الاؤٹس	تاریخ تقریری	بجاری	تاریخ انقطاع ملازمت	وجوہات انقطاع ملازمت قرنی اتوار یا برطرفی	
C-T GHS Katta Khel (D.I.K)	Tentative Pay		RS. P. Rs- 3997/- PM	RS. P. PM		01/12/2001	Mahmood		30/11/2001	
<p>RBPS-14 (3100-240-10300) C-T GHS Katta Khel (D.I.K) - Rs= 5980/- PM Pay fixed departmentally in RBPS-2001 in produced vide Cont. of N.W.F.P. Finance Deptt. No. FD(PRC) 1-1/2001 dated Pk. 27-10-2001</p>										
<p>Existing Pay Scale 1994 B.P.S - 14 (2065-161-4480) Revised Pay Scale 2001 B.P.S - 14 (3100-240-10300) Pay drawn in (H/O) B.P.S - 14 (2065-161-4480) on 30/11/2001 Rs= 3836/- Increment allowed on 01-12-2001 in existing Pay Scale 1994 Rs= 3997/- Pay fixed in original scale in B.P.S-14 (3100-240-10300) Rs = 5980/- with next increment on 01-12-2002.</p>										
							Head Master, Govt. High School, Katta Khel, D.I. Khan			
			6220/- PM			01/12/2001	Mahmood		30/11/2001	
							Head Master, Govt. High School, Katta Khel, D.I. Khan			
			6460/- PM			01/12/2001	Mahmood		30/11/2001	
							Head Master, Govt. High School, Katta Khel, D.I. Khan			

ATTESTED

(Signature)

13

Head Master,
Govt. High School,
Katta Khel, D.I. Khan

Head Master,
Govt. High School,
Katta Khel, D.I. Khan

Head Master,
Govt. High School,
Katta Khel, D.I. Khan

Head Master,
Govt. High School,
Katta Khel, D.I. Khan

7 Date of appointment تاریخ تقرری	10 Date of termination or appointment تاریخ انتفاع ملازمت	11 Reason of termination (such as promotion, transfer, dismissal etc.) وجوہ انتفاع ملازمت یا برطرفی	12 Signature of the Head of the office of other Attesting Officer دستخط افسر نصاب	13 LEAVE Allocation of periods of leave on average pay upto four months (or earned leave not exceeding 120 days) to which leave salary is debitable to another Government طبیعت و مدت و معیار تاریخ و مدت حکومت کو جس سے رقم ادا ہونی چاہئے		14 Signature of the head of the office or other Attesting officer دستخط افسر نصاب	Reference to recorded punishment, or reward or praised of the Government servant سزا یا جزا یا فہرست یا کارکردگی کا پتہ
12/2001	30/11/2001	R.B.P.S-2001	[Signature]			[Signature]	Services Verified W.O.F. 12-2001 to 30-11-2001 from equisance role and other records of the school
12/2001	30/11/2002	A/gmt	[Signature]			[Signature]	Services Verified W.O.F. 12-2001 to 30-11-2002 from equisance role and other records of the school
27-10-2001			[Signature]			[Signature]	Services Verified W.O.F. 12-2001 to 30-11-2002 from equisance role and other records of the school
300)							
A= 3836							
Rs. 3997/A							
B = 5980/A							
12/2002	30/11/2003	A/gmt	[Signature]			[Signature]	Services Verified W.O.F. 12-2002 to 30-11-2003 from equisance role and other records of the school
12/2003	30/11/2004	A/gmt	[Signature]			[Signature]	Services Verified W.O.F. 12-2003 to 30-11-2004 from equisance role and other records of the school

14

Name of post	Whether substantive or officiating, and weather permanent or temporary	If officiating state (i) substantive appointment or (ii) whether service counts for pension under rule 3.20 of C.S.R. (Pb.) volume II	Pay in substantive post		Additional pay for officiating		Other emoluments falling under the term "pay"	Date of appointment	Signature of Government Servant
			Rs.	Ps.	Rs.	Ps.			
دورہ ملازمت	عارضی مستقل یا قائم مقام	اگر عارضی ہے تو کیا وہ رول کے مطابق پیش کش کا مستحق ہے	تجاہ بطور عارضی ملازمت		زائد تجواہ بطور قائم مقام		ماسوائے تجواہ دیگر الاؤنس	تاریخ تقرری	دستخط سرکاری ملازم
Headmaster	Perm. / Temp.		Rs. 6700/-					01/12/2004	Mahmood Khan
Pay fixed Departmentally in R.B.P.S - 2005									
R.B.P.S-14 (3565-275-11815)									
Headmaster	Temp. / Perm.		Rs. 7690/-					01-7-2005	Mahmood Khan
do	do		Rs. 7965/-					01-11-2005	Mahmood Khan
do	do		Rs. 8240/-					01-11-2006	Mahmood Khan
R.B.P.S-7 R.P.S-14 (4100-315-1350)									
do	do		Rs. 9455/-					01/12/2007	Mahmood Khan
do	do		Rs. 9775/-					01/12/2007	Mahmood Khan

ATTESTED

Signature and designation of the Head of the office or other Attesting Officer in attestation of columns 1 to 8	Date of termination or appointment
دستخط افسر مجاز	تاریخ انقطاع ملازمت
Headmaster G.H.S. Katta Khel (D.I.Khan)	30-11-2005
Headmaster Govt. High School Katta Khel (D.I.Khan)	30-11-2005
Headmaster Govt. High School Katta Khel (D.I.Khan)	30-11-2006
Headmaster Govt. High School Katta Khel (D.I.Khan)	30/12/07
Headmaster Govt. High School Katta Khel (D.I.Khan)	30-11-2007

2	3	4	5	6	7	8
Whether substantive or officiating, and weather permanent or temporary	If officiating state (i) substantive appointment or (ii) whether service counts for pension under rule 3.20 of C.S.R. (Pb.) volume II	Pay in substantive post	Additional pay for officiating	Other emoluments falling under the term "pay"	Date of appointment	Signature of Government Servant
عارضی - مستقل یا قائم مقام	اگر عارضی ہے تو کیا وہ رول کے مطابق پٹیشن کا مستحق ہے	تجواہ بطور عارضی ملازمت	زائد تجواہ بطور قائم مقام	مانوائے تجواہ دیگر الاؤنس	تاریخ تقرری	دستخط سرکاری ملازم
		Rs. Ps.	Rs. Ps.			
				GENERAL D BASIC		
				3100 - 240 - 10300 B14		
				5980/		
				Account Officer Pay Fixation Party		
				INSTANT GENERAL PAY SCALES		
				2565 - 275 - 1815 B74		
				OF RS. 7690/ PM.W.E.F. 07-2005		
				AT RS. 7690/ PM.W.E.F. 12-2005		
				With Next Increment on		
				Account Officer Pay Fixation Party		

9	10	R
Signature and designation of the Head of the office or other Attesting Officer in attestation of columns 1 to 8	Date of termination or appointment	ter
دستخط افسر مجاز	تاریخ انقطاع ملازمت	ment
		P
		to
		discu
		ست
		دل
		نی

ATTESTED

10/10/2005

9	10	11	12	13		14	15
Signature and designation of the Head of the office or other Attesting Officer in attestation of columns 1 to 8	Date of termination or appointment	Reason of termination (such as promotion transfer dismissal etc)	Signature of the Head of the office of other attesting Officer	LEAVE		Signature of the head of the office or other Attesting officer	Reference to any recorded punishment or censure, or reward or praised of the Government servant
دستخط افسر مجاز	تاریخ انقطاع ملازمت	وجوہات انقطاع ملازمت ترقی۔ تبادلہ یا برطرفی	دستخط افسر مجاز	Name and duration of leave taken	Allocation of periods of leave on average pay upto four months (or earned leave not exceeding 120 days) to which leave salary is debitale to another Government	دستخط افسر مجاز	سزایا جزایا غیر مناسبت کارکردگی کارپارڈ
				Period	Govt. to which debitale		
				رخصت کی نوعیت و معیار	چار ماہ تک کی رخصت کے لئے اوسط تنخواہ کا تعین		
					عرصہ		
				<p>M. Phill: passed M. Phill (IOBAL STUDIES) Exam: September 23, 2007 from AIOU (Islamabad) under Roll No: F-7509436 securing $\frac{187}{400}$ marks and placed in Second division (Grade -)</p>			
				<p>Teacher Head Master G. H. S. P. Khel Distt. J. Khan</p>			
				<p>Allowed B-15 w.e.f 01-10-07 at S.N. vide DCO Bikaner No-1734/DCO/KC/Ced Dated 23-07-2008.</p>			
				<p>Head Master Govt. High School Satta Khel (D. J. Khan)</p>			
				<p>Pay fixed departmentally due to allowed BPS-15. Pay on 30-09-07 in BPS-14 Rs= 9455/- Pay fixed on 1-10-07 in BPS-15 Rs= 9600/- with next month on 1-12-07 not due.</p>			
				<p>Head Master Govt. High School Satta Khel (D. J. Khan)</p>			

1	2	3	4		5		6	7	8
Name of post	Whether substantive or officiating, and whether permanent or temporary	If officiating state (i) substantive appointment or (ii) whether service counts for pension under rule 3.20 of C.S.R. (Pb.) volume II	Pay in substantive post		Additional pay for officiating		Other emoluments falling under the term "pay"	Date of appointment	Signature of Government Servant
			Rs.	Ps.	Rs.	Ps.			
وزیر ملازمت	عارضی - مستقل یا قائم مقام	اگر عارضی ہے تو کیا دو روزوں کے مطابق پیشن کا مستحق ہے	تجواہ بطور عارضی ملازمت		زائد تجواہ بطور قائم مقام		اسوائے تجواہ دیگر الاؤنس	تاریخ تقریری	دستخط سرکاری ملازم
3-14 (4920-380-16320)	[9H3] Katta Khel		Rs=11760/-					01/07/08	Mahomed bhe
Departmentally Pay fixation in BPS-15 w.e.f. 01-12-2007.									
Pay on 01-12-07 in BPS-14 Rs= 9770/- PM									
Pay on 01-12-07 in BPS-15 Rs= 9950/- PM									
Scale Revised on 01-7-08 Rs= 11940/- PM with next meet. on 01-12-08									
Pay on 01-12-08 in BPS-15 Rs= 12360/- PM									
13/23-15 (5220-470-17820)	ET Post		Rs=	12360/- PM				01/12/2008	Mahomed bhe
	[H/S] Katta Khel Din								

9	10
Signature and designation of the Head of the office or other Attesting Officer in attestation of columns 1 to 8	Date terminating or appointment
دستخط افسر مجاز	تاریخ نقذاع ازمت

Head Master
Govt. High School
Katta Khel (D.I. Khan)

ATTESTED

Head Master
Govt. High School
Katta Khel (D.I. Khan)

Head Master
Govt. High School
Katta Khel (D.I. Khan)

Head Master
Govt. High School
Katta Khel (D.I. Khan)

Name of post	Whether substantive or officiating, and whether permanent or temporary	If officiating state (i) substantive appointment or (ii) whether service counts for pension under rule 3.20 of C.S.R. (Pb.) volume II	Pay in substantive post		Additional pay for officiating		Other emoluments falling under the term "pay"	Date of appointment	Signature of Government Servant
			Rs.	Ps.	Rs.	Ps.			
در خدمت ملازمت	عارضی مستقل یا قائم مقام	اگر عارضی ہے تو کیا وہ رول کے مطابق پیش کش کا مستحق ہے	تجواہ بطور عارضی ملازمت		زائد تجواہ بطور قائم مقام		باسوائے تجواہ دیگر الاؤنس	تاریخ تقرری	دستخط سرکاری ملازم
<p><i>Awarded on Adv. Memo MA No. 18-01-96 vide DCO Dikha Office order No 897/DCO/HK/CO Adv. Memo dated 19/8/2011 at SNO 2 dated 19/8/2011</i></p> <p><i>Head Master GHS Katta Khel Distt. D.I. Khan</i></p> <p><i>Retiff 851 15-10-09</i></p> <p><i>Dir No 3445-01 of 7 awarded Rs 15 with option on 11/12/07 w.e.f. 11/12/07 To 31/12/08</i></p> <p>ATTESTED</p> <p><i>M.S.</i></p>									

17

9	10
Signature and designation of the Head of the office or other Attesting Officer in attestation of columns 1 to 8	Date of termination or appointment
دستخط افسر مجاز	تاریخ انقطاع ملازمت
<i>Under taken</i>	
<i>I Mr. Mah...</i>	
<i>is hereby undertaken effect that payment is made...</i>	
<i>AT/SC</i>	
<i>Govt. High School Katta Khel</i>	

8
Signature of Government Servant
دستخط سرکاری ملازم

9	10	11	12	13		14	15
Signature and designation of the Head of the office or other Attesting Officer in attestation of columns 1 to 8	Date of termination or appointment	Reason of termination (such as promotion transfer dismissal etc)	Signature of the Head of the office of other attesting Officer	LEAVE		Signature of the head of the office or other Attesting officer	Reference to any recorded punishment or censure, or reward or praised of the Government servant
				Name and duration of leave taken	Allocation of periods of leave on average pay upto four months (or earned leave not exceeding 120 days) to which leave salary is debitabale to another Government		
				Period	Govt. to which debitabale		
دستخط افسر مجاز	تاریخ انقطاع ملازمت	وجوہات انقطاع ملازمت ترقی - تبادلہ یا برطرفی	دستخط افسر مجاز	رخصت کی نوعیت و معیار	چار ماہ تک کی رخصت کے لئے اوسط تنخواہ کا تین گونہ	دستخط افسر مجاز	سزا یا جزایا غیر مناسب کارکردگی کارپکارڈ
Under taking				Option			
<p>I Mr. Mahmood Khan et is hereby undertake to the effect that if any over payment is made to me it will be recovered from my pay/pension etc.</p> <p>Mahmood Khan Mahmood Khan</p>				<p>I Mr. Mahmood Khan et is hereby option that first I may be allowed increment on 01-12-2007 in BPS-14 and after that my pay may be fixed in BPS-15 on 01-12-2007.</p> <p>Mahmood Khan Mahmood Khan</p>			
<p>Head Master Govt. High School Katta Khel (D.I. Khan)</p>				<p>Head Master Govt. High School Katta Khel (D.I. Khan)</p>			
<p>Passed Marks of Philosophy Examination Semester Spring 2001 Room Alama Iqbal Open University Islamabad / Ind. Roll No. F-1509436 Marks Obtained 187/400 Second Div: Grad. Result Declared 23/ September 2006</p> <p>Mahmood Khan Head Master G.H.S Katta Khel Distt: D.I. Khan</p>							

8	9	10	11	12	13	14	15						
Signature of Government Servant	Signature and designation of the Head of the office or other Attesting Officer in attestation of columns 1 to 8	Date of termination or appointment	Reason of termination (such as promotion transfer dismissal etc)	Signature of the Head of the office of other attesting Officer	<p style="text-align: center;">LEAVE</p> <p>Allocation of periods of leave on average pay upto four months (or earned leave not exceeding 120 days) to which leave salary is debitable to another Government</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th data-bbox="831 358 909 582">Name and duration of leave taken</th> <th data-bbox="909 358 1034 582">Period</th> <th data-bbox="1034 358 1207 582">Govt. to which debitable</th> </tr> <tr> <td style="text-align: center;">چار ماہ تک کی رخصت کے لئے اوسط تنخواہ کا تعین</td> <td style="text-align: center;">عرصہ</td> <td style="text-align: center;">گورنمنٹ جسے رقم ادا ہوگی</td> </tr> </table>	Name and duration of leave taken	Period	Govt. to which debitable	چار ماہ تک کی رخصت کے لئے اوسط تنخواہ کا تعین	عرصہ	گورنمنٹ جسے رقم ادا ہوگی	Signature of the head of the office or other Attesting officer	Reference to any recorded punishment or censure, or reward or praised of the Government servant
Name and duration of leave taken	Period	Govt. to which debitable											
چار ماہ تک کی رخصت کے لئے اوسط تنخواہ کا تعین	عرصہ	گورنمنٹ جسے رقم ادا ہوگی											
دستخط سرکاری ملازم	دستخط افسر مجاز	اتاریخ انقطاع ملازمت	وجوہات انقطاع ملازمت ترقی-تادلہ یا برطرفی	دستخط افسر مجاز	رخصت کی نوعیت و معیار	دستخط افسر مجاز	سزایا جزایا غیر مناسب کارکردگی کارپکارڈ						
Meh-sud Khan	HEAD MASTER G.H.S Katta Khel D.I. Khan	30/06/08	RBS:	HEAD MASTER G.H.S Katta Khel D.I. Khan	Service verified wof: 01/12/2007 to 30/11/08 from accq: roll & other office record.	HEAD MASTER G.H.S Katta Khel D.I. Khan							
Meh-sud Khan	HEAD MASTER G.H.S Katta Khel D.I. Khan	30/11/08	by roll:	HEAD MASTER G.H.S Katta Khel D.I. Khan	Service verified wof: 01/12/2008 to 30/11/09 from accq: roll and other office record.	HEAD MASTER G.H.S Katta Khel D.I. Khan							
Meh-sud Khan	HEAD MASTER G.H.S Katta Khel D.I. Khan	30/11/09	by roll:	HEAD MASTER G.H.S Katta Khel D.I. Khan		HEAD MASTER G.H.S Katta Khel D.I. Khan							
Meh-sud Khan	HEAD MASTER G.H.S Katta Khel D.I. Khan	30/11/10		HEAD MASTER G.H.S Katta Khel D.I. Khan		HEAD MASTER G.H.S Katta Khel D.I. Khan							
Meh-sud Khan	HEAD MASTER G.H.S Katta Khel D.I. Khan	30/6/11	Scale Revision	HEAD MASTER G.H.S Katta Khel D.I. Khan	SERVICE VERIFIED with effect from 21-12-09 to 30-11-2010 from the accq: roll and other office record.	HEAD MASTER G.H.S Katta Khel D.I. Khan							
2001-✓													
1800/-✓													
1800/-PM 2011													
HEAD MASTER G.H.S Katta Khel D.I. Khan					Attested	HEAD MASTER G.H.S Katta Khel D.I. Khan							

(Revised Entries due Revision of Basic Pay scale 2011, vide 140-F.D (P.R.C.) - 1/2011 Dated February the 14/07/2011 wof: 01-07-2011

1	2	3	4		5		6	7	8
Name of post	Whether substantive or officiating, and whether permanent or temporary	If officiating state (i) substantive appointment or (ii) whether service counts for pension under rule 3.20 of C.S.R. (Pb.) volume II	Pay in: substantive post		Additional pay for officiating		Other emoluments falling under the term "pay"	Date of appointment	Signature of Government Servant
			Rs.	Ps.	Rs.	Ps.			
درجہ ملازمت	عارضی مستقل یا قائم مقام	اگر عارضی ہے تو کیا وہ رول کے مطابق پیش کش کا مستحق ہے	تجواہ بطور		زائد تجواہ بطور		سوائے تجواہ دیگر الاؤنس	تاریخ تقرری	دستخط برکاری ملازم
PS 15	8500-700-29500		21800/-		21800/-			01-07-2011	Mahmood Khan
Revised Entries due to work of one sub. holder of MA									
GHS	Sub/Offg		28701/-					12/95	Mahmood Khan
Do	Do		30311/-					18/96	Mahmood Khan
Do	Do		31921/-					12/96	Mahmood Khan
Do	Do		33531/-					12/97	Mahmood Khan
Do	Do		35141/-					12/98	Mahmood Khan
Do	Do		36751/-					12/99	Mahmood Khan
Do	Do		38361/-					12/99	Mahmood Khan
Do	Do		39971/-					12/2000	Mahmood Khan
Do	Do		62201/-					12/01	Mahmood Khan

ATTESTED

9	10
Signature and designation of the Head of the office or other Attesting Officer in attestation of columns 1 to 9	Date of termination or appointment
دستخط افسر مجاز	تاریخ انقطاع ملازمت

Head Master
G.H.S Katta Khel
Distt. D.I. Khan

Head Master
G.H.S Katta Khel
Distt. D.I. Khan

Head Master
G.H.S Katta Khel
Distt. D.I. Khan

Head Master
G.H.S Katta Khel
Distt. D.I. Khan

Head Master
G.H.S Katta Khel
Distt. D.I. Khan

Head Master
G.H.S Katta Khel
Distt. D.I. Khan

Head Master
G.H.S Katta Khel
Distt. D.I. Khan

Head Master
G.H.S Katta Khel
Distt. D.I. Khan

8
Signature of Government Servant
دستخط
سرکاری ملازم

9	10	11	12	13		14	15
Signature and designation of the Head of the office or other Attesting Officer in attestation of columns 1 to 8	Date of termination or appointment	Reason of termination (such as promotion transfer dismissal etc)	Signature of the Head of the office or other attesting Officer	LEAVE		Signature of the head of the office or other Attesting officer	Reference to any recorded punishment or censure, or reward or praised of the Government servant
				Name and duration of leave taken	Allocation of periods of leave on average pay upto four months (or earned leave not exceeding 120 days) to which leave salary is debitabie to another Government		
دستخط افسر مجاز	تاریخ انقطاع ملازمت	وجوہات انقطاع ملازمت ترقی - تبادلو یا برطرفی	دستخط افسر مجاز	رحمت کی نوعیت دستخط	چار ماہ تک کی اداسہ تخاہ کا Period عرصہ	دستخط افسر مجاز	سزایا جزایا غیر مناسب کارکردگی کاریکارڈ

Sanction is hereby granted for
KPK Advance increment on
acquiring MA/Msc degree
Waf=18-1-96 vide D.O D.I.K
dated 19/08/2011 at Govt
No=5087 dated 19/8/2011

Mahmood Khan

Head Master
G.H.S Katta Khel
Distt D.I.Khan

Mahmood Khan

Head Master
G.H.S Katta Khel
Distt D.I.Khan

Head Master
G.H.S Katta Khel
Distt D.I.Khan

Mahmood Khan

Head Master
G.H.S Katta Khel
Distt D.I.Khan

Head Master
G.H.S Katta Khel
Distt D.I.Khan

HEAD MASTER
G.H.S Katta Khel
D.I.Khan

Mahmood Khan

Head Master
G.H.S Katta Khel
Distt D.I.Khan

Head Master
G.H.S Katta Khel
Distt D.I.Khan

Mahmood Khan

Head Master
G.H.S Katta Khel
Distt D.I.Khan

Head Master
G.H.S Katta Khel
Distt D.I.Khan

Mahmood Khan

Head Master
G.H.S Katta Khel
Distt D.I.Khan

Head Master
G.H.S Katta Khel
Distt D.I.Khan

Mahmood Khan

Head Master
G.H.S Katta Khel
Distt D.I.Khan

Head Master
G.H.S Katta Khel
Distt D.I.Khan

Mahmood Khan

Head Master
G.H.S Katta Khel
Distt D.I.Khan

Head Master
G.H.S Katta Khel
Distt D.I.Khan

Mahmood Khan

Head Master
G.H.S Katta Khel
Distt D.I.Khan

Head Master
G.H.S Katta Khel
Distt D.I.Khan

1	2	3	4	5	6	7	8
Name of post	Whether substantive or officiating, and whether permanent or temporary	If officiating state (i) substantive appointment or (ii) whether service counts for pension under rule 3.20 of C.S.R. (Pb.) volume II	Pay in substantive post	Additional pay for officiating	Other emoluments falling under the term "pay"	Date of appointment	Signature of Government Servant
			Rs. Ps.	Rs. Ps.			
درجہ ملازمت	عارضی مستقل یا قائم مقام	اگر عارضی ہے تو کیا وہ رول کے مطابق پیش کش کا مستحق ہے	تجواہ بطور عارضی ملازمت	زائد تجواہ بطور قائم مقام	ماسوائے تجواہ دیگر الاؤنس	تاریخ تقرری	دستخط سرکاری ملازم
6460/	6460/		6460/-			12/02	Mah and kh
6700/	6700/		6700/-			12/03	Mah and kh
6940/	6940/		6940/-			12/04	Mah and kh
<p>06/7/2011</p> <p>Drawn Rs. 672/- on 01/7/2011</p> <p>(2) Adm. Adv. In 2011</p> <p>01/12/96 To 30/9/2011 draw to Department of Forest (Adm. L. 10/2/2011) Raising Pay from 21800/- to Rs. 27700/-</p> <p>123/10/15</p> <p>225/15</p> <p>District Accounts Officer D.I. Khan</p> <p>19/11/11</p>							
7969/	7969/		7969/-			12/05	Mah and kh
8260/	8260/		8260/-			12/05	Mah and kh
8575/	8575/		8575/-			12/06	Mah and kh

9	10
Signature and designation of the head of the office or other Attesting Officer in attestation of columns 1 to 8	Date of termination or appointment
دستخط افسر مجاز	تاریخ قطعہ ازمت

Head Master
G.H.S. Katta Khel
Distt. D.I. Khan

Head Master
G.H.S. Katta Khel
Distt. D.I. Khan

Head Master
G.H.S. Katta Khel
Distt. D.I. Khan

Head Master
H.S. Katta Khel
Distt. D.I. Khan

Head Master
H.S. Katta Khel
Distt. D.I. Khan

Head Master
H.S. Katta Khel
Distt. D.I. Khan

8.
Signature of Government servant
تاریخ دستخط سرکاری ملازم
3/13
4/4
12/6/15
PK Peshawar
30-06-15
01-07-2015
Mahmoud Khan
7
Mahmoud Khan
12
Mahmoud Khan

9.	10.	11.	12.	13.	14.	15.
Signature and designation of the Head of the Office or other attesting Officer in attestation of columns 1 to 5	Date of termination or appointment	Reason of termination (Such as Promotion, transfer, dismissal etc.)	Signature of the Head of the Office or other attesting officer	Nature and duration of leave taken	Allocation of period of leave of average pay up to four months (or earned leave not exceeding 120 days) to which leave salary is payable to another Government	Reference to any recorded Punishment or censure, reward or praise of the Government servants
دستخط افسر مجاز	تاریخ انتظام ملازمت	وجوہات انتقال ملازمت ترقی یا تبادلہ یا برطرفی	دستخط افسر مجاز	رضعت کی نوعیت و معیار	پارہ ایک کی رضعت کے لئے اوسط گوارا کا تین	سزا یا غیر سزا کارکردگی کارکردگی
Muhammad	30/11/14	Promotion	Muhammad		Period 6 مہ	
Head Master G.H.S Katta Khe Distt. D.I.Khan			Head Master G.H.S Katta Khe Distt. D.I.Khan		SERVICE VERIFIED with effect from 01/12/13 to 30/11/14 from the accq: roll and other office record.	
Muhammad	30/11/14		Muhammad			
Head Master G.H.S Katta Khe Distt. D.I.Khan			Head Master G.H.S Katta Khe Distt. D.I.Khan		SERVICE VERIFIED with effect from 01/12/13 to 30/11/14 from the accq: roll and other office record.	
Muhammad	01/07/15	Revision of pay	Muhammad			
Head Master G.H.S Katta Khe Distt. D.I.Khan			Head Master G.H.S Katta Khe Distt. D.I.Khan		SERVICE VERIFIED with effect from 01/12/14 to 30-11-2015 from the accq: roll and other office record.	
Muhammad	30/11/15		Muhammad			
Head Master G.H.S Katta Khe Distt. D.I.Khan			Head Master G.H.S Katta Khe Distt. D.I.Khan		SERVICE VERIFIED with effect from 01/12/15 to 30/11/16 from the accq: roll and other office record.	
Muhammad	30/11/16	Revised of pay 1-7-16	Muhammad			
Head Master G.H.S Katta Khe Distt. D.I.Khan			Head Master G.H.S Katta Khe Distt. D.I.Khan		SERVICE VERIFIED with effect from 01/12/15 to 30/11/16 from the accq: roll and other office record.	
Muhammad			Muhammad			
Head Master G.H.S Katta Khe Distt. D.I.Khan			Head Master G.H.S Katta Khe Distt. D.I.Khan			

8.

Signature of Government Servant

دستخط سرکاری ملازم

9.

Signature and designation of the Head of the Office or other attesting Officer in attestation of columns 1 to 8

دستخط افسر مجاز

10.

Date of termination or appointment

تاریخ انقطاع ملازمت

11.

Reason of termination (Such as Promotion, transfer, dismissal etc.)

وجوہات انقطاع ملازمت ترقی تبادلہ یا برطرفی

12.

Signature of the Head of the Office or other attesting officer

دستخط افسر مجاز

13.

Nature and duration of leave taken

رخصت کی نوعیت و معیار

Allocation of period of leave of average pay up to four months (or earned leave not exceeding 120 days) to which leave salary is payable to another Government

چار ماہ تک کی رخصت کے لئے اوسط اجرواد کا تعین

Period

عرصہ

Government to which debitable

رخصت کے لئے ذمہ دار حکومت

14.

Signature of the Head of the office or other attesting Officer

دستخط افسر مجاز

15.

Reference to any recorded Punishment or censure, reward or praise of the Government servants

سزا یا تعزیرات کا ریکارڈ یا کارکردگی کا ریکارڈ

26

TCA 633
15/2/17

DAO Pat & all
for the month of 10/2017.
DAO
15/2/17

TCA 266
09/03/18

Mphalallow
from 23/1/17 to
31/03/18
P-13661

TCA-98
15/04/18

TCA-87
15/2/17
Mphalallow of M. Phalallow
allowance from 01-7-2017
to 22-9-2017
R-61412

Adjustment
for Realibility
of one of Mphalallow
allowance from 17 to 31/03/2018
23/3/18

ATTESTED

M

DAO
23/3/18

B-27

22. Val period (2007-08) (2007-08) (2007-08)

www.nwfp.gov.pk

INF (P) 2760
Also available on
www.nwfp.gov.pk

ڈائری جنرل

www.nwfp.gov.pk

www.nwfp.gov.pk

Category	Age Group	Qualification	Experience
1	16-18	SSC	0
2	18-20	FA/FC	0
3	20-25	B.A/B.Sc	0
4	25-30	B.A/B.Sc	0
5	30-35	B.A/B.Sc	0
6	35-40	B.A/B.Sc	0
7	40-45	B.A/B.Sc	0
8	45-50	B.A/B.Sc	0
9	50-55	B.A/B.Sc	0
10	55-60	B.A/B.Sc	0

1. The candidate must be a citizen of Pakistan.
2. The candidate must be a resident of NWFP.
3. The candidate must be a Hindu, Muslim, Sikh, Christian, Buddhist, Jain, or Parsi.
4. The candidate must be a male.
5. The candidate must be a single person.
6. The candidate must be a permanent resident of NWFP.
7. The candidate must be a resident of NWFP for at least 10 years.
8. The candidate must be a resident of NWFP for at least 10 years.
9. The candidate must be a resident of NWFP for at least 10 years.
10. The candidate must be a resident of NWFP for at least 10 years.

Qualification	Total Marks	1st Division	2nd Division	3rd Division
SSC	10	10	0	0
FA/FC	10	10	0	0
B.A/B.Sc	10	10	0	0
MA/MSC	10	10	0	0
PHD	10	10	0	0

Higher Education than the prescribed qualification

One Stage Above = 10 marks (10/100)
Two Stage Above = 8 marks (8/100)
Three Stage Above = 5 marks (5/100)

1. The candidate must be a citizen of Pakistan.
2. The candidate must be a resident of NWFP.
3. The candidate must be a Hindu, Muslim, Sikh, Christian, Buddhist, Jain, or Parsi.
4. The candidate must be a male.
5. The candidate must be a single person.
6. The candidate must be a permanent resident of NWFP.
7. The candidate must be a resident of NWFP for at least 10 years.
8. The candidate must be a resident of NWFP for at least 10 years.
9. The candidate must be a resident of NWFP for at least 10 years.
10. The candidate must be a resident of NWFP for at least 10 years.

Qualification	Total Marks	1st Division	2nd Division	3rd Division
SSC	10	10	0	0
FA/FC	10	10	0	0
B.A/B.Sc	10	10	0	0
MA/MSC	10	10	0	0
PHD	10	10	0	0

Higher Education than the prescribed qualification

One Stage Above = 10 marks (10/100)
Two Stage Above = 8 marks (8/100)
Three Stage Above = 5 marks (5/100)

1. The candidate must be a citizen of Pakistan.
2. The candidate must be a resident of NWFP.
3. The candidate must be a Hindu, Muslim, Sikh, Christian, Buddhist, Jain, or Parsi.
4. The candidate must be a male.
5. The candidate must be a single person.
6. The candidate must be a permanent resident of NWFP.
7. The candidate must be a resident of NWFP for at least 10 years.
8. The candidate must be a resident of NWFP for at least 10 years.
9. The candidate must be a resident of NWFP for at least 10 years.
10. The candidate must be a resident of NWFP for at least 10 years.

Qualification	Total Marks	1st Division	2nd Division	3rd Division
SSC	10	10	0	0
FA/FC	10	10	0	0
B.A/B.Sc	10	10	0	0
MA/MSC	10	10	0	0
PHD	10	10	0	0

Higher Education than the prescribed qualification

One Stage Above = 10 marks (10/100)
Two Stage Above = 8 marks (8/100)
Three Stage Above = 5 marks (5/100)

1. The candidate must be a citizen of Pakistan.
2. The candidate must be a resident of NWFP.
3. The candidate must be a Hindu, Muslim, Sikh, Christian, Buddhist, Jain, or Parsi.
4. The candidate must be a male.
5. The candidate must be a single person.
6. The candidate must be a permanent resident of NWFP.
7. The candidate must be a resident of NWFP for at least 10 years.
8. The candidate must be a resident of NWFP for at least 10 years.
9. The candidate must be a resident of NWFP for at least 10 years.
10. The candidate must be a resident of NWFP for at least 10 years.

Qualification	Total Marks	1st Division	2nd Division	3rd Division
SSC	10	10	0	0
FA/FC	10	10	0	0
B.A/B.Sc	10	10	0	0
MA/MSC	10	10	0	0
PHD	10	10	0	0

Higher Education than the prescribed qualification

One Stage Above = 10 marks (10/100)
Two Stage Above = 8 marks (8/100)
Three Stage Above = 5 marks (5/100)

1. The candidate must be a citizen of Pakistan.
2. The candidate must be a resident of NWFP.
3. The candidate must be a Hindu, Muslim, Sikh, Christian, Buddhist, Jain, or Parsi.
4. The candidate must be a male.
5. The candidate must be a single person.
6. The candidate must be a permanent resident of NWFP.
7. The candidate must be a resident of NWFP for at least 10 years.
8. The candidate must be a resident of NWFP for at least 10 years.
9. The candidate must be a resident of NWFP for at least 10 years.
10. The candidate must be a resident of NWFP for at least 10 years.

C-28

THE ³[KHYBER PAKHTUNKHWA]
EMPLOYEES (REGULARIZATION OF SERVICES) ACT, 2009.
(⁴[KHYBER PAKHTUNKHWA] ACT NO. XVI OF 2009)

[First published after having received the assent of the Governor of the ⁵[Khyber Pakhtunkhwa] in the Gazette of ⁶[Khyber Pakhtunkhwa] (Extraordinary), dated the 24th October, 2009]

AN
ACT

to provide for the regularization of the services of certain employees appointed on adhoc or contract basis.

WHEREAS it is expedient to provide for the regularization of the services of certain employees appointed on adhoc or contract basis, in the public interest, for the purposes hereinafter appearing;

It is hereby enacted as follows:-

1. **Short title and commencement.**---(1) This Act may be called the ⁷[Khyber Pakhtunkhwa] Employees (Regularization of Services) Act, 2009.

(2) It shall come into force at once.

2. **Definitions.**---(1) In this Act, unless the context otherwise requires,-

- (a) "Commission" means the ⁸[Khyber Pakhtunkhwa] Public Service Commission;
- (aa) "contract appointment" means appointment of a duly qualified person made otherwise than in accordance with the prescribed method of recruitment;
- (b) "employee" means an adhoc or a contract employee appointed by Government on adhoc or contract basis or second shift/night shift but does not include the employees for project post or appointed on work charge basis or who are paid out of contingencies;

³Substituted vide Khyber Pakhtunkhwa Act No. IV of 2011

⁴Substituted vide Khyber Pakhtunkhwa Act No. IV of 2011

⁵Substituted vide Khyber Pakhtunkhwa Act No. IV of 2011

⁶Substituted vide Khyber Pakhtunkhwa Act No. IV of 2011

⁷Substituted vide Khyber Pakhtunkhwa Act No. IV of 2011

⁸Substituted vide Khyber Pakhtunkhwa Act No. IV of 2011

ATTESTED

M

- (c) "Government" means the Government of the.⁹[Khyber Pakhtunkhwa];
- (d) "Government Department" means any department constituted under rule 3 of the¹⁰[Khyber Pakhtunkhwa] Government Rules of Business, 1985, and does not include any section of a Department or an organization which is federally funded;
- (e) "law or rule" means the law or rule for the time being in force governing the selection and appointment of civil servants; and
- (f) "post" means a post under Government or in connection with the affairs of Government to be filled in on the recommendation of the Commission.

(2) The expressions "ad hoc or contract appointment" and "civil servant" shall have the same meanings as respectively assigned to them in the¹¹[Khyber Pakhtunkhwa] Civil Servants Act, 1973 (¹²[Khyber Pakhtunkhwa] Act No. XVIII of 1973).

3. **Regularization of services of certain employees.**---All employees including recommendees of the High Court appointed on contract or ad hoc basis and holding that post on 31st December, 2008 or till the commencement of this Act shall be deemed to have been validly appointed on regular basis having the same qualification and experience for a regular post:

Provided that the service promotion quota of all service cadres shall not be affected.

4. **Determination of seniority.**---(1) The employees whose services are regularized under this Act or in the process of attaining service at the commencement of this Act shall rank junior to all civil servants belonging to the same service or cadre, as the case may be, who are in service on regular basis on the commencement of this Act, and shall also rank junior to such other persons, if any, who, in pursuance of the recommendation of the Commission made before the commencement of this Act, are to be appointed to the respective service or cadre, irrespective of their actual date of appointment.

(2) The seniority interse of the employees, whose services are regularized under this Act within the same service or cadre, shall be determined on the basis of their continuous officiation in such service or cadre:

⁹Substituted vide Khyber Pakhtunkhwa Act No. IV of 2011

¹⁰Substituted vide Khyber Pakhtunkhwa Act No. IV of 2011

¹¹Substituted vide Khyber Pakhtunkhwa Act No. IV of 2011

¹²Substituted vide Khyber Pakhtunkhwa Act No. IV of 2011

ATTESTED

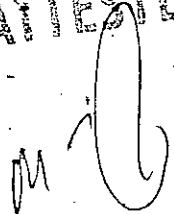
M

Provided that if the date of continuous officiation in the case of two or more employees is the same, the employee older in age shall rank senior to the younger one.

4A. Overriding effect.—Notwithstanding any thing to the contrary contained in any other law or rule for the time being in force, the provisions of this Act shall have an overriding effect and the provisions of any such law or rule to the extent of inconsistency to this Act shall cease to have effect.

5. Repeal.---The North-West Frontier Province Employees (Regularization of Services) Ordinance, 2009 (N.-W.F.P. Ordinance No. VII of 2009) is hereby repealed.

ATTESTED

Handwritten signature and initials, possibly 'M' and a large flourish.

JUDGMENT SHEET

PESHAWAR HIGH COURT, PESHAWAR
(JUDICIAL DEPARTMENT)



Writ Petition No.2905 of 2009.

ATTA ULLAH AND OTHERS.....PETITIONERS.

VERSUS.

THE CHIEF SECRETARY KPK ETC....RESPONDENTS..

JUDGMENT.

Date of hearing 26.01.2015

Appellant/Petitioner by Ghulam Nabi Khan Advocate.

Respondent by Sardar Ali Raza Advocate & Waqar Ahmad Khan AAG

WAQAR AHMAD SETH, J:- Through this single

judgment we propose to dispose of the instant Writ Petition

No.2905 OF 2009 as well as the connected Writ Petition

Nos.2941, 2967,2968,3016. 3025,3053,3189,3251,3292 of

2009,496,556,664,1256,1662,1685,1696,2176,2230,2501,2696,

2728 of 2010 & 206, 355,435 & 877 of 2011 as common

question of law and fact is involved in all these petitions.

ATTESTED

ATTESTED

ATTESTED

EXAMINER
Peshawar High Court

10 JAN 2015

2- The petitioners in all the writ petitions have approached this Court under Article 199 of the Constitution of Islamic Republic of Pakistan, 1973 with the following relief:-

"It is, therefore, prayed that on acceptance of the Amended Writ Petition the above noted Act No.XVI 2009 namely 'The North West Province Employees (Regularization of Services) Act, 2009 dated 24th October, 2009' being illegal unlawful, without authority and jurisdiction, based on malafide intentions and being unconstitutional as well as ultra vires to the basic rights as mentioned in the constitution be set-aside and the respondents be directed to fill up the above noted posts after going through the legal and lawful and the normal procedure as prescribed under the prevailing laws instead of using the short cuts for obliging their own person.

It is further prayed that the notification No.A-14/SET(M) dated 11.12.2009 and Notification No.A-17/SET(5) Contract-Appnt:2009 dated 11.12.2009, as well as Notification No.SO(G)ES/1/85/2009/SS(Contract) dated

ATTESTED

ATTESTED

ATTESTED

EXAMINER
Peshawar High Court

10 JAN 2018

(AP) 34

34

the qualification for appointment/promotion of the SET Teachers BPS-16 was prescribed that 75% SETs shall be selected through Departmental Selection Committee on the basis of batchwise/yearwise open merit from amongst the candidates having the prescribed qualification and remaining 25% by initial recruitment through Public Service Commission whereas through the same notification the qualification for the appointment/promotion of the Subject Specialist Teachers BPS-17 was prescribed that 50% shall be selected by promotion on the basis of seniority cum fitness amongst the SETs possessing the qualification prescribed for initial recruitment having five years service and remaining 50 by initial recruitment through the Public Service Commission and the above procedure was adopted by the Education Department till 22/09/2002 and the appointments on the above noted posts were made in the light of the above notification. It was further averred that the Ordinance No.XXVII of 2002 notified on 09/08/2002 was promulgated under the shadow of which some 1681 posts of different cadres were advertised by the Public Service Commission.

ATTESTED

M L

ATTESTED

R

ATTESTED

EXAMNER
Peshawar High Court

10 JAN 2018

(10) (35)

541

That before the promulgation of Act No.XVI of 2009, it was practice of the Education Department that instead of promoting the eligible and competent persons amongst the teachers community, they have been advertising the above noted posts of SET (BPS-16) and Subject Specialist (BPS-17) on the basis of open merit/adhoc/contract wherein it was clearly mentioned that the said posts will be temporary and will continue only for a tenure of six months or till the appointment by the Public Serviced Commission or Departmental Selection Committee That after passing the KPK Act No.XVI of 2009 by the Provincial Assembly the fresh appointees of six months and one year on the adhoc and contract basis including respondents no.9 to 1351 with a clear affidavit for not adopting any legal course to make their services regularized, have been made permanent and regular employees whereas the employees and teaching staff of the Education Department having at their credit a service of minimum 15 to maximum 30 years have been ignored. That as per contract Policy issued on 26/10/2002 the Education Department was not authorised/entitled to

ATTESTED

[Handwritten signature]

ATTESTED

[Handwritten signature]

ATTESTED

EXAMINER
Peshawar High Court

10 JAN 2018

[Handwritten signature]

make appointments in BPS-16 and above on the contract basis as the only appointing authority under the rules was Public Service Commission. That after the publication made by the Public Service Commission thousands of teachers eligible for the above said posts have already applied but they are still waiting for their calls and that through the above Act thousands of the adhoc teachers have been regularized which has been adversely effected the rights of the petitioners, thus having no efficacious and adequate remedy available to the petitioners, the have knocked the door of this Court through the aforesaid constitutional petitions.

4- The concerned official respondents have furnished parawise comments wherein they raised certain legal and factual objections including the question of maintainability of the writ petitions. It was further stated that Rule 3(2) of the N.W.F.P. Civil Servants (Appointment, Promotion & Transfer) Rules 1989, authorised a department to lay down method of appointment, qualification and other conditions applicable to post in consultation with Establishment & Administration Department and the Finance Department.

ATTESTED

ATTESTED

ATTESTED

EXAMINER
Peshawar High Court

10 JAN 2018





That to improve/uplist the standard of education, the Government replaced/amended the old procedure i.e. 100% including SETs through Public Service Commission KPK for recruitment of SETs B-16 vide Notification No.SO(PE)4-5/SS-RC/Vol-III dated 18/01/2011 wherein 50% SSTs (SET) shall be selected by promotion on the basis of seniority cum fitness in the following manner:-

"(i) Forty percent from CT (Gen),

CT(Agr), CT(Indust: Art) with at least 5

years service as such and having the

qualification mentioned in column 3.

(ii) Four percent from amongst the DM

with at least 5 years service as such and

having qualification in column 3.

(iii) Four percent from amongst the PET

with at least 5 years service as such and

having qualification mentioned in column 3.

(iv) One percent amongst Instructional

Material Specialists with at least 5 years

ATTESTED



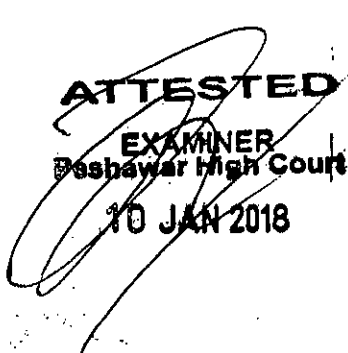
ATTESTED



ATTESTED

EXAMINER
Peshawar High Court

10 JAN 2018



service and having qualification mentioned
in column 3."

It is further stated in the comments that due to the degradation/fall of quality education the Government abandoned the previous recruitment policy of promotion/appointment/recruitment and in order to improve the standard of teaching cadre in Elementary & Secondary Education Department of KPK, vide Notification dated 09/04/2004 wherein at serial No. 1.5 in column 5 the appointment of SS prescribed as by the initial recruitment and that the (North West Frontier Provincial) Khyber Pakhtunkhwa Employees(Regularization of Services)Act, 2009 (ACT No.XVI of 2009 dated 24th October, 2009 is legal, lawful and in accordance with the Constitution of Pakistan which was issued by the competent authority and jurisdiction, therefore, all the writ petitions are liable to be dismissed.

5- We have heard the learned counsel for the parties and have gone through the record as well as the law on the

ATTESTED
subject

[Handwritten signature]

ATTESTED

[Handwritten signature]

ATTESTED
EXAMINER
Peshawar High Court
10 JAN 2018

[Handwritten signature]

~~38~~
38





6- The grievance of the petitioners is two fold in respect of Khyber Pakhtunkhwa, Employees (Regularization of Services) Act, 2009 firstly, they are alleging that regular post in different cadres were advertised through Public Service Commission in which petitioners were competing with high profile carrier but due to promulgation of Act ibid, they could not made through it as no further proceedings were conducted against the advertised post and secondly, they are agitating the legitimate expectancy regarding their promotion, which has been blocked due to the in block induction / regularization in a huge number, courtesy Act, No. XVI of 2009.

7- As for as, the first contention of advertisement and in block regularization of employees is concerned in this respect it is an admitted fact that the Government has the right and prerogative to withdraw some posts, already advertised, at any stage from Public Service Commission and secondly no one knows that who could be selected in open merit case, however, the right of competition is reserved. In the instant case KPK, employees

ATTESTED



ATTESTED



ATTESTED

EXAMINER
Peshawar High Court

10 JAN 2018

(Regularization of Services) Act, 2009, was promulgated, which in-fact was not the first in the line rather N.W.F.P (now Khyber Pakhtunkhwa) Civil Servants (Regularization of Services) Act, 1988, NWFP (now Khyber Pakhtunkhwa) (Regulation of Services) Act, 1989 & NWFP (now Khyber Pakhtunkhwa) Adhoc Civil Servants (Regularization of Services) Act, 1987 were also promulgated and were never challenged by anyone.

8- In order to comment upon the Act, *ibid*, it is important to go through the relevant provision which reads as under:-

S.2 Definitions. (1)---

a)----

aa) "contract appointment" means appointment of a duly qualified person made otherwise than in accordance with the prescribed method of recruitment.

b) "employee" means an adhoc or a contract employee appointed by Government on adhoc or contract basis or second shift/night shift but does not include the employees for project post or appointed on work charge

ATTESTED

[Signature]

ATTESTED

[Signature]

ATTESTED

EXAMINER
Peshawar High Court

10 JAN 2018

40

basis or who are paid out of contingencies;

----- whereas,

S. 3 reads:-

Regularization of services of certain employees.----- All employees including recommendee of the High Court appointed on contract or adhoc basis and holding that post on 31st December, 2008 or till the commencement of this Act shall be deemed to have been validly appointed on regular basis having the same qualification and experience for a regular post;

9- The plain reading of above sections of the Act, *ibid*, would show that the Provincial Government, has regularized the "duly qualified persons", who were appointed on contract basis under the Contract Policy, and the said Contract Policy was never ever challenged by any one and the same remained in practice till the commencement of the said Act. Petitioners in their writ petitions have not quoted any single incident / precedent showing that the regularized employees under the said Act, were not qualified for the post against

ATTESTED

ATTESTED

ATTESTED
EXAMINER
Peshawar High Court

10 JAN 2018

which they are regularized, nor had placed on record any documents showing that at the time of their appointment on contract they had made any objection. Even otherwise, the superior courts have time and again reinstated employees whose appointments were declared irregular by the Government Authorities, because authorities being responsible for making irregular appointments on purely temporary and contract basis, could not subsequently turned round and terminate services because of no lack of qualification but on manner of selection and the benefit of the lapses committed on part of authorities could not be given to the employees. In the instant case, as well, at the time of appointment no one objected to, rather the authorities committed lapses, while appointing the private respondent's and others, hence at this belated stage in view of number of judgments, Act, No. XVI of 2009 was promulgated. Interestingly this Act, is not applicable to the education department only, rather all the employees of the Provincial Government, recruited on contract basis till 31st December 2008 or till the commencement of this Act have been

ATTESTED

M

ATTESTED

B

ATTESTED

EXAMINER
Peshawar High Court

10 JAN 2018




regularized and those employees of to other departments who have been regularized are not party to this writ petition.

10- All the employees have been regularized under the Act, *ibid* are duly qualified, eligible and competent for the post against which they were appointed on contract basis and this practice remained in operation for years. Majority of those employees getting the benefit of Act, *ibid* may have become overage, by now for the purpose of recruitment against the fresh post.

11- The law has defined such type of legislation as "**beneficial and remedial**". A beneficial legislation is a statute which purports to confer a benefit on individuals or a class of persons. The nature of such benefit is to be extended relief to said persons of onerous obligations under contracts. A law enacted for the purpose of correcting a defect in a prior law, or in order to provide a remedy where non previously existed. According to the definition of *Corpus Juris Secundum*, a remedial statute is designed to correct an existence law, redress an existence grievance, or introduced regularization conducive to the public goods. The challenged

ATTESTED

ATTESTED

ATTESTED
EXAMINER
Peshawar High Court
10 JAN 2018

43





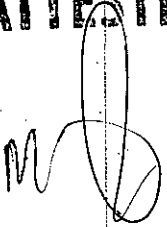
Act, 2009, seems to be a curative statute as for years the then Provincial Governments, appointed employees on contract basis but admittedly all those contract appointments were made after proper advertisement and on the recommendations of Departmental Selection Committees.

12- In order to appreciate the arguments regarding beneficial legislation it is important to understand the scope and meaning of beneficial, remedial and curative legislation.

Previously these words have been explained by N.S Bindra in interpretation of statute, tenth edition in the following manners:-

"A statute which purports to confer a benefit on individuals or a class of persons, by relieving them of onerous obligations under contracts entered into by them or which tend to protect persons against oppressive act from individuals with whom they stand in certain relations, is called a beneficial legislation....In interpreting such a statute, the principle established is that there is no room for taking a narrow view but that the court is entitled to be generous towards the persons on whom the benefit has

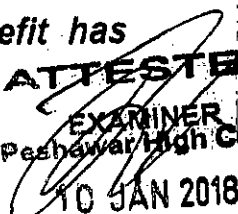
ATTESTED



ATTESTED



ATTESTED
EXAMINER
Peshawar High Court
10 JAN 2018



(Handwritten initials)

(Handwritten initials)

(Handwritten number 45)

been conferred. It is the duty of the court to interpret a provision, especially a beneficial provision, Liberally so as to give it a wider meaning rather than a restrictive meaning which would negate the very object of the rule. It is a well settled canon of construction that in constructing the provision of beneficent enactments, the court should adopt that construction which advances, fulfils, and furthers the object of the Act, rather than the one which would defeat the same and render the protection illusory..... Beneficial provisions call for liberal and broad interpretation so that the real purpose, underlying such enactments, is achieved and full effect is given to the principles underlying such legislation."

Remedial or curative statues on the other hand have been explained as:-

"A remedial statute is one which remedies defect in the pre existing law, statutory or otherwise. Their purpose is to keep pace with the views of society. They serve to keep our system of Jurisprudence up to date and in

ATTESTED

(Handwritten signature)

ATTESTED

(Handwritten signature)

ATTESTED

**EXAMINER
Peshawar High Court**

10 JAN 2018

EB

EB

46

harmony with new ideas or conceptions of what constitute just and proper human conduct. Their legitimate purpose is to advance human rights and relationships. Unless they do this, they are not entitled to be known as remedial legislation nor to be liberally construed. Manifestly a construction that promotes improvements in the administration of justice and the eradication of defect in the system of jurisprudence should be favoured over one that perpetuates a wrong"

Justice Antonin Scalia of the U.S. Supreme Court in his book on Interpretation of Statute states that:

"Remedial statutes are those which are made to supply such defects, and abridge such superfluties, in the common law, as arise from either the general imperfection of all human law, from change of time and circumstances, from the mistakes and unadvised determinations of unlearned (or even learned) Judges, or from any other cause whatsoever."

ATTESTED

M C

b.

13- The legal proposition that emerges is that generally beneficial legislation is to be given liberal interpretation, the beneficial legislation must carry curative or remedial content.

ATTESTED

EB

ATTESTED

**EXAMINER
Peshawar High Court**

10 JAN 2018

Such legislation must therefore, either clarify an ambiguity or an omission in the existence and must therefore, the explanatory or clarificatory in nature. Since the petitioners does not have the vested rights to be appointed to any particular post, even advertised one and private respondents who have being regularized are having the requisite qualification for the post against which the were appointed, vide challenged Act, 2009, which is not effecting the vested right of anyone, hence, the same is deemed to be a beneficial, remedial and curative legislation of the Parliament.

14- This court in its earlier judgment dated 26th November 2009 in WP No. 2905 of 2009, wherein the same Khyber Pakhtunkhwa (Regularization of Servers) Act, 2009, vires were challenged has held that this court has got no jurisdiction to entertain the writ petition in view of Article 212 of the Constitution of Islamic Republic of Pakistan, 1973, as an Act, Rule or Notification effecting the terms and conditions of service, would not be an exception to that, if seen in the light of the spirit of the ratio rendered in the case of

ATTESTED

ATTESTED

ATTESTED
EXAMINER
Peshawar High Court
10 JAN 2018





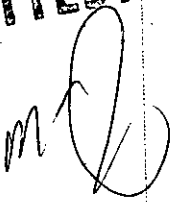
I.A. Sherwani & others Versus Government of Pakistan,

reported in 1991 SCMR 1041. Even otherwise, under Rule 3

(2) of the Khyber Pakhtunkhwa (Civil Servants) (appointment), promotion and transfer) Rules 1989, authorize a department to lay down method of appointment, qualification and other conditions applicable to the post in consultation with Establishment & Administrative Department and the Finance Department. In the instant case the duly elected Provincial Assembly has passed the Bill/Act, which was presented through proper channel i.e Law and Establishment Department, which cannot be quashed or declared illegal at this stage.

15- Now coming to the second aspect of the case, that petitioners legitimate expectancy in the shape of promotion has suffered due to the promulgation of Act, ibid, in this respect, it is a long standing principle that promotion is not a vested right but it is also an established principle that when ever any law, rules or instructions regarding promotion are violated then it become vested right. No doubt petitioners in the first instance cannot claim promotion as a vested right

ATTESTED



ATTESTED



ATTESTED

EXAMINER
Peshawar High Court

10 JAN 2018



26

49

but those who fall within the promotion zone do have the right to be considered for promotion.

16- Since the Act, XVI of 2009 has been declared a beneficial and remedial Act, for the purpose of all those employees who were appointed on contract and may have become overage and the promulgation of the Act, was necessary to given them the protection therefore, the other side of the picture could not be brushed a side simply. It is the vested right of in service employees to be considered for promotion at their own turn. Where a valid and proper rules for promotion have been framed which are not given effect, such omission on the part of Government agency amounts to failure to perform a duty by law and in such cases, High Court always has the jurisdiction to interfere. In service employees / civil servants could not claim promotion to a higher position as a matter of legal right, at the same time, it had to be kept in mind that all public powers were in the nature of a sacred trust and its functionary are required to exercise same in a fair, reasonable and transparent manner strictly in accordance with law. Any transgression from such

ATTESTED

ATTESTED

ATTESTED
EXAMINER
Peshawar High Court

10 JAN 2018

(Handwritten mark)

(Handwritten scribble)

(Handwritten '50' in a circle)

principles was liable to be restrained by the superior courts in their jurisdiction under Article 199 of the Constitution. One could not overlook that even in the absence of strict legal right there was always legitimate expectancy on the part of a senior, competent and honest carrier civil servant to be promoted to a higher position or to be considered for promotion and which could only be denied for good, proper and valid reasons.

17- Indeed the petitioners can not claim their initial appointments on a higher post but they have every right to be considered for promotion in accordance with the promotion rules, in field. It is the object of the establishment of the courts and the continue existence of courts of law is to dispense and foster justice and to right the wrong ones. Purpose can never be completely achieved unless the in justice done was undone and unless the courts stepped in and refused to perpetuate what was patently unjust, unfair and unlawful. Moreover, it is the duty of public authorities as appointment is a trust in the hands of public authorities and it is their legal and moral duty to discharge their functions as

ATTESTED

(Handwritten signature)

ATTESTED

(Handwritten signature)

ATTESTED
EXAMINER
Peshawar High Court
10 JAN 2018

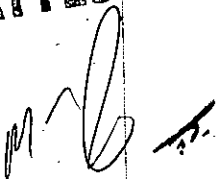




trustee with complete transparency as per requirement of law, so that no person who is eligible and entitle to hold such post is excluded from the purpose of selection and is not deprived of his any right.

18- Considering the above settled principles we are of the firm opinion that Act, XVI of 2009 is although beneficial and remedial legislation but its enactment has effected the in service employees who were in the promotion zone, therefore, we are convinced that to the extent of in service employees / petitioners, who fall within the promotion zone have suffered, and in order to rectify the inadvertent mistake of the respondents/Department, it is recommended that the promotion rules in field be implemented and those employees in a particular cadre to which certain quota for promotion is reserved for in service employees, the same be filled in on promotion basis. In order to remove the ambiguity and confusion in this respect an example is quoted, " If in any cadre as per existence rules, appointment is to be made on 50/50 % basis i.e 50 % initial recruitment and 50 % promotion quota then all the employees have been

ATTESTED



ATTESTED



ATTESTED
 EXAMINER
 Peshawar High Court
 10 JAN 2018

IN THE SUPREME COURT OF PAKISTAN
(APPELLATE JURISDICTION)

PRESENT:
MR. JUSTICE EJAZ AFZAL KHAN,
MR. JUSTICE SH. AZMAT SAEED,
MR. JUSTICE IJAZ UL AHSAN.

(Handwritten marks)
E-53

CIVIL PETITIONS NO. 127-P TO 129-P OF 2015.
(Against the Judgment dated 26.1.2015 of the
Peshawar High Court, Peshawar passed in Writ
Petition No.2905 of 2009, 3025 of 2009, 2024 of 2010)

The Chief Secretary, Govt. of KPK., Peshawar and others.Petitioner(s)
(in all cases)

Versus

Attallah and others.,
Nasruminullah and others.,
Mukhtar Ahmad and others.

...Respondent(s)

For the petitioner(s): Mr. Mujahid Ali Khan, Addl. A.G. KPK

For the respondent(s): Mr. Ghulam Nabi Khan, ASC
Mr. Abdul Qayyum Sarwar, AOR

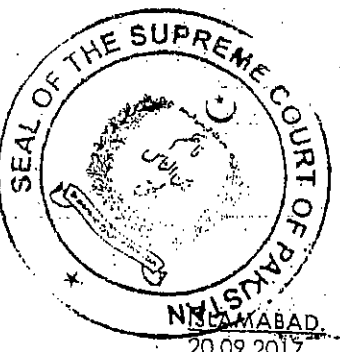
Date of Hearing: 20.09.2017.

ORDER

Ejaz Afzal Khan, J. The learned Additional Advocate General
appearing on behalf of the Govt. of KPK stated at the bar that as per
instructions of the Government he does not press these petitions. Dismissed
as such.

Sd/-Ejaz Afzal Khan, J
Sd/-Sh. Azmat Saeed, J
Sd/-Ijaz ul Ahsan, J.
Certified to be True Copy.

(Signature)
29/9/17
Court Associate
Supreme Court of Pakistan
Islamabad



ISLAMABAD
20.09.2017
M. Azhar Malik

(Handwritten signature)
25/9/17

GR No: 14572/17 Civil/Criminal
Date of Presentation: 29-9-17
No of Writs: 3
No of Exhibits: 3
Requisition Fee: 0-0
Copy Fee in: 1-86
Court Fee \$: 6-86
Date of Court: 29/9/17
Date of delivery of copy: 2/10/17
Compared by/Prepared by: _____
Received by: 16/10/17

ATTESTED

ATTESTED

(Handwritten signature)

(Handwritten signature)

پبلک سروس کمیشن، پاکستان اور انسٹریٹ پیپر ریگولیشنز، اسلام آباد اور انکم زریبلز ریگولیشنز ایکٹ 2011 کے سیکشن نمبر 4 کے تحت نکل چکا ہے۔
 جوئے خواہ کے زیر انتظام (مرحباں زبان) سکولوں میں درج ذیل آسامیاں پُر کرنے کے لئے خیر بخوشخواہ کے متعلقہ اضلاع کے سکولوں میں امیدواروں سے مجوزہ فارم پر 30 ستمبر
 درخواستیں مطلوب ہیں۔ درخواست فارم (NTS) کی ویب سائٹ (<http://www.nls.pk>) پر دستیاب ہے۔ مقررہ تاریخ گزارنے کے بعد موصول ہونے والی درخواستیں قبول نہیں کی جائیں گی۔

نمبر شمار	نام آسامی	قابلیت
1	سیکڑری سکول نیچر بیالوجی / کیمسٹری BPS. 16	کمیٹی تعلیم خدہ دیوبند رسی سے سیکڑری اور بیچڑری جس کے ساتھ درج ذیل دو مضامین لازمی ہوں۔ (i) کیمسٹری، بیالوجی (ذوالہدیٰ یا باقی) (ii) کمیٹی تعلیم خدہ دیوبند رسی سے ایم اے ایجوکیشن یا ایجوکیشن میں پیچڑری۔
2	سیکڑری سکول نیچر فونکس اینٹھنس BPS. 16	(1) کمیٹی تعلیم خدہ دیوبند رسی سے سیکڑری اور بیچڑری جس کے ساتھ درج ذیل دو مضامین لازمی ہوں۔ (i) فونکس اینٹھنس A یا (iii) فونکس اینٹھنس B یا (iii) فونکس اینٹھنس (2) کمیٹی تعلیم خدہ دیوبند رسی سے ایم اے ایجوکیشن یا ایجوکیشن میں پیچڑری۔
3	سیکڑری سکول نیچر (SST) جنرل BPS. 16	(1) کمیٹی تعلیم خدہ دیوبند رسی سے سیکڑری اور بیچڑری جس کے ساتھ درج ذیل دو مضامین لازمی ہوں۔ (i) انگریزی لازمی اور سیکڑری یا انگریزی اور سماجی گروپ۔ (2) کمیٹی تعلیم خدہ دیوبند رسی سے ایم اے ایجوکیشن یا ایجوکیشن میں پیچڑری۔

سیکڑری کرپریڈیٹ اساتذہ کے سیکڑری کیلئے گریڈ 1 اور 2 درج ذیل ہے۔ کل 200 نمبرات کی تقسیم اس طرح سے کی جائیگی۔

(1) - سکڑریٹ سب سے زیادہ NTS = 100 نمبر (ب) - تعلیمی قابلیت = 100 نمبر جس کی مزید تقسیم اس طرح ہوگی

تعلیمی قابلیت	کل نمبر
انٹرنیشنل	ماہل کردہ نمبر 20x تقسیم کل نمبر
ایف اے / ایف ایس سی	ماہل کردہ نمبر 20x تقسیم کل نمبر
بی اے / بی ایس سی	ماہل کردہ نمبر 20x تقسیم کل نمبر
ایم اے / ایم ایس سی	ماہل کردہ نمبر 15x تقسیم کل نمبر
بی اے / ایم اے ایجوکیشن	ماہل کردہ نمبر 15x تقسیم کل نمبر
ایم اے / ایم اے ایجوکیشن	ماہل کردہ نمبر 05x تقسیم کل نمبر
ایم فل / بی اے ڈی	ماہل کردہ نمبر 05x تقسیم کل نمبر

بی ایس سی اور ایف ایس سی کی صورت میں نمبروں کی تقسیم اس طرح ہوگی۔ ماہل کردہ نمبر 35x تقسیم کل نمبر۔ بیچڑری سے ایم اے ایجوکیشن کی صورت میں نمبروں کی تقسیم اس طرح ہوگی۔
 ایم اے ایجوکیشن ماہل کردہ نمبر 20x تقسیم کل نمبر

- نوٹ: (1) ہر سکول کی آسامی کے لئے ٹیڈ، ویڈیو، پوسٹل سروس کی ہائیٹی میں امیدواروں کے NTS کے ماہل کردہ نمبر اور تعلیمی قابلیت کے نمبروں کوئی کیا جائے۔ (2) اگر امیدوار نے NTS درخواست
 م 300 روپے چارج کیا جائے گا۔ اگر ایک امیدوار 5 سکولوں کے لئے درخواست دے گا تو اس سے 800 روپے ہی NTS چارج کریں گے۔ جو کہ امیدواروں کو واپس کر دیں گے۔
 (3) NTS فیس میں 40 فیصد نمبر لیں گے۔ 40 فیصد سے کم نمبر لیں گے۔ امیدوارانہ ماہل نمبر ہوگا اور سروس فیس سے متعلقہ ہوگا۔

عمومی نوٹ:

- (1) تمام تقرریاں حکومت خیر بخوشخواہ کے مزید نوٹوں کے مطابق بنیادی تقرری Initial Appointment کے 25 فیصد
 کوئے کے تحت ڈائریکٹ ملازمتی بنیادوں پر Adhoc کنٹریکٹ پر ایک سال کے لئے ہوں گی۔ (2) حذوہ طرہ سے لے دو فیصد اور تعلیمی امیدواروں کے لئے تین فیصد کوٹیشن ہے۔ (3) انٹرویو کے وقت اصلی تعلیمی اسنادوں اور
 اطرافات امیدوار کو واپس کر دیں گے۔ (4) انٹرویو کے لئے آنے والے امیدواروں کو کوئی فیس نہ دی جائے گی۔ (5) صرف مقررہ وقت کے اندر موصول ہونے والی درخواستیں قبول کی جائیں گی۔ (6) اگر کوئی امیدوار
 ہائیڈر حاصل ہے کہ وہ کوئی جہت سے ہائیڈر کسی بھی وقت کی باڑی میں ہائیڈر پرائیویٹ سروس کرے۔ (7) اگر اس امیدوار کے بعد حکومت وقت کی طرف سے مقررہ کارڈ میں تبدیلی کی گئی تو سیکڑری سکولوں میں اس کے مطابق عمل کرنے کی ہوتی
 ہوگی۔ (8) غیر تعلیمی بنیادوں پر سیکڑری سکولوں میں ہائیڈر حاصل ہوگا کہ وہ تمام بنیادوں پر اس سے کم ہائیڈر مقرر کرے۔ (9) تمام تقرریاں حکومت خیر بخوشخواہ کے مقرر کردہ آئین و ضوابط کے مطابق کاغذات سروس پر
 بنیاد ہوں گی۔ (10) تمام تعلیمی اساتذہ کو سروس کے تعلیم خدہ امیدواروں کی قابل قبول ہوگی۔ (11) اگر کسی امیدوار کی سزا اعلیٰ پائے کے قزاق کے خلاف قانونی چارہ جوئی کی جائے کی اور اس کے لئے اسے سزا دہانی لازم ہے کہ
 لے والے سزا دہانی ہو جائے۔ (12) ہائیڈر تمام باہر مملکت کی صورت میں درخواست فارم خود بخود مقرر ہونے پر ہائیڈر کا کوئی بھی حذوہ و سزا میں حذوہ طرہ کا مستقل یہ لازمی ہے۔ 30 ستمبر 2016 کے بعد سے کسی بھی تبدیلی
 ڈاکٹمنٹس جیک کے جائیں گے۔ (14) تمام تقرریاں حذوہ اضلاع کے ذمہ داروں کی بنیاد پر ہوں گی۔ امیدوار کا کوئی بھی حذوہ و سزا میں حذوہ طرہ کا مستقل یہ لازمی ہے۔ 30 ستمبر 2016 کے بعد سے کسی بھی تبدیلی
 قابل قبول نہ ہوگی۔ (15) امیدوار کو اپنی سکول میں سروس کرنا ہوگی جو کہ قابل قبول ہوگی۔ (16) ایک امیدوار ایک وقت 5 سکولوں میں ملالی آسامیوں کے لئے درخواست دے سکتا ہے۔ امیدوار کے ایک یا ایک سے زیادہ سکولوں میں
 سیکڑری کی صورت میں اس کی تقرری کسی ایک سکول میں کی جائے گی اس صورت میں سیکڑری کا امتحان امیدوار کو ملنے میں بلکہ اس میں اس بات کا خیال رکھا جائے گا کہ وہ سروس سکولوں میں اس کے بعد ڈاکٹمنٹس والے امیدوار
 سیکڑری کا موقع ملے۔ (17) درخواست دینے کا طریقہ کار NTS کے ویب سائٹ پر موجود ہے۔ (18) مختلف اضلاع کی ملالی آسامیوں کی تفصیلی سکولوں اور درخواست فارم کے ساتھ NTS کے ویب سائٹ پر ملنے کی ہے۔ اس
 سکول کو اپنا کوڈ دیا جائے۔

سیکشن 2(ب) آئی ای ایس

بھنگوڑا کے ذریعہ انتظام (مراتب ازاد) سکولوں میں درجہ اولیٰ آسامیاں پر کرنے کے لئے غیر بھنگوڑا کے متعلقہ اضلاع کے سکولوں اہل امیدواروں سے مجوزہ فارم نمبر 20 دسمبر 2017ء تک درخواستیں مطلوب ہیں۔ درخواست فارم (NTS) کی ویب سائٹ (<http://www.nts.org.pk>) پر دستیاب ہے۔ مفروضہ تاریخ گزرنے کے بعد موصول ہونے والی درخواستوں پر نوٹس کیا جائیگا۔

نمبر شمار	نام آسامی	تالیف
1	سیکنڈری سکول بچہ (SST) یا لڑکی / کیمسٹری - HPS-16	(i) کسی بھی حلیم شدہ یا نئے روش سے سیکنڈ اور پرن سیکلر ڈگری جس کے ساتھ درجہ اولیٰ اور مضامین لازمی ہوں۔ (ii) کیمسٹری، بیالوجی (روالومی یا اپنی) سلیکشن اور تقرری کے بعد 19 سال کی لازمی ٹریک سہ ماہی اداروں RITE/PITE سے حاصل کرنی ہوگی۔
2	سیکنڈری سکول بچہ (SST) لڑکی / کیمسٹری - HPS-16	(i) کسی بھی حلیم شدہ یا نئے روش سے سیکنڈ اور پرن سیکلر ڈگری جس کے ساتھ درجہ اولیٰ اور مضامین لازمی ہوں۔ (ii) فزکس، کیمسٹری یا (iii) فزکس، کیمسٹری یا (iii) فزکس، کیمسٹری سلیکشن اور تقرری کے بعد 19 سال کی لازمی ٹریک سہ ماہی اداروں RITE/PITE سے حاصل کرنی ہوگی۔
3	سیکنڈری سکول بچہ (SST) جزیل / HPS-16	(i) کسی بھی حلیم شدہ یا نئے روش سے سیکنڈ اور پرن سیکلر ڈگری جس کے ساتھ درجہ اولیٰ اور مضامین لازمی ہوں۔ (ii) انگریزی لازمی، ہونٹینگریٹ کرپ یا دیگر مساوی کرپ۔ سلیکشن اور تقرری کے بعد 19 سال کی لازمی ٹریک سہ ماہی اداروں RITE/PITE سے حاصل کرنی ہوگی۔

سلیکشن کو ریٹریوا: اساتذہ کے سلیکشن کیلئے کو ریٹریوا درج ذیل ہے۔ کل 200 نمبرات کی تقسیم اس طرح سے کی جائیگی۔

(1) سکریننگ ٹیسٹ بذریعہ NTS=100 نمبر (ب) تعلیمی تالیف =100 نمبر جس کی جزئی تقسیم اس طرح ہوگی

لی ایس ہار سارا کورس کی صورت میں نمبروں کی تقسیم اس طرح ہوگی۔ حاصل کردہ نمبر 40 تقسیم کل نمبر جبکہ پوٹ وراثت نامے ایجوکیشن کی صورت میں نمبر کی تقسیم بلریتہ ذیل ہوگی۔

ایم ایس ایچ کمیشن حاصل کردہ نمبر 10 تقسیم کل نمبر (5 نمبر لی ایس + 5 ایم ایچ)

ایم ایس ایچ کمیشن کی آسامی کیلئے ملے ہوئے نمبر سلسلہ سرب کی ہائیکل جس میں امیدواروں کے NTS کے حاصل کردہ نمبر اور تعلیمی تالیف کے نمبروں کو جمع کیا جائیگا۔ (2) NTS ٹیسٹ میں 40 نمبر لینے ضروری ہے۔ 40 نمبر سے کم نمبر لینے والا امیدوار اہل تہہ اور گورنمنٹ میں شامل نہیں ہوگا۔

تعلیمی تالیف	کل نمبر	تعلیمی تالیف	کل نمبر
ایس ایس سی	م حاصل کردہ نمبر 20x تقسیم کل نمبر	ای ای اے / ای ای ایس سی	م حاصل کردہ نمبر 20x تقسیم کل نمبر
لی ای اے / لی ایس سی	م حاصل کردہ نمبر 20x تقسیم کل نمبر	ای ای اے / ایم ایس سی	م حاصل کردہ نمبر 20x تقسیم کل نمبر
- لی ای اے	م حاصل کردہ نمبر 05x تقسیم کل نمبر	ایم ای اے / ایم ای اے / ای ای ایس سی	م حاصل کردہ نمبر 05x تقسیم کل نمبر
ایم ایس ای / لی ای ای ڈی	م حاصل کردہ نمبر 10x تقسیم کل نمبر		

عمومی شرائط :- (1) تمام تقرریاں حکومت غیر بھنگوڑا کے مرہبہ قوانین کے مطابق 25 لیڈ بنیادی تقرری (Initial Appointment) کے لئے کے تحت خالصتاً عارضی بنیادوں پر ایچ ہاک / کنٹریکٹ پر ایک سال کیلئے ہوگی۔ (2) معذور افراد کیلئے دو لیڈ اور اقلیتی امیدواروں کیلئے تین لیڈ کو پیش ہے (معذور افراد کے دو لیڈ کو پیش ہے جس کیلئے سینئر ٹیک میٹریکل بورڈ کا سرٹیفکیٹ پیش کرنا لازمی ہے بشرطیکہ وہ معذوری فراہم کی انجام دی میں رکاوٹ نہ ہو)۔ (3) انٹرویو کے وقت اصلی تعلیمی اسناد بعد از فراہم امیدوار کو برداشت کرنا ہوتے۔ (4) انٹرویو کیلئے آنے والے امیدواروں کو کوئی TANDA نہیں دیا جائیگا۔ (5) صرف مقررہ وقت کے اندر موصول ہونے والی درخواستوں پر نوٹس کیا جائیگا۔ (6) ذریعہ تعلیم کو اختیار حاصل ہے کہ وہ کوئی بہتر تالیف یا غیر کسی بھی وقت کی یا جزوی طور پر انٹرویو منسوخ کر دے۔ (7) اگر اس اشتہار کے بعد حکومت وقت کی طرف سے بہتر تالیف یا غیر کسی بھی تالیف کی کسی سلیکشن کیشن اس کے مطابق عمل کرنے کی پابندی ہوگی۔ (8) تعلیمی اسناد صرف گورنمنٹ کے حلیم شدہ اداروں کی قابل قبول ہوگی۔ (9) اگر کسی امیدوار کی اسناد داخل پالی گئی تو اس کے خلاف قانونی کارروائی ہوگی اور اس کے لئے اسے سرکاری ملازمت کے لئے قابل قبول نہیں ہوگا۔ (10) تمام معلومات کی صورت میں درخواست فارم خود بخود منسوخ تصور کیا جائیگا جس کے لئے کوئی اپیل منظور نہیں کی جائے گی۔ (11) انٹرویو کیلئے الگ ٹیبل جاری کیا جائیگا جس میں ڈاکٹمنٹس چیک کئے جائیں گے۔ (12) عمل فارم یا کی بنیاد پر ہوگی۔ امیدوار کا وہ اس کے متعلقہ ضلع کا رہنے والا ہے۔ 20 دسمبر 2017ء کے بعد ہند میں کسی قسم کی تبدیلی قابل قبول نہ ہوگی۔ (13) امیدوار کو اس سکول میں سرس کرنا ہوگی جو کہ قابل قبول ہوگی۔ (14) ایک امیدوار بیک وقت 5 سکولوں میں خالی آسامیوں کیلئے درخواست دے سکتا ہے۔ امیدوار کے ایک یا ایک سے زیادہ سکولوں میں سلیکشن کی صورت میں اس کی تقرری کسی ایک سکول میں کی جائے گی اس صورت میں سکول سلیکشن کا احتمال امیدوار کو حاصل نہیں بلکہ اس میں اس بات کا خیال رکھا جائیگا کہ دوسرے سکولوں میں اس کے بعد زیادہ مرٹ والا امیدوار سلیکشن کا موقع مل سکے۔ (15) درخواست دینے کا طریقہ کار NTS کی ویب سائٹ پر مندرجہ ہے۔ (16) متعلقہ اضلاع کے خالی آسامیوں کی تفصیل سکول و انٹرویو درخواست فارم کے ساتھ NTS کی ویب سائٹ پر دی گئی ہے اور ہر سکول کو اپنا کواڈا کیا گیا ہے۔

5

درخواستیں مطلوب ہیں

5

ریجنٹل ایڈمنسٹریٹو ڈویژن ٹیچنگ اور ٹریننگ آف ٹیچرز ایجوکیشن ڈیپارٹمنٹ اور ڈیپارٹمنٹ آف ایجوکیشن کے تحت ملکی ایڈمنسٹریٹو ایجنسیوں کے ذریعہ (مراد: زنان) سکولوں میں درج ذیل آسامیوں پر گزرنے کیلئے خیریت ختمی کے ساتھ اختراع کے ساتھ ایمل امیدواروں سے مجوزہ فارم پر 5 جنوری 2014ء تک درخواستیں جمع کروانیں۔ درخواستیں (http://www.nis.org.pk) پر دستیاب ہیں۔ مزید تاریخ گزرنے کے بعد موصول ہونے والی درخواستوں پر غور نہیں کیا جائیگا۔

نمبر شمار	آسامی	تفصیلات
1	سیکنڈری سکول ٹیچر (SST)	کسی بھی تعلیم شدہ یونیورسٹی سے سیکنڈ ڈیگری ہونے والی اور جس کے ساتھ درج ذیل دو مضامین لازمی ہوں۔ (i) کیسٹرن ایجوکیشن (ڈیپارٹمنٹ) (ii) ایجوکیشن ایگزیکیوٹو ڈیپارٹمنٹ سے ایم اے ایجوکیشن یا ایجوکیشن میں پی ایچ ڈی
2	سیکنڈری سکول ٹیچر (SST) / ٹیچر (BPS-16)	کسی بھی تعلیم شدہ یونیورسٹی سے سیکنڈ ڈیگری ہونے والی اور جس کے ساتھ درج ذیل دو مضامین لازمی ہوں۔ (i) ایجوکیشن ایگزیکیوٹو ڈیپارٹمنٹ سے ایم اے ایجوکیشن یا ایجوکیشن میں پی ایچ ڈی (ii) ایجوکیشن ایگزیکیوٹو ڈیپارٹمنٹ سے ایم اے ایجوکیشن یا ایجوکیشن میں پی ایچ ڈی
3	سیکنڈری سکول ٹیچر (SST) / ٹیچر (BPS-16)	کسی بھی تعلیم شدہ یونیورسٹی سے سیکنڈ ڈیگری ہونے والی اور جس کے ساتھ درج ذیل دو مضامین لازمی ہوں۔ (i) ایجوکیشن ایگزیکیوٹو ڈیپارٹمنٹ سے ایم اے ایجوکیشن یا ایجوکیشن میں پی ایچ ڈی (ii) ایجوکیشن ایگزیکیوٹو ڈیپارٹمنٹ سے ایم اے ایجوکیشن یا ایجوکیشن میں پی ایچ ڈی

اساتذہ کے تعلق کیلئے گزرنے والی ہیں۔ 200 نمبرات کی تقسیم اس طرح سے کی جائیگی۔ (1) سکریٹنگ ٹیسٹ باڈی NTS = 100 نمبر - ب - تعلیمی قابلیت = 100 نمبر۔

تعلیمی قابلیت	کل نمبر	تفصیلات	تعلیمی قابلیت
ایم اے ایجوکیشن	حاصل کردہ نمبر 50%	ایم اے ایجوکیشن	ایم اے ایجوکیشن
ایف اے ایجوکیشن	حاصل کردہ نمبر 20%	ایم اے ایجوکیشن	ایم اے ایجوکیشن
بی اے ایجوکیشن	حاصل کردہ نمبر 15%	ایم اے ایجوکیشن	ایم اے ایجوکیشن

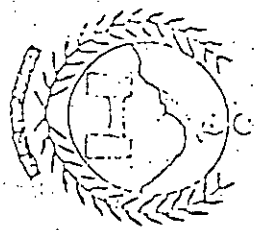
1- ہر سکول کے آپجی کیلئے ملحدہ شدہ میرٹ لسٹ مرتب کیا جائیگا جس میں امیدواروں کے NTS کے حاصل کردہ نمبر اور تعلیمی قابلیت کے نمبروں کو جمع کیا جائیگا۔
 2- NTS درخواست فارم 300 روپے چارج کریگا۔ جو کہ امیدوار خود برداشت کریگا۔
 3- تمام تقرریاں حکومت خیریت ختمی کے ذریعہ تقرر ہونے والی ہوں گی۔
 4- ایمل امیدواروں کی موجودگی کی صورت میں کوئی بھی Age Relaxation نہیں دیا جائیگا (3) انڈیو کے وقت میں تعلیمی اساتذہ کو حاصل شغلی ہونے والی ہوں گی۔
 5- صرف ایمل شغلی کارڈ ہونا لازمی ہے (4) میرٹ پر آنے والے امیدواروں کی اساتذہ تقرر ہونے سے قبل ان کی کرائی جائے گی جس کے تمام اخراجات امیدواروں کو برداشت کرنا ہوں گے (5) روکے لے آئے (6) امیدواروں کو کوئی TAVBA نہیں دیا جائیگا۔
 7- تقررہ وقت کے اندر سبھی امیدواروں کو درخواستیں پر پورا کیا جائیگا (7) زیر تعلق و اختیار حاصل ہے کہ کوئی امیدوار اپنے تعلق کی وقت کی یا جوائن پر پورا نہ ہو سکتا ہو تو اسے (8) اگر اس اشعار کے ساتھ حکومت وقت کی طرف سے تقررہ وقت کے اندر سبھی امیدواروں کی تعلق کی وقت کی یا جوائن پر پورا نہ ہو سکتا ہو تو اسے (9) ایڈمنسٹریٹو ایجنسیوں کی ایجوکیشن کو اختیار حاصل ہوگا کہ وہ تمام خالی آسامیوں یا اس سے کم پر امیدوار تقرر کرے (10) تمام تقرریاں حکومت خیریت ختمی کے ساتھ تقرر کرنا ہوں گے اور جو طریقہ کار کے اپنی حالت میں میرٹ کی بنیاد پر ہوں گی (11) تمام تعلیمی اساتذہ صرف گورنمنٹ کے تعلیم شدہ اداروں کی قابل ہوں گی (12) اگر کسی امیدوار کی اساتذہ تعلق پانے کے بعد اس کے خلاف قانونی چارہ جوئی کی جائے اور آئندہ کیلئے اسے سرکاری ملازمت کیلئے نااہل تصور کیا جائیگا (13) ایمل امیدواروں کو درخواست فارم خود بخود منسوخ تصور کیا جائیگا جس کیلئے کوئی ایمل منظور نہیں کی جائے گی (14) روکے لے آئے (15) تمام تقرریاں محتاط اختراع کے ذریعہ ہوں گی۔ اگر کسی شغلی میں امیدوار دستیاب نہ ہو تو قریبی شغلی کے امیدوار سے میرٹ کی بنیاد پر تقرریاں کی جائیں گی (16) امیدواروں کو اس سکول میں ہجرت کرنا ہوگی جو کہ قابل ہونا ہوگی (17) ایک امیدوار ایک وقت 5 سکولوں میں خالی آسامیوں کیلئے درخواست دے سکتا ہے (18) درخواست دینے کا طریقہ NTS کے ویب - ایسٹ پر موجود ہے (19) محتاط اختراع کے خالی آسامیوں کی تکمیل سکول اور درخواست فارم کے ساتھ NTS کے ویب - ایسٹ پر ہونی چاہی ہیں اور ہر سکول کو اپنا کوڈ دیا گیا ہے۔

INF(P) 3360

مختارہ خیریت ختمی

ڈائریکٹر ایڈمنسٹریٹو ڈویژن ٹیچنگ اور ٹریننگ آف ٹیچرز ایجوکیشن ڈیپارٹمنٹ

58



GOVERNMENT OF THE KHYBER PAKHTUNKHWA
ELEMENTARY AND SECONDARY EDUCATION DEPARTMENT

NOTIFICATION

Peshawar, dated the November 13, 2012.

No. SO(PE)4.5/SSRCA/Meeing/2012/Teaching Cadre:- In pursuance of the provisions contained in sub rule (2) of rule 3 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989 and in supersession of all Notifications issued in this behalf, the Elementary and Secondary Education Department in consultation with the Establishment Department and the Finance Department hereby lays down the method of recruitment, qualification and conditions specified in the Appendix to this Notification which shall be applicable to all the posts specified in Column No. 2 of the said Appendix and the schedule therewith.

Order No. & Date as above

Copy forwarded to:

1. The Secretary to Govt. of Khyber Pakhtunkhwa, Establishment Department.
2. The Secretary to Govt. of Khyber Pakhtunkhwa, Finance Department.
3. The Secretary to Govt. of Khyber Pakhtunkhwa, Law Department.
4. The Secretary, Khyber Pakhtunkhwa, Public Service Commission Peshawar.
5. The Director (E33SE) Khyber Pakhtunkhwa Peshawar.
6. The Director Education (FAITA), Peshawar.
7. Copy to Messrs. [unclear] KPX.

SECRETARY TO GOVERNMENT OF THE KHYBER PAKHTUNKHWA
ELEMENTARY AND SECONDARY EDUCATION DEPARTMENT

ATTESTED

D-25

65

50

- 0. The Director Curriculum & Teachers Education Abbottabad.
- 0. The Director (PITE) Khyber Pakhtunkhwa Peshawar.
- 10. The Director ESRU, Elementary & Secondary Education Khyber Pakhtunkhwa, Peshawar.
- 11. The Deputy Director Database(EMIS) E&SE Department.
- 12. All District Coordination Officers in Khyber Pakhtunkhwa.
- 13. All Executive District Officers Elementary & Secondary Education in Khyber Pakhtunkhwa.
- 14. All District Accounts Officers in Khyber Pakhtunkhwa / Agency Accounts Officers FATA.
- 15. All Agency Education Officers FATA.
- 16. P.S to Governor, Khyber Pakhtunkhwa.
- 17. P.S to Chief Minister, Khyber Pakhtunkhwa.
- 18. P.S to Chief Secretary, Khyber Pakhtunkhwa.
- 19. PS to Minister E&SE Khyber Pakhtunkhwa Peshawar.
- 20. PS to Secretary E&SE Department.
- 21. Master File.

KPK

11/2

[Handwritten signature]

11 5

[Handwritten signature]

Section Officer (Primary)

ATTESTED

19

APPENDIX

S.NO.	Nomenclature of the post	Minimum qualification and experience for initial appointment or by transfer	Age limit	Method of recruitment.
1.	2.	3.	4.	5.
1.	<p>Secondary School Teacher (BPS-16)</p> <p><i>Redesignated</i></p>	<p>(i) Second class Bachelor's Degree with two subjects as Chemistry, Botany, Zoology; Physics, Mathematics, Statistics Humanities and other equivalent groups from a recognized University; or</p> <p>(ii) M.A in Education or Bachelor's Degree in Education from a recognized university.</p>	<p>18 to 35 Years.</p>	<p>(a) Fifty percent by promotion on the basis of seniority-cum-fitness in the following manners.</p> <p>(i) forty percent from amongst the certified Teachers (General). Certified Teachers (Industrial Arts) and Certified Teachers (Home Economics) with at least five years service as such and having qualification mentioned in column No. 3.</p> <p>(ii) four percent from amongst the Drawing Masters with at least five years service as such and having qualification mentioned in column No. 3.</p> <p>(iii) four percent from amongst the Physical Education Teachers with at least five years service</p>

SET →

No quota has been allocated for PST's cadre.

ATTESTED

[Signature]

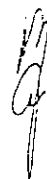
60

68

61

			<p>(iv) one percent from amongst the Instructional Material Specialists, with at least five years service as such and having qualification mentioned in column No. 3, and</p> <p>(v) one percent from amongst the Arabic Teachers with at least five years service as such and having qualification mentioned in Column No. 3, and</p> <p>(b) fifty percent by initial recruitment.</p>
2.	Seniority Arabic Teacher (SAT) (BPS-16)		By promotion on the basis of seniority-cum-fitness from amongst Arabic Teachers with at least five years service as such and having qualification as prescribed for initial recruitment of Arabic Teacher.
3.	Senior Theology Teacher (STT) (BPS-16)		By promotion on the basis of seniority-cum-fitness from amongst Theology Teachers with at least five years service as such and having qualification as prescribed for initial recruitment of Theology Teacher.
4.	Senior Certified Teacher (SCT) (General) (BPS-16)		By promotion on the basis of seniority-cum-fitness from amongst Certified Teachers with at least five years service as such and having qualification as prescribed for initial recruitment of Certified Teacher (General).

ATTESTED



Ro

10.	Arabic Teacher (AT) (BPS-15)	(i) Second Class Secondary School Certificate from a recognized Board with Shahdatul Alamia Fil Uloomul Arabia wal Islamia from, or Darul Uloom Saidu Sharif Swat, Darul Uloom Darosh Chitral, Government run Darul Uloom, as notified by the Government from time to time; or (ii) Second Class Master's Degree in Arabia from a recognized University.	By initial recruitment
11.	Theology Teacher (TT) (BPS-15)	(i) Second Class Secondary School Certificate from a recognized Board with Shahdatul Alamia Fil Uloomul Arabia wal Islamia from or Darul Uloom Saidu Sharif Swat, Darul Uloom Darosh Chitral, Government run Darul Uloom, as notified by the Government from time to time; or (ii) Second Class Master's Degree in Arabia from a recognized University.	(a) Seventy five percent by initial recruitment; and (b) twenty five percent by promotion on the basis of seniority-cum-fitness from amongst the senior Qaris with at least five years service and having qualification prescribed for initial recruitment of Theology Teacher; Note: In case of non availability of suitable person for promotion then by initial recruitment.
12.	Senior Qari (BPS-15)		By promotion on the basis of seniority-cum-fitness from amongst Qaris with at least five years service as such and having qualification as prescribed for initial recruitment.
13.	Certified Teacher (General)	Bachelor's Degree or equivalent qualification from a recognized	(a) Forty percent by initial recruitment; and

ATTESTED

1

	<p>Certified or two years Associate Degree in Education from a recognized University or eighteen months Diploma in Education.</p>		<p>(b) sixty percent by promotion on the basis of seniority-cum-fitness from amongst the Primary School Head Teachers with at least five years service and having qualification prescribed for initial recruitment of Certified Teacher (General). Provide that if no suitable candidate is available amongst the Primary School Head Teachers for transfer, then the posts will be filed by promotion on the basis of seniority-cum-fitness from amongst senior primary school teachers with at least five years service and having qualification prescribed for initial recruitment of certified teacher (General). Note: In case of non availability of suitable person for promotion then by initial recruitment.</p>
<p>14.</p>	<p>Certified Teacher (Industrial Arts) (BPS-15)</p>	<p>(i) Bachelor's Degree from a recognized University with two years training in the relevant technical subjects from any Government industrial or Govt: Technical vocational Institute or Centre; or (b) Bachelor's Degree from a recognized</p>	<p>(a) Forty percent by initial recruitment; and (b) sixty percent by promotion on the basis of seniority-cum-fitness from amongst the primary school head teachers with at least five years service and having qualification prescribed for initial recruitment of certified teacher</p>

ATTESTED

[Handwritten signature]

60

51

APPENDIX

S.No.	Nomenclature of the post.	Minimum qualification and experience for initial appointment or by transfer.	Age limit.	Method of recruitment.
1.	2.	3.	4.	5.
1.	Secondary School Teacher (HPS-16).	(i) Second class Bachelor's Degree with two subjects as Chemistry, Botany, Zoology, Physics, Mathematics, Statistics Humanities and other equivalent groups from a recognized University; or (ii) M.A. in Education or Bachelor's Degree in Education, from a recognized University.	18 to 35 years.	(a) Fifty per cent by promotion on the basis of seniority-cum-fitness, in the following manner: (i) forty per cent from amongst the Certified Teachers (General), Certified Teachers (Agriculture), Certified Teachers (Industrial Arts) and Certified Teachers (Home Economics) with at least five years service as such and having qualification mentioned in column No. 3; (ii) four per cent from amongst the Drawing Masters with at least five years service as such and having qualification mentioned in column No. 3; (iii) four per cent from amongst the Physical Education Teachers with at least five years service as such and having qualification mentioned in column No. 3.

KPK USA

ATTESTED

[Signature]

[Signature]

19

52

			<p>(iv) one per cent from amongst the Instructional Material Specialists, with atleast five years service as such and having qualification mentioned in column No. 3; and</p> <p>(v) one per cent from amongst the Arabic Teachers with atleast five years service as such and having qualification mentioned in Column No. 3; and</p>
2.	Senior Arabic Teacher (SAT) (BPS-16)		<p>(b) fifty per cent by initial recruitment.</p>
3.	Senior Theology Teacher (STT) (B-16)	KPK	<p>By promotion, on the basis of seniority-cum-fitness, from amongst Arabic Teachers, with at least five years service as such and having qualification as prescribed for initial recruitment of Arabic Teacher.</p>
4.	Senior Certified Teacher (SCT) (General) (BPS-16)	JWS	<p>By promotion, on the basis of seniority-cum-fitness, from amongst Theology Teachers, with at least five years service as such and having qualification as prescribed for initial recruitment of Theology Teacher.</p>
			<p>By promotion, on the basis of seniority-cum-fitness, from amongst Certified Teachers (General), with at least five years service as such and having qualification as prescribed for initial recruitment of Certified Teacher (General).</p>

ATTESTED

[Handwritten signature]

62

53

10. Arabic Teacher (AT) (BPS-15).	(i) Second Class Secondary School Certificate, from a recognized Board with Shahdatul Alamia Fil Uloomul Arabia wal Islamia from a recognized Tanzimatul Wafaqul Madaris; or Darul Uloom Saidu Sharif Swat, Darul Uloom Charbagh Swat, Darul Uloom Chitral, Darul Uloom Darosh Chitral and any other Government run Darul Uloom, as notified by the Government from time to time; or (ii) Second Class Master's Degree in Arabic from a recognized University.	20 to 35 years.	By initial recruitment
11. Theology Teacher (TT) (BPS-15) ✓	(i) Second Class Secondary School Certificate, from a recognized Board with Shahdatul Alamia from a recognized Tanzimatul Wafaqul Madaris or Darul Uloom Saidu Sharif Swat, Darul Uloom Charbagh Swat, Darul Uloom Chitral, Darul Uloom Darosh Chitral and any other Government run Darul Uloom, as notified by the Government from time to time; or (ii) Second Class Master's Degree in Islamiyat from a recognized University.	20 to 35 years.	(a) Seventy-five per cent by initial recruitment; and (b) twenty-five per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Senior Qaris, with at least five years service and having qualification prescribed for initial recruitment of Theology Teacher. <u>Note:</u> In case of non availability of suitable person for promotion, then by initial recruitment.
12. Senior Qari (BPS-15).			By promotion, on the basis of seniority-cum-fitness, from amongst Qaris, with at least five years service as such and having qualification prescribed for initial recruitment.
13. Certified Teacher (General) (BPS-15) ✓	Bachelor's Degree or equivalent qualification from a recognized University with Certified Teacher	18 to 35 years.	(a) Forty per cent by initial recruitment; and

ATTESTED

Handwritten signature or initials at the bottom center.

63

54

		Certificate or two years Associate Degree in Education from a recognized University or eighteen months Diploma in Education.		<p>(b) sixty per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Primary School Head Teachers with at least five years service and having qualification prescribed for initial recruitment of Certified Teacher (General):</p> <p>Provided that if no suitable candidate is available amongst the Primary School Head Teachers for transfer, then the posts will be filled by promotion on the basis of seniority-cum-fitness, from amongst Senior Primary School Teachers with at least five years service and having qualification prescribed for initial recruitment of Certified Teacher (General).</p> <p><i>Note:</i> In case of non availability of suitable person for promotion, then by initial recruitment.</p>
14.	Certified Teacher (Industrial Arts) (BPS-15)	<p>(i) Bachelor's Degree from a recognized University with two years training in the relevant technical subjects from any Government Industrial or Govt. Technical Vocational Institute or Center; or</p> <p>(b) Bachelor's Degree from a recognized</p>	18 to 35 years.	<p>(a) Forty per cent by initial recruitment; and</p> <p>(b) sixty per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Primary School Head Teachers with at least five years service and having qualification prescribed for initial recruitment of Certified Teacher</p>

KPK JISW 10/11/14

ATTESTED

Ag.

31

49

35

Primary School Teacher

Category of Qualification	Total Marks 100 For Humanities group at Intermediate Level	For Candidate of Science group
SSC	Marks obtained X 20 / total marks = ___	5 Extra marks for F.Sc, 5 Extra marks for U.Sc and 5 Extra marks for M.Sc will be added to the total score obtained by a candidate during his selection
HSSC	Marks obtained X 10 / total marks = ___	
B.VBSc	Marks obtained X 25 / total marks = ___	
PST Certificate/ Diploma in Education / ADE.	Marks obtained X 20 / total marks = ___	
M.A/M.Sc/M.Ed / MA Edu	Marks obtained X 20 / total marks = ___	
M.Phil/PhD	Marks = 05	

Other conditions:-

1. The concerned appointing Authority will scrutinize and verify the documents and make the appointment as per prescribed rule and the will get the documents verified after the issuance of appointment orders within shortest possible time, not exceeding ninety (90) days.
2. The merit list prepared by the concerned appointing authority shall be displayed for ten days to receive the objections/appeals, if any, and shall issue the final merit list, after making necessary corrections while addressing the observations/objections/appeals, followed by requisite appointment orders.
3. In case a document(s) is/are found fake/ forged/ bogus upon scrutiny/verification, the service of the teacher concerned shall be terminated and the amount paid to him as salary shall be recovered from him and an FIR shall be lodged against him on account of forgery/fraud under the relevant law.
4. Doni Aswad from recognized Tazeeemat-ul-Wafaqul Madaris, Darul Uloom Saifu Sharif Swat, Darul Uloom Charbagh Swat, Darul Uloom Chitral, Darul Uloom Darash Chitral and any other Government run Darul Uloom, as notified by the Government from time to time will be acceptable for the purpose of appointment against the posts of Arabic Teachers or Theology Teachers, as the case may be.

ATTESTED

[Handwritten signature]

S. No. 400894

Roll No. 10428

بِسْمِ اللّٰهِ الرَّحْمٰنِ الرَّحِیْمِ

H-65

BOARD OF INTERMEDIATE AND SECONDARY EDUCATION

MARKS IMPROVED



Peshawar N.W.F.P. Pakistan

Secondary School Certificate Examination

SESSION 1983 (ANNUAL)

THIS IS TO CERTIFY THAT MAHMOOD KHAN

Son/Daughter of QAMAR DIN

and a student of D.I. KHAN DISTRICT

has passed the *Secondary School Certificate Examination* of the Board of Intermediate and Secondary Education, Peshawar held in April 1983 as a *Private Candidate*. He/She obtained 554 Marks out of 850 and has been placed in Grade Representing VERY GOOD

The Candidate passed in the following subjects:

- | | | | |
|------------|--------------|-----------------|----------------|
| 1. English | 3. Islamiyat | 5. PAK: STUDIES | 7. Physics |
| 2. Urdu | 4. CHEMISTRY | 6. BIOLOGY | 8. MATHEMATICS |

He/She has been awarded Grade on the basis of internal assessment by the Institution concerned.

Date of birth according to admission form is EIGHTH DECEMBER
one thousand nine hundred and SIXTY (8-12-1965) Head Master
Katta Khel Distt. D.I. Khan

Asstt. Secretary
10th August 1983

ISSUED IN LIEU OF PREVIOUS ROLL
SSC (ANNUAL) 1982

Secretary

This certificate is issued without alteration or erasure.

S. No 073564

بِسْمِ اللّٰهِ الرَّحْمٰنِ الرَّحِیْمِ

Roll No. 34737

66

BOARD OF INTERMEDIATE AND SECONDARY EDUCATION

DUPLICATE



Peshawar N.W.F.P. Pakistan

Intermediate Examination

Humanities Group

SESSION 1984/Annual/

This is to certify that Mahmood Khan Son / Daughter of Gamar Din and a Resident / Student of D. I. Khan District

Registered No. 5211-B/P has passed the Intermediate Examination of the Board of Intermediate and Secondary Education Peshawar held in July/August-84 as a Candidate. He/She obtained 530 Marks out of 1100 and has been placed in Division D Representing Fair

He/She has been awarded Grade ---- on the basis of internal assessment by the Institution concerned.

The Examination was taken as a whole/in parts

Asstt. Secretary

Head Master

H.S. Katta Kheir D.I. Khan

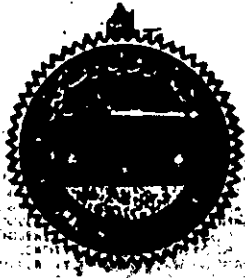
Secretary

This certificate is valid without alteration or erasure.

Serial No 002749

GOMAL UNIVERSITY

DERA ISMAIL KHAN



MAHMOOD KHAN Son of QAMAR DIN and

a student of DERA ISMAIL KHAN DISTRICT

having passed the prescribed examination in APRIL/MAY 1987,

is this day admitted by the Gomal University to the DEGREE of

BACHELOR OF ARTS

PAK: STUDIES &

in the SECOND Division. HE passed also in ISL: STUDIES as ~~30~~

COMPULSORY

~~Additional Optional~~ Subjects.

The Examination was taken as a whole/

Registered No. 4190-GUP-86

Roll No. 682

29TH JULY, 1987.

M. W. O.

Countersigned

Head Master
G.H.S Katta Khel
Distt D.I.Khan

[Signature]

[Signature]
Controller of Examinations

Vice-Chancellor

Serial No. GU 02973

سازمان آموزش عالی

GOMAL UNIVERSITY

DERA ISMAIL KHAN

(N.W.F.P) PAKISTAN

68



(Session 1994 ANNUAL)

MAHMOOD KHAN.

QAMAR DIN.

and

a student of

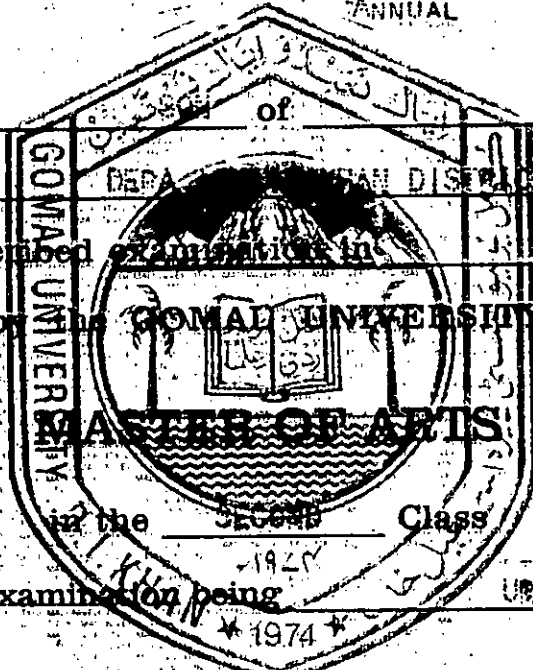
DERA ISMAIL KHAN DISTRICT

having passed the prescribed examination in

APRIL/MAY.

1995.

is this day admitted by the GOMAL UNIVERSITY to the DEGREE of



MASTERS OF ARTS

in the SECOND Class

The subject of examination being

URDU

The Examination was taken as a whole/in parts

Registered No. 4190-GUP-86

Roll No. 2790

RESULT DECL. ON: SEPT; 20, 20 1995

Countersigned

Controller of Examinations

Head Master
H.S. Katta Khel
Distt. D.I. Khan

Ajmal Khan

Vice-Chancellor

Serial No. GU 00205

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

GOMAL UNIVERSITY

DERA ISMAIL KHAN

(N.W.F.P) PAKISTAN

69



(Session 1991)

MAHMOOD KHAN

SON of

QAMAR DIN

and a student of DERA ISMAIL KHAN DISTRICT

having passed the prescribed examination in APRIL/MAY 1992,

is this day admitted by the GOMAL UNIVERSITY to the DEGREE of

BACHELOR OF EDUCATION

in the SECOND Division in Part I (Theory)

in the SECOND Division in Part II (Skill in Teaching) and

in the SECOND Division in Aggregate.

The Examination was taken as a whole/~~in parts~~

Registered No. 4190-GUP-86

Roll No. 2892

Result declared on: 22ND DECEMBER, 1992.

Attest
Mu Countersigned

Head Master
G.H.S Katta Khel
Distt D.I.Khan

Controller of Examinations

Muhammad
Vice-Chancellor

8
Allama Iqbal Open University
Islamabad



70

Serial number: 1517

Certified that Mr / Ms MAHMOOD KHAN

Son / Daughter of QAMAR DIN

Registration No: 96-NDN-0780 Roll No: F-7509436

having successfully completed in semester SPRING 2001

the prescribed courses and acceptance of thesis entitled
"IQBAL STUDIES IN "RASALA KHAYABAN."

has been conferred the degree of:

Master of Philosophy

IQBAL STUDIES

CONTROLLER OF EXAMINATION
Result declared on: September 23, 2008

Attested

Muhammad Khan
Head Master
G.H. Katta Khel
VICE-CHANCELLOR

ISLAMABAD. DATED: November 05, 2008

THIS DEGREE IS TO BE READ IN CONJUNCTION WITH THE TRANSCRIPT, ISSUED SEPARATELY



Judgment Sheet

IN THE PESHAWAR HIGH COURT, PESHAWAR.
JUDICIAL DEPARTMENT.

JUDGMENT

COC No. 182-P/2018 in W.P. No. 3053-P/2009.

Date of hearing 13.12.2018.

**Mehmood Khan, SCT versus Fakhre Alam, Secretary
Education Khyber Pakhtunkhwa Civil Secretariat,
Peshawar and other.**

Petitioner by Barrister Mian Tajammal Shah, advocate.

Respondent by :- *Sped Officer Ali Bilal ASh*

WAQAR AHMAD SETH CJ:- Through this Contempt of Court petition filed under Article 204 of the Constitution of Islamic Republic of Pakistan, 1973, petitioner prayed that;-

"On acceptance of this application, the contempt of Court proceedings may please be initiated against the respondents/contemnors, they be summoned, proceeded against and be punished in accordance with law with direction that the order of his Hon'ble Court be implemented in its rue letter and spirit."

2. Brief but relevant facts of the case are that petitioner approached this Court through W.P. No. 2905 of 2009 titled "Atta Ullah and others versus the Chief Secretary Khyber Pakhtunkhwa etc" with the prayer that Act No XVI 2009 namely "The North West Province Employees (Regularization of Service) Act, 2009 dated 24.10.2009 being illegal unlawful, without authority and jurisdiction, based on malafide intentions and being unconstitutional as well as ultra vires to the basic rights as mentioned in the Constitution be set aside and the respondents be directed to fill up the above noted posts after going through the legal

(DB), Hon'ble Mr. Justice Waqar Ahmad Sethi, Chief Justice & Mr. Justice Ihtiaq Ibrahim, HJ.
Amir Bashir Awan, Senior Court Secretary

ATTESTED

M

ATTESTED

EXAMINER
Peshawar High Court

31 DEC 2018

72

and lawful and the normal procedure as prescribed under the prevailing laws instead of using the short cuts for obliging their own persons. Petitioners also prayed that **Notification No A-14/SET(M) dated 11.12.2009** and **Notification No A-17/SET(5)Contract-Apptt: 2009 dated 11.12.2009**, as well as **Notification No SO(G)ES/1/85/2009/SS/(Contract) dated 31.05.2010** issued as a result of above noted impugned Act whereby all the private respondents have been regularized may also be set-aside in the light of the above submission, being illegal, unlawful, unconstitutional and against the fundamental rights of the petitioners. The same was disposed of vide **order dated 26.01.2015**, on the terms that the Act, XVI of 2009, commonly known as **(Regularization of Services) Act, 2009** is held as beneficial and remedial legislation, to which no interference is advisable, hence, upheld. That Official respondents are directed to workout the back-log of the promotion quota as per above mentioned example, within 30-days and consider the in service employees, till the backlog is washed out, till then there would be complete ban on fresh recruitments.

3. Thereafter respondents were approached by the petitioners time and again but they are deliberately disobeying the judgment & order of this Court; hence, the instant contempt petition.

4. Respondents were put on notice and on their appearance, arguments heard and available record perused.

5. Perusal of record would depict that petitioner is asking for promotion on the basis of consolidated judgment of this Court dated 26.01.2015, upheld by the apex Court, and on that basis respondents were directed to work-out the backlog of the promotion quota and consider in service employees for promotion against the vacant post, till the backlog is washout and by that time 2725 employees / teachers were in the promotion zone and as such were promoted.

(DB). Hon'ble Mr. Justice Waqar Ahmad So'li, Chief Justice & Mr. Justice Ihtlaq Ibrahim, JJ.
Amir Bashir Awan, Senior Court Secretary

ATTESTED

M E

ATTESTED
EXAMINER
Peshawar High Court

31 DEC 2018

73

6. Since the judgment of this Court was not for all the times to come for promotion purposes, and once the promotion quota, which was given advantage, in view of Regularization Act, 2009, cannot be claimed again and again. By now it's the question of fact that as to whether any employee / teacher was not promoted and by that time when Act 2009 was enforced they were in the promotion zone. Even otherwise, once backlog was worked out and promotion was done then claiming seniority and promotion is the job of service tribunal.

7. In view of the above, this contempt petition is disposed of accordingly. Show cause notice issued to respondents is hereby recalled.

CHIEF JUSTICE

JUDGE

ANNOUNCED
13.12.2018

CERTIFIED TO BE TRUE COPY

EXAMINED
Peshawar High Court, Peshawar
Authorized Under Article 8.7 of
The Courts Act, 1973 (as amended)

31 DEC 2018

20612
Date of Presentation of Application..... 31/12/18
No of Pages..... 09-P
Copying Fee.....
Urgent Fee.....
Total..... R 36/-
Date of Preparation of Copy..... 31/12/18
Date of Delivery of Copy..... 31/12/18
Received By..... Fayyaz Ahmad

nd -

(DB) Hon'ble Mr. Justice Waqar Ahmad, Sett, Chief Justice & Mr. Justice Ishaq Ibrahim, JJ.
Aamir Bashir Awan, Senior Court Secretary

ATTESTED

M L

خدمت جناب حاج صاحب سروس میں ریزروئل ضلع شیاور

موضوع: درخواست براد SET کی پوسٹ کی فہرست کے احکامات

جناب عالی:

مورد باہر گزارش ہے کہ سائل گاؤں کٹہ تحصیل، کورنٹ کولسل عبدالحمیل، تحصیل بہار پور، ضلع ڈیرہ

اسماعیل خان کا آریا و اجدار سے مستقل باشندہ ہے۔

1۔ سائل نے (01/09/1985) میں بی ٹی سی (PT) کی پوسٹ جائن، (10%) کرے ملازمت کی

ابتداء کی۔ سروس بل + آر ڈر کا پی درخواست کے ساتھ منسلک ہے۔ اس پوسٹ پر 10 سال سے زیادہ

2۔ CT پوسٹ (18/01/1996) سے اختیار کیا۔ سسی ٹی آر ڈر کا پی + سروس بل میں اندراج پیش

نظر ہے۔ اسی پوسٹ پر 23 سال ہوئے ہیں۔ جو اسانڈہ 2004-05 میں نیو کھرتی ہوئے تھے

کبھی 6 اسکیل مل گیا ہے حالانکہ

22-09-1992	بی ایڈ	میں نے
1994-1995	ایم اے	
2003	ایم ایڈ	
2006	ایم فل	

2009ء میں ANP حکومت آئی جس نے ریڈ ہاک پر SET اسانڈہ بھرتی کیے۔ ANP حکومت کے

تحتی کہ یہ صرف چھ ماہوں کے لیے ہے۔ پھر انھیں مستقل کر دیئے۔ ہم جیسے سنگروں مختلف

اسانڈہ نے 2009ء میں یہ ایڈھاک SET کورٹ اور ہائی کورٹ میں چیلنج کیا۔ عدالت عالیہ

شیاور ہائی کورٹ نے بالآخر 23-2-2015ء میں یہ فیصلہ سنایا کہ ایڈھاک کو برقرار رکھا

جائے اور متاثرہ اسانڈہ کو جگہ دی جائے۔

حکم کے سربراہان جسٹس کی یا ڈائریکٹ ایجوکیشن کے SET پوسٹوں کو دینے کے بجائے

سیریم کورٹ چلے گئے۔ سیریم کورٹ نے یہ فیصلہ (29/9/2016) کو سنایا اور حکم کے

سربراہان کو ڈسپنس کیا۔ متاثرہ اسانڈہ کے حق میں یا ہائی کورٹ کا فیصلہ برقرار

رکھا گیا۔

پھر حکام بالا نے خاموشی اختیار کی۔ کچھ عرصہ صبر کرے اور پھر اسے نو میں

عدالت کا کیس میں نے التوراری طور پر دیا۔

