

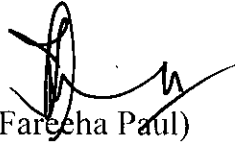
08th May, 2023


1. Learned Counsel for the appellant present. Mr. Fazal Shah Mohamand, Additional Advocate General for the respondents present.

2. Vide our detailed order of today placed in service appeal No. 1382/2019 titled "Usman Ghani Vs Government of Khyber Pakhtunkhwa through Secretary Education and others" (copy placed in this file), this appeal is also disposed of. Cost shall follow the event. Consign.

SCANNED
KPST
Peshawar

3. *Pronounced in open court in Peshawar and given under our hands and seal of the Tribunal on this 08th day of May, 2023.*

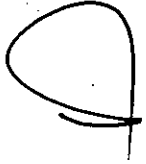

(Fareeha Paul)
Member (E)


(Kalim Arshad Khan)
Chairman

Kaleem Ullah

13th April, 2023 Today this and connected appeals were brought by the Incharge of the pending files Branch. I was astonished to note that for what purpose the Reader had given such a long date in these appeals, which has caused quite long delay in disposal of these appeals. This act on the part of Reader has also paved way for a number of other aspersions on the reputation of the Tribunal, therefore, Mr. Pir Muhammad, Superintendent/working as Reader at the relevant point of time is called upon to explain his position as to why such act of negligence, carelessness, inefficiency, irresponsible conduct ^{were} done by him and for the above acts why he should not be proceeded against under the relevant rules. His reply should reach the undersigned on 17.04.2023, the date given by him in the matters.


SCANNED
KPJST
Peshawar



(Kalim Arshad Khan)
Chairman

Adnan Shah, PA

- 17th April, 2023
1. Counsel for the appellant present. Mr. Muhammad Jan, District Attorney alongwith Mr. Muhammad Zahid Khan, SDEO for the respondents present.
 2. Arguments heard. Learned senior counsel for the appellant wants to make some more submission. He may do make on 08.05.2023 before the D.B. P.P given to the parties.

SCANNED
KPJST
Peshawar


(Fareeha Paul)
Member (E)



(Kalim Arshad Khan)
Chairman


**Adnan Shah, PA

25th July, 2022

Learned counsel for the appellant present. Mr. Muhammad Adeel Butt, Addl: AG alongwith Hussain Ali, Litigation Officer for respondents present.

It was pointed out that a number of other appeals on the same subject matter were fixed on different dates. It was, therefore, requested that all such appeals might be clubbed and heard together. This case is thus adjourned to 17/04/2023 before the D.B. Learned counsel for the appellant is directed to submit an application to the Registrar of this Tribunal mentioning the details of all such appeals alongwith dates fixed therein within a week so that all such appeals could be fixed together with this appeal. On receipt of the application containing details of all similar appeal, the Registrar shall fix all those for the above date.


(Salah Ud Din)
Member(Judicial)



(Kalim Arshad Khan)
Chairman

27.07.2021

Counsel for the appellant present.

Mr. Javed Ullah, Learned Assistant Advocate General
alongwith Mr. Hussain Ali, Litigation Officer for
respondents present.

Learned counsel for the appellant seeks adjournment
as he has not prepared the brief. Granted. To come up for
arguments on 13.12.2021 before D.B.



(Rozina Rehman)
Member(J)



Chairman

13-12-21

DB is on Tour case to come up
For the same on Dated. 29-3-22

29-3-2022

Proper DB not available The case is
adjourned to come up for the same as before
on 11-5-2022

Reader



Reader

11-5-22

Proper DB not available the case is
adjourned on 25-7-22

Reader

01.04.2021

Handwritten initials and signature

Nemo for parties.

Kabir Ullah Khattak learned Additional Advocate General present.

Preceding date was adjourned on a Reader's note, therefore, both the parties be put on notice for 14/7 2021 for arguments, before D.B.



(Atiq ur Rehman Wazir)
Member (E)




(Rozina Rehman)
Member (J)

14.07.2021

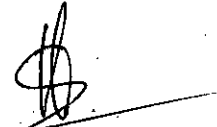
Appellant present through counsel.

Muhammad Adeel Butt learned Additional Advocate General alongwith Hussain Ali Litigation Assistant for respondents present.

File to come up alongwith connected Service Appeal #.1230/2019 tilted Shamshad Khan Vs. Education Department on 27.07.2021 before D.B.



(Rozina Rehman)
Member (J)

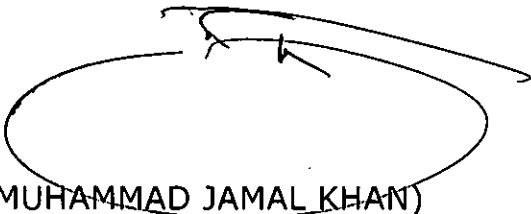


Chairman

06.08.2020

Junior counsel for the appellant is present. Mr. Kabirullah Khattak, Additional AG alongwith Mr. Hussain Ali, Litigation Officer for the respondents are also present.


Representative of the department submitted para-wise comments on behalf of respondents No. 1 to 3 which are placed on file. To come up for arguments on 26.10.2020 before D.B. The appellant may submit rejoinder within a fortnight, if so advised.


(MUHAMMAD JAMAL KHAN)
MEMBER

26.10.2020

Junior to counsel for the appellant and Addl. AG for the respondents present.

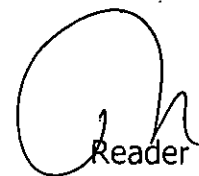
The Bar is observing general strike, therefore, the matter is adjourned to 30.12.2020 for hearing before the D.B.


(Atiq-ur-Rehman Wazir)
Member


Chairman

30.12.2020

Due to summer vacation, case is adjourned to 01.04.2021 for the same as before.


Reader

25.02.2020 Junior to counsel for the appellant present. Mr. Kabirullah Khattak learned Additional AG for the respondents present.

Learned Additional Advocate General requests for time to contact the respondents and furnished reply/comments on the next date of hearing. Adjourned. To come up for written reply/comments on 31.03.2020 before S.B.


(Hussain Shah)
Member

31.03.2020 Due to public holiday on account of COVID-19, the case is adjourned to 23.06.2020 for the same. To come up for the same as before S.B.


Reader

23.06.2020 Counsel for the appellant present. Mr. Kabir Ullah Khattak learned Additional Advocate General on behalf of the respondents present.

The later requests for time to submit written reply/comments. Last chance is given. To come up for written reply/comments on 06.08.2020 before S.B.


Member

26.11.2019

Counsel for the appellant present.

Contends that essentially the appellant was in the promotion zone for SST (BPS-16) at the time when Regularization Act, 2009 was promulgated. The Hon'able Peshawar High Court, Peshawar also observed, while disposing of C.O.C No. 105-P/2011 in writ petition No. 355/2011, that any employee/teacher was not promoted by the time when Act 2009 was enforced while he was in the promotion zone, was a question of fact to be determined in individual cases. The appellant was though promoted as such in the year 2016 but his eligibility for the purpose and availability of vacancies in the year 2008/2009 was disregarded, it was added.

To resolve the controversy, instant appeal is admitted to regular hearing. The appellant is directed to deposit security and process fee within 10 days. Thereafter, notices be issued to the respondents for submission of written reply/comments on 20.01.2020 before S.B.

Approved
Security & Process Fee


Chairman

20.01.2020

Junior to counsel for the appellant and Addl. AG for the respondents present.

Learned AAG requests for time to contact the respondents and furnish reply/comments on the next date of hearing. Adjourned to 25.02.2020 on which date the requisite reply/comments shall positively be furnished.

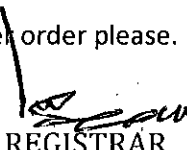


Chairman

Form- A

FORM OF ORDER SHEET

Court of _____

Case No.- 123/2019

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	07/10/2019	<p>The appeal of Mr. Akbar Zeb presented today by Mr. Noor Muhammad Khattak Advocate may be entered in the Institution Register and put up to the Worthy Chairman for proper order please.</p> <p style="text-align: right;"> REGISTRAR 7/10/19</p> <p>This case is entrusted to S. Bench for preliminary hearing to be put up there on <u>26/11/19</u>.</p> <p style="text-align: right;"> CHAIRMAN</p>
2-		

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE
TRIBUNAL PESHAWAR**

APPEAL No. 1231 /2019

AKBAR ZEB

V/S

EDUCATION DEPTT:

INDEX

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4.	Act	C	27- 29
5.	Judgment	D	30- 51
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8.	Seniority list	H	59- 61
9.	Service rules	I	62- 68
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12.	Departmental appeal	L	76- 77
13.	Vakalatnama	-----	78

APPELLANT

THROUGH:


**NOOR MOHAMMAD KHATTAK,
ADVOCATE**

ROOM NO. 3, UPPER FLOOR,
NEW ISLAMIA CLUB BUILDING,
KHYBER BAZAR, PESHAWAR CITY
0345-9383141

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL
PESHAWAR

Khyber Pakhtunkhwa
Service Tribunal

APPEAL NO. 1231 /2019

Diary No. 1405

Mr. Akbar Zeb, SST (BPS-16),

Dated 7-10-2019

GHS Behrain, District Swat **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 Swat.

..... **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 CT in the respondents Department vide order dated 09.12.1989. Copy of the service book is attached as annexure **A.**

Filed to-day
Registrar
7/10/19

- 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 promoted to the post of SST (BPS-16) vide Notification dated 22.04.2016 with immediate effect rather than retrospective effect i.e. from the date when the promotion quota was filled by the respondents through initial recruitment. That it is pertinent to mention that appellant is the senior most CT (BPS-16) of the respondent department and also eligible in all respect for promotion to the post of SST (BPS-16) w.e.f the date when the promotion quota was filled up through initial recruitment. Copies of the notification, seniority list, service rules and educational testimonials are attached as Annexure **G, H, I & J.**
- 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.105-P/2018 and the same has been disposed of vide judgment dated 8.11.2018 with directions to approached the august Service Tribunal for claiming of promotion and seniority. Copy of the judgment is attached as annexure **K.**
- 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 **L.**

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) 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.

Dated: 11.9.2019

APPELLANT


AKBAR ZEB

THROUGH:


NOOR MOHAMMAD KHATTAK

&


MIR ZAMAN SAFI
ADVOCATES

Heirs,

A-5

- 1.
- 2.
- 3.

Verification Roll No. dated received back

Left thumb-impression.

Qualification Academic	Date	Qualifications Professional	Date
English	Passed S.S.C. under R.no 31843	Passed C-T Exam under R.no 122B obtained 636 marks	1991
Pashtu	in 1978 obtained 477 marks in 2nd division	Result declared on 22-10-1991	
Urdu	Passed F.A. under R.no 18145	B. L. or B. A.	
Plan-drawing	in 1982 obtained 405 marks in 3rd division	Head master examination Govt. High School, Mankeyal, Distt: Swat	
	Passed B.A. under R.no (3999)	Training School Final examination	
	in 1985 obtained 259 marks in 2nd division		
Finger print	Passed M.A. under R.no 2280	Other qualifications—	
Drill instructing	in 1990 obtained 511 marks (Economics) in 2nd division	Passed B.Ed Exam under R.no 1455	
Court duties	RDO 07/06/1990 Miftahud-D.	in 1995 obtained 505 marks in 2nd division from Peshawar University.	
Reserve duties		Result declared on 21.5.1995.	
		Principal, Govt. High School, Bahram, Distt-Swat.	
		ATTESTED	

N. B.—Line to be drawn under the qualification possessed.

Miftahud-D.
 Miftahud-D.
 S.C.T. (General)
 B.H.S. Chak. Distt. Swat

Note:—The entries in this page should be renewed or re-attested at least every five years and the signature to lines 9 and 10 should be dated.

6

1. Name *Akber Zeb ..*

2. Race *Afghan ..*

3. Residence *Bahrain Swat ..*

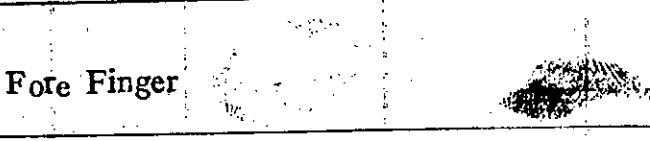
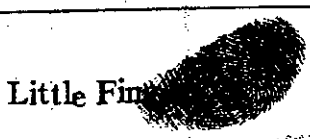
4. Father's name and residence *Haji Faham Jan vill and P.O Bahrain Swat ..*

5. Date of birth by Christian era as nearly as can be ascertained *11-4-1962*

6. Exact height by measurement *5.5*

7. Personal marks for identification *Nil*

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



ATTESTED

9. Signature of Government servant. *A*

10. Signature and designation of the Head of the Office, or other Attesting Officer. *Miftahud Din*

Headmaster,
Govt. High School,
Mankeyal, Distt: Swat.

Akber Zeb
S.C.T. (Non-Gazetted)
G.H.S. Chani, Distt. Swat.

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Su

CONFIDENTIAL

7

ANNUAL MEDICAL REPORT

Name: AKBAR ZEB
Designation: SST (6)
Department in which employed: Education

1-	General Constitution (Evidence of any Acute or chronic disease pointing to an impaired constitution).	Nil
2-	Physique (Ability undergo moderate strain).	Clear
3-	Locomotion (any deformity inferring with the performance of normal work and to what degree).	Nil
4-	Heart.	Normal
5-	Blood Pressure.	125/80 mmHg
6-	Lungs (Evidence of any respirator disease).	Nil
7-	Eye sight (Visual standards in accordance with recruitment requirements relax able according to age and correct ability by Glasses).	Clear
8-	Hearing (Any sign of disease of the ear).	Nil
9-	Urine (Albumen and sugar).	Nil
10-	Category assigned.	A

It

C. A. B. Z. E. B. MO
Signature & Designation: **Medical Officer**
Examining Officer in charge BHU Kotana Swat.

Fit for his duty performance

- i- Category A- An Officer who has not been definitely disabled on the account of serious defect.
- ii- Category B- An Officer who suffered from a serous defect which has disabled him partially permanently, provided he is fit to perform certain types of duties such as sedentary duties.
- iii- Category C- An Officer who is completely incapacitated.

A. A. S. S.
Signature
SST (6) in Charge
BHU Kotana Swat

ATTESTED

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 Art. 371 C. S. R.	Pay in substantive post	Additional Pay for officiating	Other emolument falling under the term 'Pay'	Date of appointment	Signature of Government servant	
B. 9: 830-38-1590							(B)	
Akbar Zeb C.T. G.H.S. Mankegal Barai	Temp	-	830/- (Fixed)	-	-	9/12/28	A ab	
- do -	do	BPS No: 9: 1185/	1185-72-2265.	-	-	1.6.1991	A ab	
do	do	BPS No: 14: 1187/	1329/- (Fixed)	-	-	22.10.91	A ab	
do	do	-	1530/-	-	-	-	-	
<p>Min. of the Government of India New Delhi</p> <p>Sup. Head in the Pay Band 2000</p> <p>of Rs. 1185</p> <p>Fixed</p> <p>Pay Band 2000</p> <p>1-6-1991</p> <p>Sub Head Incomet as 1-12-1991</p> <p>Min. of the Government of India New Delhi</p>	<p>AKBAR ZEB</p> <p>AKBAR ZEB</p>	<p>The following is a receipt under my hand & 144/16 to 21 1/2 15.674/</p>	<p>1649/- 1649/</p>	<p>1768/-</p>	<p>150/</p>	<p>1-12-92 1-12-93</p>	<p>A ab A ab</p>	
AKBAR ZEB C.T.	Temp		1649/-				A ab	
GHS Mankegal	Temp		1649/			1-12-92	A ab	
- do -	- do -		1768/-			1-12-93	A ab	
		Undertaking: - I, Mr. Akbar Zeb, C.T. G.H.S. Mankegal do hereby give an undertaking to the effect that if any over payment is made to me as a result of incorrect fixation of pay will be recouped from my pay/pension/gratuity. Signed:						ATTESTED

Head master,
 Govt. High School.

see page

9	10	11	12	13		14	15
				Nature and duration of leave taken	Allocation of period of leave or average pay upto four months for which leave salary is debitable to another Government		
Signature and designation of the head of the office or other attesting officer in attestation columns 1 to 8	Date of termination of appointment	Reason of termination (such as promotion, transfer, dismissal, etc).	Signature of the head of the office or other attesting officer	Period	Government to which debitable	Signature of the head of the office or other attesting officer	Reference to any recorded punishment or censure, or reward or praise of the Government Servant.
<i>Miftahud-Din</i> Head master, Govt: High School, Mahkeyal Swat.	31/5/91	Scales Revised	<i>Di</i>			Appointed as C.T at G.H.S Mahkeyal vide D/E Mkt Swat Exdtt no 34855-59 Dated 9/12/89	
<i>Di</i> Head master, Govt: High School, Mahkeyal Swat.	21/10/91	Passed C.T exam and placed in BPS No 14 with B.A 2nd Div	<i>Di</i> Govt: High School, Mahkeyal Swat.			<i>Miftahud-Din</i> Head master, Govt: High School, Mahkeyal, Distt: Swat.	
<i>Di</i> Head master, Govt: High School, Mahkeyal Swat.	30/11/92	Annual increment @ Rs 1191/-	<i>Di</i> Head master, Govt: High School, Mahkeyal Swat.		pay fixation in BPS No: 9 w.e.f. 1-6-1991 @ Rs 1185-72-2265. pay on 31-5-91 = 830/- G.P = 20/- S.A. Allow = 42/- L.O. = 83/- D.A = 200/- Total = 1175/-		
						pay fixed in the modified scale: Rs = 940/- pay fixed in the revised scale: Rs 1329/-	
						<i>Miftahud-Din</i> Head master, Govt: High School, Mahkeyal Swat.	
						pay fixation after passing C.T Exam 1991 on 22/10/91 passed B.A in 2nd Division on 13.7.1985	
						pay fixed in BPS No 14 @ Rs 1530-110-3375. pay on 22-10-1991 = 1530/- P.M.	
						ATTESTED	
						<i>Miftahud-Din</i> Head master, Govt: High School, Mahkeyal, Swat.	
						Service Verified w.e.f. 9-12-89 to 3-8-92 from acq. Roll & other Record of this office.	
						Recovery of Rs 674/- due to pay fixation has been made vide T.No: 430 dated 1.9.92 P.O. No: 518 dated 1.9.92	
						<i>Miftahud-Din</i>	
						Departmental pay fixation in revised pay:- Scale No. 14 @ Rs. w.e.f. 1.6.1994, vide Finance Deptt. Notification No. F.V. (PRC) 1.1.94 dated Peshawar Th, 30.6.94. Existing Basic pay on 31.5.94 = Rs. 1768/- increase @ Rs. 35/- on Basic pay Rs. 618/80 Total: 2386/80 Equal Next Stage in Revised Scale Rs. 2387/- vide D.O. No. 1-6-94	

10

1 Name of post	2 Whether substantive or officiating and whether permanent or temporary	3 If officiating, state (i) substantive appointment, or (ii) whether service counts for pension under Art. 371 C. S. R.	4 Pay in substantive post	5 Additional Pay for officiating	6 Other emolument falling under the term "Pay"	7 Date of appointment	8 Signature of Government servant
C-7 GHS Mankeyal	sub/per		Rs. 2387/-			1-6-94	[Signature]
do	do		Rs. 2548/-			1-12-94	[Signature]
do	do		Rs. 2709/-			1-12-95	[Signature]
" "	"		Rs. 2870/-			1/12/96	[Signature]
GHS Bahram	"		Rs. 2870/-			7/5/97	[Signature]
do	"		Rs. 3031/-			1-12-97	[Signature]
do	do		Rs. 3192/-			1-12-98	[Signature]
do	do		Rs. 3353/-			1-12-99	[Signature]
do	do		Rs. 3514/-			01-12-2000	[Signature]
do	do		Rs. 3514/-			01-9-2001	[Signature]
do	do		Rs. 5500/-			01-12-2001	[Signature]

Office of The Accountant General,
K. V. F. P. Peshawar.

2065-161-498 (14/1994)
2387/-

[Signature]
K. V. F. P. Peshawar,

ATTESTED

Revised BPS-14 = 3140 - 2400 - 10300

(11)

Signature and designation of the head of the office or other attesting officer in attestation columns 1 to 8	10 Date of termination of 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		14 Signature of the head of the office or other attesting officer	15 Reference to any recorded punishment or censure, or reward or praise of the Government Servant.
				Nature and duration of leave taken	Allocation of period of leave on average pay upto four months for which leave salary is debitable to another Government		
				Period	Government to which debitable		
Principal, Govt. High School, Mankera, Swat.	30/11/94	Annual Increment @ 161/	[Signature]			Service Verified w.a.f. 4-8-92 to 31-12-94 from sq. Roll & other Record of this office.	
Principal, Govt. High School, Mankera, Swat.	30/11/95	Annual Increment @ 161/	[Signature]				
Principal, Govt. High School, Mankera, Swat.	30/11/96	Ann Inc.	[Signature]			Service Verified w.a.f. 1-1-95 to 12-4-96	
Principal, Govt. High School, Mankera, Swat.	6/6/97	Transfer	[Signature]				
Principal, Govt. High School, Mankera, Swat.	30/11/97	Annual Inc	[Signature]			Service Verified w.a.f. 13-4-96 to 30-11-96	
Principal, Govt. High School, Bahrain, Swat.	30/11/98	Annual Inc.	[Signature]				
Principal, Govt. High School, Bahrain, Swat.	30/11/99	Annual Inc.	[Signature]				
Principal, Govt. High School, Bahrain, Swat.	30/11/2000	Annual Inc.	[Signature]			6.6.97	1-12-96
<p>Earned leave on full pay w.e.f. 13/8/2001 to 31/8/2001 (19 days) sanctioned vide E.D.O. Literacy Education Swat, office order No. 23-24 dated 07.8.2001.</p>						<p>Service Verified w.a.f. 1-12-96 to 17-4-98 from sq. Roll & other Record of this office.</p>	
Principal, Govt. High School, Bahrain, Dist. Swat.	12/8/2001	Proceeded on earned leave	[Signature]			Principal, Govt. High School, Bahrain, Swat.	
Principal, Govt. High School, Bahrain, Swat.	30/11/2001	Proceeded on earned leave w.e.f. 12/8/2001 to 15/12/2001	[Signature]			Principal, Govt. High School, Bahrain, Swat.	Service Verified w.a.f. 18-11-95 to 25-12-95 from sq. Roll & other Record of this office.
Principal, Govt. High School, Bahrain, Swat.		Scale revised. Amounts of pay and allowances w.e.f. 1/12/2001 to 31/12/2001 amounting to Rs. 6710/- drawn vide P.O. No. 951 dated 24/6/2002	[Signature]			Principal, Govt. High School, Bahrain, Swat.	

ATTESTED


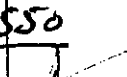





12

1 Name of post	2 Whether substantive or officiating and whether permanent or temporary	3 if officiating, state (i) substantive appointment, or (ii) whether service counts for pension under Art. 371 G. S. R.	4 Pay in substantive post	5 Additional Pay for officiating	6 Other emolument falling under the term "Pay"	7 Date of appointment	8 Signature of Government servant
<p>Office of the Accountant General Pay Fixed in the revised basic pay scales 2001 of Rs 3100-240-10300 (B-14) at Rs 5500/- PMWEP 1-12-2001 with next increment on 1-12-2002</p>							
<p><i>[Signature]</i> Accounts Officer Election Party NWFP, Peshawar</p>							
C. T., GHS. Bahrain Swat	Revised BPS No. 14, Sub/Per	Rs. 5500/	1-12-2001				
Do	Do	Rs. 5740/	1-12-2002				
Do	Do	Rs. 5980/	1-12-2003				
Do	Do	Rs. 6220/	1-12-2004				
<p>RBPS No. 14 3565-275-1815</p>							
Do	Do	Rs. 7140/	1-7-05				
Do	Do	Rs. 7415/	1-12-05				

ATTESTED

Signature and position of the head of the office or other attesting officer in attestation of columns 1 to 8	Date of termination of 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 praise of the Government Servant.
				Nature and duration of leave taken	Allocation of period of leave or average pay upto four months for which leave salary is debitable to another Government		
				Period	Government to which debitable		
Pay Fixation in the revised BPS No. 14 w.e.f. 1.12.2021						Service Verified w.e.f. 6.5.2021 to 31.7.2021 from acq. Roll & other Record of this Office	
Existing pay in BPS No. 14 on 30.11.2021 = Rs. 3514/-							
with next incrt. on 1.12.2021 = Rs. 3675/-						Service Verified w.e.f. 1.8.2021 to 30.11.2021 from acq. Roll & other Record of this office.	
Pay Fixed in the revised BPS No. 14 of Rs. 3100-240-10300 at Rs. 5500/- p.M.							
with next increment on 1.12.2022.						Service Verified w.e.f. 1.8.2021 to 30.11.2021 from acq. Roll & other Record of this office.	
under taking.							
I, Mr. Akbar Zeb C.T G.H.S. Bahrain Swat hereby undertake that if any over payment is made to me as a result of in-correct fixation of my pay, shall be refunded from my pay/pension and gratuity.				Signature		Service verified w.e.f. to 23.1.2022 from Acq. Roll & other record of his office	
Attested				(AKBAR ZEB) C.T. G.H.S. Bahrain			
PRINCIPAL, Govt-High School, Bahrain, Distt-Swat.				PRINCIPAL, Govt-High School, Bahrain, Distt-Swat.		PRINCIPAL, Govt-High School, Bahrain, Distt-Swat.	
PRINCIPAL, Govt: High School, Bahrain, Swat.				PRINCIPAL, Govt: High School, Bahrain, Swat.		T.P No. 695 Date 10/6/07	
30.11.2007 Ann: Intt				30.11.2007 Ann: Intt		Drawn difference of pay w.e.f. 1.7.19/07 to 31/8/07 due to Salary in R/o of Akbar Zeb Total Rs. 254/2	
PRINCIPAL, Govt: High School, Bahrain, Swat.				PRINCIPAL, Govt: High School, Bahrain, Swat.		Distt. Office Swat	
30.11.2003 Ann: Intt				30.11.2003 Ann: Intt		Service Verified w.e.f. 1.7.2003 to 30.11.2003 from acq. Roll & other Record of this office.	
PRINCIPAL, Govt: High School, Bahrain, Swat.				PRINCIPAL, Govt: High School, Bahrain, Swat.		PRINCIPAL, Govt-High School, Bahrain, Distt-Swat.	
30.11.2004 A. Incr				30.11.2004 A. Incr		Service Verified w.e.f. 1.7.2004 to 12.9.2004 from acq. Roll & other Record of this office.	
PRINCIPAL, Govt: High School, Bahrain, Swat.				PRINCIPAL, Govt: High School, Bahrain, Swat.		PRINCIPAL, Govt-High School, Bahrain, Distt-Swat.	
30.05.06				30.05.06		PRINCIPAL, Govt: High School, Bahrain, Swat.	
PRINCIPAL, Govt: High School, Bahrain, Swat.				PRINCIPAL, Govt: High School, Bahrain, Swat.		PRINCIPAL, Govt: High School, Bahrain, Swat.	
30.11.05 A. Incr				30.11.05 A. Incr		PRINCIPAL, Govt: High School, Bahrain, Swat.	
PRINCIPAL, Govt: High School, Bahrain, Swat.				PRINCIPAL, Govt: High School, Bahrain, Swat.		PRINCIPAL, Govt: High School, Bahrain, Swat.	
30.11.06 Manual Incr				30.11.06 Manual Incr		PRINCIPAL, Govt: High School, Bahrain, Swat.	
PRINCIPAL, Govt: High School, Bahrain, Swat.				PRINCIPAL, Govt: High School, Bahrain, Swat.		PRINCIPAL, Govt: High School, Bahrain, Swat.	

ATTACHED

1 Name of post	2 Whether substantive or officiating and whether permanent or temporary	3 If officiating, state (i) substantive appointment, or (ii) whether service counts for pension under Art. 371 C. S. R.	4 Pay in substantive post	5 Additional Pay for officiating	6 Other emolument falling under the term "Pay"	7 Date of appointment	8 Signature of Government servant
c-v GNAB, Bahram	Sub Puram		Rs: 7690/-P.M			01/12/06	
Do	-do-		Rs: 8825/P.M			01/2/07	
Do	Do		Rs: 9140/P.M			01/12/07	
RBPS NO 14 @ Rs (4920-380-16320)							
-do-	-do-		Rs, 11000/pm.			01/07/08	
BPS NO 15 @ Rs (4350-350-14950)							
-do-	-do-		Rs, 8900/pm.			1/10/07	
-do-	-do-		Rs, 9250/pm.			1/12/07	
RBPS NO 15 @ Rs (5220-420-17820)							
-do-	-do-		Rs, 11100/pm.			01/07/08	
	ST-1256 drawn difference 21/8/08 BPS-15 1857		159/08 4/12/07				ATTESTED

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9	10	11	12	13		14	15	
				Leave				
Signature and designation of the head of the office or other attesting officer in attestation of columns 1 to 8	Date of termination of 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 on average pay upto four months for which leave salary is debitable to another Government		Signature of the head of the office or other attesting officer	Reference to any recorded punishment or censure, or reward or praise of the Government Servant.
					Period	Government to which debitable		
PRINCIPAL, Govt. High School, Bahrain, Swat.	30/07	Scale Revised	PRINCIPAL, Govt. High School, Bahrain, Swat.				Service Verified w.e.f. 13-9-2001 to 30-11-05 from acq: Roll & other Record of this office.	
PRINCIPAL, Govt. High School, Bahrain, Swat.	30/07	A. Incr.	PRINCIPAL, Govt. High School, Bahrain, Swat.				PRINCIPAL, GOVT. HIGH SCHOOL, BAHRAIN, DISTT. SWAT	
PRINCIPAL, Govt. High School, Bahrain, Swat.	30/08	Pay & Scale Revised	PRINCIPAL, Govt. High School, Bahrain, Swat.					
PRINCIPAL, Govt. High School, Bahrain, Swat.	31/08	Post upgraded to B-170 w.e.f. 1/007	PRINCIPAL, Govt. High School, Bahrain, Swat.			Departmental Pay Fixation in Revised Pay Scale No. 14 @ Rs. 3565-275-11815 W.E.F. 1-7-2005 vide No. FD (PRC) 1-1-2005 Dated Peshawar the July 9-2005 Pay in Existing Scale No. 14 on 30.6.2005 Rs. 6220/- Equal/Next Stage in Revised Pay Scale No. 14 Rs. 7140/- Pay Fixed on 1-7-2005 Rs. 7140/- With Next annual increment on 1-12-2005		
PRINCIPAL, Govt. High School, Bahrain, Swat.	30/11	Pay fixed due to option.	PRINCIPAL, Govt. High School, Bahrain, Swat.				Jawad	
PRINCIPAL, Govt. High School, Bahrain, Swat.	30/08	Pay & Scale Revised	PRINCIPAL, Govt. High School, Bahrain, Swat.			UNDERTAKING I Mr. Akbar Zeb working against C.L Post at GMS/GMS or hereby given an undertaking to the effect that if any over Payment is made to me as a result of incorrect Fixation of my Pay, w.E.F. 1-7-2005, It will be made good by recovery from my Pay/Pension/Gratuity.		
PRINCIPAL, Govt. High School, Bahrain, Swat.		Service Verified w.e.f. 11-12-05 to 31-08-09 from acq: Roll & other Record of this office.	PRINCIPAL, Govt. High School, Bahrain, Swat.			ATTESTED Signature of Govt. Servant		
			PRINCIPAL, Govt. High School, Bahrain, Distt. Swat.				ATTESTED	
						(2008)		
						DEPARTMENTAL PAY FIXATION IN REVISED PAY SCALE No. 15 @ Rs. 5220-420-17020 W.E.F. 1-7-2008		
						Notification No. FD (PRC) 1-1-2008, dated 10-07-2008. Pay in Existing Pay Scale No. 15 on 30-6-08 Rs. 9250/- Equal/Next Stage in Pay Scale No. 15 Rs. 1100/-		
			M. Shah					
			Secy					

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 Art. 371 C. S. R.	P. y in substantive post	Additional Pay for officiating	Other emolument falling under the term 'Pay'	Date of appointment	Signature of Government servant
BPS NO 15 C Rs (5220-420-17820)							
Stat GHS							
Behram, Smt.	Sub: per:			Rs. 1100/Pm.		01/07/08	
-do-	-do-			Rs. 11520/Pm.		01/12/08	
-do-	-do-			Rs. 11940/Pm.		01/12/09	
-do-	-do-			Rs. 12360/Pm.		01/12/09	
BPS NO 14 C Rs (1530-119-3315)							
-do-	-do-			Rs. 1530/Pm.		22/10/91	
-do-	-do-			Rs. 1768/Pm.		22/10/91	
-do-	-do-			Rs. 1887/Pm.		01/12/92	
-do-	-do-			Rs. 2006/Pm.		01/12/93	
BPS NO 14 C Rs (2065-161-4480)							
-do-	-do-			Rs. 2709/Pm.		01/06/94	
-do-	-do-			Rs. 2870/Pm.		01/12/94	
-do-	-do-			Rs. 3031/Pm.		01/12/95	
-do-	-do-			Rs. 3192/Pm.		01/12/96	

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ATTESTED

9	10	11	12	13		14	15				
				Signature and designation of the head of the office or other attesting officer in attestation columns 1 to 8	Date of termination of appointment			Reason of termination (such as promotion, transfer, dismissal, etc).	Signature of the head of the office or other attesting officer	Leave	
										Nature and duration of leave taken	Allocation of period of leave on average pay upto four months for which leave salary is debitable to another Government
				Period	Government to which debitable	Reference to any recorded punishment or censure, or reward or praise of the Government Servant.					
PRINCIPAL, Govt: High School, Bahraan, Distt: Swat.	30/11/08	Annual Suct:	PRINCIPAL, Govt: High School, Bahraan, Distt: Swat.			<p>DEPARTMENTAL PAY FIXATION AWARD OF GRADED PAY SCALE DPS No. 15 Vids T. Sca Department H.O. No. 101 (57) 10-22/2007 Dated 10-11-2007 by DCO Swat Sanction No. 2213 Dated 22-07-2008 With Effect From 1-10-2007</p> <p>Pay on 1-10-07 in BPS 14 Rs 8825 Pay on 1-10-07 in BPS 15 Rs 8900 Pay Fixed on 1-10-07 in BPS 15 Rs 8900</p> <p>OPTION IN THE LIGHT OF NOTIFICATION NO. FD (PRC) 1-103-VI(A) DATED 09-06-1986 1M DO HEREBY OPT FOR RE-FIXATION OF MY PAY IN BPS-15 WITH EFFECT FROM 1-12-2007 INSTEAD OF 1-10-2007</p> <p>ATTESTED Signature of Govt: Servant</p> <p>PRINCIPAL, Govt: High School, Bahraan, Distt: Swat.</p> <p>Service verified from to 30-11-2009 from acq: Roll & other Record of this office.</p> <p>ATTESTED PRINCIPAL Govt: High School Bahraan Distt: Swat.</p>					
PRINCIPAL, Govt: High School, Bahraan, Distt: Swat.	30/11/09	Annual Suct:	PRINCIPAL, Govt: High School, Bahraan, Distt: Swat.								
PRINCIPAL, Govt: High School, Bahraan, Distt: Swat.	30/11/07	Annual Suct:	PRINCIPAL, Govt: High School, Bahraan, Distt: Swat.								
PRINCIPAL, Govt: High School, Bahraan, Distt: Swat.	31/03/07	Extra pay revised wef 22/10/91	PRINCIPAL, Govt: High School, Bahraan, Distt: Swat.								
PRINCIPAL, Govt: High School, Bahraan, Distt: Swat.	22/10/91	Allowed 2 Adv: Waf: on M-A.	PRINCIPAL, Govt: High School, Bahraan, Distt: Swat.								
PRINCIPAL, Govt: High School, Bahraan, Distt: Swat.	30/11/92	Annual Suct:	PRINCIPAL, Govt: High School, Bahraan, Distt: Swat.								
PRINCIPAL, Govt: High School, Bahraan, Distt: Swat.	30/11/93	Annual Suct:	PRINCIPAL, Govt: High School, Bahraan, Distt: Swat.								
PRINCIPAL, Govt: High School, Bahraan, Distt: Swat.	5/11/94	Pay of belle revised.	PRINCIPAL, Govt: High School, Bahraan, Distt: Swat.								
PRINCIPAL, Govt: High School, Bahraan, Distt: Swat.	30/11/94	Annual Suct:	PRINCIPAL, Govt: High School, Bahraan, Distt: Swat.								
PRINCIPAL, Govt: High School, Bahraan, Distt: Swat.	30/11/95	Annual Suct:	PRINCIPAL, Govt: High School, Bahraan, Distt: Swat.								
PRINCIPAL, Govt: High School, Bahraan, Distt: Swat.	30/11/96	Annual Suct:	PRINCIPAL, Govt: High School, Bahraan, Distt: Swat.								
PRINCIPAL, Govt: High School, Bahraan, Distt: Swat.	30/11/97	Annual Suct:	PRINCIPAL, Govt: High School, Bahraan, Distt: Swat.								

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 Art. 371 C. S. R.	Pay in substantive post	Additional Pay for officiating	Other emolument falling under the term "Pay"	Date of appointment	Signature of Government servant
CT at GHS Behrain, Swat	Sub: per:		Rs. 3353/Pm.			01/12/97	
-do-	-do-		Rs. 3514/Pm.			01/12/98	
-do-	-do-		Rs. 3675/Pm.			01/12/99	
-do-	-do-		Rs. 3836/Pm.			01/12/2000	
-do-	-do-		Rs. 3997/Pm.			01/12/001	
BPS NO 14 @ Rs (3100-240-10300)							
-do-	-do-		Rs. 5980/Pm.			01/12/001	
-do-	-do-		Rs. 6220/Pm.			01/12/002	
-do-	-do-		Rs. 6460/Pm.			01/12/003	
-do-	-do-		Rs. 6700/Pm.			01/12/004	
BPS NO 14 @ Rs (3565-275-11815)							
-do-	-do-		Rs. 7690/Pm.			01/07/005	
-do-	-do-		Rs. 7965/Pm.			01/12/005	
-do-	-do-		Rs. 8240/Pm.			01/12/006	

ATTESTED

10	11	12	13		14	15
			Leave			
			Period	Government to which debitale		
Principal, High School, Bahrain, Distt. Swat	30/11/98	Annual Incr:	Signature of the head of the office or other attesting officer	Allocation of period of leave on average pay upto four months for which leave salary is debitale to another Government	Signature of the head of the office or other attesting officer	Reference to any recorded punishment or censure, or reward or praise of the Government Servant.
Principal, High School, Bahrain, Distt. Swat	30/11/99	Annual Incr:	Signature of the head of the office or other attesting officer	Allocation of period of leave on average pay upto four months for which leave salary is debitale to another Government	Signature of the head of the office or other attesting officer	Reference to any recorded punishment or censure, or reward or praise of the Government Servant.
Principal, High School, Bahrain, Distt. Swat	30/11/000	Annual Incr:	Signature of the head of the office or other attesting officer	Allocation of period of leave on average pay upto four months for which leave salary is debitale to another Government	Signature of the head of the office or other attesting officer	Reference to any recorded punishment or censure, or reward or praise of the Government Servant.
Principal, High School, Bahrain, Distt. Swat	30/11/001	Annual Incr:	Signature of the head of the office or other attesting officer	Allocation of period of leave on average pay upto four months for which leave salary is debitale to another Government	Signature of the head of the office or other attesting officer	Reference to any recorded punishment or censure, or reward or praise of the Government Servant.
Principal, High School, Bahrain, Distt. Swat	01/12/001	Pay & scale revised	Signature of the head of the office or other attesting officer	Allocation of period of leave on average pay upto four months for which leave salary is debitale to another Government	Signature of the head of the office or other attesting officer	Reference to any recorded punishment or censure, or reward or praise of the Government Servant.
Principal, High School, Bahrain, Distt. Swat	30/11/002	Annual Incr:	Signature of the head of the office or other attesting officer	Allocation of period of leave on average pay upto four months for which leave salary is debitale to another Government	Signature of the head of the office or other attesting officer	Reference to any recorded punishment or censure, or reward or praise of the Government Servant.
Principal, High School, Bahrain, Distt. Swat	30/11/003	Annual Incr:	Signature of the head of the office or other attesting officer	Allocation of period of leave on average pay upto four months for which leave salary is debitale to another Government	Signature of the head of the office or other attesting officer	Reference to any recorded punishment or censure, or reward or praise of the Government Servant.
Principal, High School, Bahrain, Distt. Swat	30/11/004	Annual Incr:	Signature of the head of the office or other attesting officer	Allocation of period of leave on average pay upto four months for which leave salary is debitale to another Government	Signature of the head of the office or other attesting officer	Reference to any recorded punishment or censure, or reward or praise of the Government Servant.
Principal, High School, Bahrain, Distt. Swat	30/06/005	Pay & scale revised	Signature of the head of the office or other attesting officer	Allocation of period of leave on average pay upto four months for which leave salary is debitale to another Government	Signature of the head of the office or other attesting officer	Reference to any recorded punishment or censure, or reward or praise of the Government Servant.
Principal, High School, Bahrain, Distt. Swat	30/11/005	Annual Incr:	Signature of the head of the office or other attesting officer	Allocation of period of leave on average pay upto four months for which leave salary is debitale to another Government	Signature of the head of the office or other attesting officer	Reference to any recorded punishment or censure, or reward or praise of the Government Servant.
Principal, High School, Bahrain, Distt. Swat	30/11/006	Annual Incr:	Signature of the head of the office or other attesting officer	Allocation of period of leave on average pay upto four months for which leave salary is debitale to another Government	Signature of the head of the office or other attesting officer	Reference to any recorded punishment or censure, or reward or praise of the Government Servant.
Principal, High School, Bahrain, Distt. Swat	30/06/007	Pay & scale revised	Signature of the head of the office or other attesting officer	Allocation of period of leave on average pay upto four months for which leave salary is debitale to another Government	Signature of the head of the office or other attesting officer	Reference to any recorded punishment or censure, or reward or praise of the Government Servant.

Award of 2 Advance Increments on Passing M.A EXAM: w.e.f 22/10/91.

Sanction of 2 Advance Increments on Passing M.A EXAM: w.e.f 22/10/1991 has been accorded by the EDO EYS/ Swat vide the Notification issued under Endost: NO 4/20-23 Dt: 5/4/2011

PRINCIPAL,
Govt: High School,
Bahrain, Distt: Swat.

Undertaking.

I Akbar Bebet give hereby an Undertaking to the effect that if any over payment is made to me in the result of incorrect award of Adv: Increment on M.A. It shall be recovered from my pay, pension & gratuity.

Signature: _____

PRINCIPAL,
Govt: High School,
Bahrain, Distt: Swat.

ATTESTED

1	2	3	4	5	6	7	8
Name of post	Whether substan- tive or officiating and whether permanent or temporary	if officiating, state (i) substantive appointment, or (ii) whether service counts for pension under Art. 371 C. S. R.	P. y in substantive post	Additional Pay for officiating	Other emolument falling under the term "Pay"	Date of appointment	Signature of Government servant
BPS NO 14 @ Rs (4100-315-13550)							
CT at GHS							
Behram, Swat	Sub: per:			Rs. 9455/pm.		01/07/007	
BPS NO 15 @ Rs (4350-350-14850)							
-do-	-do-			Rs. 9600/pm.		01/10/007	
-do-	-do-			Rs. 9950/pm.		01/12/007	
BPS NO 15 @ Rs (5220-420-17820)							
-do-	-do-			Rs. 11940/pm.		01/07/008	
-do-	-do-			Rs. 12360/pm.		01/12/008	
-do-	-do-			Rs. 12780/pm.		01/12/009	
-do-	-do-			Rs. 13200/pm.		01/12/010	
-do-	B.P.S 15	(8500/- - 700 - 29500/-)		Rs. 21800/- pm		01/07/011	
-do-	-do-			Rs. 22500/- pm		01/12/011	
-do-	-do-			Rs. 23200/- pm		01/12/012	

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ATTESTED

9	10	11	12	13		14	15
				Nature and duration of leave taken	Allocation of period of leave on average pay upto four months for which leave salary is debitabale to another Government		
Signature and designation of the head of the office or other attesting officer in attestation (columns 1 to 8)	Date of termination of appointment	Reason of termination (such as promotion, transfer, dismissal, etc).	Signature of the head of the office or other attesting officer	Period	Government to which debitabale	Signature of the head of the office or other attesting officer	Reference to any recorded punishment or censure, or reward or praise of the Government Servant.
Principal, Govt. High School, Bahrain Swat	30/09/07	Postupgraded to B-15.	Principal, Govt. High School, Bahrain Swat			Principal, Govt. High School, Bahrain Swat	
Principal, Govt. High School, Bahrain Swat	30/11/07	Suppressed due to option	Principal, Govt. High School, Bahrain Swat			Principal, Govt. High School, Bahrain Swat	
Principal, Govt. High School, Bahrain Swat	30/06/08	Grade revised	Principal, Govt. High School, Bahrain Swat			Principal, Govt. High School, Bahrain Swat	
Principal, Govt. High School, Bahrain Swat	30/11/08	Annual Incr.	Principal, Govt. High School, Bahrain Swat			Principal, Govt. High School, Bahrain Swat	
Principal, Govt. High School, Bahrain Swat	30/11/09	Annual Incr.	Principal, Govt. High School, Bahrain Swat			Principal, Govt. High School, Bahrain Swat	
Principal, Govt. High School, Bahrain Swat	30/11/10	Annual Incr.	Principal, Govt. High School, Bahrain Swat			Principal, Govt. High School, Bahrain Swat	
Principal, Govt. High School, Bahrain Swat	30/11/11	BPS Revised	Principal, Govt. High School, Bahrain Swat			Principal, Govt. High School, Bahrain Swat	
Principal, Govt. High School, Bahrain Swat	30/11/12	AI Incr.	Principal, Govt. High School, Bahrain Swat			Principal, Govt. High School, Bahrain Swat	
Principal, Govt. High School, Bahrain Swat	30/11/13	Promoted to SET	Principal, Govt. High School, Bahrain Swat			Principal, Govt. High School, Bahrain Swat	

Service Verified w.e.f. 01-03-13
 to 26-6-13 from seq: Roll
 & other Record of this office.

Principal, Govt. High School, Bahrain, Distt: Swat.

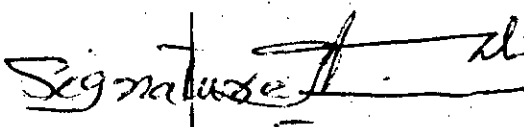
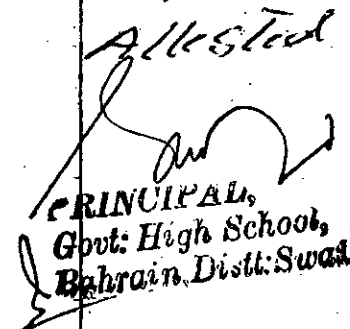
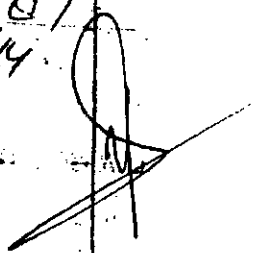
Promoted to SET BPS
 No-16 Post from BPS
 No-15 by the DEC (M)
 Sent vide his office
 order EXEST: No. 6833-40
 dated 27-7-2013
 S.No. 104.

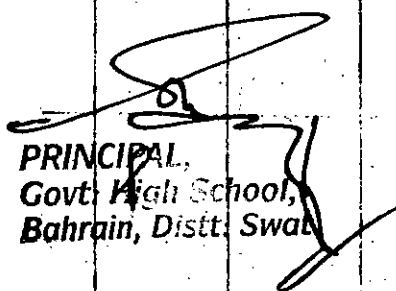
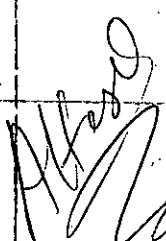
ATTESTED

Principal,
 Govt. High School,
 Bahrain, Distt: Swat.


72

1 Name of post	2 Whether substan- tive or officiating and whether permanent or temporary	3 If officiating state (i) substantive appointment, or (ii) whether service counts for pension under Art. 374 C. S. R.	4 Pay in substantive post	5 Additional Pay for officiating	6 Other emolument falling under the term "Pay"	7 Date of appointment	8 Signature of Government servant
<p> Enter Khyber Pakhtunkhwa Pay Band in the 2100-315-1350-14 Pay Fixed @ Rs. 9455/- 5220-420-128215 11940/- REPS 850/- Pay Fixed @ Rs. 21870/- Date of Next increment is on 01-12-2011 Accounts Officer Pay Fixation Party [Signature] </p>							
<p>ATTESTED</p>							

9	10	11	12	13		14	15
				Leave			
				Nature and duration of leave taken	Allocation of period of leave on average pay upto four months for which leave salary is debitable to another Government		Reference to any recorded punishment or censure, or reward or praise of the Government Servant.
					Period	Government to which debitable	
				<u>UNDER-TAKING</u>			
				<p>✓ D/O Alkhat Feb, 50 T BPS No-16 GHS Bahrain Swat is given an undertaking to the effect that if any over payment is made to me in the light of Fixation in BPS No-16 on 1/2/13, the same will be deducted from my pay/pension/entitlement etc.</p>			
						<p>Signature </p> <p>Attested </p> <p>PRINCIPAL, Govt. High School, Bahrain, Distt: Swat</p>	
						<p>2240 20/11/14 390000/- 390000/- TA 20/11/14 07</p> <p>4 A </p>	
ATTESTED							

1 Name of post	2 Whether substantive or officiating and whether permanent or temporary	3 if officiating state (i) substantive appointment, or (ii) whether service counts for pension under Art. 371 C. S. R.	4 Pay in substantive post	5 Additional Pay for officiating	6 Other emolument falling under the term "Pay"	7 Date of appointment	8 Signature of Government servant
<p>26</p> <p>Entries revised due to unward of P.M. vide Notification FD(SOR)-1/2014</p> <p>BPS No 14 @ Rs (4100-315-13550) 01/07/007 Rs, 9455/pm.</p> <p>BPS No 15 @ Rs (4350-350-14850) 01/10/007 Rs, 9950/pm. 01/12/007 Rs, 10300/pm.</p> <p>BPS No 15 @ Rs (5220-420-17820) 01/07/008 Rs, 12360/pm. 01/12/008 Rs, 12780/pm. 01/12/009 Rs, 13200/pm. 01/12/010 Rs, 13620/pm.</p> <p>BPS No 15 @ Rs (8500-700-29500) 01/07/011 Rs, 22500/pm. 01/12/011 Rs, 23200/pm. 01/12/012 Rs, 23900/pm.</p> <p style="text-align: right;">pm? y 30/17 G</p>							
				 PRINCIPAL, Govt. High School, Bahrain, Distt: Swat			
 Muzaffar-U-Din S.C. Officer G.S. Ghann, Swat				ATTESTED			

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9	10	11	12	13		14	15
Signature and designation of the head of the office or other attesting officer in attestation columns 1 to 8	Date of termination of 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 praise of the Government Servant.
				Nature and duration of leave taken	Allocation of period of leave on average pay upto four months for which leave salary is debitable to another Government		
				Period:	Government to which debitable		
				<p align="center">Pre-Mature Increment</p> <p>The Govt. of KPK Finance Deptt. has allowed pre-mature incr. in upgradation Vide Notification issued under No FD(SOSR-4)2-123/2014 Dt.30-05-2014 with no arrear prior to 30-05-2014.</p>			
				<p align="right">  PRINCIPAL, Govt. High School Bahraich, Distt. Swat. </p>			
				<p align="center">ATTESTED</p>			

221- (221) Vail period کے لئے ان کے نام (23) اہل علم کے لئے یہ دورہ سب سے پہلے...

اور پبلک انجینئرنگ کے کورسز اور پبلک انجینئرنگ کے کورسز کا کارڈ کارڈ لانا لازمی ہے۔ اور صورتِ قبول اور درخواست کے ساتھ اپنا کمرہ نمبر لکھ کر لگانا ضروری ہے۔

ذاتی ڈائریکٹر (سی ایف ڈی آئی)
 ڈائریکٹر جنرل پی ایچ ڈی
 INF (P) 2760
 Also available on
 www.nwfp.gov.pk

B = 26

گورنمنٹ مینس اور خواتین کے لئے

گورنمنٹ مینس اور خواتین کے لئے ایف ڈی آئی کے کورسز اور پبلک انجینئرنگ کے کورسز کا کارڈ کارڈ لانا لازمی ہے۔ اور صورتِ قبول اور درخواست کے ساتھ اپنا کمرہ نمبر لکھ کر لگانا ضروری ہے۔

کمرہ نمبر	کوریج	امتحان کا نام	امتحان کی تاریخ
16	16	16	16
17	17	17	17

گورنمنٹ مینس اور خواتین کے لئے ایف ڈی آئی کے کورسز اور پبلک انجینئرنگ کے کورسز کا کارڈ کارڈ لانا لازمی ہے۔ اور صورتِ قبول اور درخواست کے ساتھ اپنا کمرہ نمبر لکھ کر لگانا ضروری ہے۔

Qualification	Total Marks	1st Division	2nd Division	3rd Division
B.Ed	10	10	8	6
M.Ed	10	10	8	6

Higher Education Than the prescribed qualification
 One Stage Above = 0 marks (M.Phil)
 Two Stage Above = 8 marks (Ph.D)
 Three Stage Above = 12 marks (Post.Doc at least 4 Months)

ذاتی ڈائریکٹر (سی ایف ڈی آئی) کے کورسز اور پبلک انجینئرنگ کے کورسز کا کارڈ کارڈ لانا لازمی ہے۔ اور صورتِ قبول اور درخواست کے ساتھ اپنا کمرہ نمبر لکھ کر لگانا ضروری ہے۔

Qualification	Total Marks	1st Division	2nd Division	3rd Division
B.Ed	10	10	8	6
M.Ed	10	10	8	6

Higher Education Than the prescribed qualification
 One Stage Above = 0 marks (M.A/M.Sc)
 Two Stage Above = 8 marks (M.Phil)
 Three Stage Above = 12 marks (Ph.D)

گورنمنٹ مینس اور خواتین کے لئے ایف ڈی آئی کے کورسز اور پبلک انجینئرنگ کے کورسز کا کارڈ کارڈ لانا لازمی ہے۔ اور صورتِ قبول اور درخواست کے ساتھ اپنا کمرہ نمبر لکھ کر لگانا ضروری ہے۔

کمرہ نمبر	کوریج	امتحان کا نام	امتحان کی تاریخ
21	21	21	21
24	24	24	24

ATTESTED

C - (27)

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

- (c) "Government" means the Government of the ⁹[Khyber Pakhtunkhwa];
- (d) "Government Department" means any department constituted under rule 3 of the ¹⁰[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 the ¹¹[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

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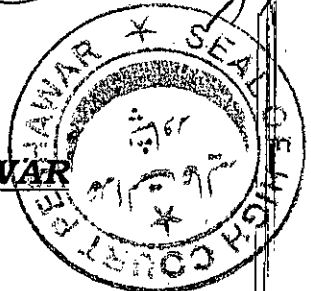
Provided that if the date of continuous officiation in the case of two or more employees is the same, the employee older in age shall rank senior to the younger one.

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

D-30 17/26



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
Peshawar High Court
08 MAR 2018

ATTESTED

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-Apptt:2009 dated 11.12.2009, as well as Notification No.SO(G)ES/1/85/2009/SS(Contract) dated

ATTESTED

ATTESTED
EXAMINER
Peshawar High Court

08 MAR 2018

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 submissions, being illegal, unlawful, unconstitutional and against the fundamental rights of the petitioners.

Any other relief deemed fit and proper in the circumstances and has not been particular asked for in the noted Writ Petition may also be very graciously granted to the petitioners".

3- It is averred in the petition that the petitioners are serving in the Education Department of KPK working posted as PST,CT,DM,PET,AT,TT, Qari and SET in different Schools; that respondents No.9 to 1359 were appointed on adhoc/contract basis on different times and later on their service were regularised through the North West Frontier Province Employees (Regularization of Services) Act, 2009; that almost all the petitioners have got the required qualifications and also got at their credit the length of service; that as per notification No.SO(S)6-2/97 dated 03/06/1998

ATTESTED

ATTESTED
 EXAMINER
 Peshawar District Court

08 MAR 2013

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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

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EXAMINER
Peshawar High Court
08 MAR 2019

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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

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ATTESTED
05 MAR 2008

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(35)

(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 Public Service Commission thousands of teachers applied for the above said posts have already applied but they are still waiting for their calls and that through the above 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, they 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
EXAMINER
Peshawar High Court
08 MAR 2019



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

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EXAMINED
08 MAR 2010

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 subject.

ATTESTED

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EXAMINER
Peshawar High Court
08 MAR 2018

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
EXAMINER
District Court
08 MAR 2019

(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

ATTESTED
 08 MAR 2013

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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

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EXAM.
Peshawar
28 MAR 2018

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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**ATTESTED**
EXAMINER
Peshawar High Court
08 MAR 2018

(42)

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

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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 reliving 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 legislations....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

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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 statutes 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

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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 superfluities, 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."

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.

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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

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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

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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

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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*

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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

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regularized under the Act in question be calculated in that cadre and equal number i.e remaining 50 % are to promoted from amongst the eligible in service employees, other wise, eligible for promotion on the basis of sonority cum fitness."

19- In view of the above, this writ petition is disposed of in the following terms:-

(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 workout the backlog 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.

Order accordingly.

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Announced.
26th January 2015

JUDGE

JUDGE

Handwritten signature and date: 2/2/15

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CERTIFIED TO BE TRUE COPY

Examiner
Peshawar High Court, Peshawar
Authorized Under Article 27 of
The Court of Sessions Order 1924

08 MAR 2018

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IN THE SUPREME COURT OF PAKISTAN
(APPELLATE JURISDICTION)

E - (S2)

PRESENT:

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

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, 664 of 2010)

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

Versus

Attaullah 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

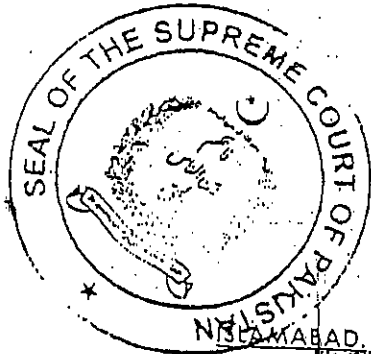
Date of Hearing: 20.09.2017.

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



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25/9/17

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خیبر پختونخوا ایجوکیشن، پولیس اور انسٹرکشن ڈیپارٹمنٹ، پشاور انسٹرکشن ڈیپارٹمنٹ اور انسٹرکشن ڈیپارٹمنٹ کے تحت ملکی سطح پر ایگزیکٹو ایجوکیشن ڈیپارٹمنٹ کے زیر انتظام (مردانہ زبان) سکولوں میں درج ذیل آسامیاں بڑھانے کے لئے خیبر پختونخوا کے مختلف اضلاع کے ملحقہ اسکولوں کے سرکاری اہل امیدواروں سے مجوزہ فارم پر 30 ستمبر 2016ء تک درخواستیں مطلوب ہیں۔ درخواست فارم (NTS) کی ویب سائٹ (<http://www.nts.pk>) پر دستیاب ہے۔ مقررہ تاریخ گزارنے کے بعد موصول ہونے والی درخواستوں پر غور نہیں کیا جائے گا۔

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نمبر شمار	نام آسامی	تالیفیت
1	سیکنڈری سکول نیچر بلاچی/کیمسٹری BPS. 16	کسی بھی تسلیم شدہ ویونیورسٹی سے سیکنڈ ڈیگری میں بیچلر ڈگری جس کے ساتھ درج ذیل دو مضامین لازمی ہوں۔ (i) کیمسٹری، میٹری (ڈیٹا) یا بائی (ii) کسی بھی تسلیم شدہ ویونیورسٹی سے ایم اے ایجوکیشن یا ایجوکیشن میں بیچلر ڈگری۔
2	سیکنڈری سکول نیچر فونکس ایجنٹس BPS. 16	(1) کسی بھی تسلیم شدہ ویونیورسٹی سے سیکنڈ ڈیگری میں بیچلر ڈگری جس کے ساتھ درج ذیل دو مضامین لازمی ہوں۔ (i) فونکس، بیٹھس A یا (iii) فونکس، بیٹھس B یا (iii) فونکس، بیٹھس (2) کسی بھی تسلیم شدہ ویونیورسٹی سے ایم اے ایجوکیشن یا ایجوکیشن میں بیچلر ڈگری۔
3	سیکنڈری سکول نیچر (SST) جزل BPS. 16	(1) کسی بھی تسلیم شدہ ویونیورسٹی سے سیکنڈ ڈیگری میں بیچلر ڈگری جس کے ساتھ درج ذیل دو مضامین لازمی ہوں۔ (i) انگریزی لازمی، دو منتخبی ٹرپ یا دیگر مساوی گروپ۔ (2) کسی بھی تسلیم شدہ ویونیورسٹی سے ایم اے ایجوکیشن یا ایجوکیشن میں بیچلر ڈگری۔

سیکشن کریٹر یا اساتذہ کے سیکشن کیلئے کریٹر یا درج ذیل ہے۔ کل 200 نمبرات کی تقسیم اس طرح سے کی جائیگی۔

(ا) سکریننگ ٹیسٹ بڑھانے = NTS = 100 نمبر (ب) - تعلیمی قابلیت = 100 نمبر جس کی مزید تقسیم اس طرح ہوگی

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

بی ایس چار سالہ کورس کی صورت میں نمبروں کی تقسیم اس طرح ہوگی۔ حاصل کردہ نمبر 35x تقسیم کل نمبر جبکہ چار سالہ ایم اے ایجوکیشن کی صورت میں نمبر کی تقسیم بطور ذیل ہوگی۔
ایم اے ایجوکیشن حاصل کردہ نمبر 20x تقسیم کل نمبر

نوٹ: (1) ہر سکول کی آسامی کے لئے طلبہ کی تعداد میرٹ لسٹ مرتب کی جائیگی جس میں امیدواروں کے NTS کے حاصل کردہ نمبر اور تعلیمی قابلیت کے نمبروں کو ملحوظ کیا جائیگا۔ (2) ہر امیدوار سے NTS درخواست فارم 300 روپے چارج کیا جائے گا۔ آٹریک امیدوار 5 سکولوں کے لئے درخواست دیکھتا تو اس سے 800 روپے ہی NTS چارج کریگا۔ جو کہ امیدوار خود برداشت کریں گے۔
(3) NTS ٹیسٹ میں 40 فیصد نمبر لیا ضروری ہے۔ 40 فیصد سے کم نمبر لینے والا امیدوار قابل تصور ہوگا اور میرٹ لسٹ میں شامل نہیں ہوگا۔

عمومی شرائط:- (1) تمام تقرریاں حکومت خیبر پختونخوا کے موجودہ قوانین کے مطابق بنیادی تقرری Initial Apoinment کے 25 فیصد

کونے کے تحت خاندانہ معاشی بنیادوں پر Adhoc کنٹریکٹ پر ایک سال کے لئے ہوں گی۔ (2) معذور افراد کے لئے دو فیصد اور تعلیمی امیدواروں کے لئے تین فیصد کوڈ مختص ہے۔ (3) انٹرویو کے وقت مسلح تعلیمی اہلکار ہند
اخراجات امیدوار کو برداشت کرنا ہوں گے۔ (4) انٹرویو کے لئے آنے والے امیدواروں کو کوئی ایسے ڈی ایٹ نہیں دیا جائے گا۔ (5) صرف مقررہ وقت کے اندر موصول ہونے والی درخواستوں پر غور کیا جائے گا۔ (6) انٹرویو میں
اعتیار حاصل ہے کہ کوئی وجہ نہ ہو کہ کسی بھی وقت کسی بڑی ضروری طور پر انٹرویو شروع کرے۔ (7) اگر اس اشتہار کے بعد حکومت وقت کی طرف سے معزنی کے طریقہ کار میں تبدیلی کی گئی تو سیکشن کیمپس میں کے مطابق عمل کرنے کی پابندی
ہوگی۔ (8) ملکی سطح پر ایگزیکٹو ایجوکیشن ڈیپارٹمنٹ کے تحت تمام سکولوں میں ایک ہی وقت میں امتحان ہونا ہے۔ (9) تمام تقرریاں حکومت خیبر پختونخوا کے مقررہ قوانین اور قواعد کے مطابق ہونے کے ساتھ ساتھ
بنیاد پر ہوں گی۔ (10) تمام تعلیمی اہلکار صرف گورنمنٹ کے تسلیم شدہ اداروں کی قابل قبول ہوں گی۔ (11) اگر کسی امیدوار کی اسناد چلی پائے گئے تو اس کے خلاف قانونی چارہ جوئی کی جائے گی اور اس کے لئے اسے سرکاری ملازمت کے
لئے قابل تصور کیا جائے گا۔ (12) پمفل فارم یا معلومات کی صورت میں درخواست فارم خود بخود منسوخ تصور کیا جائے گا جس کے لئے کوئی اپیل منظور نہیں کی جائے گی۔ (13) انٹرویو کے لئے الگ الگ ٹیڈر اول جاری کیا جائیگا۔ جس میں
ڈاکومنٹس چیک کئے جائیں گے۔ (14) تمام تقرریاں ملحقہ اضلاع کے ذریعہ سال کی بنیاد پر ہوں گی۔ امیدوار کا قومی شناختی کارڈ اور دو میٹاس میں ملحقہ ضلع کا مستقل پتہ لازمی ہے۔ 30 ستمبر 2016ء کے بعد پتہ میں کسی قسم کی تبدیلی
قابل قبول نہ ہوگی۔ (15) امیدوار کو ایس سکول میں سرورس کرنا ہوگی جو کہ قابل قبول ہوگی۔ (16) ایک امیدوار ایک وقت 5 سکولوں میں خالی آسامیوں کے لئے 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 امتحان امیدوار کو حاصل نہیں بلکہ اس میں اس بات کا خیال رکھا جائے گا کہ دوسرے سکولوں میں اس کے بعد ملازمت والے امیدوار کو
سلیکشن کا موقع مل سکے۔ (17) درخواست دینے کا طریقہ کار NTS کے ویب سائٹ پر موجود ہے۔ (18) ملحقہ اضلاع کی خالی آسامیوں کی تفصیل سکولوں کے ذریعہ درخواست فارم کے ساتھ NTS کے ویب سائٹ پر دی گئی ہے اور ہر
سکول کو اپنا کوارڈر کیا ہے۔

محمد رفیق خٹک ڈائریکٹر ایلیمنٹری ایجوکیشن خیبر پختونخوا پشاور

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درخواستیں مطالبہ ہیں

درخواستوں پر غور نہیں کیا جائیگا۔

بیرہ سو نو اوائلی اسٹیشن، ڈیپ سٹیشن، پوسٹ سٹیشن اور پوسٹ آفیسر، چیمبرز، اسٹیشنرز اور ڈائریکٹرز کے پوزیشنز پر 2011ء کے 4 ستمبر سے 4 ستمبر کی اپوزیشنز پر 2017ء کے 20 دسمبر تک درخواستیں مطلوب ہیں۔ درخواست فارم (NTS) کی ویب سائٹ (http://www.nts.org.pk) پر دستیاب ہے۔ مقررہ تاریخ گزرنے کے بعد وصول ہونے والی درخواستوں پر غور نہیں کیا جائیگا۔

نمبر شمار	نام آسامی	تالیف
1	سیکنڈری سکول ٹیچر (SST) جیالوٹی / کیسٹری - BPS-16	(i) کسی بھی تسلیم شدہ یونیورسٹی سے سیکنڈ ڈگری یا پھر ڈگری جس کے ساتھ درج ذیل دو مضامین لازمی ہوں۔ (i) کیسٹری، جیالوٹی (دو اولیاتی یا باہنی) (ii) سٹیٹس اور تقرری کے بعد 9 ماہ کی لازمی ٹریڈنگ حکومتی اداروں RITE/PITE سے حاصل کرنی ہوگی۔
2	سیکنڈری سکول ٹیچر (SST) فزکس / فزکس - BPS-16	(i) کسی بھی تسلیم شدہ یونیورسٹی سے سیکنڈ ڈگری یا پھر ڈگری جس کے ساتھ درج ذیل دو مضامین لازمی ہوں۔ (i) فزکس، بیٹھس A یا B یا (iii) فزکس، ایٹھکس (ii) سٹیٹس اور تقرری کے بعد 9 ماہ کی لازمی ٹریڈنگ حکومتی اداروں RITE/PITE سے حاصل کرنی ہوگی۔
3	سیکنڈری سکول ٹیچر (SST) جنرل / BPS-16	(i) کسی بھی تسلیم شدہ یونیورسٹی سے سیکنڈ ڈگری یا پھر ڈگری جس کے ساتھ درج ذیل دو مضامین لازمی ہوں۔ (i) انگریزی لازمی، ہونٹینڈو گروپ یا دیگر مساوی گروپ۔ (ii) سٹیٹس اور تقرری کے بعد 9 ماہ کی لازمی ٹریڈنگ حکومتی اداروں RITE/PITE سے حاصل کرنی ہوگی۔

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

(1) سکرٹنگ ٹیسٹ بذریعہ NTS=100 نمبر		(ب) تعلیمی قابلیت=100 نمبر		جس کی مزید تفصیل اس طرح ہوگی	
تعلیمی قابلیت	کل نمبر	تعلیمی قابلیت	کل نمبر	تعلیمی قابلیت	کل نمبر
ایس ایس سی	حاصل کردہ نمبر 20x	ای اے / ایف ایس سی	حاصل کردہ نمبر 20x	ای اے / ایف ایس سی	حاصل کردہ نمبر 20x
بی اے / بی ایس سی	حاصل کردہ نمبر 20x	ایم اے / ایم ایس سی	حاصل کردہ نمبر 20x	ایم اے / ایم ایس سی	حاصل کردہ نمبر 20x
بی ایچ ڈی	حاصل کردہ نمبر 05x	ایم اے / ایم اے ایچ کیو	حاصل کردہ نمبر 05x	ایم اے / ایم اے ایچ کیو	حاصل کردہ نمبر 05x
ایم فل / بی ایچ ڈی	حاصل کردہ نمبر 10x				

بی ایس چار سالہ کورس کی صورت میں نمبروں کی تقسیم اس طرح ہوگی۔ حاصل کردہ نمبر 40x تقسیم کل نمبر جبکہ پیش دران نام ایچ کیو کی صورت میں نمبر کی تقسیم بطریقہ ذیل ہوگی۔
ایم اے ایچ کیو کی صورت میں حاصل کردہ نمبر 10x تقسیم کل نمبر (5 نمبر بی ایچ ڈی + 5 ایم اے ایچ کیو)۔
ایم اے ایچ کیو کی صورت میں حاصل کردہ نمبر 20x تقسیم کل نمبر (20 نمبر بی ایچ ڈی + 20 ایم اے ایچ کیو)۔
ایم اے ایچ کیو کی صورت میں حاصل کردہ نمبر 40x تقسیم کل نمبر (40 نمبر بی ایچ ڈی + 40 ایم اے ایچ کیو)۔
ایم اے ایچ کیو کی صورت میں حاصل کردہ نمبر 60x تقسیم کل نمبر (60 نمبر بی ایچ ڈی + 60 ایم اے ایچ کیو)۔
ایم اے ایچ کیو کی صورت میں حاصل کردہ نمبر 80x تقسیم کل نمبر (80 نمبر بی ایچ ڈی + 80 ایم اے ایچ کیو)۔
ایم اے ایچ کیو کی صورت میں حاصل کردہ نمبر 100x تقسیم کل نمبر (100 نمبر بی ایچ ڈی + 100 ایم اے ایچ کیو)۔
ایم اے ایچ کیو کی صورت میں حاصل کردہ نمبر 120x تقسیم کل نمبر (120 نمبر بی ایچ ڈی + 120 ایم اے ایچ کیو)۔
ایم اے ایچ کیو کی صورت میں حاصل کردہ نمبر 140x تقسیم کل نمبر (140 نمبر بی ایچ ڈی + 140 ایم اے ایچ کیو)۔
ایم اے ایچ کیو کی صورت میں حاصل کردہ نمبر 160x تقسیم کل نمبر (160 نمبر بی ایچ ڈی + 160 ایم اے ایچ کیو)۔
ایم اے ایچ کیو کی صورت میں حاصل کردہ نمبر 180x تقسیم کل نمبر (180 نمبر بی ایچ ڈی + 180 ایم اے ایچ کیو)۔
ایم اے ایچ کیو کی صورت میں حاصل کردہ نمبر 200x تقسیم کل نمبر (200 نمبر بی ایچ ڈی + 200 ایم اے ایچ کیو)۔

عمومی شرائط :- (1) تمام تقرریاں حکومت خیبر پختونخوا کے مروجہ قوانین کے مطابق 25 فیصد بنیادی تقرری (Initial Appointment) کے لئے کے تحت خالصتاً عارضی بنیادوں پر ایچ ڈی / سکرٹنگ پر ایک سال کیلئے ہوگی۔ (2) مسترد افراد کیلئے دو فیصد اور اعلیٰ امیدواروں کیلئے تین فیصد کوٹیشن ہے (مسترد افراد کے دو فیصد کوٹیشن ہے جس کیلئے سٹیٹنگ ٹیسٹ کا لازمی ہے بشرطیکہ وہ مستردی فرمائش کی انجام دہی میں رکاوٹ نہ ہو)۔ (3) انٹرویو کے وقت اصلی تعلیمی اسناد بجا اسناد اجابت امیدوار کو برداشت کرنا ہونے۔ (4) انٹرویو کیلئے آنے والے امیدواروں کو کوئی TA/DA نہیں دیا جائیگا۔ (5) صرف مقررہ وقت کے اندر وصول ہونے والی درخواستوں پر غور کیا جائیگا۔ (6) زیر دستگی کو اختیار حاصل ہے کہ کوئی وجہ قائم نہیں کسی بھی وقت گلی یا جڑی طور پر انٹرویو مسخ کر دے۔ (7) اگر اس اشتہار کے بعد حکومت وقت کی طرف سے ہجرتی کے طریقہ کار میں تبدیلی کی گئی تو سلیکشن کمیٹی اس کے مطابق عمل کرنے کی پابند ہوگی۔ (8) عمل پیلے جی ایڈ سیکنڈری ایچ کیو کو اختیار حاصل ہوگا کہ تمام خالی آسامیوں یا اس سے کم پر امیدوار مقرر کرے۔ (9) تمام تقرریاں حکومت خیبر پختونخوا کے مقرر کردہ قوانین و ضوابط کے مطابق خالصتاً مہرٹ کی بنیاد پر ہوں گی۔ (10) تمام تعلیمی اسناد صرف گورنمنٹ کے تسلیم شدہ اداروں کی قابل قبول ہوں گی۔ (11) اگر کسی امیدوار کی اسناد جعلی پائی گئی تو اس کے خلاف قانونی چارہ جوئی کی جائے گی اور اسے سزا دے کے لئے اسے سرکاری ملازمت کے لئے نااہل تصور کیا جائیگا۔ (12) مکمل فارم یا معلومات کی صورت میں درخواست فارم خود بخود منسوخ تصور کیا جائیگا جس کے لئے کوئی اپیل منظور نہیں کی جائے گی۔ (13) انٹرویو کیلئے الگ شیڈول جاری کیا جائیگا جس میں ڈاکوٹیشن چیک کئے جائیں گے۔ (14) تمام تقرریاں متعلقہ اضلاع کے ڈویژنل کی بنیاد پر ہوں گی۔ امیدوار کا ڈویژنل متعلقہ ضلع کا ہونا لازمی ہے۔ 20 دسمبر 2017ء کے بعد پڑھنے میں کسی قسم کی تبدیلی قابل قبول نہیں ہوگی۔ (15) امیدوار کو کسی اسکول میں مہرٹ کرنا ہوگی جو کہ قابل تبادلہ ہوگی۔ (16) ایک امیدوار ایک 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 امتحان امیدوار کو حاصل نہیں بلکہ اس میں اس بات کا خیال رکھا جائیگا کہ دوسرے سکولوں میں اس کے بعد زیادہ مہرٹ والے امیدوار کو سلیکشن کا موقع مل سکے۔ (17) درخواست دینے کا طریقہ کار NTS کی ویب سائٹ پر موجود ہے۔ (18) متعلقہ اضلاع کے خالی آسامیوں کی تفصیل سکول وائزر درخواست فارم کے ساتھ NTS کی ویب سائٹ پر دی گئی ہے اور ہر سکول کو اپنا کوڈ دیا گیا ہے۔

ATTESTED

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درخواستیں مطلوب ہیں

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مختار نیشنل ایجوکیشن ایسوسی ایشن اور نیشنل ایجوکیشنل ڈیولپمنٹ فاؤنڈیشن نے 2011ء کے سیکشن نمبر 4 کے تحت ملکی ایجوکیشنل ایجنسیوں کی ایڈوائزری ایجنسیوں کے نظام (مردانہ اور خواتین) سکولوں میں درج ذیل آسامیوں پر کرنے کیلئے خیرہ مختار نیشنل ایجوکیشنل ڈیولپمنٹ فاؤنڈیشن کے متعلقہ اضلاع کے سکولنگ اہل امیدواروں سے مجوزہ فارم پر 10 دسمبر 2014ء تک درخواستیں بھرنے اور درخواست فارم (NTS) کی ویب سائٹ (<http://www.nts.org.pk>) پر دستیاب ہے۔ مقررہ تاریخ گزرنے کے بعد موصول ہونے والی درخواستوں پر غور نہیں کیا جائے گا۔

نمبر	آسامی	قابلیت
21	سیکنڈری سکول ٹیچر SST یا ٹیچر ایجوکیشن BPS.16	کسی بھی تسلیم شدہ اور خود دہی سے سیکنڈ ڈیویژن چھڈ ڈگری جس کے ساتھ درج ذیل دو مضامین لازمی ہوں۔ (1) کیسٹری نیٹو (ڈیو لوئی یا آئی) (2) کسی بھی تسلیم شدہ اور خود دہی سے ایم اے ایجوکیشن یا ایجوکیشن میں چھڈ ڈگری
21	سیکنڈری سکول ٹیچر SST فونکشنل ایجوکیشن BPS.16	(1) کسی بھی تسلیم شدہ اور خود دہی سے سیکنڈ ڈیویژن چھڈ ڈگری جس کے ساتھ درج ذیل دو مضامین لازمی ہوں۔ (1) فونکشنل ایجوکیشن A یا (2) فونکشنل ایجوکیشن B یا (3) فونکشنل ایجوکیشن C (2) کسی بھی تسلیم شدہ اور خود دہی سے ایم اے ایجوکیشن یا ایجوکیشن میں چھڈ ڈگری
21	سیکنڈری سکول ٹیچر SST جنرل BPS.16	(1) کسی بھی تسلیم شدہ اور خود دہی سے سیکنڈ ڈیویژن چھڈ ڈگری جس کے ساتھ درج ذیل دو مضامین لازمی ہوں۔ (1) انگریزی لازمی ہوگی اور گروپ یا دیگر مساوی گروپ (2) کسی بھی تسلیم شدہ اور خود دہی سے ایم اے ایجوکیشن یا ایجوکیشن میں چھڈ ڈگری

نوٹ کریں: ایسا ساتھ کے سلیکشن کریمیل یا درج ذیل میں سے کسی بھی طریقے سے کیا جائے گا۔
سکریٹنگ نمبر = NTS = 100 نمبر (ب) تعلیمی قابلیت = 100 نمبر جس کی مزید تفصیلات مقرر ہوگی۔

- کلی نمبر
- مہل کروہ نمبر 20x تسلیم کل نمبر
- مہل کروہ نمبر 20x تسلیم کل نمبر
- مہل کروہ نمبر 20x تسلیم کل نمبر
- مہل کروہ نمبر 15x تسلیم کل نمبر
- مہل کروہ نمبر 15x تسلیم کل نمبر
- مہل کروہ نمبر 05x تسلیم کل نمبر
- مہل کروہ نمبر 05x تسلیم کل نمبر

- تعلیمی قابلیت
- ایس ایس سی
- ایس اے / ایف ایس سی
- بی اے / بی ایس سی
- ایم اے / ایم ایس سی
- بی اے / ایم اے ایجوکیشن
- ایم اے / ایم اے ایجوکیشن
- ایس ایس سی / بی اے

بہار سال کوڑس کی صورت میں نمبروں کی تفصیلات مقرر ہوں گی حاصل کروہ نمبر 35x تسلیم کل نمبر جبکہ چھڈ ڈگری ایم اے ایجوکیشن کی صورت میں نمبر کی تفصیلات مقرر ہوں گی۔
سے ایجوکیشن مہل کروہ نمبر 20x تسلیم کل نمبر

1۔ ہر سکول کی آسامی کیلئے ملحدہ و محدود صورت سے درخواست کی جائے گی جس میں امیدواروں کے NTS کے حاصل کروہ نمبر اور تعلیمی قابلیت کے نمبروں کو جمع کیا جائے گا۔ (2) ہر امیدوار سے NTS پر درخواست فارم 300 روپے چارج کیا جائے گا، اگر ایک امیدوار یا ایجوکیشنل سکولوں کے لئے درخواست دے گا تو اس سے سرف 800 روپے ہی NTS چارج کرے گی۔
میدوار خود پر دست کرے گی۔

مهمی شرائط (1) تمام مقررہ یا حکومت خیرہ مختار نیشنل ایجوکیشنل ڈیولپمنٹ فاؤنڈیشن کے مطابق بنیادی تقرری Initial Appointment کے 25 فیصد کوڑس کے تحت مانتا مانتی ان Adhoc کنٹریکٹ پر ایک سال کیلئے ہوں گی (2) معذور افراد کیلئے دو فیصد اور اقلیت امیدواروں کے لئے تین فیصد کوڑس سے (3) اعزاج کے وقت اصلی تعلیمی اسٹڈیوں سے امیدوار کو برداشت کرنا ہوں گے۔ (4) اعزاج کیلئے آنے والے امیدواروں کو کوئی فی اسے فی ایس ایس ایس (5) صرف مقررہ وقت کے اندر موصول ہونے والی درخواستوں یا جانچنا (6) کوڑس کو اختیار حاصل ہے کہ کوئی کوڑس یا کوئی کوڑس بھی وقت کی یا کوڑس کوڑس پر اعزاج مقررہ کرے۔ (7) اگر اس اعتبار کے بعد حکومت وقت کی طرف سے معرفی کرنے کا کار میں تبدیلی کی کوئی جو سلیکشن نہیں اس کے مطابق عمل کرنے کی پابند ہوگی (8) ملکی ایجوکیشنل ڈیولپمنٹ فاؤنڈیشن کو اختیار حاصل ہوگا کہ وہ تمام نائی آسامیوں یا اس سے کم ہر اور معرفی کرے (9) تمام مقررہ یا حکومت خیرہ مختار نیشنل ایجوکیشنل ڈیولپمنٹ فاؤنڈیشن کے مقررہ کوڑس کوڑس اور کوڑس کے مطابق مانتا مانتی کی بنیاد پر ہوں گی (10) تمام تعلیمی اسٹڈیوں سے صرف کوڑس کے تسلیم ہونے کی قہل قبول ہوں گی (11) اگر کسی امیدوار کی اسٹڈیوں یا اس کے خلاف قانونی چارہ جوئی کی جائے گی اور آئندہ کے لئے اسے سرکاری نوکری سے ہٹا دیا جائے گا۔ (12) مہل کروہ یا معلومات کی صورت میں درخواست فارم خود بخود مقررہ طور پر قبول کیا جائے گا جس کے لئے کوئی اپیل مقرر نہیں کی جائے گی (13) اعزاج کیلئے ایک ل جاری کی جائے گا۔ جس میں ڈاکویشن چیک کے جائے۔ (14) تمام مقررہ یا متعلقہ اضلاع کے ڈویژنل کی بنیاد پر ہوں گی۔ (15) امیدوار کو ایس سکول میں سرورس کرنا ہوگی جو کہ سہولت ہوگی۔ (16) ایک امیدوار ایک وقت 5 سکولوں میں نائی آسامیوں کیلئے درخواست دے سکتا ہے۔ امیدوار کے ایک یا ایک سے زیادہ سکولوں میں سلیکشن کی صورت میں اس کی کسی ایک سکول میں کی جائے گی اس صورت میں سکول سلیکشن کا استحقاق امیدوار کو حاصل نہیں بلکہ اس میں اس بات کا خیال رکھا جائے گا کہ دوسرے سکولوں میں اس کے بعد زیادہ سے زیادہ امیدوار کو سلیکشن کا موقع مل سکے۔ (17) درخواست دینے کا طریقہ کار NTS کے ویب سائٹ پر موجود ہے۔ (18) متعلقہ اضلاع کے خالی آسامیوں کی تفصیلات سکول ڈیولپمنٹ فارم کے ساتھ NTS کے ویب سائٹ پر ہونی چاہئے اور ہر سکول کو آگے کوڑس دیا جائے۔

INF(P)4383

محمد رفیق خٹک: ڈائریکٹر ایجوکیشن خیرہ مختار نیشنل ایجوکیشنل ڈیولپمنٹ فاؤنڈیشن، کارڈو پشاور

ATTESTED



**OFFICE OF THE
DISTRICT EDUCATION OFFICER
(MALE)
Swat
(Cell # 0946 9240209-228)**

G-57

NOTIFICATION.

Consequent upon the notification issued by the Director Elementary & Secondary Education Khyber Pakhtunkhwa Peshawar vide his Office Endst: No.3112-18/File No.2/Promotion SST BPS-16 dated Peshawar the 18.04.2016 the following SSTs (Whose services were placed at the disposal of DEO (M) Swat for further adjustment) are hereby adjusted against the posts in the schools noted against each in the interest of public service on regular basis under the existing policy of the Provincial Government, on the terms and condition given in the aforementioned notification of the Director with immediate effect .

A. SST (Bio-Chem)

S#	Name of Teacher	Present place of duty.	School where adjusted in B-16	Remarks
1	Mr.Habibullah CT	GHS Shalpin	GHS Toha	Against vacant post
2	Mr.Riaz Ahmad CT	GHS Bandai	GHS Bandai	-do-
3	Mr.Raham Amin CT	GHS Abaha	GHS Abaha	-do-
4	Mr.Taj Muhammad Khan SPST	GPS Charrai Sakhra	GHS Sakhra	-do-
5	Mr.Abdul Ghaffar SPST	GPS Matta	GHS Bama Khela	-do-
6	Mr.Muhammad Baqir SPST	GPS Shingartan	GHS Kanju	-do-
7	Mr. Muhammad Zahidullah SPST	GPS Nal	GHS Sher Palam	-do-
8	Mr.Jawahir Shah SPST	GPS Labat	GHS Chupriyal	-do-

B.SST (Phy-Maths)

S#	Name of Teacher	Present place of duty.	School where adjusted in B-16	Remarks
1	Mr.Roshan Ali CT	GHS Manglawar	GHS Asala	Against vacant post
2	Mr.Fazal Akbar CT	GHSS Kokarai	GHS Jambil	-do-
3	Mr.Mutasir Khan CT	GMS Goda	GHS Bara Samai	-do-
4	Mr.Wazir Zada CT	GMS Bafar	GHS Kalam	-do-
5	Mr.Fazal Tawab CT	GHSS Khwazakhela	GHSS Khwazakhela	-do-
6	Mr.Naeem Khan SPST	GPS Doop	GHS Bahrain	-do-
7	Mr. Hayat Muhammad Khan SPST	GPS Nawakalay No.1	GHS Nazar Abad	-do-
8	Mr.Usman A" SPST	GPS Sardan	GHS Roringar	-do-

C.SST (General)

S#	Name of Teacher	Present place of duty.	School where adjusted in B-16	Remarks
1	Mr.Rahim Khan SCT	GHSS Balogram	GHS Gat Pewchar	Against vacant post
2	Mr.Akbar Zeb SCT	GHS Bahrain	GHS Bahrain	-do-
3	Mr.Ahmad Jan SCT	GHS Nawakalay Barikot	GHS Swegalai	-do-
4	Mr.Shafiqur Rahman SCT	GHS Durushkhela	GHS Azad Banda	-do-
5	Mr.Alam Khan SCT	GHS Khwazakhela	GMS Koo Malam jaba	-do-
6	Mr.Aziz Ahmad SCT	GHS Udigram	GMS Bayoon	-do-

District Edu: Officer (M)
Swat.

ATTESTED

S#	Name of Teacher	Present place of duty.	School where adjusted in B-16	Remarks
7	Mr. Muhammad Karim SCT	GHS Parrai	GHS Parrai	-do-
8	Mr. Adil Jan SCT	GHS Sirsenai	GHS Dardyal	-do-
9	Mr. Najeem Khan SCT	GHSS Shamozal	GHS Khazana	-do-
10	Mr. Miraj Muhammad SCT	GHSS Fatehpur	GHS Bahrain	-do-
11	Mr. Sarfaraz Khan	GCMHS Wadudia	GCMHS Wadudia	-do-
12	Mr. Muhammad Riaz Khan SCT	GHSS Khwazakhela	GHS Qandil	-do-
13	Mr. Abdul Kabir SCT	GHS Sirsenai	GHS Dardyal	-do-
14	Mr. Sherullah SCT	GHS Matiltan	GHS Bafar	-do-
15	Mr. Nasib Zada PSHT	GPS Soor Kamar	GHS Chail	-do-
16	Mr. Muhammad Ali PSHT	GPS Chinkolai	GHS Chail	-do-
17	Mr. Fazal Wahab PSHT	GPS Balogram	GHS Kishwra	-do-
18	Mr. Nisar Ahmad PSHT	GPS Jawaz	GHS Manai	-do-
19	Mr. Sahib Zada PSHT	GPS Gulshah	GHS Sakhra	-do-
20	Mr. Muhammad Rashad PSHT	GPS Ghakhi Banda	GHS Sijbanr	-do-
21	Mr. Muhammad Tariq PSHT	GPS Siraj Abad Mingora	GHS Lai Kot	-do-
22	Mr. Badiuz Zaman S.DM	GHS Kotlail	GHS Kotlail	-do-
23	Mr. Habibul Haq S.DM	GHS Chamtalai	GHS Bashigram	-do-
24	Mr. Bashir Ahmad S.AT	GHS Bamakhela	GHS Labat	-do-
25	Mr. Rahmanud Din S.TT	GHS Topsin	GMS Ganajir	-do-

(DR. HAFIZ MUHAMMAD IBRAHIM)
DISTRICT EDUCATION OFFICER (MALE) SWAT

Endst No: 2726-33

dated: 22/4/2016

Copy of the above is forwarded for information & necessary action to:-

1. The Director Elementary & Secondary Education Khyber Pakhtunkhwa Peshawar.
2. The District Comptroller of Account Swat.
3. The Deputy DEO (M) local Office.
4. The Principal/Head Master Concerned.
5. The Supdt: Secy:local Office.
6. The B&AO local Office.
7. The Candidates concerned.
8. PA to DEO-Local Office.

Dr. Hafiz Muhammad Ibrahim
DISTRICT EDUCATION OFFICER (MALE)
SWAT GUL KADA

TESTED

Swat

S.No New	Name of Teacher/Qualification academic / professional	Father's Name	Desi gnati on	PBS	D/O Birth /Domicile	Domic ile	Aca demi c	Profess ional	D/O 1st Apptt	Date of apptt against Present post	Seniority position D/O taking over charge as CT or D/O declaration CT Exam whichever is later
1	Hamayun Khan	Khairullah	SCT	16	4/10/1964	Swat	MA	CT	5/8/1984	5/8/1984	5/8/1984
2	Astambool	Muhammad Kamal	SCT	16	4/1/1961	Swat	BSc	CT/B.Ed	5/3/1986	5/3/1986	5/3/1986
3	Fazal Rabi	Muhammad Junain	SCT	16	3/15/1966	Swat	MA	CT/B.Ed	10/11/1982	10/11/1982	1/6/1987
4	Khan Ali	Umar Bakht	SCT	16	3/3/1961	Swat	MA	CT/B.Ed	8/1/1982	8/21/1982	5/26/1987
5	Muhammad Ihsanullah	Swal Faqir	SCT	16	3/4/1962	Swat	MA	CT	9/17/1987	9/17/1987	9/17/1987
6	Bakht Sherawan	Mahmood Khan	SCT	16	1/1/1960	Swat	MA	CT	11/6/1982	11/6/1982	11/29/1987
7	Muhammad Ali	Said Mahmood	SCT	16	2/3/1959	Swat	BA	CT	8/17/1980	1/8/1988	3/6/1988
8	Toti Rahman	Fazal Rahman	SCT	16	2/7/1960	Swat	MA	CT	7/10/1982	7/10/1982	11/30/1988
9	Mohammad Salim Khan	Amanullah Khan	SCT	16	3/1/1965	Swat	MA	CT/B.Ed	1/15/1985	4/26/1989	9/16/1989
10	Jamshed Khan	Muhammad Zarin	SCT	16	5/11/1962	Swat	MA	CT	3/9/1982	9/17/1989	9/17/1989
11	Rahmat Ali	Abdul Ghafar	SCT	16	5/4/1963	Swat	MA	CT/B.Ed	7/20/1982	10/1/1989	10/1/1989
12	Fazal Rahim	Fazal Ahad	SCT	16	1/1/1961	Swat	MA	CT	11/13/1984	10/1/1989	10/1/1989
13	Azizullah	Tota	SCT	16	10/1/1964	Swat	MA	CT	1/9/1982	11/15/1983	1/17/1990
14	Shah Rom Khan	Hakim Khan Mian	SCT	16	1/1/1962	Swat	MA	CT	3/1/1988	3/1/1988	1/17/1990
15	Sadiq Ahmad	Abdul Hamid	SCT	16	1/4/1961	Swat	MA	CT	6/1/1988	6/1/1988	1/17/1990
16	Muhammad Rafiq	Badish	SCT	16	3/1/1963	Swat	B.Sc	CT	2/6/1990	2/6/1990	2/6/1990
17	Fida Hussain	Hazrat Ahmad	SCT	16	2/3/1964	Swat	MA	CT	2/8/1990	2/8/1990	2/8/1990
18	Hedayatullah 3rd Division	Sultan Sikandar	SCT	16	1/1/1959	Swat	MA	CT/B.ed	4/18/1983	4/18/1983	11/14/1990
19	Rashid Ali	Ghulam Nabi	SCT	16	3/12/1968	Swat	MA	CT	12/8/1990	12/8/1990	11/14/1990
20	Zahid Khan	Pir Dad	SCT	16	4/9/1965	Swat	BA	CT	12/9/1990	12/9/1990	12/9/1990
21	Hazrat Bilal	Zirat Gul	SCT	16	2/8/1963	Swat	MA	CT	12/11/1990	12/11/1990	12/11/1990
22	Aziz Ahmad	Fazal Khaliq	SCT	16	4/4/1969	Swat	MSC	CT/B.Ed	12/11/1990	12/11/1990	12/11/1990
23	Fazal Wahab	Gul Mahmood	SCT	16	12/12/1964	Swat	MA	CT	5/6/1986	1/1/1990	1/1/1991
24	Muhammad Majid	Umar Zada	SCT	16	1/1/1966	Swat	MA	CT	5/4/1986	4/5/1986	3/14/1991
25	Rahman Deyar	Sultan Mehmood	SCT	16	1/1/1964	Swat	BA	CT	11/5/1986	5/11/1986	3/14/1991
26	Haroon - Ur - Rashid	Khisat Gul	SCT	16	8/1/1962	Swat	BA	CT	11/24/1986	11/24/1986	3/14/1991
27	Muhammad Alam	Alam Zeb Khan	SCT	16	4/1/1963	Swat	MA	CT	4/2/1987	4/10/1991	4/10/1991
28	Adalat Khan	Abdur Rashad	SCT	16	12/9/1961	Swat	MA	CT	11/24/1984	11/24/1984	10/22/1991
29	Akhter Ali	Ghulam Muhammad	SCT	16	5/15/1964	Swat	BA	CT	3/11/1985	3/11/1985	10/22/1991
30	Imran Ali	Mashooq Ali	SCT	16	3/20/1959	Swat	MA	CT	5/6/1986	5/6/1986	10/22/1991
31	Muhammad Rahman	Bakht Zed	SCT	16	1/10/1967	Swat	FA	CT	5/17/1987	5/17/1987	4/2/1992
32	Sharafat Ali Khan	Afsar Khan	SCT	16	2/2/1961	Swat	MA	CT	3/1/1988	3/1/1988	4/2/1992
33	Amir Zeb	Muhammad Zareen	SCT	16	4/2/1964	Swat	BA	CT	6/1/1988	6/1/1988	4/2/1992
34	Amir Muhammad	Tota Mian	SCT	16	5/15/1963	Swat	BA	CT/B.Ed	9/22/1987	12/20/1989	4/2/1992
35	Akhtar Hussain 3rd Divi	Ahmad	SCT	16	3/2/1967	Swat	BA	CT	8/14/1992	8/14/1992	8/14/1992
36	Muhammad Ziaud Din	Habibur Rahman	SCT	16	3/10/1968	Swat	MA	CT/B.Ed	9/2/1986	1/9/1992	9/1/1992
37	Sultan Rome	Shah Rome	SCT	16	4/8/1966	Swat	MSC	CT/B.Ed	9/2/1992	9/2/1992	9/2/1992
38	Umar Hussain	Malak Sherin	SCT	16	1/1/1962	Swat	MA	CT	4/23/1988	4/23/1988	11/21/1992
39	Muhammad Nabi	Ghulam	SCT	16	5/1/1963	Swat	MA	CT/B.Ed	4/17/1988	4/17/1988	11/22/1992
40	Jamshid Khan	Hazrat Jee	SCT	16	4/14/1966	Swat	BA	CT/B.Ed	11/1/1986	4/21/1993	4/21/1993
41	Bakhtyar 3rd Divi	Bacha	SCT	16	7/3/1964	Swat	BA	CT/B.Ed	1/20/1990	1/20/1990	4/29/1993

ATTACHED

FINAL SENIORITY LIST OF CTS O/O THE DISTRICT EDUCATION OFFICER (M) DISTRICT SWAT UPTO 31/05/2018

S.No New	Name of Teacher/Qualification academic / professional	Father's Name	Designation	PBS	D/O Birth / Domicile	Domicile	Academic	Professional	D/O 1st Apptt.	Date of apptt. against Present post	Seniority position D/O taking over charge as CT or D/O declaration CT Exam whichever is later
42	Ashraf Ali	Hazrat Ali	SCT	16	5/12/1965	Swat	MA	CT/B.Ed	5/8/1993	5/8/1993	8/5/1993
43	Shah Bakht Rawan	Umara Khan	SCT	16	1/7/1964	Swat	MA	CT	9/24/1989	9/24/1989	12/25/1993
44	Muhammad Hamayun	Faramoz Khan	SCT	16	1/2/1965	Swat	BA	CT	10/2/1989	10/2/1989	12/25/1993
45	Amir Bahadar	Sarwar Gul	SCT	16	5/1/1962	Swat	MA	CT/B.ed	3/10/1989	10/3/1989	12/25/1993
46	Bakht Sherwan	Fazal Rahman	SCT	16	2/24/1967	Swat	BA	CT	11/29/1989	11/29/1989	12/25/1993
47	Bakht Muhammad	Muamber Khan	SCT	16	1/16/1967	Swat	BA	CT	11/30/1989	11/30/1989	12/25/1993
48	Noor Rahman	Jumma Gul Khan	SCT	16	5/1/1965	Swat	BA	CT	12/4/1989	12/4/1989	12/25/1993
49	Mehboob Ali	Amir Rahman	SCT	16	2/1/1963	Swat	BA	CT	12/12/1989	12/12/1989	12/25/1993
50	Muhammad Sadiq	Qalandar	SCT	16	9/11/1965	Swat	BA	CT/B.ed	12/14/1989	12/14/1989	12/25/1993
51	Maqsood Ahmad	Dawray	SCT	16	6/5/1963	Swat	MA	CT/B.Ed	12/17/1989	12/17/1989	12/25/1993
52	Shuja Mulk	Said Karam	SCT	16	12/3/1966	Swat	BA	CT	10/3/1989	1/4/1990	12/25/1993
53	Alamgir	Sadbar Khan	SCT	16	1/20/1960	Swat	MA	CT/B.Ed	6/10/1990	6/10/1990	12/25/1993
54	Anwarullah	Hasham Khan	SCT	16	3/1/1969	Swat	MA	CT/B.Ed	9/26/1988	11/10/1994	11/10/1994
55	Fazal Hameed	Fazal Wahab	SCT	16	4/15/1969	Swat	MA	CT/B.ed	11/10/1994	11/10/1994	11/10/1994
56	Nadar Khan	Mian Said Buhar	SCT	16	3/3/1966	Swat	MA	CT	9/8/1986	11/11/1994	11/11/1994
57	Bad Shah Ikhan	Amir Rawan	SCT	16	5/1/1965	Swat	MA	CT/B.Ed	6/14/1987	11/12/1994	11/12/1994
58	Sher Bahadar Khan	Gul Zaman	SCT	16	1/1/1964	Swat	BA	CT	12/12/1989	12/12/1989	11/15/1994
59	Aziz Ahmad	Muhammad Rashid	SCT	16	2/2/1964	Swat	MA	CT/B.Ed	11/10/1994	11/15/1994	11/15/1994
60	Afzal Shah	Badshah Zada	SCT	16	5/12/1967	Swat	MA	CT/B.Ed	11/15/1994	11/15/1994	11/15/1994
61	Bakht Alam	Ghulam Qadir	SCT	16	3/20/1969	Swat	MA	CT/B.Ed	11/15/1994	11/15/1994	11/15/1994
62	Muhammad Rahman	Sherin Jalal	SCT	16	2/1/1965	Swat	MA	CT/B.Ed	12/1/1986	11/16/1994	11/16/1994
63	Sher Ali Khan	Sadar	SCT	16	2/11/1968	Swat	MA	CT/M.Ed	8/1/1987	11/16/1994	11/16/1994
64	Ziaullah Khan	Muhammad Alam Gul	SCT	16	7/20/1969	Swat	MA	CT/B.Ed	11/16/1994	11/16/1994	11/16/1994
65	Muhammad Munir	Habibullah Khan	SCT	16	4/2/1964	Swat	MA	CT/B.Ed	9/28/1988	11/18/1984	11/18/1994
66	Gul Pervize	Rahmani Gul	SCT	16	1/20/1965	Swat	MA	CT/B.ed	11/21/1984	11/21/1994	11/21/1994
67	Abdul Qadoos	Ghulam Khaliq	SCT	16	6/5/1964	Swat	B.Sc	CT	5/12/1992	11/24/1994	11/24/1994
68	Sarir Ud Din	Fazal Wahid	SCT	16	3/26/1963	Swat	M.Sc	CT/M.Ed	11/27/1986	12/20/1994	12/20/1994
69	Muhd Zahir Shah	Azizur Rahman	SCT	16	12/2/1960	Swat	MA	CT/B.Ed	4/2/1987	12/21/1994	12/21/1994
70	Muhammad Ghafar	Khan Bahadar	SCT	16	2/27/1961	Swat	MA	CT	6/7/1987	12/21/1994	12/21/1994
71	Amanullah Khan	Sakhi Rawan	SCT	16	9/12/1961	Swat	MA	CT/M.Ed	8/11/1988	12/21/1994	12/21/1994
72	Sher Azim Khan	Taj Muhammad Khan	SCT	16	9/9/1958	Swat	MA	CT/M.Ed	9/28/1988	12/21/1994	12/21/1994
73	Fatehur Rahman	Fazal Rahman	SCT	16	2/2/1969	Swat	MA	CT/M.Ed	6/24/1987	12/22/1994	12/22/1994
74	Rafiq Ahmad	Hermooz Khan	SCT	16	1/1/1965	Swat	MA	CT	9/29/1988	1/10/1988	12/25/1994
75	Alam Zeb	Abdul Jabbar	SCT	16	4/15/1965	Swat	BA	CT/B.Ed	12/25/1994	12/25/1994	12/25/1994
76	Inamullah Khan	Muhammad Karam	SCT	16	1/1/1968	Swat	MA	CT	9/4/1986	12/27/1994	12/27/1994
77	Alam Zeb	Bughdaday	SCT	16	1/1/1960	Swat	MA	CT/M.Ed	12/27/1994	12/27/1994	12/27/1994
78	Azizullah	Haji Muhammad	SCT	16	2/16/1964	Swat	MA	CT/M.Ed	9/26/1988	1/1/1995	1/1/1995
79	Amjad Ali	Faqir Khan	SCT	16	4/10/1966	Swat	MA	CT/B.Ed	12/5/1989	12/5/1989	1/5/1995
80	Samiullah	Roohul Amin	SCT	16	2/15/1965	Swat	MA	CT/B.Ed	5/3/1986	5/3/1986	1/9/1995
81	Dost Muhammad Khan	Taj Muhammad Khan	SCT	16	3/8/1958	Swat	BA	CT/B.Ed	4/1/1987	4/1/1987	1/9/1995
82	Wazir Zada	Gulzar Khan	SCT	16	5/1/1967	Swat	BA	CT	10/1/1989	10/1/1989	1/9/1995

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FINAL SENIORITY LIST OF CTS O/O THE DISTRICT EDUCATION OFFICER (M) DISTRICT SWAT UPTO 31/05/2018

S.No New	Name of Teacher/Qualification - academic / - professional	Father's Name	Designation	PBS	D/O Birth / Domicile	Domicile	Academic	Professional	D/O 1st Apptt.	Date of apptt. against Present post	Seniority position D/O taking over charge as CT or D/O declaration CT Exam whichever is later
83	Anwar Iqbal	Khan Sherin	SCT	16	5/1/1961	Swat	MA	CT/B.Ed	10/2/1989	10/2/1989	1/9/1995
84	Muhammad Zahir Shah	Shahzada	SCT	16	2/2/1965	Swat	MA	CT/B.Ed	11/28/1989	11/28/1989	1/9/1995
85	Bakhtmand	Siahoosh Khan	SCT	16	6/5/1963	Swat	MA	CT/B.Ed	12/10/1989	12/10/1989	1/9/1995
86	Mukaram Khan	Musharaf Khan	SCT	16	6/5/1963	Swat	BA	CT/B.Ed	1/13/1990	1/13/1990	1/9/1995
87	Afzal Hussain	Bahroz Khan	SCT	16	5/25/1962	Swat	MA	CT/B.Ed	1/19/1990	1/19/1990	1/9/1995
88	Zahoor Hayat	Sher Alam Khan	SCT	16	1/1/1969	Swat	BA	CT	1/19/1990	1/23/1990	1/9/1995
89	Fazand Ali	Syed Rashad	SCT	16	3/15/1963	Swat	BA	CT	2/15/1990	2/15/1990	1/9/1995
90	Amir Zeb Khan	Bakht Biland Khan	SCT	16	2/18/1963	Swat	BA	CT	3/1/1990	3/1/1990	1/9/1995
91	Fazal Rahman	Amir Faqeer	SCT	16	3/10/1963	Swat	MA	CT	4/1/1990	4/1/1990	1/9/1995
92	Gul Muhammad Shah	Mubin	SCT	16	2/5/1964	Swat	MA	CT	4/14/1990	4/14/1990	1/9/1995
93	Muhammad Laiq	Amir Hamza	SCT	16	6/1/1963	Swat	MA	CT/B.Ed	4/21/1990	4/21/1990	1/9/1995
94	Ali Bash Khan	Shah Dilbar Mian	SCT	16	3/17/1969	Swat	MA	CT/B.Ed	5/13/1990	5/13/1990	1/9/1995
95	Akbar Ali	Qaisar Khan	SCT	16	1/1/1963	Swat	MA	CT/B.ed	5/13/1990	5/13/1990	1/9/1995
96	Alamgir	Khalilur Rahman	SCT	16	7/1/1964	Swat	MA	CT/B.Ed	5/13/1990	5/13/1990	1/9/1995
97	Fazal Azim	Ahmad	SCT	16	12/1/1959	Swat	MA	CT	8/20/1990	8/20/1990	1/9/1995
98	Karim Ullah	Muhammad Karim	SCT	16	3/15/1970	Swat	MA	CT/B.Ed	10/10/1988	11/20/1990	1/9/1995
99	Ibrahim	Amir Hatam	SCT	16	6/17/1959	Swat	BA	CT/B.Ed	5/24/1992	5/24/1992	1/9/1995
100	Ruhul Amin	Muhammad	SCT	16	4/3/1966	Swat	MA	CT	9/1/1989	12/1/1994	1/9/1995
101	Muhammad Fahim Khan	Ahmad Shah	SCT	16	3/7/1963	Swat	MA	CT B.Ed	6/11/1987	1/16/1995	1/16/1995
102	Muhammad Dawood Khan	Amanullah Khan	SCT	16	4/26/1967	Swat	MA	CT M.Ed	9/25/1992	1/16/1995	1/16/1995
103	Miraj Gul	Sani Gul	SCT	16	4/21/1959	Swat	BA	CT	3/6/1990	1/18/1995	1/18/1995
104	Jehan Sher	Umara Jan	SCT	16	5/1/1962	Swat	MA	CT/B.Ed	1/19/1995	1/19/1995	1/21/1995
105	Hanif Khan	Abdul Qadir Khan	SCT	16	1/12/1967	Swat	MA	CT	2/20/1990	2/1/1995	2/1/1995
106	Abdul Wahab	Amir Bashir	SCT	16	3/3/1969	Swat	MA	CT	2/21/1995	2/22/1995	2/22/1995
107	Sajawal Khan	Taj Khan	SCT	16	5/5/1964	Swat	MA	CT	2/2/1995	4/10/1995	4/10/1995
108	Anwar Zeb	Alam Zeb Khan	SCT	16	5/4/1970	Swat	MA	CT/M.Ed	2/2/1995	4/10/1995	4/10/1995
109	Kishwar	Ghulam Nabi	SCT	16	1/1/1967	Swat	BA	CT/B.Ed	4/7/1988	4/16/1995	4/17/1995
110	Mizajud Din	Mirajud Din	SCT	16	5/1/1970	Swat	MA	CT/M.Ed	11/7/1994	4/17/1995	4/17/1995
111	Bakht Biland	Shah Zada	SCT	16	1/30/1966	Swat	BA	CT	10/17/1988	5/15/1995	5/15/1995
112	Muhammad Sadiq	Khyber	SCT	16	11/8/1962	Swat	MA	CT	8/8/1984	8/1/1995	8/1/1995
113	Khaista Mand	Muhammad Ghafoor	SCT	16	1/10/1966	Swat	MA	CT/B.Ed	5/14/1992	8/1/1995	8/1/1995
114	Muhammad Qadim	Amir Nawab	SCT	16	4/5/1964	Swat	MA	CT/B.Ed	2/29/1984	8/7/1995	8/7/1995
115	Amiz Khan	Akbar Khan	SCT	16	1/1/1967	Swat	BA	CT/B.Ed	8/22/1995	8/22/1995	8/22/1995
116	Shah Anwar Badshah	Naik Muhammad	SCT	16	3/15/1963	Swat	MA	CT	9/27/1988	8/24/1995	8/24/1995
117	Ali Rahman	Fazal Rahman	SCT	16	4/1/1967	Swat	MA	CT	5/14/1987	9/1/1995	9/1/1995
118	Sayed Javid Iqbal	Muhammad Mian	SCT	16	3/20/1964	Swat	MA	CT	4/3/1995	9/15/1995	9/15/1995
119	Mufti	Muhammad Zaman	SCT	16	1/15/1962	Swat	MA	CT/B.Ed	3/17/1984	9/23/1995	9/23/1995
120	Muhammad Afzal Khan	Sher Dil Khan	SCT	16	10/1/1970	Swat	MA	CT/B.Ed	9/24/1995	9/24/1995	1/24/1996
121	Muhammad Nisar	Ahmad Khan	SCT	16	4/16/1975	Swat	MA	CT	5/1/1996	5/1/1996	5/1/1996
122	Muhammad Iftikhar	Muhammad Perviz	SCT	16	4/13/1969	Swat	MA	CT/M.Ed	9/16/1992	9/16/1992	5/5/1996
123	Fazal Hadi	Muhammad Yousaf	SCT	16	4/15/1972	Swat	MA	CT/M.Ed	3/17/1996	3/17/1996	5/5/1996

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41/10/1985 No. 1444 etc. to promote

All ready promoted to S.S.T.

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GOVERNMENT OF THE KHYBER PAKHTUNKHWA
ELEMENTARY AND SECONDARY EDUCATION DEPARTMENT.

NOTIFICATION

Peshawar, dated the November 13, 2012.

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D-25

No.SO(PE)4-S/SSRC/Meeting/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 other 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.

Handwritten initials: KPK

Encls. No. & Date as above.

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

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 Accountant General, Khyber Pakhtunkhwa Peshawar.
6. The Director (E&SE) Khyber Pakhtunkhwa Peshawar.
7. The Director Education (FATA), Peshawar.
8. Copy to Margari Ustadan KPK

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- 9. The Director Curriculum & Teachers Education Abbottabad.
- 9. 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

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 Section Officer (Primary)

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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 (BPS-16)	(i) Second class Bechelor'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 percent by promotion on the basis of seniority-cum-fitness in the following manners. (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. (ii) four percent from amongst the Drawing Masters with at least five years service as such and having qualification mentioned in column No. 3. (iii) four percent from amongst the Physical Education Teachers with at least five years service

SET →
~~Redesignated~~

No quota has been allocated for PST's cadre.

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		<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).

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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)	Bechlor's Degree or equivalent qualification from a recognized	(a) Forty percent by initial recruitment; and

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		<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 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). 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>

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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 (BPS-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 percent 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;

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2. Senior Arabic Teacher (SAT) (BPS-16)			<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 at least five years service as such and having qualification mentioned in Column No.3; and</p> <p>(b) fifty per cent by initial recruitment.</p>
3. Senior Theology Teacher (STT) (B-16).	KPK		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.
4. Senior Certified Teacher (SCT)(General) (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.
			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).

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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

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		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>Note: 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>

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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 B.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.A/BSc	Marks obtained X 25 / total marks = ___	
PST Certificate/ Diploma in Education /A.E.	Marks obtained X 20 / total marks = ___	
M.A/MSc/M.Ed / MA Edu	Marks obtained X 20 / total marks = ___	
MPhil/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. Deni Asnad from recognized Tazemut-ul-Wafaqul Muaharis, 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 will be acceptable for the purpose of appointment against the posts of Arabic Teachers or Theology Teachers, as the case may be.

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بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ J-69

University of Peshawar (Pakistan)

Session SUPPLEMENTARY 1984

AKBER ZEB

SON of MUJI FAHAM JAN

and a student

of SWAT DISTRICT

having passed the prescribed examination held in APRIL 19 85, is this day admitted by the University of Peshawar to the Degree of

Bachelor of Arts

in the SECOND Division

The examination was taken as a whole/in parts.

Serial No 012497

Registered No. 82-J-3857

Roll No. 3999

5TH JULY

1985



A-T-C
[Signature]

Muhammad Fadiq
S.C.T BPS-16
G.H.S. Bahrain, Swat.

[Signature]
Registrar

Countersigned

[Signature]
Vice-Chancellor

ATTACHED

N. B.—Line to be drawn under the qualification possessed.

[Signature]
S.C.T (Gazetted)
G.H.S. Chsir, Distt: Swat

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ (70)

University of Peshawar

(Pakistan)

Session 2000-2001

AKHTAR ZEB / Daughter/Son of HAJI FAHAR JAN and a student
of GOVERNMENT JAHANZEB COLLEGE, SWAT having passed the prescribed examination
held in MARCH, 19 90, is this day admitted by the University of Peshawar
to the Degree of
Master of Arts

in the SECOND Division

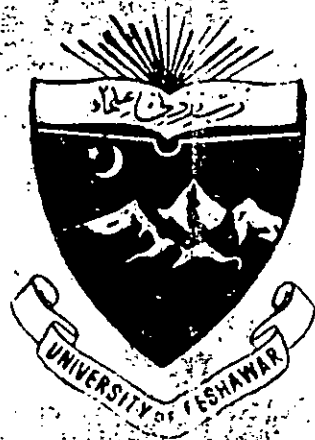
The subject of examination being ECONOMICS

The examination was taken as a whole/in parts.

Serial No. 006776

Registered No. 02 - J - 757

Roll No. 210



A-T-C
Sadiq

Muhammad Sadiq
S.C.T BPS-16
G.H.S, Bahrain, Swat.

Shakul Ahmad
Registrar

Countersigned

Muhammad Tahir
Vice-Chancellor

Atiq
Amir
S.C.T (General)
G.H.S. Chail, Distt. Swat

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University of Peshawar
(Pakistan) (71)

Session ANNUAL 1994

AKBAR ZEB SON OF HAJI FAHAM JAN and a student
of DISTRICT SWAT having passed the prescribed examination
in DECEMBER, 1994, is this day admitted by the University of Peshawar to the Degree of

Bachelor of Education

In the SECOND Division in Theory
In the THIRD Division in Teaching Practice
In the SECOND Division in Aggregate

He/She also passed GENERAL SCIENCE as additional / optional subject.
The Examination was taken as a whole / in parts.

Serial No. 007939

Registered No. 82-J-5057

Enrolment No. 1455

Result declared on MAY 21, 1995



A.T.C.
M. Jady
Muhammad Padiq
S.C.T BPS-16
G.H.S. Bahrain, Swat

Gen. Was.
Registrar

Countersigned

M. J.
Vice-Chancellor

A. Hashi
M. J.
S.C.T (Qualified)
G.H.S. Chari, Dist. Swat

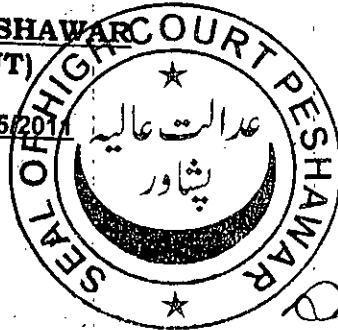
... is a true and correct copy of the qualification possessed.

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K - (72)

JUDGMENT SHEET
PESHAWAR HIGH COURT, PESHAWAR
(JUDICIAL DEPARTMENT)

COC No. 105-P/2018 in WP No. 355/2011



JUDGMENT.

Date of hearing: 08.11.2018

Petitioner (s): Nisar Ahmad & Mr. Noor Muhammad Usmani

Respondent (s): Muhammad Azam Khan & J. P. Officer Ali Gul Ahmad

WAQAR AHMAD SETH, CJ:- Through this

single judgment, we propose to dispose of instant contempt petition as well as connected COC No. 107-P/2018 in WP No. 1662/2010, COC No. 108-P/2018 in WP No. 2967/2009 & COC No. 109-P/2018 in WP No. 3189/2009 because in all the petitions, the petitioners have sought initiation of contempt of court proceedings against the respondents for not implementing the judgment/order dated 26.01.2015.

2. Facts in brief are that the petitioners had filed Writ Petitions before this Court and prayed that the 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

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EXAMINER
Peshawar High Court

30 NOV 2018

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obliging their own person. They further prayed that the notification No. A-14 / SET (M) dated 11.12.2009 and Notification No. A-17 / SET (S) Contract-Apptt: 2009 dated 11.12.2009, as well as Notification No. SO(G) / ES / 185 / 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 writ petitions came up for hearing and vide judgment/order dated 26.01.2015, the same were disposed of in the following terms:-

- (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 workout the backlog 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. After passing the above said judgment, the petitioners were quite hopeful regarding their promotion to the next higher grade being senior most employees but the respondents have again started recruitment process by advertising the posts of various cadres for initial recruitment in various Districts of Khyber Pakhtunkhwa and as such, the inaction of respondents squarely fall within the ambit of

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ATTESTED
EXAMINER
Peshawar High Court
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contempt of court and they are liable to be proceeded and punished under the law; hence, the instant petitions.

4. Respondents No. 2 & 3 have filed reply to the show cause and prayed for dismissal of instant petitions.

5. Arguments heard and record perused.

6. While deciding writ petition No. 2905/2009, vide judgment dated 26.1.2015 which has been upheld by the apex Court, the respondents-department was directed to workout the backlog of the promotion quota and consider in service employees for promotion against the vacant post, till the backlog is washout. In this respect record is suggestive that the backlog was worked out and by that time 2725 employees / teachers were in the promotion zone and as such were promoted. Moreover, by virtue of Regularization Act, 2009, Act No. XVI of 2009, 1766 employees / teachers got regularization and as such, when worked out, the promotion quota was fully exhausted. The judgment in this respect was not for all the times to come for promotion purposes. 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.

ATTESTED

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Peace War High Court
30 NOV 2013

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7. In view of the above, the instant as well as connected contempt petitions are disposed of in terms above.

Show cause notice issued to respondents is hereby recalled.

ANNOUNCED.
Dated: 08.11.2018

Chief Justice

Judge

Newab Shah SCS (DB) Justice Waqar Ahmad Seth CJ & Justice Muhammad Ayub Khan J

No. 15857

Date of Presentation of Application 25.11.18

No of Pages 8

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EXAMINER
Peshawar High Court, Peshawar
Authorized Under Article 87 of
The Constitution Order 1947

30 NOV 2018

ATTESTED

To,

The Secretary (E&SE) Department,
Khyber Pakhtunkhwa, Peshawar.

DEPARTMENTAL APPEAL FOR THE GRANT OF PROMOTION TO THE POST OF SECONDARY SCHOOL TEACHER (BPS-16) FROM THE DATE WHEN THE PROMOTION QUOTA WAS FILLED UP 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.

Respected Sir,

With due respect it stated that I was initially appointed as CT in your good self Department vide order dated 09.12.1989. During service as Certified Teacher I was in the promotion zone to the post of SST (BPS-16) but the concerned authority instead of promoting me advertised the said posts of SST (BPS-16) on adhoc/contract basis. I was under protest and my colleagues applied for the said post through initial recruitment but the same was also refused to me and my colleagues on the pretext that regular employees are not entitle to apply for the adhoc/contract posts of SST (BPS-16) thus me and my colleagues were deprived from the prospects of promotion. It is pertinent to mention that at the time of above mentioned advertisement the post/cadre of CT (BPS-15) to which I belong have no prospects of promotion. In light of the said advertisement new appointments were made by the authorities on adhoc basis and even the promotion quota was also filled by the authority though initial recruitment. In the meanwhile the Provincial Government Promulgated the employee's 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 I belong. That the promotion quota for which me and my colleagues have waited for decades has been washed by operation of the said Act of 2009. I was feeling aggrieved alongwith my others 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

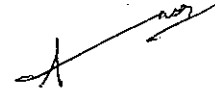
ATTESTED

would be complete ban on fresh recruit. The concerned authority 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 me and my colleagues time and again visited the concerned quarter for our promotion to the next higher scale but the concerned authority instead of redressing the grievances advertised the posts through initial recruitment through various advertisements. That it is pertinent to mention that I was promoted to the post of SST (BPS-16) vide Notification dated 22.04.2016 with immediate effect rather than retrospective effect i.e. from the date when the quota was filled up through initial recruitment. I am feeling aggrieved filed this Departmental appeal before your good self for redressal of my grievances.

It is therefore, most humbly prayed that on acceptance of this Departmental I may very kindly be promoted to the post of SST (BPS-16) including seniority with all back benefits w.e.f. the date when the promotion quota was filled up through initial recruitment.

Dated: 12.6.2019

Your Obediently



AKBAR ZEB SST (BPS-16),
GHS Behrain, District Swat

ATTESTED

VAKALATNAMA

Before the KP Service Tribunal Peshawar

OF 2019

Albar Zeb

(APPELLANT)
(PLAINTIFF)
(PETITIONER)

VERSUS

Education

(RESPONDENT)
(DEFENDANT)

I/We Albar Zeb

Do hereby appoint and constitute **NOOR MOHAMMAD KHATTAK, Advocate, Peshawar** to appear, plead, act, compromise, withdraw or refer to arbitration for me/us as my/our Counsel/Advocate in the above noted matter, without any liability for his default and with the authority to engage/appoint any other Advocate Counsel on my/our cost. I/we authorize the said Advocate to deposit, withdraw and receive on my/our behalf all sums and amounts payable or deposited on my/our account in the above noted matter.

Dated. ___/___/2019

Albar Zeb
CLIENT

NOOR MOHAMMAD KHATTAK
ACCEPTED

SHAHZULLAH YOUSAFZAI

&
MIR ZAMAN SAFI
ADVOCATES

OFFICE:
Flat No.3, Upper Floor,
Islamia Club Building, Khyber Bazar,
Peshawar City.
Mobile No.0345-9383141

BEFORE THE KHYBER PAKTUNKHWA SERVICE TRIBUNAL
PESHAWAR.

Service Appeal No. 1231/2019

Akbar Zeb (BPS-16) GHS Bahrain, District Swat.

SST

.....Appellant

Versus

1. Government of Khyber Pakhtunkhwa through Secretary Elementary and Secondary Education Peshawar.
2. Director Elementary and secondary education Khyber Pakhtunkhwa at Peshawar.
3. District Education officer (Male) Swat.

..... Respondents

Parawise Comments on Behalf of the Respondents:

Respectfully Shewith

Preliminary objections

1. That the Appellant is not an aggrieved person within the meaning of Section 4 of the service Tribunal Act, 1974.
2. That the Appellant has no cause of action / locus standi.
3. That the Appellant has not come to this Honorable Court with clean hands.
4. That the Appellant has filed this instant service appeal just to pressurize the respondents.
5. The present service appeal is liable to be dismissed for non-joinder/miss joinder of necessary parties.
6. That the instant service appeal is against the prevailing law and rules.
7. That the Appellant has filed this instant Service Appeal on malafide motives.
8. That the instant appeal is badly time barred.
9. That the instant service appeal is not maintainable in the present form, and above in the present circumstances of the issue.
10. That the Appellant has estopped by his own conduct.
11. That the Appellant has concealed the material facts from this Honorable Tribunal.

FACTS:

1. That the Para No.1 is correct. Hence no comments.
2. That the Para No.2 is correct to the extent of advertisement, the rest of the Para is incorrect and not admitted. The Appellant was not in promotion zone at the time of the above mentioned advertisement. There was no promotion policy from CT to SST at the time of the mentioned advertisement. Later on in 2012 policy was promulgated and amended in 2014. According to this policy there are three categories of SST i.e SST I (Chemistry, Botany or Zoology), SST II (Physics, Maths A or B or Statistics) & SST General. The appellant will be promoted in his category on his own turn. **(Policy as annexure A)**
3. That the Para No.3 is correct to the extent that there was no promotion policy from CT BPS-15 to SST BPS-16 at the time of the above

mentioned advertisement. However, as stated in the foregoing Para, now the policy exists for promotion from CT BPS-15 to SCT BPS-16 and SST BPS-16. The promotions have been made on the basis of seniority cum fitness basis according to the policy. If the Appellant felt aggrieved of any order of promotion he should file departmental appeal before the competent authority.

4. That the Para No.4 is correct to the extent of appointments on ad-hoc basis. The rest of the Para is incorrect and denied. On one hand the Appellant admits in Para No.3 that there was no policy of promotion from CT to SST while on the other hand the Appellant says that promotion quota was filled by appointments.
5. That the Para No. 5 is correct to the extent of regularization Act 2009 the rest of the Para is irrelevant as the Honorable Peshawar High Court has already declared the regularization Act as beneficial.
6. That the Para No. 6 is correct.
7. That the Para No.7 is correct to the extent of judgments of the Honorable Courts the rest of the Para is incorrect and denied. According to the judgment dated 08-11-2018 of the Honorable Peshawar High Court in COC No. 105-P/2018 in W.P NO. 355/2011 it has clearly been mentioned that backlog was worked out by that time 2725 employees/teachers were in the promotion zone and as such were promoted. If the Appellant felt aggrieved of any order of promotion he should file departmental appeal before the competent authority. **(Judgment as annexure B)**
8. That the Para No. 8 is correct to the extent of promotion of Appellant to the post of SST. The rest of the para is incorrect and denied. There was no policy of promotion from CT to SST at the time of advertisement. According to the policy 2012 amended in 2014 the Appellant will be promoted to the post of SCT or SST on his turn in his category as stated above. No one junior than the Appellant has been promoted to SST in the cadre and category to which Appellant belongs. Moreover, according to the policy Appellant have been promoted on his own turn. **(Last promotion order as annexure C)**
9. That the Para No. 9 is correct. However as stated in the foregoing paras the Appellant has to wait till his turn of promotion.
10. That the Para No. 10 is correct to the extent of appeal however, the Appellant has to wait till his turn of promotion. He cannot be promoted without his turn.
11. That the instant service appeal of the Appellant is bereft of any merit, hence liable to be dismissed inter alia following grounds.

GROUNDS


- A. That the Para No. A is incorrect and denied. The respondent department has to act according to the rules, policy and law. The Appellant has been treated in accordance with law, rules and policy.

- B. That the Para No. B is incorrect and denied. The Appellant has been treated in accordance with law, rules and policy. The respondent department cannot even think of the violation of any Article of the constitution.
- C. That the Para No. C is repetition of above para, hence no comments.
- D. That the Para No. D is incorrect and denied. Detail reply of this Para has already been given in the above Paras.
- E. Para No. E is repetition of above para, hence no comments.
- F. That the Para No. F is incorrect and not admitted. As stated in the foregoing Paras, the respondents have acted in accordance with rules and policy.
- G. That the Para No. G is again the repetition of the Paras, hence no comments.
- H. That the Para No. H is irrelevant to the present issue, hence no comments.
- I. That the Para No. I is irrelevant, however the respondents also seek permission of this Honorable Tribunal to advance further grounds at the time of arguments.

It is, therefore, very humbly prayed that the instant service appeal of the Appellant may be dismissed with cost in favor of the respondents.


DISTRICT EDUCATION OFFICER (M)
SWAT AT GULKADA


DIRECTOR,
ELEMENTARY AND SECONDARY
EDUCATION KHYBER PAKHTUNKHWA


SECRETARY
ELEMENTARY AND SECONDARY
EDUCATION PESHAWAR



GOVERNMENT OF KHYBER PAKHTUNKHWA
ELEMENTARY & SECONDARY EDUCATION DEPARTMENT

Peshawar, dated the 24th July, 2014.

NOTIFICATION

No.SO(PE)4-5/SSRC/Meeting/2013/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, the Elementary and Secondary Education Department in consultation with the Establishment Department and the Finance Department hereby directs that in this Department's Notifications No.SO(G)S&LD/1-28/2003/Vol-II dated, 09-04-2004, Notification No.SO(G)S&L/1-69/06/Vol-1/DPE/LIB dated, 13-11-2007, and Notification No.SO(PE)4-5/SSRC/Meeting/2012/Teaching Cadre, dated, 13-11-2012, the following further amendments shall be made, namely:

AMENDMENTS

In the Appendix,-

- (i) Serial No. 1 shall be renumbered as 1B and before Serial No. 1B, as so renumbered, the following new entries shall be inserted in respective columns, namely:

1	2	3	4	5
1.	Subject Specialist (BPS-17)	i. At least second class Master's Degree or four years BS Degree in the relevant subject; and ii. Bachelor of Education or Master of Education (Industrial Art or Business Education) or M.A Education or equivalent qualification from a recognized University.	23 to 35 years	(a) Fifty per cent by promotion, on the basis of seniority-cum-fitness, for the relevant subject from amongst the Secondary School Teachers (BPS-16), with at least five years service as such and having qualification mentioned in column No. 3. Note: If no suitable candidate is available in the relevant subject the post falling in their promotion quota shall be filled by initial

1A	Director Physical Education (BPS-17)	At least second class Master's Degree in Physical Education from a recognized University.	22-35 years	<p>recruitment; and (b) fifty percent by initial recruitment.</p> <p>(a) Fifty percent by promotion, on the basis of seniority-cum-fitness, from amongst Senior Physical Education Teachers (BPS-16), with at least five years service as Senior Physical Education Teacher and Physical Education Teacher and having qualification mentioned in column No. 3:</p> <p>Provided that if no suitable person is available from amongst Senior Physical Education Teachers for promotion then the post shall be filled by promotion, on the basis of seniority-cum-fitness, from amongst the Physical Education Teachers, with at least five years service as such and having qualification mentioned in column No. 3;</p> <p>Note:- If no suitable candidate is available in the relevant cadres of the above teachers, the post falling in their promotion quota shall be filled by initial recruitment; and</p> <p>(b) fifty percent by initial recruitment"; and</p>
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(ii) amongst Serial No. 1B, as so remembered, for the existing entries, the following shall be substituted, in respective columns, namely:

1	2	3	4	5
"1B.	Secondary School Teacher (BPS-16)	<p>I. At least second class Bachelor Degree's from a recognized University on need basis from the following groups with two subject</p> <p>(a) (Chemistry, Botany or Zoology),</p> <p style="text-align: center;">Or</p> <p>(b) (Physics, Maths "A" or "B" or Statistics)</p> <p style="text-align: center;">Or</p> <p>(c) (Humanities and other equivalent groups at degree level with English as compulsory subject;</p> <p style="text-align: center;">and</p> <p>II. Bachelor of Education or Master of Education (Industrial Art or Business Education) or M.A Education or equivalent qualifications from a recognized University.</p>	21 to 35 years.	<p>1. Seventy Five per cent by promotion, on the basis of seniority-cum-fitness, from the district concerned in the following manner:</p> <p>(a) forty per cent from amongst the Senior Certified Teachers (BPS-16), with at least five years service as Senior Certified Teacher and Certified Teacher and having qualification mentioned in column No.3:</p> <p style="text-align: center;">Provided that if no suitable candidate is available from amongst Senior Certified Teachers for promotion then the post shall be filled by promotion, on the basis of seniority-cum-fitness, from amongst Certified Teachers, with at least five years service as such and having qualification mentioned in column No. 3;</p> <p>(b) four per cent from amongst the Senior Drawing Masters(BPS-16), with at least five years service as Senior Drawing Masters and Drawing Masters and having qualification mentioned in column No.3:</p>

Provided that if no suitable candidate is available from amongst Senior Drawing Masters for promotion then the post shall be filled by promotion, on the basis of seniority-cum-fitness, from amongst Drawing Masters with at least five years service as such and having qualification mentioned in column No. 3;

- (c) four per cent from amongst the Senior Arabic Teachers(BPS-16), with at least five years service as Senior Arabic Teachers and Arabic Teachers, and having qualification mentioned in column No.3:*

Provided that if no suitable candidate is available from amongst Senior Arabic Teachers for promotion then the post shall be filled by promotion, on the basis of seniority-cum-fitness, from Arabic Teachers with at least five years service as such and having qualification mentioned in column No. 3;

- (d) four per cent from amongst the Senior Theology Teachers(BPS-16), with at least five years service as Senior Theology Teachers and Theology Teachers and having qualification mentioned in column No.3:*

			<p>Provided that if no suitable candidate is available from amongst Senior Theology Teachers for promotion then the post shall be filled by promotion, on the basis of seniority-cum-fitness, from amongst Theology Teachers with at least five years service as such and having qualification mentioned in column No. 3;</p> <p>(e) three per cent from amongst the Senior Qaris (BPS-16), with at least five years service as Senior Qari and Qari and having qualification mentioned in column No.3:</p> <p>Provided that if no suitable candidate is available from amongst the Senior Qaris then the post shall be filled by promotion, on the basis of seniority-cum-fitness, from Qaris with at least five years service as such and having qualification mentioned in column No. 3;</p> <p>(f) twenty per cent from amongst the Primary School Head Teachers (BPS-16), with at least seven years service as Primary School Head Teachers and Senior Primary School Teachers and Primary School Teachers and having qualification mentioned in column No. 3:</p> <p>Provided that if no suitable candidate is available from amongst</p>
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SECRETARY TO GOVERNMENT OF KHYBER PAKHTUNKHWA
ELEMENTARY & SECONDARY EDUCATION DEPARTMENT

Endst : of even No & date:

1. The Secretary to Government of Khyber Pakhtunkhwa, Establishment and Administration Department Peshawar.
2. The Secretary to Government of Khyber Pakhtunkhwa, Finance Department Peshawar.
3. The Secretary to Government of Khyber Pakhtunkhwa, Law Department Peshawar
4. The Secretary Khyber Pakhtunkhwa, Public Service Commission Peshawar.
5. The Accountant General Khyber Pakhtunkhwa Peshawar.
6. The Director, Elementary and Secondary Education Department Khyber Pakhtunkhwa Peshawar.
7. The Director of Education (FATA) Peshawar.
8. The Director, Curriculum and Teacher Education Khyber Pakhtunkhwa Abbottabad.
9. The Director, (PITE) Khyber Pakhtunkhwa Peshawar.
10. The Director, ESRU Elementary and Secondary Education Department Khyber Pakhtunkhwa Peshawar.
11. Manager Government Printing Press Khyber Pakhtunkhwa Peshawar.
12. The Deputy Director, EMIS (S&SE) Department Khyber Pakhtunkhwa Peshawar.
13. All District Education Officer (M&F) in Khyber Pakhtunkhwa.
14. All District Account Officer in Khyber Pakhtunkhwa.
15. All Agency Education Officer in FATA
16. All Agency Account Officer in FATA.
17. PS to Governor Khyber Pakhtunkhwa. Peshawar.
18. PS to Chief Minister Khyber Pakhtunkhwa. Peshawar.
19. PS to Chief Secretary Khyber Pakhtunkhwa. Peshawar.
20. PS to Minister E&SE Khyber Pakhtunkhwa. Peshawar.
21. PS to Secretary E&SE Khyber Pakhtunkhwa. Peshawar.
22. Master file

(7)



(ZAMIN KHAN MOMAND)
SECTION OFFICER (PRIMARY)

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JUDGMENT SHEET
PESHAWAR HIGH COURT, PESHAWAR
(JUDICIAL DEPARTMENT)

COC No. 105-P/2018 in WP No. 355/2017



JUDGMENT.

Date of hearing: 08.11.2018

Petitioner (s): *Nisar Ahmad Khan, Mr. Noor Muhammad Wazir*

Respondent (s): *Muhammad Azam Khan, Iqbal Chishti, P. H. 104.*

WAQAR AHMAD SETH, CJ:- Through this

single judgment, we propose to dispose of instant contempt petition as well as connected COC No. 107-P/2018 in WP No. 1662/2010, COC No. 108-P/2018 in WP No. 2967/2009 & COC No. 109-P/2018 in WP No. 3189/2009 because in all the petitions, the petitioners have sought initiation of contempt of court proceedings against the respondents for not implementing the judgment/order dated 26.01.2015.

2. Facts in brief are that the petitioners had filed Writ Petitions before this Court and prayed that the 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

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Peshawar High Court
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obliging their own person. They further prayed that the notification No. A-14 / SET (M) dated 11.12.2009 and Notification No. A-17 / SET (S) Contract-Appnt: 2009 dated 11.12.2009, as well as Notification No. SO(G) / ES / 185 / 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 writ petitions came up for hearing and vide judgment/order dated 26.01.2015, the same were disposed of in the following terms:-

- (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 workout the backlog 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. After passing the above said judgment, the petitioners were quite hopeful regarding their promotion to the next higher grade being senior most employees but the respondents have again started recruitment process by advertising the posts of various cadres for initial recruitment in various Districts of Khyber Pakhtunkhwa and as such, the inaction of respondents squarely fall within the ambit of

APPROVED
EXAMINER
Peshawar High Court
30 NOV 2019

(61)

contempt of court and they are liable to be proceeded and punished under the law, hence, the instant petitions.

4. Respondents No. 2 & 3 have filed reply to the show cause and prayed for dismissal of instant petitions.

5. Arguments heard and record perused.

6. While deciding writ petition No. 2905/2009, vide judgment dated 26.1.2015 which has been upheld by the apex Court, the respondents-department was directed to workout the backlog of the promotion quota and consider in service employees for promotion against the vacant post, till the backlog is washout. In this respect record is suggestive that the backlog was worked out and by that time 2725 employees / teachers were in the promotion zone and as such were promoted. Moreover, by virtue of Regularization Act, 2009, Act No. XVI of 2009, 1766 employees / teachers got regularization and as such, when worked out, the promotion quota was fully exhausted. The judgment in this respect was not for all the times to come for promotion purposes. 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.

Public Works Dept.
30 NOV 2018

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7. In view of the above, the instant as well as connected contempt petitions are disposed of in terms above. Show cause notice issued to respondents is hereby recalled.

ANNOUNCED.
Dated: 08.11.2018

Chief Justice

Judge

Newab Shah SCS (DB) Justice Waqar Ahmed Seth CJ & Justice Muhammad Ayub Khan J

No. 1587

Date of Presentation of Application 25.11.18

No of Pages 3

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EXAMINER
Peshawar High Court, Peshawar
Authorized Under Article 87 of
The Qanun-e-Shahadat Order 1984

30 NOV 2018



OFFICE OF THE DISTRICT EDUCATION OFFICER (MALE)
SWAT AT GULKADA

PHONE/FAX 9240228
E-Mail
deomswat@gmail.com
www.male.sed.edu.pk

NOTIFICATION

Consequent upon the Notification issued by the Director of Elementary & Secondary Education Khyber Pakhtunkhwa Peshawar vide his office Endst: No 681-85/File No.1/Promotion SST (B-16) Dated Peshawar the 05-02-2020. The following SSTs (whose services were placed at the disposal of DEO (M) Swat for further adjustment) are hereby adjusted against the post in the schools noted against each in the interest of public service under the existing policy of the Provincial Government on the terms and conditions given in the afore mentioned notification of the Director Elementary & Secondary Education Khyber Pakhtunkhwa, Peshawar with immediate effect.

SST(MATHS & PHYSICS)

S: #	Name	Present School	School Where adjusted	Remarks
01	MR.FAZAL SUBHAN C.T	GHSS MINGORA SWAT	GHS MANAI SWAT	AGAINST VACANT-POST
02	MR-IFTIKHAR C.T	GHSS NO 3 MINGORA	GHSS NO 3 MINGORA SWAT	AGAINST VACANT POST
03	MR.ANWAR KHALIQ .SPST	GPS SAMSARAY SWAT	GMS DADAHARA SWAT	AGAINST VACANT POST
04	MR ABDUL QADOOS SPST	GPSDELAY SWAT	GHS QANDIL SWAT	AGAINST VACANT POST

SST (GENERAL)

S:#	Name	Present School	School Where adjusted	Remarks
1	MR ADIL JAN SCT	GHS SERSENAI	GHS SHAH DEHRAI	AGAINST VACANT POST
2	MR.MUHAMMAD ALAM SCT	GHS ASALA	GHS ASALA SWAT	AGAINST VACANT POST
3	MR.SAMIULLAH SCT	GHS NOI MINGORA	GHS NAWAKALY (M)	AGAINST VACANT POST
4	MR.ANWAR IQBAL SCT	GHS AMANKOT	GHS AMANKOT SWAT	AGAINST VACANT POST
5	MR.MUKARAM KHAN SCT	GCMHSS WADOODIA	GCMHSS WADUDIA SWAT	AGAINST VACANT POST
6	MR.FAZAL RAHMAN SCT	GHS TOTANO BANDAI	GHS TOTANO BANDAI	AGAINST VACANT POST
7	MR.MUHAMMAD LAIQ SCT	GHS MATTA	GHSS BAMAKHELA	AGAINST VACANT POST
8	MR.GUL MUHAMMAD SHAH	GHS SWEEGALAI	GMS MALOOCH SWAT	AGAINST VACANT POST
9	MR ALAMGIR SCT	GHS UDIGRAM	GHS UDIGRAM SWAT	AGAINST VACANT POST
10	MR.FAZAL AZIM SDM	GHSS KHWAZAKHELA	GHSS BATAI KHWAZAKHELA	AGAINST VACANT POST
11	MR.UMAR ZADA SDM	GHS NO 4 MINGORA	GHSS CHARBAGH	AGAINST VACANT POST
12	MR FAZAL AZIM AT	GHS DURUSHKHELA	GHS DURUSHKHELA	AGAINST VACANT POST

13	MR.KHURSHID ALI AT	GHSS DEOLAI	GHSS DEOLAI SWAT	AGAINST VACANT POST
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(MUHAMMAD RIAZ)

District Education Officer (M)

Endst: No 551-67 /Promotion/SST Swat . Dated 19/5 Swat / 2020

Copy forwarded for information and necessary action to the:-

1. Director Elementary & Secondary Education Khyber Pakhtunkhwa Peshawar with reference to his No cited above.
2. District Accounts Officer Swat at Saidu Sharif.
3. Principals/Headmasters concerned.
4. Budget & Accounts Officer Local Office.
5. Superintendent Local Office.
6. Official Concerned.

District Education Officer (M)

Swat

**BEFORE THE HONORABLE KHYBER PAKHTUNKHWA SERVICE
TRIBUNAL PESHAWAR.**

Service Appeal No: 1231/2019

Akbar Zeb SST (BPS-16) GHS Behrain, District Swat Appellant.

VERSUS

Secretary E&SE Department, Khyber Pakhtunkhwa & others....Respondents

JOINT PARAWISE COMMENTS FOR& ON BEHALF OF RESPONDENTS No: 1-3.

Respectfully Sheweth :-

The Respondents submit as under:-

PRELIMINARY OBJECTIONS.

- 1 That the Appellant has got no cause of action/locus standi.
- 2 That the instant Service Appeal is badly time barred.
- 3 That the Appellant has concealed material facts from this Honorable Tribunal.
- 4 That the instant service appeal is based on mala fide intentions.
- 5 That the Appellant has not come to this Honorable Tribunal with clean hands.
- 6 That the instant Service Appeal is against the prevailing law & rules.
- 7 That the Appellant has been treated as per law, rules & policy.
- 8 That the appeal is not maintainable in its present form.
- 9 That the appeal is bad for miss-joinder & non-joinder of the necessary parties.
- 10 That the instant Service Appeal is barred by law.

- 11 That the Appellant is not competent to file the instant appeal against the respondents.
- 12 That the Notification dated 24/10/2009 is legally competent & is not applicable of the appellant to the extant of promotion along with the grant of all back service benefits under the rules.
- 13 That the appellant has correctly been promoted against the SST BPS-16 post in view of the rules, criteria & policy by the Respondent Department.

ON FACTS

- 1 That Para-1, needs no comments, being pertains to the service records of the appellant relating to the appointed vide order dated 22/11/1986 as PST & vide an other order dated 01/06/1991 against the AT post in the Respondent Department.
- 2 That Para-2 is correct to the extent that the Respondent Department has advertised SST B-16 post in the National press on adhoc / contract basis for only for fresh candidates by barring the in service Teachers in the Respondent Department for initial period one year as per policy of the govt. **(Copy of the advertisement is annexed as Annexure-A).**
- 3 That Para-3 is incorrect & not admitted on the grounds that the appellant was appointed against the SST BPS-16 post on adhoc/contract base in view of the terms & conditions in the advertisement for the said post & cannot claim regularization wef 24/10/2009 against the SST Post in the Respondent Department. Therefore, the claim of the appellant is baseless & liable to be rejected **(Copy of the Act of 2009 is Annexure-B).**
- 4 That Para-4 is correct. The factum of the applying for the SST post on Adhoc/contract basis cannot be accrued any legal rights for the grant of seniority & other allied service benefits against the SST B-16 post to the appellant. As it can only be allowed to a candidate for the SST post on adhoc/contact basis appointed by the Respondent Department in view of the terms & conditions.
- 5 That Para-5 is correct that the services of the adhoc/contract SSTs in B-16 were regularized under the Regularization services Act of 2009 by the Respondent Department & a copy of the said Act of 2009 is already attached as Ann-B for ready reference.

- 6 That Para-6 is correct to the extent of filing of writ petition No.2905/2009 under title Atta Ullah etc VS The Chief Secretary Govt. of KPK & others before the Honorable Peshawar high Court Peshawar which was decided on 26/01/2015 with the direction to the Respondent Department as under:-
- i. **The Act.XVI of 2009, commonly known as (Regularization of service Act, 2009 is held as beneficial & remedial legislation to which no interference is advisable, hence, up held.**
 - 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 judgment is Ann-C).**
- 7 That the Para-7 is correct. That vide judgment 20/09/2017, the august Supreme Court of Pakistan dismissed CPs No.127-129/P/2015 case titled the Chief Secretary Govt.of KPK etc VS Atta Ullah & others in favor of the Respondent Department.(copies of the judgment, & applications for the appointments against the SSTs B-16 post through NTS are attached as Ann-D,E,F,G & H).
- 8 That Para-8, is correct that the appellant has been promoted to the post of SST B-16 vide notification dated 14/03/2012 with immediate effect rather than with retrospective effect in view of the APT rules 1989 from SCT to SST B-16 post in the Respondent Department on the basis of reserved quota for promotion under the relevant criteria/policy dated 13/12/2011 of the Respondent Department (Copy of the said policy is Ann-I).
- 9 That para-9 is correct that COC No.105-P/2018 in the above said WP No.2905/2009 Atta Ullah etc VS Govt. of KPK & others has been dismissed vide order dated 08/11/2018 on the grounds of jurisdiction by the Honorable Peshawar High Court Peshawar (copy of the order dated 08/11/2018 is Ann-J).
- 10 The para-10 is legal. However, the Respondents further submits on the following grounds inter alia:-

ON GROUNDS

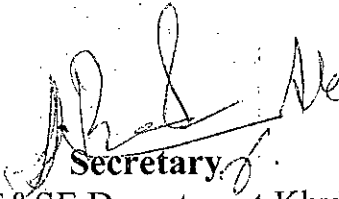
- A **Incorrect & not admitted.** The stand of the appellant is without any cogent reason & legal justification & liable to be rejected as the act of the Respondent Department with in legal parameter & liable to be maintained.

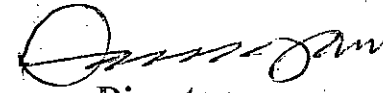
- (4)
- B **Incorrect & not admitted.** The stand of the appellant is without any cogent reason & legal justification & liable to be rejected as the act of the Respondent Department with regard to the non-grant of promotion wef 24/10/2009 against the SST B-16 post is within legal sphere having no question of violating the mandatory provision of Articles-4 & 25 of the constitution of Islamic Republic of Pakistan 1973.
- C **Incorrect & not admitted.** The act of the Respondent Department with regard to the non-grant of promotion wef 24/10/2009 against the SST B-16 post is within legal sphere is in accordance with law & rules. Therefore, the plea of the appellant is liable to be rejected.
- D **Incorrect & not admitted.** The plea of the appellant is baseless as the act of the Respondent Department is legally competent & liable to be maintained in favor of the Respondents.
- E **Incorrect & not admitted.** The plea of the appellant is baseless as the act of the Respondent Department is legally competent & liable to be maintained in favor of the Respondents.
- F **Incorrect & not admitted.** The plea of the appellant is baseless as the act of the Respondent Department is legally competent & liable to be maintained having no question of violating the provision of S-9 of civil servants Act r/w Rules-7 of the APT Rules-1989.
- G **Incorrect & not admitted.** The plea of the appellant is baseless as the act of the Respondent Department is legally competent & liable to be maintained as he is not entitled for the grant of consequential benefits including seniority wef 24/10/2009 against the SST B-16 post in the Respondent Department.
- H **Incorrect & not admitted.** The stand of the appellant is without any cogent reason & legal justification & liable to be rejected as the act of the Respondent Department with regard to the non-grant of promotion wef 24/10/2009 against the SST B-16 post is within legal sphere having no question of violating the mandatory provision of Article 38(e) of the constitution of Islamic Republic of Pakistan 1973.
- I **Legal.** However, the Respondents also seek leave of this Honorable Tribunal to submit additional grounds, record & case law at the time of arguments on the date fixed.

(5)

In view of the above made submissions, it is most humbly requested that this Honorable Tribunal may very graciously be pleased to dismiss the instant Service Appeal in favor of the Respondents in the interest of justice.


Dated ___ / ___ /2020

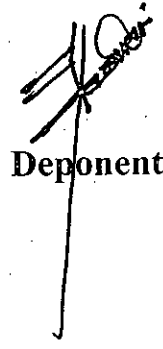

Secretary
E&SE Department Khyber
Pakhtunkhwa, Peshawar.
(Respondent No: 1)


Director
E&SE Department Khyber
Pakhtunkhwa, Peshawar.
(Respondents No: 2&3)

AFFIDAVIT

I, Hayat Khan Asstt: Director (Litigation-II) E&SE Department Khyber Pakhtunkhwa, do hereby solemnly affirm & declare on oath that the contents of the instant Parawise Comments are true & correct to the best of my knowledge & belief.


Director
Elementary & Secondary Education
Khyber Pakhtunkhwa Peshawar


Deponent

A B-14

2007-09-06 تا 2007-09-16

www.onwfp.gov.pk

INF (P) 2760

Also available on: www.nwfp.gov.pk

0997-920190

نئی نصاب اور درجہ بندی کے تحت

نصاب	مرتبہ	تعداد	تعداد	تعداد
B-17(SS)	16	16	16	16
B-16	16	16	16	16
B-15	16	16	16	16
B-14	16	16	16	16
B-13	16	16	16	16
B-12	16	16	16	16
B-11	16	16	16	16
B-10	16	16	16	16

www.onwfp.com

www.nwfp.gov.pk

0997-920190

Qualification	Total Marks	1st Division	2nd Division	3rd Division
B.Sc	10	10	0	0
B.A	10	10	0	0

Higher Education than the prescribed qualification

One Stage Above = 0 marks (MA/MSC)

Two Stage Above = 0 marks (PHD)

Three Stage Above = 12 marks (Post Doc or less 4 Months)

Qualification	Total Marks	1st Division	2nd Division	3rd Division
B.Sc	10	10	0	0
B.A	10	10	0	0

Higher Education than the prescribed qualification

One Stage Above = 0 marks (MA/MSC)

Two Stage Above = 0 marks (M.Phil)

Three Stage Above = 12 marks (PhD)

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0997-920190

Qualification	Total Marks	1st Division	2nd Division	3rd Division
B.Sc	10	10	0	0
B.A	10	10	0	0

Annex

B

71

17

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.

39

(8)

regularized under the Act in question be calculated in that cadre and equal number i.e remaining 50 % are to promoted from amongst the eligible in service employees, other wise, eligible for promotion on the basis of sonority cum fitness."

19- In view of the above, this writ petition is disposed of in the following terms:-

(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 workout the backlog 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.

Order accordingly.

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Announced.
26th January 2015

JUDGE

Handwritten signature

CERTIFIED TO BE TRUE COPY

Examiner
Peshawar High Court Peshawar

Handwritten signature
2/2/15

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Annex C D

(9)

IN THE SUPREME COURT OF PAKISTAN
(APPELLATE JURISDICTION)

PRESENT:

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

E-40

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, 224 of 2010)

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

Versus

Attaullah 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

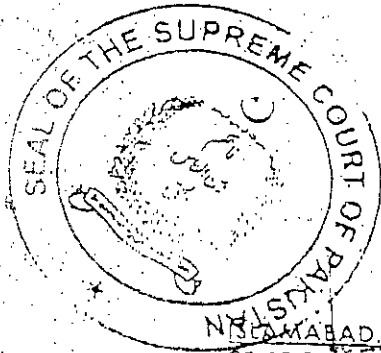
Date of Hearing: 20.09.2017.

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

ATTESTED
[Signature]

GR No: 14572/17 Civil/Criminal
Date of Presentation: 29-9-17
No of Words: 30
No of Pages: 3
Requisition Fee: 500
Copy Fee in: 100
Court Fee \$: 600
Date of Copy: 29/9/17
Date of delivery copy: 2/10/17
Compared by/Prepared by: [Signature]
Received by: [Signature]

D

E-40

IN THE SUPREME COURT OF PAKISTAN
(APPELLATE JURISDICTION)

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

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, 3045 of 2009, 224 of 2010)

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

Versus

Attullah and others, Respondent(s)
Nasruminullah and others,
Mukhtar Ahmad and others.

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

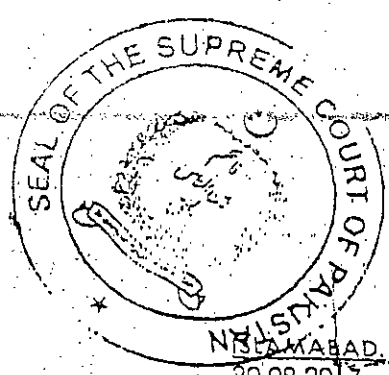
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Sd/-Ijaz ul Ahsan, J.
Certified to be True Copy.

[Signature]
Court Associate
Supreme Court of Pakistan
Islamabad
29/9/17



M. Azhar Malik
25/9/17
ATTESTED
[Signature]

GR No: 14572/17 Civil/Criminal
Date of Presentation: 29-9-17
No of Wards: 30
No of Fees: 3
Requisition # : 8-8
Copy Fee in: 1-86
Court Fee \$: 6-86
Date of Co: 29/9/17
Date of delivery copy: 24/11/17
Compared by/Prepared by: *[Signature]*
Received by: *[Signature]*

درخواستیں مطلوب ہیں

درخواستوں پر غور نہیں کیا جائیگا۔

سیرہ جنوبی پوائنٹ، پونٹک اور انٹرنیٹ سروسز، چیجرز، اسٹریٹرز اور ڈائریکٹرز کی ایڈوائزمنٹ 2011ء کے سب سے 4 ویں وقت سے جاری امیدواروں کی لسٹ ہے۔ جن کو نئے کے ذریعہ امتحان (مرمانہ ازمانہ) سکولوں میں درج ذیل آسامیوں پر کرنے کے لئے سیرہ جنوبی کے متعلقہ اضلاع کے سکولوں میں امیدواروں سے مجوزہ فارم نمبر 20 دسمبر 2017ء تک درخواستیں مطلوب ہیں۔ درخواستی فارم (NTS) کی ویب سائٹ (<http://www.nts.org.pk>) پر دستیاب ہے۔ مقررہ تاریخ گزارنے کے بعد موصول ہونے والی

نمبر شمار	نام آسامی	تفصیلات
1	سیکندری سکول ٹیچر (SST) بیالومی/ کیسٹری۔ BPS-16	(i) کسی بھی تسلیم شدہ یونیورسٹی سے سیکنڈ ڈگری نچلر ڈگری جس کے ساتھ درج ذیل دو مضامین لازمی ہوں۔ (i) کیسٹری، بیالومی (دراولومی یا بائی) (ii) سٹیشن اور تفریح کے بعد 9 ماہ کی لازمی ٹریکنگ حکومتی اداروں RITE/PITE سے حاصل کرتی ہوگی۔
2	سیکندری سکول ٹیچر (SST) فزکس/ فزکس، ایٹھلس BPS-16	(i) کسی بھی تسلیم شدہ یونیورسٹی سے سیکنڈ ڈگری نچلر ڈگری جس کے ساتھ درج ذیل دو مضامین لازمی ہوں۔ (i) فزکس، ایٹھلس یا (ii) فزکس، ایٹھلس (iii) سٹیشن اور تفریح کے بعد 9 ماہ کی لازمی ٹریکنگ حکومتی اداروں RITE/PITE سے حاصل کرتی ہوگی۔
3	سیکندری سکول ٹیچر (SST) جرنل BPS-16	(i) کسی بھی تسلیم شدہ یونیورسٹی سے سیکنڈ ڈگری نچلر ڈگری جس کے ساتھ درج ذیل دو مضامین لازمی ہوں۔ (i) انگریزی لازمی، ہونٹنٹیگر گروپ یا دیگر مساوی گروپ۔ (ii) سٹیشن اور تفریح کے بعد 9 ماہ کی لازمی ٹریکنگ حکومتی اداروں RITE/PITE سے حاصل کرتی ہوگی۔

سلیکشن کو ریٹریو یا اساتذہ کے سلیکشن کیلئے کریڈیٹریا درج ذیل ہے۔ کل 200 نمبر ہیں، تقسیم اس طرح سے کی جائیں گی۔

(1) سکریننگ ٹیسٹ بریڈ - NTS=100 نمبر	(ب) قلمی قابلیت - 100 نمبر	جس کی کل شرح 100 ہوگی
--------------------------------------	----------------------------	-----------------------

یہ ایسے ہمارے سالہ کورس کی صورت میں نمبروں کی تقسیم اس طرح ہوگی۔ حاصل کردہ نمبر 40x تقسیم کل نمبر جبکہ پینڈا اور نا نامی اسے ایک کیشن کی صورت میں نمبر کی تقسیم بلٹیڈ ویل ہوگی۔

ایم ایچ ایچ کیشن حاصل کردہ نمبر 10x تقسیم کل نمبر (5 نمبر لی + 5 ایم ایچ ایچ کیشن) ہر سکول کی آسامی کیلئے ملے ہوئے ہونے کے بعد صرف اس طرح کی جانگی جس میں امیدواروں کے NTS کے حاصل کردہ نمبر اور قلمی قابلیت کے نمبروں کو جمع کیا جائیگا۔ (2) NTS ٹیسٹ میں 40 نمبر لینے یا ضروری ہے۔ 40 نمبر سے کم نمبر لینے والا امیدوار اہل تصور ہوگا اور صرف اسٹ میں شامل نہیں ہوگا۔

قلمی قابلیت	کل نمبر	قلمی قابلیت	قلمی قابلیت
ایس ایس ای	حاصل کردہ نمبر 20x تقسیم کل نمبر	ای اے / ای اے ایس ای	حاصل کردہ نمبر 20x تقسیم کل نمبر
بی اے / بی اے ایس ای	حاصل کردہ نمبر 20x تقسیم کل نمبر	ایم اے / ایم ایس ای	حاصل کردہ نمبر 20x تقسیم کل نمبر
بی ایڈ	حاصل کردہ نمبر 05x تقسیم کل نمبر	ایم ایڈ / ایم ایچ ایچ کیشن	حاصل کردہ نمبر 05x تقسیم کل نمبر
ایم ایل / بی ایل اے ای	حاصل کردہ نمبر 10x تقسیم کل نمبر		

عمومی شرائط :-

- (1) تمام تقرریاں حکومت خیبر پختونخوا کے مروجہ قوانین کے مطابق 25 نمبر بنیادی تقرری (Initial Appointment) کے طور پر کی جائیں گی۔
- (2) منظور افراد کیلئے دو نمبر اور اعلیٰ امیدواروں کیلئے تین نمبر کوڈ بخش ہے (مستعد افراد کے دو نمبر کوڈ بخش ہے جس کیلئے سینیٹنگ میڈیکل بورڈ کا سرٹیفکیٹ پیش کرنا لازمی ہے بشرطیکہ وہ مستعد فرد کی فراہمی کی انجام دہی میں رکاوٹ نہ ہو)۔
- (3) اعزازی کے وقت قلمی اسناد معائنہ ہاٹ امیدوار کو بروا داشت کر ہو گئے۔ (4) اعزازی کیلئے آئے والے امیدواروں کو کوڈ T/N/A نہیں دیا جائیگا۔ (5) صرف مقررہ وقت کے اندر موصول ہونے والی درخواستوں پر غور کیا جائیگا۔ (6) اعزازی کو اختیار حاصل ہے کہ وہ کوئی بھی مدت کی اجازتی طور پر اعزازی منسوخ کر دے۔ (7) اگر اس اشتہار کے بعد حکومت وقت کی طرف سے بھرتی کے طریقہ کار میں تبدیلی کی گئی تو سلیکشن کمیٹی اس کے مطابق عمل کرنے کی پابندی ہوگی۔ (8) محکمہ تعلیم سیرہ جنوبی سیکنڈری ایجوکیشن کو اختیار حاصل ہوگا کہ وہ نام خالی آسامیوں یا اس سے کم ہر امیدوار بھرتی کرے۔ (9) تمام تقرریاں حکومت خیبر پختونخوا کے مقررہ قوانین اور مجوزہ طریقہ کار کے مطابق خالصتاً بھرتی کی بنیاد پر ہوں گی۔ (10) تمام قلمی اسناد صرف گورنمنٹ کے تسلیم شدہ اداروں کی قابل قبول ہوں گی۔ (11) اگر کسی امیدوار کی اسناد جعلی پائی گئی تو اس کے خلاف قانونی چارہ جوئی کی جائے گی اور اسے عدالت کے لئے نامی طور پر کیا جائیگا۔ (12) مکمل فارم یا معلومات کی صورت میں درخواست فارم خود بخود منسوخ تصور کیا جائیگا جس کے لئے کوئی اپیل منظور نہیں کی جائے گی۔ (13) اعزازی کیلئے الگ شیڈول جاری کیا جائیگا جس میں ڈاکٹمنٹس چیک گئے جائیں گے۔ (14) تمام تقرریاں متعلقہ اضلاع کے ڈویژن آف ایڈوائزمنٹ میں ہوں گی۔ امیدوار کا ڈویژن متعلقہ ضلع کا ہونا لازمی ہے۔ 20 دسمبر 2017ء کے بعد پتہ جس کی قسم کی تبدیلی قابل قبول نہ ہوگی۔ (15) امیدوار کو اس سکول میں سروس کرنا ہوگی جو کہ قابل قبولہ ہوگی۔ (16) ایک امیدوار ایک 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 امتحان امیدوار کو حاصل نہیں بلکہ اس میں اس بات کا خیال رکھا جائیگا کہ دوسرے سکولوں میں اس کے بعد زیادہ بھرتی والے امیدوار کو سلیکشن کا موقع مل سکے۔ (17) درخواست دینے کا طریقہ کار NTS کی ویب سائٹ پر موجود ہے۔ (18) متعلقہ اضلاع کے خالی آسامیوں کی تفصیل سکول دائرہ درخواست فارم کے ساتھ NTS کی ویب سائٹ پر دی گئی ہے اور ہر سکول کو اپنا کوڈ دیا گیا ہے۔

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FINAL SENIORITY LIST OF CTS O/O THE DISTRICT EDUCATION OFFICER (M) DISTRICT SWAT UPTO 31/05/2018

S.No New	Name of Teacher/Qualification Academic / Professional	Father's Name	Desi gnati on	PBS	D/O Birth /Domicile	Domic ile	Aca demi c	Profess ional	D/O 1st Apptt	Date of apptt against Present post	Seniority position D/O taking over charge as CT or D/O declaration CT Exam whichever is later
						Swat	MA	CT	5/8/1984	5/8/1984	5/8/1984
1	Hamayun Khan	Khairullah	SCT	16	4/10/1964	Swat	BSc	CT/B.Ed	5/3/1986	5/3/1986	5/3/1986
2	Astambool	Muhammad Kamal	SCT	16	4/1/1961	Swat	MA	CT/B.Ed	10/11/1982	10/11/1982	1/6/1987
3	Fazal Rabi	Muhammad Junain	SCT	16	3/15/1966	Swat	MA	CT/B.Ed	8/1/1982	8/21/1982	5/26/1987
4	Khan Ali	Umar Bakht	SCT	15	3/3/1961	Swat	MA	CT	9/17/1987	9/17/1987	9/17/1987
5	Muhammad Ihsanullah	Swal Faqir	SCT	16	3/4/1962	Swat	MA	CT	11/6/1982	11/6/1982	11/29/1987
6	Bakht Sherawan	Mahmood Khan	SCT	16	1/1/1960	Swat	MA	CT	8/17/1980	1/8/1988	3/6/1988
7	Muhammad Ali	Said Mahmood	SCT	16	2/3/1959	Swat	BA	CT	7/10/1982	7/10/1982	11/30/1988
8	Toti Rahman	Fazal Rahman	SCT	16	2/7/1960	Swat	MA	CT	1/15/1985	4/26/1989	9/16/1989
9	Mohammad Salim Khan	Amanullah Khan	SCT	16	3/1/1965	Swat	MA	CT/B.Ed	3/9/1982	9/17/1989	9/17/1989
10	Jamshed Khan	Muhammad Zarin	SCT	16	5/11/1962	Swat	MA	CT	7/20/1982	10/1/1989	10/1/1989
11	Rahmat Ali	Abdul Ghafar	SCT	16	5/4/1963	Swat	MA	CT/B.Ed	11/13/1984	10/1/1989	10/1/1989
12	Fazal Rafim	Fazal Ahad	SCT	16	1/1/1961	Swat	MA	CT	1/9/1982	11/15/1983	1/17/1990
13	Azizullah	Tota	SCT	16	10/1/1964	Swat	MA	CT	3/1/1988	3/1/1988	1/17/1990
14	Shah Rom Khan	Hakim Khan Mian	SCT	16	1/1/1962	Swat	MA	CT	6/1/1988	6/1/1988	1/17/1990
15	Sadiq Ahmad	Abdul Hamid	SCT	16	1/4/1961	Swat	MA	CT	2/6/1990	2/6/1990	2/6/1990
16	Muhammad Rafiq	Badish	SCT	16	3/1/1963	Swat	B.Sc	CT	2/8/1990	2/8/1990	2/8/1990
17	Fida Hussain	Hazrat Ahmad	SCT	16	2/3/1964	Swat	MA	CT	4/18/1983	4/18/1983	11/14/1990
18	Hedayatullah 3rd Division	Sultan Sikandar	SCT	16	1/1/1959	Swat	MA	CT/B.ed	12/8/1990	12/8/1990	11/14/1990
19	Rashid Ali	Ghulam Nabi	SCT	16	3/12/1968	Swat	MA	CT	12/9/1990	12/9/1990	12/9/1990
20	Zahid Khan	Pir Dad	SCT	16	4/9/1965	Swat	BA	CT	12/11/1990	12/11/1990	12/11/1990
21	Hazrat Bilal	Zirat Gul	SCT	16	2/8/1963	Swat	MA	CT	12/11/1990	12/11/1990	12/11/1990
22	Aziz Ahmad	Fazal Khaliq	SCT	16	4/4/1969	Swat	MSC	CT/B.Ed	12/11/1990	12/11/1990	12/11/1990
23	Fazal Wahab	Gul Mahmood	SCT	16	12/12/1964	Swat	MA	CT	5/6/1986	1/1/1990	1/1/1991
24	Muhammad Majid	Umar Zada	SCT	16	1/1/1966	Swat	MA	CT	5/4/1986	4/5/1986	3/14/1991
25	Rahman Deyar	Sultan Mehmoed	SCT	16	1/1/1964	Swat	MA	CT	11/5/1986	5/11/1986	3/14/1991
26	Haroon - Ur - Rashid	Khisat Gul	SCT	16	1/1/1964	Swat	BA	CT	11/24/1986	11/24/1986	3/14/1991
27	Muhammad Alam	Alam Zeb Khan	SCT	16	8/1/1962	Swat	MA	CT	4/2/1987	4/10/1991	4/10/1991
28	Adalat Khan	Abdur Rashad	SCT	16	4/1/1963	Swat	MA	CT	11/24/1984	11/24/1984	10/22/1991
29	Akhter Ali	Ghulam Muhammad	SCT	16	12/9/1961	Swat	MA	CT	3/11/1985	3/11/1985	10/22/1991
30	Imran Ali	Mashooq Ali	SCT	16	5/15/1964	Swat	BA	CT	5/6/1986	5/6/1986	10/22/1991
31	Muhammad Rahman	Bakht Zad	SCT	16	3/20/1959	Swat	MA	CT	5/17/1987	5/17/1987	4/2/1992
32	Sharafat Ali Khan	Afsar Khan	SCT	16	1/10/1967	Swat	FA	CT	3/1/1988	3/1/1988	4/2/1992
33	Amir Zeb	Muhammad Zageen	SCT	16	2/2/1961	Swat	MA	CT	6/1/1988	6/1/1988	4/2/1992
34	Amir Muhammad	Tota Mian	SCT	16	4/2/1964	Swat	BA	CT	9/22/1987	12/20/1989	4/2/1992
35	Akhter Hussain 3rd Divi	Ahmad	SCT	16	5/15/1963	Swat	BA	CT/B.Ed	8/14/1992	8/14/1992	8/14/1992
36	Muhammad Ziaud Din	Habibur Rahman	SCT	16	3/2/1967	Swat	BA	CT	9/2/1986	1/9/1992	9/1/1992
37	Sultan Rome	Shah Rome	SCT	16	3/10/1968	Swat	MA	CT/B.Ed	9/2/1992	9/2/1992	9/2/1992
38	Umar Hussein	Malak Sherin	SCT	16	4/8/1966	Swat	MSC	CT/B.Ed	9/2/1992	9/2/1992	11/21/1992
39	Muhammad Nabi	Ghulam	SCT	16	1/1/1962	Swat	MA	CT	4/23/1988	4/23/1988	11/22/1992
40	Jamshid Khan	Hazrat Jee	SCT	16	5/1/1963	Swat	MA	CT	4/17/1988	4/17/1988	4/21/1993
41	Bakhtyar 3rd Divi	Bacha	SCT	16	4/14/1966	Swat	MA	CT/B.Ed	11/1/1986	4/21/1993	4/21/1993
					7/3/1964	Swat	BA	CT/B.Ed	1/20/1990	1/20/1990	4/29/1993

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S.No New	Name of Teacher/Qualification academic./ professional	Father's Name	Designation	PBS	D/O Birth /Domicile	Domicile	Academi	Profession	D/O 1st Apptt	Date of applt against Present post	Seniority position D/O taking over charge as CT or D/O declaration CT-Exam whichever is later
											8/5/1993
42	Ashraf Ali	Hazrat Ali	SCT	16	5/12/1965	Swat	MA	CT/B.Ed	5/8/1993	5/8/1993	12/25/1993
43	Shah Bakht Rawan	Umara Khan	SCT	16	1/7/1964	Swat	MA	CT	9/24/1989	9/24/1989	12/25/1993
44	Muhammad Hamayun	Faramoz Khan	SCT	16	1/2/1965	Swat	BA	CT	10/2/1989	10/2/1989	12/25/1993
45	Amir Bahadar	Sarwar Gul	SCT	16	5/1/1962	Swat	MA	CT/B.ed	3/10/1989	10/3/1989	12/25/1993
46	Bakht Sherwan	Fazal Rahman	SCT	16	2/24/1967	Swat	BA	CT	11/29/1989	11/29/1989	12/25/1993
47	Bakht Muhammad	Muammar Khan	SCT	16	1/16/1967	Swat	BA	CT	11/30/1989	11/30/1989	12/25/1993
48	Noor Rahman	Jumma Gul Khan	SCT	16	5/1/1965	Swat	BA	CT	12/4/1989	12/4/1989	12/25/1993
49	Mehboob Ali	Amir Rahman	SCT	16	2/1/1963	Swat	BA	CT	12/12/1989	12/12/1989	12/25/1993
50	Muhammad Sadiq	Qalandar	SCT	16	9/11/1965	Swat	BA	CT/B.ed	12/14/1989	12/14/1989	12/25/1993
51	Maqsood Ahmad	Dawray	SCT	16	6/5/1963	Swat	MA	CT/B.Ed	12/17/1989	12/17/1989	12/25/1993
52	Shuja Mulk	Said Karam	SCT	16	12/3/1966	Swat	BA	CT	10/3/1989	1/4/1990	12/25/1993
53	Alamgir	Sadbar Khan	SCT	16	1/20/1960	Swat	MA	CT/B.Ed	6/10/1990	6/10/1990	12/25/1993
54	Anwarullah	Hasham Khan	SCT	16	3/1/1969	Swat	MA	CT/B.Ed	9/26/1988	11/10/1994	11/10/1994
55	Fazal Hameed	Fazal Wahab	SCT	16	4/15/1969	Swat	MA	CT/B.ed	11/10/1994	11/10/1994	11/10/1994
56	Nadar Khan	Mian Said Buhar	SCT	16	3/3/1966	Swat	MA	CT	9/8/1986	11/11/1994	11/11/1994
57	Bad Shah Ikhan	Amir Rawan	SCT	16	5/1/1965	Swat	MA	CT/B.Ed	6/14/1987	11/12/1994	11/12/1994
58	Sher Bahadar Khan	Gul Zaman	SCT	16	1/1/1964	Swat	BA	CT	12/12/1989	12/12/1989	11/15/1994
59	Aziz Ahmad	Muhammad Rashid	SCT	16	2/2/1964	Swat	MA	CT/B.Ed	11/10/1994	11/15/1994	11/15/1994
60	Afzal Shah	Badshah Zada	SCT	16	5/12/1967	Swat	MA	CT/B.Ed	11/15/1994	11/15/1994	11/15/1994
61	Bakht Alam	Ghulam Qadir	SCT	16	3/20/1969	Swat	MA	CT/B.Ed	11/15/1994	11/15/1994	11/16/1994
62	Muhammad Rahman	Sherin Jalal	SCT	16	2/1/1965	Swat	MA	CT/B.Ed	12/1/1986	11/16/1994	11/16/1994
63	Sher Ali Khan	Sadar	SCT	16	2/11/1968	Swat	MA	CT/M.Ed	8/1/1987	11/16/1994	11/16/1994
64	Ziaullah Khan	Muhammad Alam Gul	SCT	16	7/20/1969	Swat	MA	CT/B.Ed	11/16/1994	11/16/1994	11/16/1994
65	Muhammad Munir	Habibullah Khan	SCT	16	4/2/1964	Swat	MA	CT/B.Ed	9/28/1988	11/18/1984	11/18/1994
66	Gul Pervize	Rahmani Gul	SCT	16	1/20/1965	Swat	MA	CT/B.ed	11/21/1984	11/21/1994	11/21/1994
67	Abdul Qadoos	Ghulam Khaliq	SCT	16	6/5/1964	Swat	B.Sc	CT	5/12/1992	11/24/1994	11/24/1994
68	Sarir Ud Din	Fazal Wahid	SCT	16	3/26/1963	Swat	M.Sc	CT/M.Ed	11/27/1986	12/20/1994	12/20/1994
69	Muhd Zahir Shah	Azizur Rahman	SCT	16	12/2/1960	Swat	MA	CT/B.Ed	4/2/1987	12/21/1994	12/21/1994
70	Muhammad Ghafar	Khan Bahadar	SCT	16	2/27/1961	Swat	MA	CT	6/7/1987	12/21/1994	12/21/1994
71	Amanullah Khan	Sakhi Rawan	SCT	16	9/12/1961	Swat	MA	CT/M.Ed	8/11/1988	12/21/1994	12/21/1994
72	Sher Azim Khan	Taj Muhammad Khan	SCT	16	9/9/1958	Swat	MA	CT/M.Ed	9/28/1988	12/21/1994	12/21/1994
73	Fatehur Rahman	Fazal Rahman	SCT	16	2/2/1969	Swat	MA	CT/M.Ed	6/24/1987	12/22/1994	12/22/1994
74	Rafiq Ahmad	Hermooz Khan	SCT	16	1/1/1965	Swat	MA	CT	9/29/1988	1/10/1988	12/25/1994
75	Alam Zeb	Abdul Jabbar	SCT	16	4/15/1965	Swat	BA	CT/B.Ed	12/25/1994	12/25/1994	12/25/1994
76	Inamullah Khan	Muhammad Karam	SCT	16	1/1/1968	Swat	MA	CT	9/4/1986	12/27/1994	12/27/1994
77	Alam Zeb	Bughdaday	SCT	16	1/1/1960	Swat	MA	CT/M.Ed	12/27/1994	12/27/1994	12/27/1994
78	Azizullah	Haji Muhammad	SCT	16	2/16/1964	Swat	MA	CT/M.Ed	9/26/1988	1/1/1995	1/1/1995
79	Amjad Ali	Faqir Khan	SCT	16	4/10/1966	Swat	MA	CT/B.Ed	12/5/1989	12/5/1989	1/5/1995
80	Samiullah	Roohul Amin	SCT	16	2/15/1965	Swat	MA	CT/B.Ed	5/3/1986	5/3/1986	1/9/1995
81	Dost Muhammad Khan	Taj Muhammad Khan	SCT	16	3/8/1958	Swat	BA	CT/B.Ed	4/1/1987	4/1/1987	1/9/1995
82	Wazir Zada	Gulzar Khan	SCT	16	5/1/1967	Swat	BA	CT	10/1/1989	10/1/1989	1/9/1995

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S.No New	Name of Teacher/Qualification academic/professional	Father's Name	Designation	PBS	D/O Birth Domicile	Domicile	Academic	Professional	D/O 1st Apptt	Date of apptt. against Present post	Seniority position as CT or D/O declaration CT Exam whichever is later
83	Anwar Iqbal	Khan Sherin	SCT	16	5/1/1961	Swat	MA	CT/B.Ed	10/2/1989	10/2/1989	1/9/1995
84	Muhammad Zahir Shah	Shahzada	SCT	16	2/2/1965	Swat	MA	CT/B.Ed	11/28/1989	11/28/1989	1/9/1995
85	Bakhtmand	Siahoosh Khan	SCT	16	6/5/1963	Swat	MA	CT/B.Ed	12/10/1989	12/10/1989	1/9/1995
86	Mukaram Khan	Musharaf Khan	SCT	16	6/5/1963	Swat	BA	CT/B.Ed	1/13/1990	1/13/1990	1/9/1995
87	Afzal Hussain	Bahroz Khan	SCT	16	5/25/1962	Swat	MA	CT/B.Ed	1/19/1990	1/19/1990	1/9/1995
88	Zahoor Hayat	Sher Alam Khan	SCT	16	1/1/1969	Swat	BA	CT	1/19/1990	1/23/1990	1/9/1995
89	Fazand Ali	Syed Rashad	SCT	16	3/15/1963	Swat	BA	CT	2/15/1990	2/15/1990	1/9/1995
90	Arhir Zeb Khan	Bakht Biland Khan	SCT	16	2/18/1963	Swat	BA	CT	3/1/1990	3/1/1990	1/9/1995
91	Fazal Rahman	Amir Faqeer	SCT	16	3/10/1963	Swat	MA	CT	4/1/1990	4/1/1990	1/9/1995
92	Gul Muhammad Shah	Mubin	SCT	16	2/5/1964	Swat	MA	CT	4/14/1990	4/14/1990	1/9/1995
93	Muhammad Laiq	Amir Hamza	SCT	16	6/1/1963	Swat	MA	CT/B.Ed	4/21/1990	4/21/1990	1/9/1995
94	Ali Bash Khan	Shah Dilbar Mian	SCT	16	3/17/1969	Swat	MA	CT/B.Ed	5/13/1990	5/13/1990	1/9/1995
95	Akbar Ali	Qaisar Khan	SCT	16	1/1/1963	Swat	MA	CT/B.Ed	5/13/1990	5/13/1990	1/9/1995
96	Alamgir	Khalilur Rahman	SCT	16	7/1/1964	Swat	MA	CT/B.Ed	5/13/1990	5/13/1990	1/9/1995
97	Fajal Azim	Ahmad	SCT	16	12/1/1959	Swat	MA	CT	8/20/1990	8/20/1990	1/9/1995
98	Kajim Ullah	Muhammad Karim	SCT	16	3/15/1970	Swat	MA	CT/B.Ed	10/10/1988	11/20/1990	1/9/1995
99	Ibrahim	Amir Hatam	SCT	16	6/17/1959	Swat	BA	CT/B.Ed	5/24/1992	5/24/1992	1/9/1995
100	Ruhul Amin	Muhammad	SCT	16	4/3/1966	Swat	MA	CT	9/1/1989	12/1/1994	1/9/1995
101	Muhammad Fahim Khan	Ahmad Shah	SCT	16	3/7/1963	Swat	MA	CT B.Ed	6/11/1987	1/16/1995	1/16/1995
102	Muhammad Dawood Khan	Amanullah Khan	SCT	16	4/26/1967	Swat	MA	CT M.Ed	8/25/1992	1/16/1995	1/16/1995
103	Miraj Gul	Sani Gul	SCT	16	4/21/1959	Swat	BA	CT	3/6/1990	1/18/1995	1/18/1995
104	Jehan Sher	Umara Jan	SCT	16	5/1/1962	Swat	MA	CT/B.Ed	1/19/1995	1/19/1995	1/21/1995
105	Hanif Khan	Abdul Qadir Khan	SCT	16	1/12/1967	Swat	MA	CT	2/20/1990	2/1/1995	2/1/1995
106	Abdul Wahab	Amir Bashar	SCT	16	3/3/1969	Swat	MA	CT	2/21/1995	2/22/1995	2/22/1995
107	Sajawal Khan	Taj Khan	SCT	16	5/5/1964	Swat	MA	CT	2/2/1995	4/10/1995	4/10/1995
108	Anwar Zeb	Alam Zeb Khan	SCT	16	5/4/1970	Swat	MA	CT/M.Ed	2/2/1995	4/10/1995	4/10/1995
109	Kishwar	Ghulam Nabi	SCT	16	1/1/1967	Swat	BA	CT/B.Ed	4/7/1988	4/16/1995	4/17/1995
110	Mizajud Din	Mirajud Din	SCT	16	5/1/1970	Swat	MA	CT/M.Ed	11/7/1994	4/17/1995	4/17/1995
111	Bakht Biland	Shah Zada	SCT	16	1/30/1966	Swat	BA	CT	10/17/1988	5/15/1995	5/15/1995
112	Muhammad Sadiq	Khyber	SCT	16	11/8/1962	Swat	MA	CT	8/8/1984	8/1/1995	8/1/1995
113	Khaista Mand	Muhammad Ghafoor	SCT	16	1/10/1966	Swat	MA	CT/B.Ed	5/14/1992	8/1/1995	8/1/1995
114	Muhammad Qadim	Amir Nawab	SCT	16	4/5/1964	Swat	MA	CT/B.Ed	2/29/1984	8/7/1995	8/7/1995
115	Amiz Khan	Akbar Khan	SCT	16	1/1/1967	Swat	BA	CT/B.Ed	8/22/1995	8/22/1995	8/22/1995
116	Shah Anwar Badshah	Naik Muhammad	SCT	16	3/15/1963	Swat	MA	CT	9/27/1988	8/24/1995	8/24/1995
117	Ali Rahman	Fazal Rahman	SCT	16	4/1/1967	Swat	MA	CT	5/14/1987	9/1/1995	9/1/1995
118	Sayed Javid Iqbal	Muhammad Mian	SCT	16	3/20/1964	Swat	MA	CT	4/3/1995	9/15/1995	9/15/1995
119	Mufti	Muhammad Zaman	SCT	16	1/15/1962	Swat	MA	CT/B.Ed	3/17/1984	9/23/1995	9/23/1995
120	Muhammad Afzal Khan	Sher Dil Khan	SCT	16	10/1/1970	Swat	MA	CT/B.Ed	9/24/1995	9/24/1995	1/24/1996
121	Muhammad Nisar	Ahmad Khan	SCT	16	4/16/1975	Swat	MA	CT	5/1/1996	5/1/1996	5/1/1996
122	Muhammad Iftikhar	Muhammad Perviz	SCT	16	4/13/1969	Swat	MA	CT/M.Ed	9/16/1992	9/16/1992	5/5/1996
123	Fazal Hadi	Muhammad Yousaf	SCT	16	4/15/1972	Swat	MA	CT/M.Ed	3/17/1996	3/17/1996	5/5/1996

up to this no. they were promoted

All ready promoted to S.S.T.

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(17)

		<p>Certified or two years Associate Degree in Education from a recognized University</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>

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No.	Arabic	(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	By initial recruitment
	Teacher (AT) (BPS-15)	(ii) Second Class Master's Degree in Arabia from a recognized University.	
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


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			<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).

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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) Second class Bechelor'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 →

Redesignated

No quota has been allocated for PST's cadre.

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GOVERNMENT OF THE KHYBER PAKHTUNKHWA
ELEMENTARY AND SECONDARY EDUCATION DEPARTMENT.

NOTIFICATION

Peshawar, dated the November 13, 2012.

No. SO(PE)4-5/SSRC/Meeting/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 other 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.

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

Endst. 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 Accountant General, Khyber Pakhtunkhwa Peshawar.
6. The Director (E&SE) Khyber Pakhtunkhwa Peshawar.
7. The Director Education (FATA), Peshawar.
8. Copy to Margan Usman KPK

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KPK

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- 8. The Director Curriculum & Teachers Education Abbottabad.
- 9. 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

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[Handwritten initials]

[Handwritten signature]
 Section Officer (Primary)

ATTESTED

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Annex J

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JUDGMENT SHEET
PESHAWAR HIGH COURT, PESHAWAR
(JUDICIAL DEPARTMENT)

COC No. 105-P/2018 in WP No. 355/2014



JUDGMENT.

Date of hearing: 08.11.2018

Petitioner(s): *Nisar Ahmad & Mr. Noor Muhammad Usmani*

Respondent(s): *Muhammad Izam Khan & Spd. Officer*
Plus ADH.

WAQAR AHMAD SETH, CJ:- Through this

single judgment, we propose to dispose of instant contempt petition as well as connected COC No. 107-P/2018 in WP No. 1662/2010, COC No. 108-P/2018 in WP No. 2967/2009 & COC No. 109-P/2018 in WP No. 3189/2009 because in all the petitions, the petitioners have sought initiation of contempt of court proceedings against the respondents for not implementing the judgment/order dated 26.01.2015.

2. Facts in brief are that the petitioners had filed Writ Petitions before this Court and prayed that the 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

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Peshawar High Court
30 NOV 2018

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coming their own person. They further prayed that the 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 / 185 / 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 writ petitions came up for hearing and vide judgment/order dated 26.01.2015, the same were disposed of in the following terms:-

- (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 workout the backlog 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. After passing the above said judgment, the petitioners were quite hopeful regarding their promotion to the next higher grade being senior most employees but the respondents have again started recruitment process by advertising the posts of various cadres for initial recruitment in various Districts of Khyber Pakhtunkhwa and as such, the inaction of respondents squarely fall within the ambit of

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EXAMINER
Peshawar High Court
30 NOV 2019

contempt of court and they are liable to be proceeded and punished under the law; hence, the instant petitions.

4. Respondents No. 2 & 3 have filed reply to the show cause and prayed for dismissal of instant petitions.

5. Arguments heard and record perused.

6. While deciding writ petition No. 2905/2009, vide judgment dated 26.1.2015 which has been upheld by the apex Court, the respondents-department was 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. In this respect record is suggestive that the backlog was worked out and by that time 2725 employees / teachers were in the promotion zone and as such were promoted. Moreover, by virtue of Regularization Act, 2009, Act No. XVI of 2009, 1766 employees / teachers got regularization and as such, when worked out, the promotion quota was fully exhausted. The judgment in this respect was not for all the times to come for promotion purposes. 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.

30 NOV 2018

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7. In view of the above, the instant as well as connected contempt petitions are disposed of in terms above.

Show cause notice issued to respondents is hereby recalled.

ANNOUNCED.
Dated: 08.11.2018

Chief Justice

Judge

Newsb Shah SCS (DB) Justice Waqar Ahmed Seth CJ & Justice Muhammad Ayub Khan J

No. 15857

Date of Presentation of Application 25.11.18

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Authorized Under Article 87 of
The Constitution of Pakistan Order 1986

30 NOV 2018