


12.07.2023

Appellant alongwith his counsel present. Mr. Asad Ali Khan, Assistant Advocate General for the respondents present.

Reply/comments on behalf of respondents No. 1 & 2 have already been submitted.

Neither reply/comments on behalf of respondents No. 3 submitted nor costs of Rs. 3000/- was deposited on their behalf. Therefore, right of respondents No. 3 for submission of reply/comments is hereby struck off. Adjourned. To come up for arguments on 06.11.2023 before D.B. P.P given to the parties.


(Muhammad Akbar Khan)
Member (E)

SCANNED
KF ST
Peshawar

Kumamallah

03/11/2023
11:11:11
11/11/2023

06.06.2023

Learned counsel for the appellant present. Mr. Asad Ali Khan, Assistant Advocate General for the respondents present.

Reply/comments on behalf of respondents No. 1 & 2 have already been submitted. Several opportunities have been granted to respondent No. 3 for submission of reply/comments but he failed to submit the same and even his representative did not bother to appear before the Tribunal. Learned Assistant Advocate General again requested for further time for submission of reply/comments, therefore, opportunity is granted subject to payment of cost of Rs. 3000/-. Respondent No. 3 is directed to positively submit reply/comments on the next date, failing which his right of submission of reply/comments shall be deemed as struck off. Adjourned. To come up for reply/comments on behalf of respondent No. 3 as well as cost of Rs. 3000/- before the S.B on 12.07.2023. Parcha Peshi given to the parties.

SCANNED
KFST
Peshawar

Naeem Amin


(Salah-Ud-Din)
Member (J)


17th March, 2023 Counsel for the appellant present. Mr. Asad Ali Khan, Assistant Advocate General for the respondents present.

Reply/comments not submitted despite last chance subject to payment of cost of Rs. 6000/-. Learned AAG requested for further time. Last opportunity is further extended on enhancement of cost to Rs. 8000/-. To come up for written reply/comments and cost on 27.04.2023 before the S.B. Parcha Peshi given to the parties.

27th April, 2023

Counsel for the appellant present. Mr. Fazal Shah, Addl. AG for the respondents present. ^(Fareeha Paul) Respondent No. 2 Member(E) also present in person.

Reply/comments on behalf of respondents No. 1 and 2 received which is placed on file and a copy whereof handed over to learned counsel for the appellant. Cost of Rs. 8000/- as ordered on 17.03.2023 paid by respondent No. 2 and receipt placed on file. Learned AAG requested for time to contact respondent No. 3. ^{Last} ~~Another~~ chance is given to respondent No. 3 for submission of written reply/comments on 06.06.2023 before the S.B. Parcha Peshi given to the parties.


(Fareeha Paul)
Member(E)

Fazle Subhan P.S

SCANNED
KPST
Peshawar

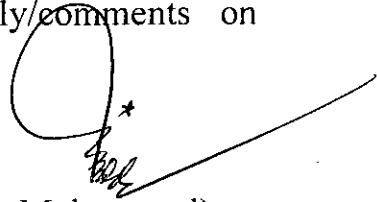
SCANNED
KPST
Peshawar

13.12.2022

Clerk of learned counsel for the appellant present. Mr. Muhammad Riaz Khan Paindakhel, Assistant Advocate General for the respondents present.

Reply/comments on behalf of respondents not submitted. As per order sheet dated 03.11.2022, case was adjourned subject to cost of Rs. 3000/-. Today, learned Assistant Advocate General seeks further time to contact the respondents for submission of reply/comments. On the request of learned Assistant Advocate General, last opportunity is further granted subject to enhanced cost of Rs. 6000/- to be paid by the official respondents. To come up for reply/comments on 31.01.2023 before S.B.


SCANNED
KPST
Peshawar


(Mian Muhammad)
Member (E)

31.01.2023

Clerk of counsel for the appellant present. Nemo for respondents and Learned AAG is also absent, therefore, this bench has left with no option but to issue notices to all the three respondents with direction to appellant through his counsel to make arrangement for proper notices to the respondents via TCS. To come up for written reply and payment of cost of Rs. 6000/- for the date fixed. Copy of this order sheet be sent to the learned AAG (Muhammad Adeel Butt) to contact all the respondents and make sure their presence alongwith comments on 17.03.2023 before S.B.

SCANNED
KPST
Peshawar


(Rozina Rehman)
Member (J)

16.09.2022

Junior to counsel for appellant present.

Kabir Ullah Khattak, learned Additional Advocate General alongwith for respondents present.

Reply on behalf of respondents is still awaited. Learned AAG requested for time to submit reply/comments. Adjourned by way of last chance. To come up for reply/comments on 03.11.2022 before S.B.

SCANNED
KPST
Peshawar

(Rozina Rehman)
Member(J)

03.11.2022

Counsel for the appellant present.

Muhammad Adeel Butt learned Additional Advocate General for respondents present.

Written reply on behalf of respondents is still awaited. Learned Additional AG sough further time for submission of written reply. Adjourned on payment of cost of Rs. 3000/- to be paid by the respondents. To come up for written reply arguments on 13.11.2022 before S.B.

(Rozina Rehman)
Member (J)

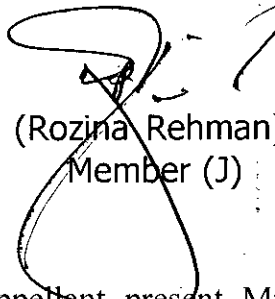
10.05.2022

Appellant present through counsel. Preliminary arguments heard. Record perused.

Points raised need consideration. Instant appeal is admitted for regular hearing subject to all legal objections. The appellant is directed to deposit security and process fee within 10 days. Thereafter, notice be issued to respondents for submission of written reply/comments. To come up for reply/comments on 13.07.2022 before S.B.

Rs-500/-
Appellant Deposited
Security & Process Fee

A sufficient
10/5/22

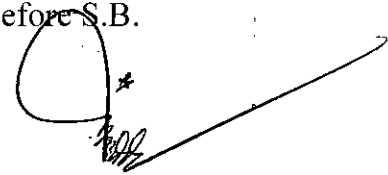


(Rozina Rehman)
Member (J)

14.07.2022

Junior of learned counsel for the appellant present Mr. Kabirullah Khattak, Additional Advocate General for respondents present.

Reply/comments on behalf of respondents not submitted. Learned Additional Advocate General seeks time to contact the respondents for submission of reply/comments. Adjourned. To come up for reply/comments on 16.09.2022 before S.B.



(MIAN MUHAMMAD)
MEMBER (E)

15.02.2022

Due to retirement of the Worthy Chairman, the

Tribunal is defunct, therefore, case is adjourned to
10.05.2022 for the same as before.

De
Reader

~~_____~~
~~_____~~
~~_____~~
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~~_____~~

tel: 22

~~_____~~
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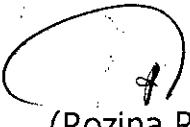
~~_____~~
~~_____~~

Form- A

FORM OF ORDER SHEET

Court of _____

Case No.- 7721 /2021

| S.No. | Date of order proceedings | Order or other proceedings with signature of judge |
|-------|---------------------------|--|
| 1 | 2 | 3 |
| 1- | 03/11/2021 | <p>The appeal of Rozi Gul presented today by Mr. Muhammad Maaz Madni 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</p> <p>2-</p> <p>This case is entrusted to S. Bench at Peshawar for preliminary hearing to be put up there on <u>20/12/21</u>.</p> <p style="text-align: right;"> CHAIRMAN</p> <p>20.12.2021</p> <p>Nemo for appellant.</p> <p>Notice be issued to appellant/counsel for 15.02.2022 for preliminary hearing before S.B.</p> <p style="text-align: right;"> (Rozina Rehman) Member (J)</p> |

**KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR
CHECK LIST**

Case Title: ROZI GUL v/s EDUCATION DEPARTMENT

| S# | CONTENTS | YES | NO |
|----|---|-----|----|
| 1 | This Appeal has been presented by: MUHAMMAD MAAZ MADNI | ✓ | |
| 2 | Whether Counsel/Appellant/Respondent/Deponent have signed the requisite documents? | ✓ | |
| 3 | Whether appeal is within time? | ✓ | |
| 4 | Whether the enactment under which the appeal is filed mentioned? | ✓ | |
| 5 | Whether the enactment under which the appeal is filed is correct? | ✓ | |
| 6 | Whether affidavit is appended? | ✓ | |
| 7 | Whether affidavit is duly attested by competent Oath Commissioner? | ✓ | |
| 8 | Whether appeal/annexures are properly paged? | ✓ | |
| 9 | Whether certificate regarding filing any earlier appeal on the subject, furnished? | ✓ | |
| 10 | Whether annexures are legible? | ✓ | |
| 11 | Whether annexures are attested? | ✓ | |
| 12 | Whether copies of annexures are readable/clear? | ✓ | |
| 13 | Whether copy of appeal is delivered to AG/DAG? | ✓ | |
| 14 | Whether Power of Attorney of the Counsel engaged is attested and signed by petitioner/appellant/respondents? | ✓ | |
| 15 | Whether numbers of referred cases given are correct? | ✓ | |
| 16 | Whether appeal contains cutting/overwriting? | x | ✓ |
| 17 | Whether list of books has been provided at the end of the appeal? | ✓ | |
| 18 | Whether case relate to this court? | ✓ | |
| 19 | Whether requisite number of spare copies attached? | ✓ | |
| 20 | Whether complete spare copy is filed in separate file cover? | ✓ | |
| 21 | Whether addresses of parties given are complete? | ✓ | |
| 22 | Whether index filed? | ✓ | |
| 23 | Whether index is correct? | ✓ | |
| 24 | Whether Security and Process Fee deposited? On | ✓ | |
| 25 | Whether in view of Khyber Pakhtunkhwa Service Tribunal Rules 1974, Rule 11, notice along with copy of appeal and annexures has been sent to respondents? On | ✓ | |
| 26 | Whether copies of comments/reply/rejoinder submitted? On | ✓ | |
| 27 | Whether copies of comments/reply/rejoinder provided to opposite party? On | ✓ | |

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

Name: Muhammad Maaz Madni

Signature: 

Dated: 01-11-2021

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL
PESHAWAR**

APPEAL NO. 7721 /2021

ROZI GUL

V/S

EDUCATION DEPTT:

INDEX

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| 3. | Service Book | B | 7-14 |
| 4. | Regularization Order dated 25.04.2018 | C | 15-16 |
| 5. | Pay Slip Ms. Tahira | D | 17 |
| 6. | Regularization Order dated 31.05.2021 | E | 18 |
| 7. | Charge Repot & Service Certificate | F | 19-20 |
| 8. | Notifications | G | 21-29 |
| 9. | Departmental Appeal dated 07.07.2021 | H | 30 |
| 10. | Wakalatnama | | 31 |

Dated: 1st November 2021

APPELLANT

Through:



MUHAMMAD MAAZMADNI,
ADVOCATE HIGH COURT, PESHAWAR
KHATTAK LAW ASSOCIATES,
Juma Khan Plaza, Warsak Road, Peshawar
0333-9313113, 0345-9090737
muhammad.m3adv@gmail.com

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

APPEAL NO. 7721 /2021

Khyber Pakhtunkhwa
Service Tribunal

Diary No. 7850

Dated 03/11/2021

ROZI GUL d/o Muhammad Iqbal, PST (BPS-12),
Govt. Girls Primary School, Zanawar Cheena, District Momand.
r/o Mohallah, Sheikh Abad, Rajjar, Tehsil & District Charsadda.

.....APPELLANT

VERSUS

- 1- THE DIRECTOR OF EDUCATION,
Newly Merged District near Govt. High School No. 1, Fidous, Peshawar.
- 2- DISTRICT EDUCATION OFFICER,
Mohmand Tribal District, Mohmand.
- 3- DISTRICT ACCOUNTS OFFICER,
Mohmand Tribal District, Mohmand.

.....RESPONDENTS

**APPEAL UNDER SECTION 4 OF THE KHYBER
PAKHTUNKHWA SERVICE TRIBUNAL ACT, 1974 AGAINST
THE INACTION OF THE RESPONDENTS BY NOT
ALLOWING PAY PROTECTION & NOT COUNTING THE
PREVIOUS SERVICE SERVED ON CONTRACT SINCE 2004
AND AGAINST NOT TAKING ANY ACTION ON THE
DEPARTMENTAL APPEAL DATED 03-07-2021 WITH IN
THE STATUTORY PERIOD OF NINETY DAYS**

PRAYER:

That on acceptance of the instant service appeal the inaction of the respondents by not allowing Pay Protection & not counting the previous service since from initial appointment dated 15-03-2004 may very kindly be declared illegal and the respondents may kindly be directed to allow Pay Protection with all back and consequential benefits. Any other remedy which this august Tribunal deems appropriate that may also be awarded in favor of the appellant.

Respectfully Sheweth;

FACTS:

Brief facts giving raise to the instant appeal are as under:

1. That appellant is the employee of the respondent Department and was initially appointed as Primary School

Filed to
Registrar
03/11/2021

Teacher (PST) (BPS-07) now (BPS-12) on a project post at Female Communal School Ziarat Khazina District vide order dated 15-03-2004.

Copy of Appointment Order dated 15.03.2004 is attached as Annexure..... A.

2. That the appellant after receiving the appointment order dated 15-03-2004 submitted her arrival report and took over the charge of the post assigned in the appointment order on 15-03-2004 and since then the appellant is working quite efficiently, whole heartedly with full devotion and upto the entire satisfaction of his high ups.

3. That service book of the appellant was also prepared, necessary entries were made therein from the date of initial appointment and as such properly maintained since from the date of initial appointment i.e. 15-03-2004 till date.

Copy of Service Book are attached as Annexure.....B.

4. That services of other communal teachers were regularized who were appointment later than the appellant vide order dated 25-04-2018 and accordingly they were allowed pay protection along with counting of their previous service for instance the pay roll of one of the regularized teacher namely Tahira is attached with the appeal.

Copy of Regularization Order dated 25.04.2018 & Pay Slip Ms. Tahira is attached as Annexure..... C & D.

5. That like other communal teacher working under the administrative control of respondent no. 2 the service of the appellant is also regularized vide order dated 31-05-2021 against the working post the appellant is working at Govt. Girls Primary School Zanawar Cheena.

Copy of Regularization Order dated 31.05.2021 is attached as Annexure.....E

6. That appellant has received the regularized order dated 31-05-2021 have submitted her charge report before the competent authority in the assigned duty station mentioned in the ibid regularization order.

Copy of Charge Repot & Service Certificate is attached as Annexure.....F

7. That the appellant has served the respondent Department in BPS-07 which was later on upgraded to BPS-12 for quite considerable time since from the date of initial appointment i.e. 15-03-2004 (17 Years 02 months & 16 days) without any break in the service, hence, in light of various notification issued from time to time by the Finance Division Islamabad as

well as by Finance Department Khyber Pakhtunkhwa the appellant is entitle for pay protection & counting of previous service but the appellant is deprived of the fruition of the notifications.

Copy of Notifications are attached as Annexure..... G.

8. That as per the regularization/adjustment order dated 31-05-2021 the services of the appellant was regularized with immediate effect and not from the date of initial appointment i.e. 15-03-2004 the appellant being aggrieved from the inaction of the respondents by not allowing pay protection file Departmental Appeal dated 05-07-2021 but no response has been received after lapse of the statutory period of ninety days.

Copy of Departmental Appeal dated 07.07.2021 is attached as Annexure ...H.

9. That appellant feeling highly aggrieved and having no other remedy but to file the instant appeal on the following grounds amongst the others:

GROUND:

- A- That the inaction of respondents by not allowing pay protection and not counting the previous contract service since initial appointment of the appellant rendered in the Education Department towards regular service of the in light of Rule 2.3 of the West Pakistan Civil services Pension Rules, 1963 and in light of Article 371 A (i) of the Civil service Regulations 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 respondents acted in arbitrary and malafide manner by allowing pay protection and not counting the previous contract service as PST (BPS-12) of the appellant rendered in the Education Department at Mohmand towards regular service in light of Rule 2.3 of the West Pakistan Civil services Pension Rules, 1963 and in light of Article 371 A (i) of the Civil service Regulations.
- D- That the inaction of the respondents by not allowing pay protection and not counting the previous contract service as PST (BPS-12) of the appellant rendered in the Education Department at Mohmand towards regular service in light of Rule 2.3 of the West Pakistan Civil services Pension Rules, 1963 and in light of Article 371 A (i) of the Civil Service Regulations is discriminatory

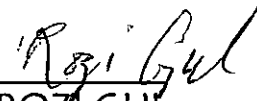
and against the norms of Natural Justice, therefore the same is not tenable in the eye of law.

- E- That under Article 38 (e) of the Constitution of Pakistan, 1973 state is bound to reduce disparity in the income and earning of the individuals including persons in the various services of Pakistan, therefore in light of the above mentioned Article the appellant is fully entitle for counting of his previous contract service as PST (BPS-12) of the appellant rendered in the Education Department at Mohmand.
- F- That there is no break in service of appellant from the date of initial appointment i.e. 15-03-2004 till his regularization on the post of PST-12 vide order dated 31-05-2021 and as such the appellant is entitle for pay protection and counting the previous contract service since initial appointment of the appellant rendered in the Education Department towards regular service.
- G- That in light of Rule-2.3 of the West Pakistan Pension Rules, 1963 the appellant is fully entitle for the counting of his previous service served as PST (BPS-12) in the Education Department of District Mohmand.
- H- That the act of the respondents by not allowing pay protection and not counting the previous contract service since initial appointment of the appellant rendered in the Education Department towards regular service for a period of 17 Years 02 months & 16 days is also against the notification issued by Finance Division Islamabad and also of the notification issued by Finance Department Khyber Pakhtunkhwa.
- 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: 01-11-2021

Appellant


ROZI GUL

Through


MUHAMMAD MAAZ MADNI
Advocate, High Court, Peshawar

CERTIFICATE

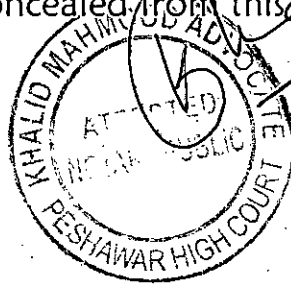
No, such like appeal has been filed or pending on the subject matter between the parties before this Honourable Tribunal.



ADVOCATE

AFFIDAVIT

I, Miss Rozi Gul d/o Muhammad Iqbal, do hereby solemnly affirm on oath that the contents of the appeal are true and correct to the best of my knowledge and belief and nothing has been concealed from this Honourable Tribunal.



Rozi Gul
DEPONENT
17101-2851132-6

NOTE:

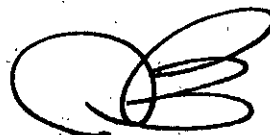
Addresses of parties mentioned in the heading of the appeal is correct and sufficient for service.



ADVOCATE

LIST OF BOOKS:

1. Constitution of Pakistan, 1973.
2. Service Laws
3. Other relevant case Laws



6

ANNEXURE - A

DIRECTORATE OF EDUCATION
FATA N.W.F.P. PESHAWAR

APPOINTMENT ORDER

Consequent upon the recommendation of the Village Education Committee duly endorsed by Agency Education Officer on proper Agreement forms Miss Rozi Gul D/O Muhammad Iqbal R/O Mohmand Agency having qualification of F.A. is hereby appointed against the project posts of P.T.C. in B.P.S. for the project period at Female Communal School Ziarat Khazina Mohmand Agency with effect from taking over charge.

Note

1. The employee shall serve the Govt. as Communal Schools teacher from the date of assumption.
2. She shall devote her whole time to her duties as Communal School Teacher.
3. She shall carry out such administrative and teaching functions in relation to her duties.
4. She shall submit herself to the lawful order of the Govt. Officers as well as V.E.C.
5. She shall motivate the parents to send their children to school.
6. She shall keep in contact with the V.E.C. & inform them of schools progress issues & problems.
7. These posting will not be transferable, however, local teachers preferably trained can be adjusted against regular posts on case to case basis.
8. They should produce their health & age certificate to the Agency Education Officer.

(Prof. Dr. Abdur Rauf)
Directorate of Education
FATA N.W.F.P. Peshawar

Endst No 9177-83 /H-2/FCS/Appt.

Dated Pesh. the 16/3/04.

Copy forwarded to:

1. The Additional Secretary P&D Department Govt. of N.W.F.P. Peshawar.
2. The Agency Education Officer Mohmand Agency with the remarks:
 - I) To check all her credentials verify the same from concerned Institutions, Boards & Universities and not to hand over her charge if there is any discrepancy. Her orders are approved subject to verification of documents.
 - II) Teachers from Communal Schools should not be transferred to permanent posts.
 - III) All prevailing services rules with the exception of permanent appointment are equally applicable on these teachers.
3. The Agency Accounts Officer Mohmand Agency.
4. The S.A.P (Coordinator) FATA P&D Department Governors Secretariat.
5. The Chairperson Village Education Committee concerned.
6. The Candidate concerned.

to be transferred
Advocate

Assistant Director (P&D)
For Director of Education
FATA N.W.F.P. Peshawar

17/3/04

SERVICE BOOK

7

95

ANNEXURE-B

P No 00355185

00355185

OF

Mr/s Rozi Gul W/o
S/o M. Mohammad R. Gul
Designation PTC
Department Education P.C.S. Junior Man.

Price : ~~100/-~~

10/10/10
ADVA

PRINTED BY:
STATIONERY & PRINTING DEPARTMENT, GOVERNMENT OF KHYBER PAKHTUNKHWA,
PESHAWAR

8

(For use in Police Department only)

Heirs:

1. Passed SSC from BISE Peshawar
2. in Session 8/1994, under Roll No 0769
3. Marks obtained 390/800

Verification Roll No. _____ dated _____ received back _____

[Signature]
A.E.O.
District Agent

Left Thumb Impression

Passed KA from BISE Peshawar in Session 8/1994, under Roll No 0711, Marks obtained 435.

| Qualification | Date | Qualification | Date |
|---------------|-------|----------------|------|
| 435 | 07/11 | Marks obtained | |

| | |
|---------|------------|
| English | First Arts |
|---------|------------|

| | |
|--------|---------|
| Pushto | Or B.A. |
|--------|---------|

| | |
|------|-------------------------|
| Urdu | Pleadership examination |
|------|-------------------------|

| | |
|--------------|-----------------------------------|
| Plan-drawing | Training School Final examination |
|--------------|-----------------------------------|

| | |
|--------------|-----------------------|
| Finger Print | Other qualification:— |
|--------------|-----------------------|

| | |
|-------------------|--|
| Drill Instructing | |
|-------------------|--|

| | |
|--------------|--|
| Court Duties | |
|--------------|--|

| | |
|----------------|--|
| Reserve Duties | |
|----------------|--|

[Signature]
to be the Advocate

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

9

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.

1. Name: Miss Rozi Gul.

2. Race: Afghan

3. Residence: Vill: Rajan Shuruaabad, Distt Charssadda
P.O. Rajan

4. Father's name and residence: Mohammad Gopal As above.

5. Date of birth by Christian era as nearly as can be ascertained: 2-3-1975 (2nd March N.H.D Seventy five)

6. Exact height by measurement: 6-3

7. Personal marks for identification:

8. Left hand thumb and finger impression of (Non-Gazetted) officer:

| | |
|---------------|-------------|
| Little Finger | Ring Finger |
| Middle Finger | Fore Finger |
| Thumb | |

Signature of Government Servant: Rozi Gul

Signature and designation of the Head of the Office, or other Attesting Officer.

A.E.O. Military Agency

ATTESTED

to be filled by
[Signature]

10

| 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 'sp' | Date of appointment | Signature of Government Servant |
| PIC KCS Jumarthen Lallem | | BPS 7A | 2220/m | 5820 | | 15/3/2004 | Rozikal |
| do- | | BPS 7A | 2340/m | | | 12/2/2004 | Rozikal |
| | | BPS 7A | 2555-140-6755 | | | | |
| do- | | | 2695/m | | | 12/2/2005 | Rozikal |
| do- | | | 2835/m | | | 12/2/2005 | Rozikal |
| do- | | | 2975/m | | | 12/2/2006 | Rozikal |
| | | BPS 7A | 2940-1600-7740 | | | | |
| do | | | 3420/m | | | 12/2/2007 | Rozikal |
| do | | | 3580/m | | | 12/2/2007 | Rozikal |

P
to be
Admin

11

| 9 Signature and Designation of the head of the office or other attesting officer in attestation of columns 1 to 8 | 10 Date of termination or appointment. | 11 Reason of termination such as promotion, transfer, dismissal, etc.) | 12 Signature of the head of the office or other attesting officer. | 13 Leave | | 14 Signature of the head of the office or other attesting officer | 15 Reference to any recorded punishment or censure 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 |
| A.E.O. Mohammad Ade | 30/11/2004 | Retire | Signature | Appointed against P.T.C. Post- at-RCS Juma Khan vide order no 9777 of 15/3/2004. | | | | |
| A.E.O. Mohammad Ade | 30/11/2005 | Retire | Signature | in Manual agency in BPS 07 | | | | |
| A.E.O. Mohammad Ade | 30/11/2005 | Retire | Signature | | | | | |
| A.E.O. Mohammad Ade | 30/11/2006 | Retire | Signature | | | | | |
| A.E.O. Mohammad Ade | 30/11/2006 | Retire | Signature | | | | | |
| A.E.O. Mohammad Ade | 30/11/2007 | Retire | Signature | | | | | |
| A.E.O. Mohammad Ade | 30/11/2007 | Retire | Signature | | | | | |

ATTESTED
10/12/07
Signature

12

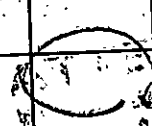
| | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|------------------|---|---|-------------------------|--------------------------------|--|---------------------|---------------------------------|
| Name of post | Whether substantive or officiating and whether permanent or temporary | If officiating, state (i) substantive 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 "p" | Date of appointment | Signature of Government Servant |
| PTE | | BPS-7A | 3530-190- | 9230 | | | |
| PCS Junior Clerk | | R | 4290/m | | | 7/2/08 | Rajiv |
| do | | R | 4480/m | | | 12/2/08 | Rajiv |
| do | | R | 4670/m | | | 12/2/09 | Rajiv |
| do | | R | 4860/m | | | 12/2/00 | Rajiv |
| do | | BPS-7A | 5800-320- | 15400 | | | |
| do | | R | 8060/m | | | 7/2/04 | Rajiv |
| do | | R | 8360/m | | | 12/2/04 | Rajiv |
| do | | R | 8680/m | | | 12/2/02 | Rajiv |
| do | | R | 9000/m | | | 12/2/03 | |
| do | | | | | | 12 | |

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| | | | | 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 | | | | | | |
| Signature and Designation of the head of the office or other attesting officer in attestation of columns 1 to 8 | Date of termination or appointment. | Reason of termination such as promotion, transfer, dismissal, etc.) | Signature of the head of the office of other attesting officer. | | | Signature of the head of the office or other attesting officer | Reference to any recorded punishment or censure or praise of the Government Servant. |
| Mohmand Agency <i>[Signature]</i> | 30/11/08 <i>[Signature]</i> | Retire <i>[Signature]</i> | <i>[Signature]</i> | | | <i>[Signature]</i> | |
| Mohmand Agency <i>[Signature]</i> | 30/11/08 <i>[Signature]</i> | A/m | <i>[Signature]</i> | | | <i>[Signature]</i> | |
| Mohmand Agency <i>[Signature]</i> | 30/11/09 <i>[Signature]</i> | A/m | <i>[Signature]</i> | | | <i>[Signature]</i> | |
| Mohmand Agency <i>[Signature]</i> | 30/11/10 <i>[Signature]</i> | A/m | <i>[Signature]</i> | | | <i>[Signature]</i> | |
| Mohmand Agency <i>[Signature]</i> | 30/11/11 <i>[Signature]</i> | Retire <i>[Signature]</i> | <i>[Signature]</i> | | | <i>[Signature]</i> | |
| Mohmand Agency <i>[Signature]</i> | 30/11/11 <i>[Signature]</i> | A/m | <i>[Signature]</i> | | | <i>[Signature]</i> | |
| Mohmand Agency <i>[Signature]</i> | 30/11/12 <i>[Signature]</i> | A/m | <i>[Signature]</i> | | | <i>[Signature]</i> | |
| Mohmand Agency <i>[Signature]</i> | 30/11/2013 <i>[Signature]</i> | A/m | <i>[Signature]</i> | | | <i>[Signature]</i> | |
| Mohmand Agency <i>[Signature]</i> | 30/11/2014 <i>[Signature]</i> | A/m | <i>[Signature]</i> | | | <i>[Signature]</i> | |

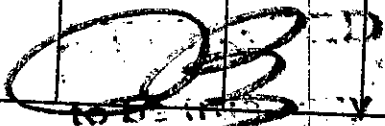
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| Name of post | Whether substantive or officiating and whether permanent or temporary | If officiating, state (i) substantive appointment, or (ii) whether service counts for pension under Art. 371 C.S.R. | Pay in substantive post | Additional Pay for officiating | Other emolument falling under the term "p" | Date of appointment | Signature of Government Servant. |
| P.T.C. | Revised | DPSS No. 7/9490-7492 (W-19940) | | | | | |
| F.C.S. & Aslam | Bhawan | | Rs. 1205/- | | | 1-7-2015 | |
| Khasan Gai | | | | | | | |
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| Signature and Designation of the head of the office or other attesting officer in attestation of columns 1 to 8 | Date of termination or appointment | Reason of termination such as promotion, transfer, dismissal, etc.) | Signature of the head of the office or other attesting officer | Leave | | | Signature of the head of the office or other attesting officer | Reference to any recorded punishment or censure or 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 | | | |
| | 3 ⁶ / ₂₀₁₅ | Revision of BPS, 2015. | | | | | | |
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| 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 "p" | Date of appointment | Signature of Government Servant |
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Current Station: Khreezi, Zonawar Cheera, Melaik Subhanullah
 School Tulla Muhammad

[Signature]
 Advocate

REGULARIZATION/ADJUSTMENT ORDER OF FEMALE COMMUNITY TEACHERS.

ANNE-C

In compliance with decision made by worthy Director Education FATA bearing Endst:No.2532 dated 26.02.2018 and notification No.SO (E)/SSD/CSCR/99-108 dated 11/05/2012, the following female community schools teachers (included in 2017-18 PC-1 in continuation to their previous community services) and still working in the functional community schools are hereby regularized against regular vacant PST posts at the schools noted against their names in B-12 @ (3320-960-42120) plus usual allowances as admissible under the rules with immediate effect in the interest of public service.

| S.No | Name | Father's Name | Name of community school | Place of posting where regularized | Remarks |
|------|-----------------|-----------------|--------------------------|------------------------------------|---------------------|
| 1 | Ume Kalsoom | Nizam khan | FCS Khra shah | GGPS Ora kore Ambar | Against vacant post |
| 2 | Neelam Baibi | Ghulam Muhammad | FCS Khra shah | GGPS Musa kore | -do- |
| 3 | Sadaqat Begum | Ali Abbas | FCS Umar Khitab | GGPS Muza khan Nasapai | -do- |
| 4 | Ulfat Begum | Rahim Ullah | FCS Zanawar Chren: | GGPS Khair Jan | -do- |
| 5 | Rukhsana Gul | Muhammad Asghar | FCS Bakaro shah | GGPS Shawa Farsh | -do- |
| 6 | Seema Gul | Saeed ur Rahman | FCS Abdullah Jan | GGPS Sheikh Baba Fazli Akbar | -do- |
| 7 | Zainab | Baktawar sher | FCS Halki Gandab | GGPS Noorsha Ali | -do- |
| 8 | Nadia | Gul Hayat | FCS Abdullah Jan | GGPS Said Karnal | -do- |
| 9 | Samina Gul | Sami Ullah | FCS Fazli Akbar | GGPS Toor kore | -do- |
| 10 | Kharoman | Sabil khan | FCS Fazli Akbar | GGPS Muhammad Hassan | -do- |
| 11 | Bushra | Fazli Ilahi | FCS Ali Raza | GGPS Dag Mula | -do- |
| 12 | Shaquitta Nawaz | Rab Nawaz | FCS Abdur Rahim Ato khel | GGPS Katar wali Beg | -do- |
| 13 | Shazia Qamar | Muhammad Qamar | FCS Umar Khitab | GGPS Sheikh Baba Fazli Akbar | -do- |
| 14 | Fatima | Fazli Rahman | FCS Mata kore | GGPS Karrir Lal Muhammad | -do- |
| 15 | Shazia Begum | Dost Muhammad | FCS Umar khitab | GGPS Soran Darra Jar Killi | -do- |
| 16 | Tahira begum | Fazli Rashid | FCS Prangan Aslam | GGPS Ravish, Khwazai | -do- |
| 17 | Nisbat begum | Muhammad | FCS Bakaro shah | GGPS Shehan | -do- |

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|----|--------------|-------------------|----------------|-------------------|------|
| 18 | Farah Naz | Muhammad Ali Khan | FCS Navi Dhand | GGPS Sarra Khawa | -do- |
| 19 | Rashida Bibi | Nazir Muhammad | FCS Wali Jan | GGPS Karrir Musaf | -do- |
| 20 | Asmat Ara | | FCS Navi Dhand | GGPS Karrir Musaf | -do- |

TERMS/CONDITIONS

1. Regularization of the teachers has been made purely on temporary basis and is liable to termination at any time without assigning any reason.
2. All academic, professional and domicile documents/certificates of the teachers should be verified from the concerned institutions through AEO office before drawl of their salaries.
3. Charge reports should be submitted in duplicate.
4. If they failed to report their arrival within 15 days, their regularization orders will be automatically considered as cancelled.
5. If any legal and technical error/omission pointed out, the regularization orders will stand cancelled.
6. Those teachers who have not passed FA, FSc/PTC or equivalent are directed to pass within two years.

(FARID ULLAH)
Agency Education Officer,
Mohmand Agency

Endst.No. 2646-55/Estab:II/Regularization:/PST(F) dated Ghallanai 25/04/2018.

Copy to:-

1. Director Education FATA Secretariat Peshawar.
2. Political Agent Mohmand Agency.
3. PS to secretary SSD FATA Secretariat.
4. Agency Accounts Officer Mohmand Agency.
5. Agency Surgeon Mohmand Agency
6. AAEO (Dev) local office.
7. AAEO Female local office.
8. Accountant local office.
9. Teachers concerned.

Note: Unattested photocopies of relevant documents are not acceptable.

~~Agency Education Officer,
Mohmand Agency~~

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ANNEXURE D

Dist. Govt. KP-Provincial
District Accounts Office CHALANAI
Monthly Salary Statement (January-2021)

Personal Information of Mrs TAHIRA d/w/s of FAZLI RASHID

Personnel Number: 00391934 CNIC: 1540106812266 NFN:
Date of Birth: 03.04.1976 Entry into Govt. Service: 29.02.2007 Length of Service: 13 Years 10 Months 04 Days

Employment Category: Active Temporary

Designation: PRIMARY SCHOOL TEACHER 80926290-DISTRICT GOVERNMENT KHYBE

DDO Code: MG6013-DEO Primary Education Mohmand

Payroll Section: 001

GPF Section: 001

Cash Center: 71

GPF A/C No:

Interest Applied: Yes

GPF Balance:

64,919.00

Vendor Number: -

Pay and Allowances:

Pay scale: BPS For - 2017

Pay Scale Type: Civil BPS: 12

Pay Stage: 3

| Wage type | Amount | Wage type | Amount |
|--------------------------------|-----------|--------------------------------|----------|
| 0001 Basic Pay | 16,200.00 | 1000 House Rent Allowance | 1,961.00 |
| 1210 Convey Allowance 2005 | 2,856.00 | 1300 Medical Allowance | 1,500.00 |
| 1528 Unattractive Area Allow | 1,700.00 | 2148 15% Adhoc Relief All-2013 | 350.00 |
| 2199 Adhoc Relief Allow @10% | 226.00 | 2211 Adhoc Relief All 2016 10% | 1,114.00 |
| 2224 Adhoc Relief All 2017 10% | 1,620.00 | 2247 Adhoc Relief All 2018 10% | 1,620.00 |
| 2264 Adhoc Relief All 2019 10% | 1,620.00 | | 0.00 |

Deductions - General

| Wage type | Amount | Wage type | Amount |
|-------------------------|-----------|--------------------------------|---------|
| 3012 GPF Subscription | -2,220.00 | 3501 Benevolent Fund | 300.00 |
| 3990 Emp. Edu. Fund KPK | -125.00 | 4604 R. Benefits & Death Comp. | -600.00 |

Deductions - Loans and Advances

| Loan | Description | Principal amount | Deduction | Balance |
|------|-------------|------------------|-----------|---------|
|------|-------------|------------------|-----------|---------|

Deductions - Income Tax

Payable: 0.00 Recovered till JAN-2021: 0.00 Exempted: 0.00 Recoverable: 0.00

Gross Pay (Rs.): 30,767.00 Deductions: (Rs.): 3,545.00 Net Pay: (Rs.): 27,222.00

Payee Name: TAHIRA

Account Number: 7900085803

Bank Details: HABIB BANK LIMITED, 220326 HARICHAND, CHARSADDA, HARICHAND, CHARSADDA, CHARSADDA

Leaves: Opening Balance: Aailed: Earned: Balance:

Permanent Address:

City: X

Domicile: NW - Khyber Pakhtunkhwa

Housing Status: No Official

Temp. Address:

City:

E-mail: tahirabegum3372@gmail.com

to be true
Advocate



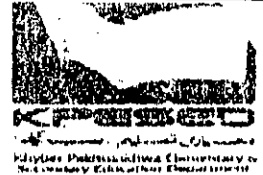
18

MOHMAND TRIBAL DISTRICT

Ph. No. : 0924-290180

FAX : 0924-290180

Email :- deomohmand@gmail.com



ANNE-E

REGULARIZATION/ADJUSTMENT ORDER OF FEMALE COMMUNITY TEACHER.

In compliance with decision made by worthy Director Education Ex-FATA bearing Endst: No.2532 dated 26.02.2018 and notification No.SOE/SSD/CSCR/99-108 dated 11/5/2011, the following female community school teacher (Include in 2019-20 PC-1) and still working in the functional community school is hereby regularized against regular vacant PST post at the school noted against her name in BPS-12@(13320-960-42120) plus usual allowances ass admissible under the rules with immediate effect in the interest of public services.

| S.No | Name & Father Name | Name of Community School | Place of posting where regularized | Remarks |
|------|-----------------------------|--------------------------|------------------------------------|---------|
| 1 | Rozi Gul S/O Muhammad Iqbal | FCs Zanawar Cheena | GGPS Zanawar Cheena | A.V.P |

TERMS & CONDITIONS

1. The appointment of the candidate is being made purely on temporary basis and is liable to termination at any time without assigning any reason.
2. No TA/DA e.t.c is allowed.
3. Charge report should be submitted to all concerned in duplicate.
4. Appointment is purely on temporary basis, initially for one year.
5. Appointment is subject to the condition that their certificate/degrees must be verified from the concerned authorities if any documents found bogus/fake/forged, they will be terminated and their case will be reported to law enforcing Department/agencies for further action.
6. Her service is liable to termination on one month's notice from either side. In case of resignation without notice her one month pay/allowances shall be forfeited to the Government.
7. Pay will be issued by this office after verification of all documents by ADEO concerned.
8. They should join her post within 30 days of the issuance of this appointment order, failing which her appointment will expire atomically and no subsequent appeal etc. shall be entertained.
9. Health and age certificate should be produced from the Medical Superintendent concerned before taking over charge.
10. They will be governed by such rules and regulation as may be issued from time to time by the Government.
11. Before handing over charge she will sign an agreement with the department, otherwise this order will not be valid.
12. Her service shall be terminated at any time, in case her performance is found unsatisfactory during contract period. In case of misconduct, she will be proceeded under the rules framed from time to time.
13. Before handing over charge her documents may be checked and if they have not required qualification, they may not be handed over charge.

Note: Head Master/ADEO concerned is directed to verify this order from the office of the DEO Mohmand before handing over charge to the official.

(Noor Hassan Khan)
District Education Officer
Mohmand Tribal District

Endst.No. 3339-46

dated. 31/5/2021

Copy to the:-

1. Director of Education Elementary & Secondary Khyber Pakhtunkhwa Peshawar.
2. Director of Education NMD Secretariat Peshawar.
3. Deputy Commissioner Mohmand Tribal District.
4. District Account Officer Mohmand Tribal District.
5. ADEO Female concerned.
6. Teachers Concerned.
7. EMIS Section Local Office.
8. Office record.

to be true
Advocate

CHARGE REPORT

(19)

ANNEXURE-F

9 Rozi Gul in compliance with the
D.E.O Mphmand Tribal District

Endst: No. 3339-46 Dated: 31.05.2021

Took over charge as PST in FCS
Zanawar cheena on forenoon.

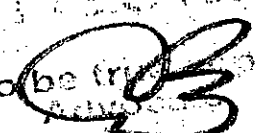
Principal/Headmistress

Dated: 31.05.2021.

Rozi Gul

P.S.T. Rozial

Dated: 31.05.2021.

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SERVICE CERTIFICATE.

Certified that Mst; Rozi Gul PST D/O Mohammad Iqbal GGPS Zanwar Chena Mohmand has been serving in Education Department since 13-05-2021 At present, she is working against PST post Mohmand Tribal her personal No 355185.

Kalbar

Assistant District Education Officer,
Mohmand at Ghallanai.

**District Education Officer
Mohmand Tribal District**

**G.G.P.S
Zanwar Chena**

[Signature]
to the file
ADP/...

9

~~RP~~ (21) ~~RP~~

Government of Pakistan
Finance Division
(Regulations Wing)

F. No. 7(9)R-I/2012-

Islamabad, the 31st May, 2013

OFFICE MEMORANDUM

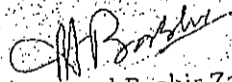
Annexure - G

Subject: PROTECTION OF PAY OF CONTRACT EMPLOYEES ON REGULARIZATION/APPOINTMENT ON REGULAR BASIS

The undersigned is directed to say that the proposals for protection of pay last drawn by the contract employees on their regularization/appointment on regular basis are received in Finance division and considered/decided on case to case basis. The existing rules/orders on the subject do not provide for protection of pay of contract employees on their regularization. The Courts have held from time to time that the pay of contract employees on their regularization/appointment on regular basis should be protected. The matter has been examined in the light of Court's Judgments and it has been decided to issue general policy guidelines in this regard. Pay of a non-Gazetted contract employee on his regularization/appointment on regular basis will be protected subject to the following conditions:-


- i) That the contract appointment has been made on standard terms and conditions circulated by Establishment Division as amended for time to time.
- ii) That the contract employee has applied through proper channel and has been properly relieved by the appointing authority. This condition shall not apply in case of regularization on the same post.
- iii) That regularization/regular appointment has been made with the approval of competent authority.
- iv) That there is no break/interruption between contract service and regular service.
- v) That the service rendered on contract basis shall not qualify for pension/gratuity.
- vi) That in case of regular appointment in lower grade pay shall not be protected.


2. Ministries/Divisions/Departments are authorized to protect/fix pay in terms of above guidelines. Only those cases may be referred to Finance Division where some clarification or advice of Finance Division is required.


(Muhammad Bashir Zahid)
Accounts Officer(R-I)
Tele: 9245843

All Ministries/Divisions/Departments

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Advocate

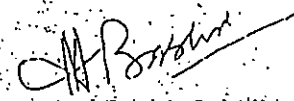
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2. President's Secretariat (Personal), Islamabad.
3. Prime Minister's Secretariat (Internal), Islamabad.
4. Prime Minister's Secretariat (Public), Islamabad.
5. National Assembly Secretariat, Islamabad.
6. Senate Secretariat, Islamabad.
7. Election Commission of Pakistan, Islamabad.
8. Supreme Court of Pakistan, Islamabad.
9. Federal Shariat Court, Islamabad.
10. Auditor General of Pakistan, Islamabad.
11. Controller General of Accounts, Islamabad.
12. AGPR, Islamabad/Lahore/Peshawar/Karachi/Quetta.
13. Military Accountant General, Rawalpindi.
14. All Financial Advisers/Deputy Financial Advisers attached to Ministries/Divisions and all officers of Finance Division.
15. Chief Accounts Officer, M/o Foreign Affairs, Islamabad.
16. Financial Adviser and Chief Accounts Officer, Pakistan Railways, Lahore.
17. All Chief Secretaries/Finance Secretaries of the Government of Punjab/Sindh/KPK/Balochistan & Azad State of Jammu & Kashmir.
18. Capital Development Authority, Islamabad.
19. Office of the Chief Commissioner, Islamabad.
20. Federal Public Service Commission, F-5/r, Agha Khan Road, Islamabad.
21. Secretary, Wafaqi Mohtasib (Ombudsman)'s Secretariat, Islamabad.
22. Pakistan Atomic Energy Commission, Islamabad.
23. Central Directorate of National Savings, Islamabad.
24. National Accountability Bureau, Islamabad.
25. Member (Finance), KRL, P.O. Box No. 1384, Islamabad.
26. Intelligence Bureau, Islamabad.
27. Pakistan Mint, Lahore.
28. DG Post Offices, Islamabad.
29. Secretariat Training Institute, Islamabad.
30. Directorate General of Inspection & Training, Customs & Central Excise, 8th Floor, New Customs House, Karachi.
31. National Re-Construction Bureau, Prime Minister's Secretariat, Islamabad.
32. Earthquake Reconstruction & Rehabilitation Authority (ERRA), P.M. Sectt. (Public), Islamabad.
33. Federal Tax Ombudsman's Secretariat, Islamabad.
34. Cost Accounts Organization, Islamabad.



(Muhammad Bashir Zahid)
(Section Officer (R-II))
Tele: 9245843



to be frug
Advoc

Government of Pakistan
Finance Division
(Regulations Wing)

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(Handwritten numbers)

F.No. 7(9) R-I/2012-1308

Islamabad, the 6th March, 2014

OFFICE MEMORANDUM

Subject: - CLARIFICATION REGARDING PROTECTION OF PAY OF CONTRACT EMPLOYEES ON REGULARIZATION/APPOINTMENT ON REGULAR BASIS

The undersigned is directed to refer to this Division's O.M. of even number dated 31st May, 2013 and state that AGPR, Islamabad and certain Ministries/Divisions/Departments have raised certain queries for clarification which have been examined and clarified as under:-

| S. No | Queries raised | Clarification |
|-------|--|--|
| i. | Finance Division's O.M. dated 31 st May, 2013 does not contain effective date of implementation. From which date will it take effect. | The said O.M. will take effect from the date of its issue i.e. 31-05-2013. |
| ii. | Whether the pay of employees working on daily wages, short-term vacancies and on contract basis, regularized by the Cabinet Sub-Committee is protectable. | The pay of only those contract employees (Non-gazetted), whose appointments have been made on standard terms and conditions in BPS by the competent authority, is protectable. |
| iii. | Whether employees whose services were transferred from development to non-development side are entitled to pay protection. | Pay is protectable of those employees only whose contract appointment in development side was made in BPS: 1 to 16 on standard terms and conditions. |
| iv. | Whether the pay of contract employees on their regularization in lower grade is protectable or otherwise. | Finance Division's O.M. clearly states that in case of regular appointment in lower grade pay shall not be protected. |
| v. | Whether the contract employees of BPS-1 to 4 who were moved one scale up w.e.f. 01-07-2007 are entitled to protection of pay on regularization. | Yes. |
| vi. | In case the pay protection is allowed w.e.f. 31-05-2013 to all back date cases, please clarify about the date of pay fixation regarding date of regularization or implementation of this policy and whether payment of arrear after 31-05-2013 payable or not. | As stated against (i) above. |
| vii. | Whether an employee working in a Development Project on his appointment on regular basis in the Ministry, Division and Department is protectable. | As stated against (iii) above. |
| viii. | Whether the pay of an employee working on contract basis in the Provincial Government who later on joins a regular post in a Federal Government is also protectable. | Yes, subject to conditions, as stated against (ii) above. |

(Muhammad Bashir Zahid)
Accounts Officer (R-I)

All Ministries/Divisions/Departments

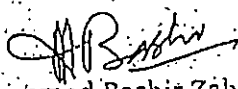
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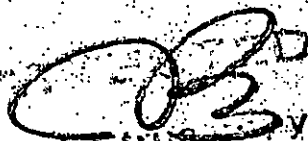
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Advocates

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2. President's Secretariat (Personal), Islamabad.
3. Prime Minister's Secretariat (Internal), Islamabad.
4. Prime Minister's Secretariat (Public), Islamabad.
5. National Assembly Secretariat, Islamabad.
6. Senate Secretariat, Islamabad.
7. Election Commission of Pakistan, Islamabad.
8. Supreme Court of Pakistan, Islamabad.
9. Federal Shariat Court, Islamabad.
10. Auditor General of Pakistan, Islamabad.
11. Controller General of Accounts, Islamabad.
12. AGPR, Islamabad/Lahore/Peshawar/Karachi/Quetta.
13. Military Accountant General, Rawalpindi.
14. All Financial Advisers/Deputy Financial Advisers attached to Ministries/Divisions and all officers of Finance Division.
15. Chief Accounts Officer, M/o Foreign Affairs, Islamabad.
16. Financial Adviser and Chief Accounts Officer, Pakistan Railways, Lahore.
17. All Chief Secretaries/Finance Secretaries of the Government of Punjab/Sindh/KPK/Balochistan & Azad State of Jammu & Kashmir.
18. Capital Development Authority, Islamabad.
19. Office of the Chief Commissioner, Islamabad.
20. Federal Public Service Commission, F-5/1, Agha Khan Road, Islamabad.
21. Secretary, Wafaqi Mohtasib (Ombudsman)'s Secretariat, Islamabad.
22. Pakistan Atomic Energy Commission, Islamabad.
23. Central Directorate of National Savings, Islamabad.
24. National Accountability Bureau, Islamabad.
25. Member (Finance), KRL, P.O.Box No.1384, Islamabad.
26. Intelligence Bureau, Islamabad.
27. Pakistan Mint, Lahore.
28. DG Post Offices, Islamabad.
29. Secretariat Training Institute, Islamabad.
30. Directorate General of Inspection & Training, Customs & Central Excise, 8th Floor, New Customs House, Karachi.
31. National Re-Construction Bureau, Prime Minister's Secretariat, Islamabad.
32. Earthquake Reconstruction & Rehabilitation Authority (ERRA), P.M. Sectt. (Public), Islamabad.
33. Federal Tax Ombudsman's Secretariat, Islamabad.
34. Cost Accounts Organization, Islamabad.


(Muhammad Bashir Zahid)
(Section Officer(R-II))
Tele: 9245843

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Advocate


to be true copy
Advocate



GOVERNMENT OF KHYBER PAKHTUNKHWA
FINANCE DEPARTMENT
(REGULATION WING)

NO. FD (SOSR-1) 12-7/2014
Dated Peshawar the 6th February, 2014

16
25

To:

1. All Administrative Secretaries to Govt. of Khyber Pakhtunkhwa.
2. The Senior Member, Board of Revenue, Khyber Pakhtunkhwa.
3. The Secretary to Governor, Khyber Pakhtunkhwa.
4. The Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
5. The Secretary, Provincial Assembly, Khyber Pakhtunkhwa.
6. The Secretary Finance FATA, FATA Secretariat, Peshawar.
7. All Heads of Attached Departments in Khyber Pakhtunkhwa.
8. All Divisional Commissioners in Khyber Pakhtunkhwa.
9. All Political Agents / District & Sessions Judges in Khyber Pakhtunkhwa.
10. The Registrar, Peshawar High Court, Peshawar.
11. The Chairman, Public Service Commission, Khyber Pakhtunkhwa.
12. The Chairman, Services Tribunal, Khyber Pakhtunkhwa.
13. The Accountant General, Khyber Pakhtunkhwa, Peshawar.

Subject: PROTECTION OF PAY OF CONTRACT EMPLOYEES ON
REGULARIZATION / APPOINTMENT ON REGULAR BASIS.

Dear Sir,

In pursuance to the Finance Division's Office Memorandum No.7(9)R-1/2012 dated 31st May, 2013, the competent authority is pleased to allow the pay protection to non-Gazetted contract employees on their regularization / appointment on regular basis with immediate effect subject to the following conditions:-

- i) That the contract appointment has been made on standard terms and conditions circulated by this Provincial Government as amended from time to time.
- ii) That the contract employee has applied through proper channel and has been properly relieved by the appointing authority. This condition shall not apply in case of regularization on the same post.
- iii) That regularization / regular appointment has been made with the approval of competent authority.
- iv) That there is no break / interruption between contract service and regular service.
- v) That the service rendered on contract basis shall not qualify for pension / gratuity.
- vi) That in case of regular appointment in lower grade, pay shall not be protected.

Yours faithfully,

(RAZAULLAH KHAN)

Addl. Secretary (Regulation)

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Attocate

OFFICE MEMORANDUM

Subject:- PROTECTION OF PAY OF GAZETTED CONTACT EMPLOYEES ON REGULARIZATION/APPOINTMENT ON REGULAR BASIS

The proposal for protection of pay last drawn by the contract employees on their regularization/appointment on regular basis are received in Finance Division and considered/decided on case to case basis. The existing rules/orders on the subject do not provide for protection of pay of gazetted contract employees on their regularization. The Courts have held from time to time that the pay of gazetted contract employees on their regularization/appointment on regular basis should be protected. The matter has been examined in the light of Court's Judgments and it has been decided to issue general policy guidelines in this regard. Pay of gazetted contract employee on his regularization/appointment on regular basis will be protected subject to the following conditions:-

- i. That the contract appointment has been made in a BPS on standard terms and conditions circulated by Establishment Division as amended for time to time.
- ii. That the contract employee has applied through proper channel and has been properly relieved by the appointing authority. This condition shall not apply in case of regularization on the same post.
- iii. That regularization/regular appointment has been made with the approval of competent authority.
- iv. That there is no break/interruption between contract service and regular service.
- v. That the service rendered on contract basis shall not qualify for pension/gratuity.
- vi. That in case of regular appointment from higher grade to lower grade, pay shall not be protected.

2. Accountant General of Pakistan Revenues (AGPR) will make fixation of pay in terms of above guidelines. Only those cases may be referred to Finance Division where some clarification or advice of this Division is required.

(Nadeem Ijaz Ahmad)
Section Officer (R-2)
Ph. 9245846

All Ministries/Divisions/Departments


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Copy also forwarded for information to:-

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3. Prime Minister's Secretariat (Internal), Islamabad.
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5. National Assembly Secretariat, Islamabad.
6. Senate Secretariat, Islamabad.
7. Election Commission of Pakistan, Islamabad.
8. Supreme Court of Pakistan, Islamabad.
9. Federal Shariat Court, Islamabad.
10. Auditor General of Pakistan, Islamabad.
11. Controller General of Accounts, Islamabad.
12. AGPR, Islamabad/Lahore/Peshawar/Karachi/Quetta.
13. Military Accountant General, Rawalpindi.
14. All Financial Advisers/Deputy Financial Advisors attached to Ministries/Divisions and all officers of Finance Division.
15. Chief Accounts Officer, M/o Foreign Affairs, Islamabad.
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20. Federal Public Service Commission, F-5/1, Agha Khan Road, Islamabad.
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22. Pakistan Atomic Energy Commission, Islamabad.
23. Central Directorate of National Savings, Islamabad.
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25. Member (Finance), KRL, P.O. Box No. 1384, Islamabad.
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27. Pakistan Mint, Lahore.
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32. Earthquake Reconstruction & Rehabilitation Authority (ERRA), P.M. Sect. (Public), Islamabad.
33. Federal Tax Ombudsman's Secretariat, Islamabad.
34. Cost Accounts Organization, Islamabad.
35. Web Master


(Nadeem Ijaz Ahmad)
Section Officer (R-2)
Tele: 9245846

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Advocate

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27

Government of Pakistan
Finance Division
(Regulations Wing)

(Handwritten scribbles and circled number 28)

F. No.4(2)R-2/2014-241

Islamabad, the 20th Sep., 2016

OFFICE MEMORANDUM

Subject: CLARIFICATION ON PROTECTION OF PAY OF GAZETTED CONTRACT EMPLOYEES ON REGULARIZATION/ APPOINTMENT ON REGULAR BASIS.

The undersigned is directed to refer to this Division's OM of even number dated 07.04.2015 on the subject noted above.

2. The clarifications to the queries raised by Ministries/Divisions/ Departments and AGPR, Islamabad are conveyed as under:

| S.No | QUERIES RAISED | CLARIFICATION |
|------|---|--|
| 1 | Finance Division's OM dated 07.04.2015 does not contain effective date of implementation from which date will it take effect. | The said O.M will take effect from the date of its issuance i.e 07.04.2015. |
| 2 | Whether the officer regularized from contract service prior to issuance of the said OM i.e 07.04.2015 will also be entitled for protection of pay or otherwise. | Yes. However, no arrears are admissible prior to 07.04.2015. |
| 3 | Whether the officer whose services were regularized from development side to non-development side on regular basis (development post to regular post) are entitled to pay protection. | Pay is protectable for those employees only whose contract appointment on development side, was made in BPS on standard terms and conditions issued by Establishment Division. |
| 4 | Whether arrears/back benefits to those employees are admissible whose service were regularized prior to the issuance of the said OM on 07.04.2015. | No arrears/back benefits are admissible prior to the issuance of the said OM on 07.04.2015. |
| 5 | Whether the concurrence of FPSC is required for all the cases of contract appointment/re-appointment beyond 02 years against civil post in BS-16, to BS-22 made or continue after 25.03.2010. | Being an administrative nature of issue, relates to Establishment Division/FPSC. |

(Signature)
(Nadeem Ijaz Ahmad)
Section Officer (R-2)
Ph: 9245846

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All Ministries/Divisions/Departments

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(Signature)
copy

(Signature)
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6. Senate Secretariat, Islamabad.
7. Supreme Court of Pakistan, Islamabad.
8. Election Commission of Pakistan, Islamabad.
9. Federal Shariat Court, Islamabad.
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17. All Chief Secretaries/Finance Secretaries of the Government of Punjab/Sindh/KPK/Balochistan/Azad State of Jammu & Kashmir and Gilgit-Baltistan.
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19. Office of the Chief Commissioner, Islamabad.
20. Federal Public Service Commission, F-5/1, Agfa Khan Road, Islamabad.
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29. DG, Secretariat Training Institute, Islamabad.
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33. Federal Tax Ombudsman's Secretariat, Islamabad.
34. Cost Accounts Organization, Islamabad.
35. Web Master, Finance Division, Islamabad.

(Nadeem Ijaz Ahmad)
Section Officer (R-2)

Tele: 9245846

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Advocate

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Admission

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ANNEXURE - H

To
The District Education Officer,
Mohmand Tribal District.

Subject: Regularization from date of appointment
i.e. 15.03.2004

Sir,
most respectfully it is stated that I am
serving as P.S.T since 15-03-2004 and I
am doing duty for about 17 years. I got
the order of 31.05.2021 which I took
over charge in Zanawar Cheena but
my other service was not counted which
is more than 17 years.

It is, therefore requested that my
services of 17 years be added in my
services I will be thankful to you.

Obediently

Rozi Gul Rozi Gul

P.S.T. Zanawar Cheena

Dated 07.07.2021

ATTESTED
to be true copy
Advocate

(POWER OF ATTORNEY)

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
PESHAWAR

Service Appeal No. _____/2021

ROZI GUL

VS

EDUCATION DEPARTMENT

Rozi Gul

do hereby nominated and appointed

MUHAMMAD MAAZ MADNI, Advocate High Court, Peshawar, to be counsel in the above matter for me/us and on my/our behalf as agreed to appear, plead, act and answer in the above court or any appellate court or any court to which the business is transferred in the above matter as and is agreed to sign and file petition, appeals, statements, accounts, exhibits, compromises or other documents whatsoever, in connection with the said matter arising there from and also to apply for and receive all documents or copies of documents, depositions etc and to apply for and issue summons and other writs or subpoena and to apply for and get issued any arrest, attachment or other execution, warrants or order and to conduct any proceedings that may arise there out; and to apply for and receive payment of any or all sums or submit the above matter to arbitration, and to employ an other legal practitioner authorizing him to exercise the power and authorities hereby conferred on the advocate whenever he may think fit to do so.

AND to do all acts legally necessary to manage and conduct the said case in all respects whether herein specified or not, as may be proper and expedient.

AND I/WE hereby agree to ratify and confirm all lawful acts done on my/our behalf; under or by virtue of these present or of the usual practice in such matter. PROVIDED always that I/WE undertake at the time of calling of the case by the court I/MY authorized agent shall inform the advocate and make him appear in the court, if the case, may be dismissed in default, it be proceeded ex-parte the said counsel shall not be held responsible for the same. All costs awarded in favour shall be the right of the counsel or his nominee and if awarded against shall be payable by me/us.

IN WITNESS WHERE OF I/We hereunto set MY/OUR hand to these presents, the contents of which have been explained to and understood by ME/US this 31st day of Oct 2021.

Power and authority

to do:

AND in respects what

EXECUTANT

under or by

always that

at the said court

may be dismissed

responsible for

Accepted subject to the terms regarding fees:

IN WITNESS

on this day

Rozi Gul
(Rozi Gul)

MUHAMMAD MAAZ MADNI,
ADVOCATE HIGH COURT, PESHAWAR
BC No. (BC-11-1460)
CNIC No. 17101-9263898-1

OFFICE: KHATTAK LAW ASSOCIATES, Juma Khan Plaza, Warsak Road, Peshawar.
Contact#: 0333-9313113, 0345-9090737

**BEFORE THE HON'BLE KHYBER PAKHTUNKHWA SERVICE
TRIBUNAL PESHAWAR**

Khyber Pakhtunkhwa
Service Tribunal

Service Appeal No. 7721-/2021
Rozi District Mohmand.

Entry No. 5000
Dated 27/4/2022

Appellant

Versus

Govt: Khyber Pakhtunkhwa through the chief secretary (E&S Deptt) Peshawar &
other.

Respondents

INDEX

| S.NO | DESCRIPTION OF DOCUMENTS | ANNEXURE | PAGE |
|------|---|----------|------|
| 1 | Parawise Comments | | 1-3 |
| 2 | Affidavit | | 4 |
| 3 | Copy of the notification | A | 5 |
| 4 | Copy of regularization and appointment order | B-C | 6-7 |

(5) Authority Letter

**BEFORE THE HON'BLE KHYBER PAKHTUNKHWA SERVICE
TRIBUNAL PESHAWAR**

Service Appeal No. 7721-/2021
Rozi District Mohmand

..... Appellant

Versus

Govt: Khyber Pakhtunkhwa through the chief secretary (E&S Deptt)
Peshawar & other.

..... Respondents

Joint Parawise Comments on behalf of Respondents No.1 and 2
Respectfully Sheweth;
Preliminary objections

- i. That the Hon'ble Tribunal has no jurisdiction to entertain the instant Appeal.
- ii. That the appellant has got no cause of action, locus standi to file the instant Appeal against the respondent deptt.
- iii. That the appellant has not come to this Honorable Tribunal with clean hands.
- iv. That the appellant has concealed material facts this Hon'ble Tribunal.
- v. That the appellant has by estopped due to his own conduct.
- vi. That the appeal of the appellant is barred, by law and limitation.
- vii. That the appeal is bad for mis -joinder & non-joinder of necessary parties.

ON FACTS

1. Pertains to record.
2. Pertains to record.
3. Pertains to record.
4. That the appellant was initially appointed as Community primary school Teacher in the project of communities' schools in District Mohmand, in the year 2003 and 2007, that project was closed and the said schools were closed in the year 2010. In the meanwhile the Governor Khyber Pakhtunkhwa vide notification dated 11.05.2012, accommodated the appellants by

appointing them in the substantive posts. The service of appellant was regularized on 11.05.2021. The grievances of the appellant that the respondents have refused to count their ten years temporary service toward their regular service for the purpose of pension of namely Tahira was not protected by the Education Department District Mohmand. Copy of the regularization. is Attached . (Annex. A)

5. That the respondent department has not protected the service of the community teachers for the purpose of pay and pension. The appellant was appointed on project not a regular servant on 15.3.20203.
6. That the appellant was regularized dated 31.5 .2021 with immediate effect according to the summery approved by Governor KP of the regularization of the community schools teachers. copy of the summary and Notification are Attached .(Annex .B.C)
7. As a above Para 6
8. That initially the appellant was appointed as a primary school Teacher in the project of community 'school in District Mohmand, in the year 2003 and 2004, that project was closed and the said schools were closed in the year 2010. In the meanwhile the Governor Khyber Pakhtunkhwa vide notification dated 11.05.2012, accommodated the appellants by re-appointing them in the substantive posts. The service of appellant was regularized on 5.7.2021
9. The regularization of the appellant is according the regularization policy of the community teachers in EX-(FATA)

GROUND.

- A. That non regularization of the service of appellant is according to the project policy and re-appointed him

according summary which was approved by Governor of Khyber Pakhtunkhwa.


- B. Incorrect: That the acts of the respondents promotion process of the appellant legal and not violate Articles.4-25 of the constitution of Islamic Republic.
- C. Incorrect: The project was closed and contract of the appellant was expired 2010.and the service was regularized on 31.5.2021 against the available vacant post of PST according to the provision of summery approved Governor KP.
- D. As a above Para .C
- E. The appellant was appointed on project based not a regular civil servant.
- F. That the appellant service from the date 15.3.2004 but the project was expired in 2010, but the regularization of the appellant was done according to the merit list of the contract community teachers.
- G. The appellant is not entitle for the counting of his previous service for pension and pay protection.
- H. The regularization of previous service is not the domain of finance department.
- I. That the respondents seek permission to advance other grounds and proofs at the time of argumnts.

Pray

It is, therefore, most humbly prayed that the appeal of the appellant may be dismissed with cost.


Director

Elementary & Secondary Education
Khyber Pakhtunkhwa


District Education officer
Mohmand

4

BEFORE THE HONORABLE SERVICE TRIBUNAL PESHAWAR

Service appeal No.7721/2021

Rosi Gul District Mohammad

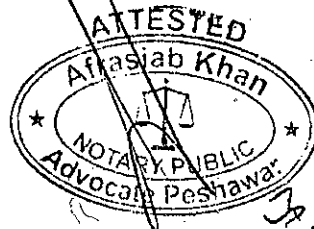
.....Appellant

VS

Government Khyber Pakhtunkhwa through the chief Secretary (E&SED)
Peshawar & others.....Despondent.

AFFIDAVIT

I, Noor Badsha ADEO Lit District Education Office(Female)
Mohammad, do hereby solemnly affirm & declare on oath that the contents of the
instant Parawise Comments in the titled appeal are true & correct to the best of my
knowledge & belief.



[Signature]
Deponent

17/3/2023



BAHAR SHIKSHAKARIAT
Warak Road, Peshawar

Notification

1. The Government of West Bengal has decided to open Community Schools in the Peshawar District. The details of the schools are given in the attached schedule. The schools shall be opened from the year 1957-58. The Government will bear the cost of the buildings and the salaries of the teachers. The parents will be responsible for the maintenance of the schools and the fees of the students. The Government will also provide the necessary equipment and materials for the schools. The schools shall be open to all children of the area, irrespective of their caste, religion or social status. The Government will also provide the necessary facilities for the students, such as libraries, playgrounds, etc. The schools shall be managed by a committee of representatives of the community and the Government. The Government will also provide the necessary facilities for the students, such as libraries, playgrounds, etc. The schools shall be managed by a committee of representatives of the community and the Government.

Secretary
Social Section, Department III
PATA, Peshawar

- Copy forwarded to:
1. Secretary to Government, Peshawar
 2. Addl. Accountant General (P.T.), Peshawar
 3. Director of Education, PATA, Peshawar
 4. A.P. Officer, PATA
 5. DCO, Peshawar
 6. Agency Officer, Accounts Office, Peshawar
 7. Agency Officer, Education Office, PATA
 8. P.B. Officer, Social Section, Department III, PATA, Peshawar
 9. P.B. Officer, Social Section, Department III, PATA, Peshawar
 10. P.B. Officer, P&D, PATA, Peshawar

Section Officer (Edu) III
PATA, Peshawar

6

6

ANNEXURE - A

DIRECTORATE OF EDUCATION
PESHAWAR

APPOINTMENT ORDER

Consequent upon the recommendation of the Village Education Committee endorsed by Agency Education Officer, Moulana Agency, Form No. Miss. Raza Gul (10) Millammad Jibon W/O Moulana Agency, in the application of Miss. Raza Gul (10) against the project posts of P.T.C. in B.S. for the project period at Female Communal School Ziarat Khakina Moulana Agency, she is hereby appointed to take over charge.

Note

1. The employee shall serve the Govt. as Communal School Teacher from the date of assumption.
2. She shall devote her whole time to her duties as Communal School Teacher.
3. She shall carry out such administrative and teaching functions in relation to her duties.
4. She shall submit herself to the lawful orders of the Govt. Officers as well as V.E.C.
5. She shall motivate the parents of children in their schools.
6. She shall keep in contact with the Govt. for the progress issues & problems.
7. These posting will not be transferable. However local teachers preferably trained can be adjusted against regular posts on case basis.
8. They should produce their original certificates to the Agency Education Officer.

Prof. Dr. Anwar Raza
Regional Education Officer
Peshawar

Dated Pesh. the 16/3/04

Encls No 9/77-83 M-2/PCS/Apptt.

Copy forwarded to:-

1. The Additional Secretary, P.O. Peshawar.
2. The Agency Education Officer, Moulana Agency, with the remarks:
 - I) To check all her appointments to concerned Institutions, Boards & Universities and to report any discrepancy. Her orders are approved subject to the approval of concerned authorities.
 - II) Teachers from Communal Schools shall not be transferred to permanent posts.
 - III) All prevailing services rules and the condition of permanent appointment are equally applicable on these teachers.
3. The Agency Accounts Officer, Moulana Agency.
4. The S.A.D. (Coordinator) P.A. Department, Government Secretariat.
5. The Chairman Village Education Committee, concerned.
6. The Candidate concerned.

Assistant Director (P&D)
For Director of Education
PESHAWAR, W.F.P. Peshawar

to be transferred
Advocate

17/3/04

better copy (6)

**DIRECTORATE OF EDUCATION
(FATA) N.W.F.P PESHAWAR**

APPOINTMENT ORDER.

Consequent upon the recommendation of the Village Education Committee duly endorsed by Agency Education Officer on proper Agreement froms Miss Rozi Gul D/O Muhammad Iqbal R/O Mohmand Agency having qualification of F.A is hereby appointment against the project posts of PTC in BPS-7 for the project period at Female Communal School Ziarat Khazina Mohmand Agency with effect from taking over charge.

Note:-

1. The employee shall serve the Govt. as Communal Schools teacher from the date of assumption.
2. She shall devote her whole time to her duties as Communal School Teacher.
3. She shall carry out such administrative and teaching functions in relation to her duties.
4. She shall submit herself to the lawful order so the Govt. Officers as well as V.E.C.
5. She shall motivate the parents to send their children to school.
6. She shall keep in contract with the V.E.C & inform them of schools progress issues & problems.
7. These posting will not be transformable however local teacher's preferably trained can be adjusted against regular posts on case to case basis.
8. They should produce there health & age certificate to the Agency Education Officer.

(Professor Dr. Abdul Rauf)
Directorate of Education
(FATA) N.W.F.P Peshawar

EndsNo 9177-83/ H2/ FCS/ Apptt.

Dated Pesh the 15/03/04

Copy Forwarded to:-

1. The Additional Secerty P&D Department Govt of N.W.F.P, Peshawar
2. The Agency Education Officer Mohmand Agency with the remarks.
 - i) To check all her credentials verify the same form concerned Institutions, Boards & Universities and not to handover her charge there is any discrepancy her orders are approved subject to verification of documents.
 - ii) Teachers from Communal School should not be transferred to permanents posts.
 - iii) All prevailing services rules with the exception of permanent appointment are equally applicable on these teacehrs.
3. The Agency Accounts Officers Mohmand Agency.
4. The S.A.P (Coordinator) FATA PE&D Department Governors Secretariat.
5. The Chairperson Village Education Committee concerned.
6. The Candidate concerned.

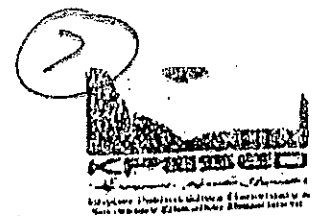
Assistant Director (P&D)
For Director Of Education
(FATA) N.W.F.P Peshawar

Abdul Rauf
26-4-2023



18

MOHMAND TRIBAL DISTRICT
Ph. No. 0924-290180
FAX 0924-290180
Email: deomohmand@gmail.com



ANNE-E

REGULARIZATION/ADJUSTMENT ORDER OF FEMALE COMMUNITY TEACHER.

In compliance with decision made by worthy Director Education Ex-ATA bearing Endst: No. 2532 dated 26.02.2018 and notification No. SOE/SSD/CSCR/99-108 dated 11/5/2011 the following female community school teacher (Include in 2019-20 PC-1) and still working in the functional community school is hereby regularized against regular vacant PST post at the school noted against her name in BPS-12@ (13320-960-42120) plus usual allowances as admissible under the rules with immediate effect in the interest of public services.

| S.No | Name & Father Name | Grade of Candidate | Place of Posting where regularized | Remarks |
|------|-----------------------------|--------------------|------------------------------------|---------|
| 1 | Rozl Gul S/O Muhammad Iqbal | FC5 Zanawar Cheena | GGPS Zanawar Cheena | A.V.P |

TERMS & CONDITIONS

- The appointment of the candidate is being made purely on temporary basis and is liable to termination at any time without assigning any reason.
- No TA/DA e.t.c is allowed.
- Charge report should be submitted to all concerned in duplicate.
- Appointment is purely on temporary basis, initially for one year.
- Appointment is subject to the condition that their certificate/degrees must be verified from the concerned authorities if any documents found bogus/fake/forged, they will be terminated and their case will be reported to law enforcing Department/agencies for further action.
- Her service is liable to termination on one month's notice from either side. In case of resignation without notice her one month pay/allowances shall be forfeited to the Government.
- Pay will be issued by this office after verification of all documents by ADEO concerned.
- They should join her post within 30 days of the issuance of this appointment order, failing which her appointment will expire automatically and no subsequent appeal etc. shall be entertained.
- Health and age certificate should be produced from the Medical Superintendent concerned before taking over charge.
- They will be governed by such rules and regulation as may be issued from time to time by the Government.
- Before handing over charge she will sign an agreement with the department, otherwise this order will not be valid.
- Her service shall be terminated at any time, in case her performance is found unsatisfactory during contract period. In case of misconduct, she will be proceeded under the rules framed from time to time.
- Before handing over charge her documents may be checked and if they have not required qualification, they may not be handed over charge.

Note: Head Master/ADEO concerned is directed to verify this order from the office of the DEO Mohmand before handing over charge to the official.

(Noor Hassan Khan)
District Education Officer
Mohmand Tribal District

Endst. No. 3339-46

dated, 31/5/2021

Copy to the:-

- Director of Education Elementary & Secondary Khyber Pakhtunkhwa Peshawar.
- Director of Education NMO Secretariat Peshawar.
- Deputy Commissioner Mohmand Tribal District.
- District Account Officer Mohmand Tribal District.
- ADEO Female concerned.
- Teachers Concerned.
- EMIS Section Local Office.
- Office record.

to be true
Advocate

8



**OFFICE OF THE DISTRICT EDUCATION OFFICER (FEMALE)
MOHMAND TRIBAL DISTRICT**
Email: deomohmandfemale@gmail.com



No _____ Dated 10/03/2022

OFFICE ORDER

The competent authority is pleased to nominate Miss Shehnaz Sardar as focal person to deal court cases of the undersigned in the best interest of public service with immediate effect.

1. Charge report should be submitted to all concerned.

(RIAZ BEGUM)
District Education

Officer (F)
Mohmand Tribal District

Endstt: No 1332-32 Dated 15/03/2022

Copy For information to:-

1. Director Elementary & Secondary Education Khyber Pakhtunkhwa Peshawar.
2. DMO Education Monitoring Authority District Mohmand.
3. SDEO Lower Mohmand
4. Office Record


District Education Officer (F)
Mohmand Tribal District