

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

Service Appeal No.\_ 1689/2023

Gul Karim..... APPELLANT

**VERSUS**

Secretary E&SED KPK Peshawar & Others.....RESPONDENTS

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DISTRICT EDUCATION OFFICER (M),  
District ORAKZAI

**BEFORE THE KHYBER PUKHTUNKHWA SERVICE TRIBUNAL PESHAWAR**

**Appeal No: 1689/2023**

**Mr. Gul Rahim.....Appellant.**

**VERSUS**

**Secretary E & SE Department & Others.....Respondents.**

**Para-wise comments on behalf of respondents No:1, 2 & 3.**

Khyber Pukhtunkhwa  
Service Tribunal

**Respectfully Sheweth:**

Diary No. 7810

**Preliminary Objection**

Dated 28/9/23

1. That the appellant has got no cause of action to file the instant appeal.
2. That the appellant has not come to this Honourable Tribunal with clean hands.
3. That the appellant has concealed material facts from this Honourable Tribunal.
4. That the appellant is estopped by his own conduct to bring the present appeal.
5. That the appeal is bad due to mis-joinder and non-joinder of necessary parties.
6. That the appellant has been treated as per rules and policy in-vogue.
7. That the promotion withdrawal order dated 19-5-2023 is within legal parameters and is according to the rules / policy.
8. That the instant appeal is filed on malafide intentions just to exert illegal pressure on the respondent department.

**On Facts:**

1. No comments. Pertains to record.
2. No comments. Pertains to record.
3. That para-3 is correct to the extent of promotion of PSTs to the post of CT's mistakenly by the Respondent 3, however the same promotion was withdrawn / recalled vide order dated 19-5-2023, under the rules. It may be mentioned here that there is no rules / policy of promotion of PST teacher to the post of CT. **(Withdrawal order dated 19-5-2023 and promotion policy are attached as Annex-A & B )**
4. That detail reply has been submitted under para-3 above, as stated that there is no provision of promotion from PST to CT in rules / policy.
5. Detail reply has already been submitted under para- 3 & 4 above.
6. Detail reply has already been submitted under para- 3 & 4 above.
7. That as stated in above paras, that there is no provision of promotion from PST to CT in rules / policy.
8. No, comments, pertains to record.
9. Pertains to record, however as stated above, that that there is no provision of promotion from PST to CT in rules / policy.
10. That para-10 is incorrect, the appellant has no right to file such appeal, however the respondent department also submit on following grounds inter alia.

## Grounds:

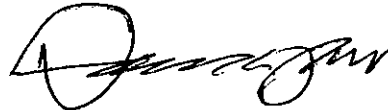
- A. **Incorrect & denied:** the appellant has been treated as per rules and policy, the appellant is just exerting illegal pressure on the respondent department by filling the instant appeal.
- B. **Incorrect & denied:** As stated that there is no rules / policy of promotion of PST teacher to the post of CT.
- C. **Incorrect & denied:** The appellant has been dealt in accordance with law/rules as no one is allowed to violate the Government rules/regulation, furthermore, there is no rules / policy of promotion of PST teacher to the post of CT.
- D. **Incorrect & denied:** Detail reply has already been submitted in the above paras.
- E. **Incorrect & denied:** All Government employees are bound to perform their duties according to law/rules/instructions given by the Government from time to time in the interest of public.
- F. **Incorrect & denied:** The appellant has been treated by applying the rules / policy in vogue and just exerting illegal pressure on the respondent department on ill well.
- G. **Incorrect & denied:** Detail reply has already been submitted in above paras.
- H. The respondents seek leave to raise additional ground at the time of arguments.

## Prayer

In light of the above fact, it is humbly prayed that the appeal may very kindly be dismissed in favor of the Respondent Department.



Secretary E & SE Khyber Pakhtunkhwa  
(Respondent No.1)



Director E & SE Khyber Pakhtunkhwa  
(Respondent No.2)

District Education Officer (M)  
(Respondent No.3)

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

Service Appeal No.\_ 1689/2023

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**AFFIDAVIT**

I, Mr. Asad Ullah SDEO (BPS-17) Focal Person for Litigation-Orakzai Elementary & Secondary Education Department, do hereby solemnly affirm and declare that the contents of the accompanying compliance Report, submitted by the respondents, are true and correct to the best of my knowledge and belief and nothing has been concealed from this Honorable Court.

It is further stated on oath that in this appeal, the answering respondents have neither been placed Ex-parte nor their defense has been struck off/*cost*

  
DEPONENT

Asad Ullah  
SDEO (Lower)/Litigation, Orakzai  
CNIC: 14101-1426407-9  
MOBILE NO.0333-9671304



**OFFICE OF THE DISTRICT EDUCATION OFFICER(Male)  
DISTRICT ORAKZAI**

District H/Q Kohat Road Babar Mela at Hangu.  
Phone # 0925-690017 Fax # 0925-690017  
Email: deorakzai2020@gmail.com



Service Appeal No.\_ 1689/2023

Gul Rahim..... APPELLANT

**VERSUS**

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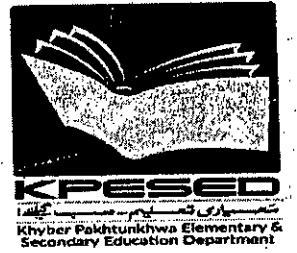
**AUTHORITY LETTER**

It is certified that Mr. Asad Ullah SDEO Lower Orakzai (BPS: 17) Focal Person Litigation of this office is hereby authorized to appear before the Khyber Pkahtunkhwa Service Tribunal, Peshawar on dated 14<sup>th</sup> September, 2023 positively.

  
DISTRICT EDUCATION OFFICER (Male),  
District ORAKZAI



OFFICE OF THE DISTRICT EDUCATION OFFICER- (M)-ORAKZAI  
DISTRICT HEADQUARTER ORAKZAI AT BABER MELA-HANGU  
Phone # 0925-690017 Fax # 0925-690017  
Email: deorakzai2020@gmail.com



No. 1411 Dated 19/05/2023

**OFFICE ORDER:**

In compliance of the Directorate of Elementary & Secondary Education, Khyber Pakhtunkhwa Peshawar vide letter bearing No. 18811, dated 11-04-2023, the competent authority DEO (M) Orakzai is pleased to withdraw the promotion orders bearing Endst: No. 6660, dated 10-12-2020 in respect of the following twenty four promoted PSTs in BPS: 12 to the posts of CTs in BPS: 15 in District Orakza of the promotion order ibid. Furthermore, the following teachers are hereby adjusted in the schools mentioned against their names with immediate effect.

5

S#	NAME	CURRNT PLACE OF POSTING	PLACE OF ADJUSTMENT
1.	Iqbal Hussain	GMS Star Sam	GPS Bara Mela
2.	Khaista Jan	GMS Safri Feroz Khel	GPS Stara Kada
3.	Muhammad Yaqoob	GMS Yakho Kandow	GPS Sarki Khel
4.	Muhammad Hanif	GHS Mishti Bazar	GPS Bada Sheikhan
5.	Naseeb Rehman	GMS Babra Laaki	GPS Gul Cheri
6.	Gul Karim	GMS Safri Feroz Khel	GPS Ghutak Ali Khel
7.	Dalil Shah	GHS Bazid Khel	GPS Rangin Khel
8.	Mati Ur Rehman	GHS Avi Mela	GPS Dago Takhtak
9.	Gul Rahim	GHS Gulistan	GPS Khee Kada No.1
10.	Ashfaq Ali	GMS Khalil Sepoy	GPS Bal Kot
11.	Maskeen Khan	GMS Damber Lasti	GPS Dran Sheikhan
12.	Syed Khadim Hussain	GHSS Andkhel	GMPS Shamer
13.	Raees Akbar	GMS Wampanra	GPS Kagnai Sher Khel
14.	Hussain Asgher	GMS Khalil Sepoy	GPS Khar Khushta
15.	Minawar khan	GHS Saifal Darrah	GPS Arkhio Killi
16.	Shiren Hassan	GMS Mirako Payan	GPS Suleman Khel
17.	Amjad Khan	GMS Zanka Khel	GPS Taghnai
18.	Saqib Ul Islam	GHS Jarma District Kohat	Will be adjusted as and when the inter district transfer is withdrawn by the Directorate of Elementary & Secondary Education Khyber Pakhtun Khwa
19.	Amir ur Rehman	GHS Swaro Kot	GPS Swaro Kot
20.	Hikmat Khan	GHS Swaro Kot	GPS Khadizai No.1
21.	Munawar Khan	GHS Chapper Mishti	GPS Zor Chapper
22.	Muhammad Ghani	GMS Stara Kada	Kot Ali Khel
23.	Painda Khan	GHS Baghnak	Ghutak Ali Khel
24.	Israfil Khan	GMS Dana Khula	GPS Taropi Ali Khel

**Note:**

- 1) Fresh charge report in their original Basic Pay Scales as on 09-12-2020 should be submitted to all concerned within 15 days positively. In case of failure/refusal, they will be treated under the Khyber Pakhtunkhwa Govt. Servants (Efficiency & Discipline) Rules, 2011.
- 2) TAVDA is not allowed for joining of their duties.

DISTRICT EDUCATION OFFICER (MALE)  
DISTRICT ORAKZAI

**Copy of Even No. & Date:**

Copy forwarded for information and necessary action to the:-

- 1) Director Elementary and secondary Education Khyber Pakhtunkhwa Peshawar with the request to withdraw inter District transfer order in r/o S# 18, already transferred to District Kohat vide Directorate of E&SE KP No. 13656-61/F.No 51 Transfers Dated Peshawar the 27/12/2022.
- 2) Additional Director (Estab), Directorate of E&SE, MAs, Peshawar.
- 3) District Education Office (M), District Kohat
- 4) District Monitoring Officer, EMA, District Orakzai.
- 5) District Accounts Officer, District Orakzai.
- 6) Deputy DEO (M), Orakzai.
- 7) Assistant Director (Estab), Directorate of E&SE, KP, Peshawar vide his office letter quoted above.
- 8) Principal/Head Masters/Incharge HM and Head Teachers concerned.
- 9) SDEOs concerned for further necessary action.
- 10) Superintendent/Pay Clerk O/O the DEO (M) Orakzai for further necessary actions.
- 11) Focal Person (HRMIS) for necessary action.
- 12) PSTs concerned
- 13) Office Copy

DISTRICT EDUCATION OFFICER (MALE)  
DISTRICT ORAKZAI

New policy

P# 07, 11

Dated 06/08/2020

6

GOVERNMENT OF THE KHYBER PAKHTUNKHWA  
ELEMENTARY AND SECONDARY EDUCATION DEPARTMENT.

NOTIFICATION

*Peshawar, dated the November 13, 2012.*

No.SO(PE)4-5/BSRC/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.

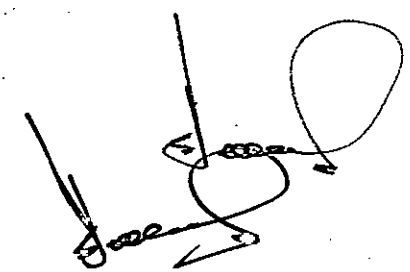
Endst. No. & Date as above.

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. 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.

Section Officer (Primary)

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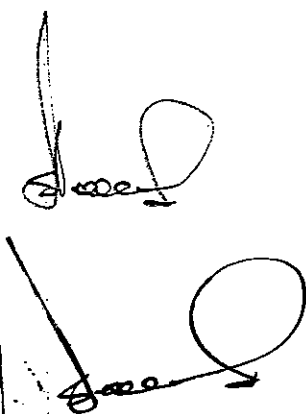
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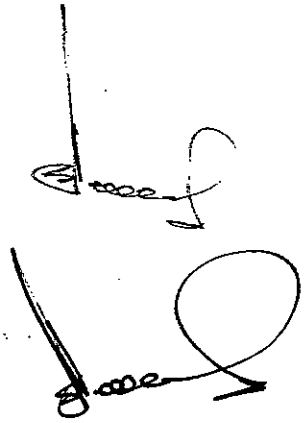
## APPENDIX

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;

				<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>
2.	Senior 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) (B-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 (General), with at least five years service as such and having qualification as prescribed for initial recruitment of Certified Teacher (General).



	Senior Certified Teacher (Industrial Arts) (BPS-16).		By promotion, on the basis of seniority-cum-fitness, from amongst Certified Teachers (Industrial Arts), with at least five years service as such and having qualification as prescribed for initial recruitment of Certified Teacher (Industrial Arts).
6.	Senior Certified Teacher (Agriculture) (BPS-16).		By promotion, on the basis of seniority-cum-fitness, from amongst Certified Teachers (Agriculture), with at least five years service as such and having qualification as prescribed for initial recruitment of Certified Teacher (Agriculture).
7.	Senior Drawing Master (BPS-16).		By promotion on the basis of seniority-cum-fitness from amongst Drawing Masters, with at least five years service as such and having qualification as prescribed for initial recruitment of Drawing Master.
8.	Senior Certified Teacher (SCT) (Home Economics) (BPS-16).		By promotion, on the basis of seniority-cum-fitness, from amongst Certified Teachers (Home Economics), with at least five years service as such and having qualification as prescribed for initial recruitment of Certified Teacher (Home Economics).
9.	Senior Physical Education Teacher (BPS-16).		By promotion, on the basis of seniority-cum-fitness, from amongst Physical Education Teachers, with at least five years service as such and having qualification as prescribed for initial recruitment of Physical Education Teacher.



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 Tanzimuatul 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

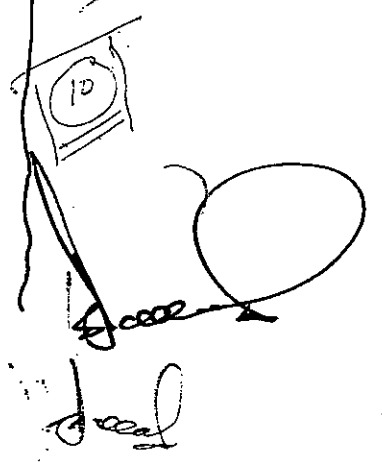
P.S.T. SPBT

NO PTC

(13)

		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 <u>Primary School Head Teachers</u> 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 <u>Primary School Head Teachers</u> for transfer, then the posts will be filled by promotion on the basis of seniority-cum-fitness, from amongst <u>Senior Primary School Teachers</u> with at least five years service and having qualification prescribed for initial recruitment of Certified Teacher (General).</p> <p><b>Note:</b> 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 <u>Primary School Head Teachers</u> with at least five years service and having qualification prescribed for initial recruitment of Certified Teacher</p>

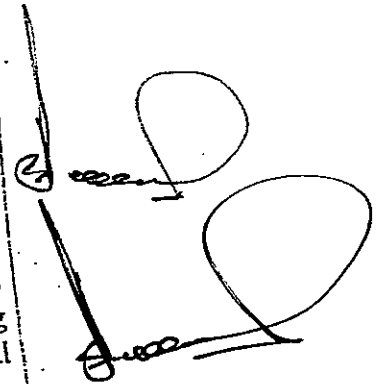
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		<p>University with nine months training from any Government Agro Technical Teacher Training Center of the Level of Certified Teacher, Agro technical (Industrial Arts).</p>		<p>(Industrial Arts):</p> <p>Provided that if no suitable candidate is available amongst the Primary School Head Teachers for Promotion, 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 (Industrial Arts).</p> <p><u>Note:</u> In case of non availability of suitable person for promotion, then by initial recruitment.</p>
15.	<p>Certified Teacher (Agriculture) (BPS-15).</p>	<p>(i) Bachelor's Degree from a recognized University with one year training in Agriculture from any Government institute or center with nine months training from Government Agro Technical Teacher Training Center of the level of Certified Teacher Agro Technical (Agriculture); or</p> <p>(ii) Bachelor's Degree with Agriculture as one of the subject, from a recognized University; or</p> <p>(iii) Bachelor's Degree from a recognized</p>	<p>18 to 35 years.</p>	<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 (Agriculture):</p> <p>Provided that if no suitable candidate is available amongst the</p>

		any Government Agro Technical Teacher Training Center of the Level of Certified Teacher, Agro technical (Agriculture).		<p>promotion, 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 (Agriculture).</p> <p><u>Note:</u> In case of non availability of suitable person for promotion, then by initial recruitment.</p>
16.	Certified Teacher (Home Economics) (BPS-15).	<ul style="list-style-type: none"> <li>(i) Bachelor's Degree with Home Economics, as one of the subject, from a recognized University with in service training from Government Agro Technical Teacher Training Center; or</li> <li>(ii) Certified Teacher Certificate with Home Economics, as one of the subjects, from any Government Training school or college with Bachelor's Degree; or</li> <li>(iii) Bachelor's Degree from a recognized University with nine months training from Government Agro Technical Teacher Training Center of the level of the Certified Teacher Agro Technical (Home Economics); or</li> <li>(iv) Bachelor's Degree, from a recognized</li> </ul>	18 to 35 years.	<ul style="list-style-type: none"> <li>(a) Forty per cent by Initial recruitment; and</li> <li>(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 as such and having qualification prescribed for initial recruitment of Certified Teacher (Home Economics):</li> </ul> <p>Provided that if no suitable candidate is available amongst the Primary School Head Teachers for promotion, 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</p>

		University with one year vocational training from any Government training center or institute with nine months training from Government Agro Technical Teacher Training center of the level of certified Teacher Agro Technical (Home Economics).		Certified Teacher (Home Economics). <u>Note:</u> In case of non availability of suitable person for promotion, then by initial recruitment.
17.	Drawing Master (BPS-15).	Bachelor's Degree from a recognized University with one year Drawing Master (DM) course Certificate.	18 to 35 years.	(a) Eighty per cent by initial recruitment; and (b) twenty 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 Drawing Master.  Provided that if no suitable candidate is available for promotion then on the basis of seniority-cum-fitness, from Senior Primary School Teachers with at least five years service and having qualification prescribed for initial recruitment of Drawing Master.  <u>Note:</u> In case of non-availability of suitable candidate for promotion, then by initial recruitment.





18.	Physical Education Teacher (BPS-15).	Bachelor's Degree from a recognized University with one year junior Diploma in Physical Education course or Army equivalency or other equivalent qualification.	18 to 35 years.	<p>(a) Eighty per cent by initial recruitment; and</p> <p>(b) twenty 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 Physical Education Teacher.</p> <p>Provided that if no suitable candidate is available for promotion then 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 Physical Education Teacher.</p> <p><u>Note:</u> In case of non-availability of suitable candidate for promotion, then by initial recruitment.</p>
19.	Primary School Head Teacher (PSHT) (BPS-15).	B.A Second Divi		By promotion, on the basis of seniority-cum-fitness, from amongst Senior Primary School Teachers with at least <u>ten years</u> service and having qualification prescribed for initial recruitment of Primary School Teacher.
20.	Senior Primary School Teacher (BPS-14).			By promotion, on the basis of seniority-cum-fitness, from amongst Primary School Teachers

*[Handwritten signatures and initials]*

				with at least five years service as such and having qualification prescribed for initial recruitment of Primary School Teacher.
21.	Primary School Teacher (BPS-12).	(i) Intermediate or equivalent qualification, from a recognized Board with Primary School Teacher Certificate/ Diploma in Education from a recognized Institute; or  (ii) Secondary School Certificate, from a recognized Board in second Division with two years Associate Degree in Education from a recognized University.	18 to 35 years.	By initial recruitment on merit at Union Council level: provided that if no suitable candidate is within the Union Council is available, then from the adjacent Union Councils on merit.
22.	Qari (BPS-12).	Intermediate with Hifz-e-Quran and Qirat Sanad from a recognized Institution. <i>B.A.</i>	18 to 35 years.	By initial recruitment.

*Second*

*[Handwritten signature]*

SCHEDULE

Selection criterion and other conditions for direct recruitment against the below mentioned posts shall be as under:-

Arabic Teacher

Educational Qualification	Total Marks: 100
SSC	Marks obtained X 20 / total marks = ____
HSSC	Marks obtained X 20 / total marks = ____
BA/BSc	Marks obtained X 20 / total marks = ____
M.A Arabic / Shahdatul Alamia Fil Uloomul Arabia wal Islamia from a recognized Tanzimatuul Wafaqul Madaris	Marks obtained X 20 / total marks = ____
Other MA/MSc/M. Ed / MA Edu	Marks obtained X 15 / total marks = ____
MPhil/PhD	Marks = 05

Theology Teacher

Category of Qualification	Total Marks 100
SSC	Marks obtained X 20 / total marks = ____
HSSC	Marks obtained X 20 / total marks = ____
BA/BSc	Marks obtained X 20 / total marks = ____
MA/MSc/M. Ed / MA Edu	Marks obtained X 20 / total marks = ____
M.A Islamiat / Shahdatul Alamia Fil Uloomul Arabia wal Islamia from a recognized Tanzimatuul Wafaqul Madaris	Marks obtained X 15 / total marks = ____
MPhil/PhD	Marks = 05

Qari/Qaria

Category of Qualification	Total Marks 100
SSC	Marks obtained X 20 / total marks = ____
Qirt Sanad from a recognized Institution.	Marks obtained X 20 / total marks = ____
HSSC	Marks obtained X 20 / total marks = ____
BA/BSc	Marks obtained X 20 / total marks = ____
MA/MSc/ M.Ed / MA Edu	Marks obtained X 15 / total marks = ____
MPhil/PhD	Marks = 05

Certified Teacher  
(General, Industrial Arts, Agriculture, Home Economics)

Category of Qualification	Total Marks 100 For Humanities group at Intermediate/Graduation Level	For Candidate of Science group
SSC	Marks obtained X 20 / total marks = ____	5 Extra marks for FSc, 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 20 / total marks = ____	
BA/BSc	Marks obtained X 20 / total marks = ____	
CT Certificate/ Diploma in Education /ADE	Marks obtained X 20 / total marks = ____	
MA/MSc/M.Ed / MA Edu	Marks obtained X 15 / total marks = ____	
MPhil/PhD	Marks = 05	