

**APPEAL NO 1761/2023**

**RAHAM JAN VS EDUCATION DEPARTMENT**

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

  
**DEPONENTS**

**Muhammad yaqoob  
Assistant O/O DEO (F)  
District Hangu**

①

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

Service Appeal No. 1761/2023

8058  
05/10/23

**Raham Jan, SST (Bio/Chem) BPS-16, ADEO (Estab) O/O the DEO (F)**

**Distt: Hangu R/O Village Dallan Hangu.**

**Appellant**

**VERSES**

1. The Secretary, Elementary & Secondary Education Department, Khyber Pakhtunkhwa, Peshawar.
2. The Director, Elementary & Secondary Education Department, Khyber Pakhtunkhwa, Peshawar.
3. The District Education Officer, Female District Hangu.
4. The District Education Officer, Male District Hangu..... Respondents

**JOINT PARA WISE COMMENTS ON BEHALF OF RESPONDENTS 1 to 4**

**PRELIMINARY OBJECTIONS:-**

1. That the appellant has got locus standi/causes of action to file instant appeal.
2. That the appellant has come to the Tribunal with clean hands.
3. That the appellant has concealed the material facts from this honourable tribunal.
4. That the appellant is estopped by his own conduct to sue the respondents.
5. That appeal of appellant is not maintainable in the present form.
6. That this honourable has no jurisdiction to entertain the present appeal.
7. That the present appeal is bad for non-joinder & mis-joinder of necessary parties.
8. That the appeal is based by law and limitation.

**FACTS: -**

1. That this para is correct to the extent that appellant is serving against SST (B/C) post in Distt: Education Department Hangu. He has been deputed to Education Office Hangu as ADEO wide E&SE order No. 4938-45/F.No. 43/ADEO(M) dated Peshawar 22/11/2018 and served in various capacities. (copy annexed "A")

2

2. That this para is partially incorrect. Appellant is concealing material facts. He served as ADEO (Estab) (M/F) Hangu for five years approximately. The appellant have served in DEO offices (Male & Female) District Hangu from 22/11/2018 to 09/08/2023 total service approximately five years. The appellant was transferred to school concerned from where he came to Education Office Hangu but this time he is leveling charges of the premature transfer. He had never objected when the appellant used to transfer with in the same office to various posts. (copies attached as Annexures B, C, D, E, F)
3. That this para is incorrect appellant is concealing material fact from the Honorable Tribunal. The competent authority has power to place the services of the civil servant anywhere in the province.
4. That this para is incorrect stop-gap arrangement transfer is need based. The said/reference transfer policy shall be applicable when the appellant take over charge in school not in an office. He never label it political transfer when he was transferred from one post to another in office rendering less than three years service in that regard.
5. That this para is incorrect. He did not preferred appeal to the competent authority i.e respdt. 01 secretary E&SE dept. Peshawar. Therefore, the present appeal is not maintainable & resultantly this Tribunal has got no jurisdiction to entertain the present appeal.

**GROUND:** -

- a. That this para is incorrect. The notification issued by respondent No. 1&2 are as according to policy & rules and regulations. The subsequent orders of respondent 3,4 has not been challenged by the appellant. In this regard relief clamed is against law. Therefore the present appeal is liable to be dismissed.
- b. That this para is not correct. Respondent are law abiding servants. They never violated said articles of constitution.
- c. That this para is incorrect. They never violated any law & constitution of the country.
- d. That this para is incorrect. The respondent never violated the posting transfer policy. The notification dated 09/08/2023 & subsequent

notification are as according to law, rules and regulation (Annexure H, G)

- e. That this para is incorrect. Respondent issued notifications in best interest of public and never violated fundamental rights of the constitution.
- f. That this para is incorrect. Transfer notification has been issued in public interest as according provincial posting & transfer prevailing policy on the basis of stop gape arrangements.
- g. That this para is incorrect. In the present transfer, allegation of political interference are baseless & false. The appellant served in the education office since 28/11/2018 and never completed the transfer tenure but when the appellant was transferred out of education office, started leveling of allegation of political interference which is baseless & has been framed to satisfy his own interests. Service is not rendered on choice but public interest.
- h. That this para is incorrect. The appellant should not conceal facts from the Tribunal. Noting can new be introduced out from his pleadings.

Since there is no weight in the present appeal, the appellant is concealing material facts from this Honourable Tribunal, disserve no relief. Therefore, present appeal be dismissed with costs.

**RESPONDENTS:**

1. The Secretary,  
Elementary & Secondary Education Department,  
Khyber Pakhtunkhwa, Peshawar.

2. The Director, Elementary &  
Secondary Education Department,  
Khyber Pakhtunkhwa, Peshawar.

3. The District Education Officer,  
Female District Hangu.

4. The District Education Officer,  
Male District Hangu.

*[Handwritten signature]*  
*[Handwritten signature]*  
16-04-2023

*[Handwritten signature]*

(W) History of DEO (M & F) office since 22-11-2018 up to 09/08/2023

Raham Jan SST Bio/Chem-(Teaching Cader) Service detail in Education Office Male & Female District Hangu.

1. Raham Jan SST B/C \_\_\_\_\_ ADEO (Estb Male) O/O the DEO Male  
Ends No. 4938-45 F.No 43/ADEO (M) transfer dated: 22-11-2018 (Anx-A)
2. Raham Jan ADEO (Estb Male) \_\_\_\_\_ Service places at the disposal of DEO Male Hangu  
Ends No. 22744-47 F.No 436/Vol - 3 / ADEO Male Transfer (Anx-B)
3. Service places at the disposal of DEO Male Hangu \_\_\_\_\_ to ADEO (Estb) Primary Hangu  
??????????
4. Tenure required to directorate by e-mail address from DEO Male Hangu.  
No. 6431 DEO Male dated: 29/06/2021 (Anx-C)
5. Raham Jan ADEO Estb: Primary DEO Male Hangu \_\_\_\_\_ service places at the disposal of DEO Hangu.  
Ends: No. 6971-73 F. No/ADEO Male Hangu dated 08/04/2022 (Anx-E)
6. DEO Male adjust him on assistant post in DEO Office Male Hangu  
????????????????
7. Raham Jan SST Bio/Chem \_\_\_\_\_ ADEO (Estb) O/O the DEO Female Hangu  
Ends: No. 5568-73 F. No/ADEO Male transfer Hangu dated 12/08/2022 (Anx-D)
8. Raham Jan ADEO (Estb) Female \_\_\_\_\_ service places at the disposal of DEO Male Hangu  
Ends: 100-4 H / ADEO Male transfer 09/08/2023 (Anx-F)

Approx - (5 Years)

Attest  
\_\_\_\_\_  
O/O the DEO (F)  
Hangu

*Better copy*

**DIRECTORATE OF ELEMENTARY & SECONDARY EDUCATION KHYBER**  
**PAKHTUNKHWA, PESHAWAR**

**OFFICE ORDER.**

Muhammad Raham Jan SST GHSS, Dallan Hangu is hereby transferred and posted against the vacant post of ADEO O/O DEO (M) Hangu in his own pay & BPS in the interest of public service with immediate effect with the following terms and conditions.

**TERMS AND CONDITIONS**

1. Charge report should be submitted to all concerned.
2. No TA/DA etc are allowed.
3. The order of the above named SST (Teaching cadre) will be effective subject to the conditions that he will give an undertaking/affidavit on legal paper/stamp paper to DEO (Male) Hangu to the effect not to claim seniority of Management cadre.
4. His seniority will be intact in teaching cadre as per rules. He will not affect the promotion of any incumbent of that cadre.
5. The terms & conditions mentioned in his appointment order as SST (teaching cadre) will intact.
6. He will not clam any kind of absorption in Ministerial cadre. Note:-

Endst: No. \_\_\_\_\_ /F. No. 43/ADEO(M) (M) Transfer Dated Peshawar the \_\_\_\_\_ 2018

Copy of the above is to the

1. Accountant General Khyber Pakhtunkhwa, Peshawar.
2. District Education Officer (M) Hangu\
3. District Accounts Officer Hangu.
4. Principal concerned.
5. Official concerned.
6. PA to Director (E&SE) Khyber Pakhtunkhwa, Peshawar.
7. Master File.

Deputy Director (Estab)  
Elementary & Secondary Education  
Khyber Pakhtunkhwa Peshawar

*Attended*  
*J-17*  
*ASST O/O the*  
*DEO (M) Hangu*

(Amly 1) (R)

DIRECTORATE OF ELEMENTARY & SECONDARY EDUCATION  
PAKHTUNKHWA PESHAWAR

OFFICE ORDER

and posted a notice in the interest of public service with immediate effect on the following conditions.

TERMS AND CONDITIONS

1. The candidate should be a citizen of Pakistan.
2. No candidate should be allowed to apply if he/she is already employed in any government or semi-government office.
3. The candidate should be a graduate of any university in Pakistan.
4. The candidate should be a resident of Peshawar.
5. The candidate should be a member of any of the recognized educational institutions.
6. The candidate should be a member of any of the recognized educational institutions.
7. The candidate should be a member of any of the recognized educational institutions.
8. The candidate should be a member of any of the recognized educational institutions.
9. The candidate should be a member of any of the recognized educational institutions.
10. The candidate should be a member of any of the recognized educational institutions.

Director  
Directorate of Elementary & Secondary Education  
Peshawar



*Better copy*

**DIRECTORATE OF ELEMENTARY & SECONDARY EDUCATION KHYBER**  
**PAKHTUNKHWA, PESHAWAR**

**NOTIFICATION**

The Competent Authority is pleased to order transfer/posting of the following officers (T.C) in their own pay scale, with immediate effect in the interest of public service.

S#	Name & Designation	From	To	Remarks
1	Mr. Khalid Mehmood SST	GMS Darband	ADEO (Estba) O/O DEO(M) Hangu	V=2
2	Mr. Raham Jan SST	ADEO(Est)at O/O DEO(M) Hangu	Services placed at the disposal of DEO(M) Hangu	=
3	Mr. Habib Gul SST	GMS Wrasta	ADEO(Estab) O/O DEO(F) Hangu	V=4
4	Mr. Rahim Udin SPET	ADEO (Estab) O/O DEO (F) Hangu	Services placed at the disposal of DEO(M) Hangu	=

**TERMS & CONDITIONS**

1. Posting/Adjustment of Teaching Cadre Officers shall be considered as stop-gap arrangement till the arrival of Management Cadre officers.
2. The order of the above mentioned Teaching cadre officers will be effective subject to the condition that they will give an undertaking/affidavit on legal paper/stamp paper to DEO (M) Hangu to the effect, not to claim seniority of Management cadre.
3. Charge report should be submitted to all concerned.
4. No TA/DA is allowed.
5. The terms & conditions mentioned in their appointment order as teaching cadre will remain intact.

**DIRECTOR**  
Elementary & Secondary Education  
Khyber Pakhtunkhwa

Endst: No. \_\_\_\_\_ F.No.436/Vol-3?ADEOs (M)/Transfer Dated the Peshawar \_\_\_\_\_/2023  
Copy forwarded to the:

1. District Education Officer (M/F) Hangu.
2. District Accounts Officer Hangu.
3. Officers Concerned.
4. Master Copy

Assistant Director (Estab M-I)  
Elementary & Secondary Education  
Khyber Pakhtunkhwa

*Attested*  
*Is*  
*Asstt. of O M*  
*DEO(F) Hangu*



(ANX-3)

6



**DIRECTORATE OF ELEMENTARY & SECONDARY  
EDUCATION KHYBER PAKHTUNKHWA PESHAWAR**

**NOTIFICATION**



**DIRECTORATE OF ELEMENTARY & SECONDARY  
EDUCATION KHYBER PAKHTUNKHWA PESHAWAR**

**NOTIFICATION**

The Competent Authority is pleased to order transfer/posting of the following officers (T.C) in their own pay scale, with immediate effect in the interest of public service.

S#	Name & Designation	From	To (posted as)	Remarks
1	Mr. Khalid Mehmood SST	GMS Darband	ADEO(Est)at O/O DEO(M) Hangu	1#2
2	Mr. Rahim Jan SST	ADEO(Est)at O/O DEO(M) Hangu	Services placed at the disposal of DEO(M) Hangu	-
3	Mr. Habib Gul SST	GMS Wrausta	ADEO(Est)at O/O DEO(F) Hangu	1#4
4	Mr. Rahim Ullah SPET	ADEO(Est)at O/O DEO(F) Hangu	Services placed at the disposal of DEO(M) Hangu	

**Note:**

1. Posting/Adjustment of Teaching Cadre Officers shall be considered as stop-gap arrangement till the arrival of Management Cadre officers.
2. The order of the above mentioned Teaching cadre officers will be effective subject to the condition that they will give an undertaking/affidavit on legal paper/stamp paper to DEO (M) Hangu to the effect, not to claim seniority of Management cadre.
3. Charge Report should be submitted to all concerned.
4. No TA/ DA is allowed.
2. The terms & conditions mentioned in their appointment order as teaching cadre will remain intact.

**DIRECTOR**  
Elementary & Secondary Education  
Khyber Pakhtunkhwa

Encl. No. 92744-47 F.NO.436/Pst-MADEO(M) Transfers Dated the Peshawar 3/11/2020

Copy forwarded to the:

1. District Education Officer (M) Hangu.
2. District Accounts Officer Hangu.
3. Officers Concerned.
4. Master Copy.

Deputy Director (Estab)  
Elementary & Secondary Education  
for Khyber Pakhtunkhwa

ASST of the DEO (M)  
Hangu

*Better Copy*

**Office Of The District Education Officer (Male)**  
**District Hangu**

No. \_\_\_\_\_/-

Dated Hangu the \_\_\_\_/\_\_\_\_/2021

The Director,  
Elementary & Secondary Education,  
Khyber Pakhtunkhwa Peshawar.

Subject: **Tenure Of ADEOs/ASDEOs Teaching & Management cadre**

Memo:

Reference your email received today on 29/06/2021 on the subject cited above, the requisite information regarding tenure of ADEOs/ASDEOs teaching and management cadre is as under:

S#	Name & Desg:	Cadre/Teaching/Management	Tenure
1	Zahir ur Rehman ADEO (Sports) O/O DEO (M) Hangu	Management Cadre	6 years 0 Months 27 Days
2	Shams ur Rehman ASDEO O/O SDEO (M) Pry: Hangu	Management Cadre	10 years 01 Months 2 Days
3	Ainullah ADEO (P&D) O/O DEO (M) Hangu	Teaching Cadre	7 years 10 Months 03 Days
4	Dost Muhammad ADEO Inspection O/O DEO (M) Hangu	Teaching Cadre	4 years 04 Months 22 Days
5	Muhammad Raham Jan ADEO Secy: O/O DEO (M) Hangu	Teaching Cadre	2 years 07 Months 07 Days
6	Hashim Khan ADEO Pry: O/O DEO (M) Hangu	Teaching Cadre	2 years 05 Months 14 Days
7	Ahmad Shaheen ASDEO O/O SDEO (M) Pry: Hangu	Teaching Cadre	07 Months 27 Days
8	Wali Muhammad ASDEO O/O SDEO (M) Pry: Thall	Teaching Cadre	01 years 09 Months 19 Days

*Attached*  
*1-1*  
*msg# of O/O*  
*DEO (M) Hangu*

(ANX-C); (7)

**Office Of The District Education Officer (Male)**  
**District Hangu**

No. 1451 / -

Dated Hangu the 29/6 /2021

The Director  
Elementary & Secondary Education  
Khyber Pakhtunkhwa Peshawar

Subject: **Tenure Of ADEOs/ASDEOs Teaching & Management cadre**

Reference your email received today on 29/06/2021 on the subject cited above, the requisite information regarding tenure of ADEOs/ASDEOs teaching and management cadre is as under:

Sr	Name & Desg	Cadre/Teaching/Management	Tenure
1	Zahir ur Rehman ADEO (Sports) o/o DEO (M) Hangu	Management Cadre	6 Years 0 Months 27 Days
2	Shamis ur Rehman ASDEO o/o SDEO (M) Prg. Hangu	Management Cadre	10 Years 01 Month 02 Days
3	Ainullah (P&D) o/o DEO (M) Hangu	Teaching Cadre	7 Years 10 Months 03 Days
4	Dost Muhammad ADEO Inspection o/o DEO (M) Hangu	Teaching Cadre	04 Years 04 Month 22 Days
5	Muhammad Raham Jan ADEO Secy o/o DEO (M) Hangu	Teaching Cadre	2 Years 07 months 07 Days
6	Hashim Khan ADEO Prg. o/o DEO (M) Hangu	Teaching Cadre	01 Year 05 Month 14 Days
7	Ahmad Shaheen ASDEO o/o SDEO (M) Prg. Hangu	Teaching Cadre	07 Months 27 Days
8	Wali Muhammad ASDEO o/o SDEO (M) Prg. Thall	Teaching Cadre	01 Year 09 Months 19 Days

*(Signature)*  
District Education Officer  
(Male) Hangu

ASST. D/O TO DEO (E)  
Hangu

*Better copy*

**DIRECTORATE OF ELEMENTARY & SECONDARY EDUCATION KHYBER**  
**PAKHTUNKHWA, PESHAWAR**

**NOTIFICATION**

The Competent Authority is pleased to order transfer/posting of the following officers (T.C) in their own pay scale, with immediate effect in the interest of public service.

S#	Name & Designation	From	To	Remarks
1	Mr. Ainullah SST (G)	ADEO (Sports) at O/O DEO (M) Hangu	ADEO (P&D) at O/O DEO(F) Hangu	AVP
2	Mr. Raham Jan SST (B/C)	Awaiting for posting	ADEO (Est-Primary) at O/O DEO(F) Hangu	AVP

**TERMS & CONDITIONS**

1. Posting/Adjustment of Teaching Cadre Officers shall be considered as stop-gap arrangement till the arrival of Management Cadre officers.
2. The order of the above mentioned Teaching cadre officers will be effective subject to the condition that they will give an undertaking/affidavit on legal paper/stamp paper to DEO (M/F) Hangu to the effect, not to claim seniority of Management cadre.
3. Charge report should be submitted to all concerned.
4. No TA/DA is allowed.
5. The terms & conditions mentioned in their appointment order as teaching cadre will remain intact.

**DIRECTOR**  
Elementary & Secondary Education  
Khyber Pakhtunkhwa

Endst: No. \_\_\_\_\_ F.No.ADEOS/ (M)/Transfer Hangu Dated the Peshawar \_\_\_\_\_/2023

Copy forwarded to the:

1. District Education Officer (M/F) Hangu.
2. District Accounts Officer Hangu.
3. Mr. Hidayat Ullah focal person IEMIS Local Directorate.
4. Officers Concerned.
5. Master Copy

Assistant Director (Estab M-I)  
Elementary & Secondary Education  
Khyber Pakhtunkhwa

*Attested*  
*I-17*  
*Asst of the*  
*DEO(F) Hangu*

(ANX-D)

8



**DIRECTORATE OF ELEMENTARY & SECONDARY EDUCATION  
KHYBER PAKHTUNKHWA PESHAWAR**

Phone: 091-9225344

Email: [ddadmnese@gmail.com](mailto:ddadmnese@gmail.com)

**NOTIFICATION**

The Competent Authority is pleased to order transfer/posting of the following officers (TC) in their own pay scale, with immediate effect in the interest of service.

Sr	Name & Designation	From	TO	Remarks
1	Mr. Anullah SST (G)	ADEO (Sports) at O/O DEO(M)Hangu	ADEO (P&D) at O/O DEO(F)Hangu	AVP
2	Mr. Raheem Jan SST (G)	Awaiting for posting	ADEO (Est-Primary) at O/O DEO(F)Hangu	AVP

**TERMS & CONDITIONS**

- Posting/Adjustment of Teaching Cadre Officers shall be considered as stop-gap arrangement till the arrival of Management Cadre officers.
- The order of the above mentioned Teaching cadre officers will be effective subject to the condition that they will give an undertaking/affidavit on legal paper/stamp paper to the (M/F) Hangu to the effect, not to claim seniority of Management cadre.
- Charge Report should be submitted to all concerned.
- No TAD is allowed.
- The terms & conditions mentioned in their appointment order as teaching cadre will remain intact.

**DIRECTOR**  
Elementary & Secondary Education  
Khyber Pakhtunkhwa

Order No: 5562-10  
F.NO.ADEOSI (M) Transfers- Hangu  
Copy forwarded to the:

Dated the Peshawar 19/08/2022

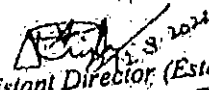
- District Education Officer (M/F) Hangu.
- District Accounts Officer Hangu.
- Mr. Hidayat Ullah focal person IEMIS Local Directorate.
- Officers Concerned.
- Master Copy.

AHERA

JIT

ASSM: OF/TC

DEO(F) Hangu

  
Assistant Director (Estab M-1)  
Elementary & Secondary Education  
Khyber Pakhtunkhwa

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**DIRECTORATE OF ELEMENTARY & SECONDARY EDUCATION KHYBER**  
**PAKHTUNKHWA, PESHAWAR**

**NOTIFICATION**

The Competent Authority is pleased to order transfer/posting of the following officers in their own pay scale, with immediate effect in the interest of public.

S#	Name & Designation	From	To	Remarks
1	Mr. Syed Salah Uddin ASDEO(M.C)	Services at DEO(M) Disposal	ASDEO(M) Circle Thall District Hangu	Va2
2	Mr. Wali Muhammad SST(G)	ASDEO(M) Circle Thall District Hangu	ADEO (Est-Primary) at O/O DEO(M) Hangu on stopgap arrangement	AVP
3	Mr. Raham Jan SST (B/C)	ADEO(Est-Primary)at O/O DEO(M) Hangu	Services placed at the disposal of DEO(M) Hangu	AVP

Note:-

1. Charge report should be submitted to all concerned.
2. No TA/DA etc are allowed.
3. The order of the above mentioned Teaching Cadre Officer (S#2) will be effective subject to the conditions that he will give an undertaking/affidavit on legal paper/stamp paper to DEO (Male) Hangu to the effect not to claim seniority of Management cadre.

**DIRECTOR**  
Elementary & Secondary Education  
Khyber Pakhtunkhwa

Endst: No. \_\_\_\_\_ F.No.ADEOS/ (M)/Hangu Dated the Peshawar \_\_\_\_\_/2023  
Copy forwarded to the:

- 1.
2. District Education Officer (M) Hangu.
3. District Accounts Officer Hangu.
4. Officers Concerned.
5. Master Copy

Assistant Director (Estab M-I)  
Elementary & Secondary Education  
Khyber Pakhtunkhwa

*Accepted*  
*2-17*  
*Asst. Dir. E/S*  
*DBO (F) Hangu*

(ANY-E)

8



**DIRECTORATE OF ELEMENTARY & SECONDARY  
EDUCATION KHYBER PAKHTUNKHWA PESHAWAR**

**NOTIFICATION**

The Competent Authority is pleased to order transfer/posting of the following officers in their own pay scale, with immediate effect in the interest of public.

S#	Name & Designation	From	TO	Remarks
1	Mr. Syed Salah Uddin ASDEO(M.C)	Services at DEO(M) Disposal	ASDEO(M) Circle Thall District Hangu	V#2
2	Mr. Wali Muhammad SST(G)	ASDEO(M) Circle Thall District Hangu	ADEO (Est-Primary) at O/O DEO(M)Hangu on stopgap arrangement	AVP
3	Mr. Raham Jan SST(B/C)	ADEO (Est- Primary) at O/O DEO(M)Hangu	Services placed at the disposal of DEO(M) Hangu	-

**Note:**

1. Charge Report should be submitted to all concerned.
2. No TA/DA is allowed.
3. The order of the above mentioned Teaching cadre officer(S#2) will be effective subject to the condition that he will give an undertaking/affidavit on legal paper/stamp paper to DEO (M) Hangu to the effect, not to claim seniority of Management cadre.

**DIRECTOR**

Elementary & Secondary Education  
Khyber Pakhtunkhwa

6971-73

Endst: No. F.NO.ADEOS/ (M) Hangu  
Copy forwarded to the:

Dated the Peshawar 08/04/2022

1. District Education Officer (M) Hangu.
2. District Accounts Officer Hangu.
3. Officers Concerned.
4. Master Copy.

Assistant Director (Estab M-1)  
Elementary & Secondary Education  
Khyber Pakhtunkhwa

08/04/2022

Handwritten initials

Handwritten text: ASST: O/O DEO (M) Hangu

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**DIRECTORATE OF ELEMENTARY & SECONDARY EDUCATION KHYBER**  
**PAKHTUNKHWA, PESHAWAR**

**NOTIFICATION:**

Consequent upon the relaxation of ban on posting/transfer inside the district accorded by the Competent Authority as per para 3 of the letter issued vide No. SO(SM) E&SED/5-17/2023 Peshawar dated 12-06-2023 and approval of the Competent Authority (Director Elementary & Secondary Education Khyber Pakhtunkhwa Peshawar), the transfer/posting of the following officers/officials are hereby ordered on their own pay & scales with immediate effect in the best interest of public service.

S#	Name & Designation	From	To (posted as)	Remarks
1	Mr. Sami Ullah Khan SST (M/P) BPS-16	GCMHS No. 1 Hangu	ADEO (Estab) O/O the DEO (F) Hangu	V. Sr. 2
2	Mr. Raham Jan SST (B/C) BPS-16	ADEO (Estab) O/O the DEO (F) Hangu	Services placed at the disposal of DEO (M) Hangu.	

**TERMS & CONDITIONS:**

1. Posting/Adjustment of Teaching Cadre Officers shall be considered as stop-gap arrangement till the arrival of Management Cadre officers.
2. The order of the above named SSTs will be effective subject to the condition that they will give an undertaking/affidavit on legal paper/stamp paper to DEO (F) Hangu to the effect, not to claim seniority of Management Cadre.
3. Charge Report should be submitted to all concerned.
4. No TA/DA is allowed.

**DIRECTOR**  
Elementary & Secondary Education  
Khyber Pakhtunkhwa

Endst: No. \_\_\_\_\_ H-1/ADEOs (M)/Transfer Haripur Dated the Peshawar \_\_\_\_\_/2023

Copy forwarded to the:

1. District Education Officer (M/F) Hangu.
2. District Accounts Officer Hangu.
3. Officers Concerned.
4. PA to Director E&SE KPK Peshawar.

Assistant Director (Estab M-I)  
Elementary & Secondary Education  
Khyber Pakhtunkhwa

AS

Attest  
[Signature]  
Asstt. of the  
DEO (F) Hangu



(ANX-F)

10

**DIRECTORATE OF ELEMENTARY & SECONDARY  
EDUCATION KHYBER PAKHTUNKHWA PESHAWAR**

**NOTIFICATION:**

Consequent upon the relaxation of ban on posting/transfer inside the district accorded by the Competent Authority as per para-3 of the letter issued vide No. SO(SM) E&SED/5-17/ 2023 Peshawar dated 12.06.2023 and approval of the Competent Authority (Director Elementary & Secondary Education Khyber Pakhtunkhwa Peshawar), the transfer/posting of the following officers/officials are hereby ordered on their own pay & scales with immediate effect in the best interest of public service.

S/N	Name & Designation	From	To (posted as)	Remarks
1	Mr. Sami Ullah Khan SSI (M/F) HPS-76	GC MHS No.1 Hangu	ADEO (Estab) O/O the DEO (F) Hangu	V. Sr. 2
2	Mr. Raham Jan SSI (M/F) HPS-16	ADEO (Estab) O/O the DEO (F) Hangu	Services placed at the disposal of DEO (M) Hangu.	

**TERMS & CONDITIONS:**

- 1- Posting/Adjustment of Teaching Cadre Officers shall be considered as stop-gap arrangement till the arrival of Management Cadre officers.
- 2- The order of the above named SSIs will be effective subject to the condition that they will give an undertaking/affidavit on legal paper/stamp paper to DEO (F) Hangu to the effect, not to claim seniority of Management Cadre.
- 3- Charge Report should be submitted to all concerned.
- 4- No TA/DA is allowed.

**DIRECTOR**  
Elementary & Secondary Education  
Khyber Pakhtunkhwa

Order No. 1024 - H-1/ADEOs (M/F) Transfer Hangu Dated. 09/08/2023

Copy forwarded to the:

1. District Education Officer (M/F) Hangu.
2. District Accounts Officer Hangu.
3. Officers Concerned.
4. PA to Director E&SE/KPK Peshawar.

*(Signature)* 9/8/2023  
Assistant Director (Estab M-I)  
Elementary & Secondary Education  
Khyber Pakhtunkhwa

*(Signature)*  
Hangu

1 - (11)

OFFICE OF THE DISTRICT EDUCATION OFFICER ( FEMALE ) HANGU

CHARGE RELIEVING CERTIFICATE

Consequent upon the transfer of Mr Rehman Jan ADEO(Estb) of this Office vide Director Elementary & Secondary Education Khyber Pakhtoonkhawa Peshawar Notification No.1004/H-1/ADEOs/(M)/Transfer Haripur dated Peshawar the 09/10/2023, is hereby relieved of his duties today on 10/8/2023 fore noon and directed to report to District Education Officer (M) Hangu for further duty.

DISTRICT EDUCATION OFFICER  
FEMALE HANGU

Endst: No. 3498-99

Dated Hangu the 22/08 /2023

Copy forwarded for information to the:-

1. Director Elementary & Secondary Education Khyber Pakhtunkhwa Peshawar.
2. District Accounts Officer Hangu.

DISTRICT EDUCATION OFFICER  
FEMALE HANGU

Attested

→ ( )

ASSH: 060/21

DEO(F) Hangu



J-12


Office Of The District Education Officer (M)

District Hangu

OFFICE ORDER

Reference Directorate of Elementary & Secondary Education Khyber Pakhtunkhwa Peshawar letter No.100-04 H-1/ADEOs(M) Transfer dated 09/08/2023, Mr. Muhammad Rahom Jan ADEO (Estab) O/O the DEO (F) Hangu is hereby adjusted against vacant post of SST (B/C) at GHS Chapri Waziran on his own pay and scale with immediate effect in the best interest of public service.


- Note: 1. No TA/DA is allowed.  
2. Charge Report should be submitted to all concerned.


  
District Education Officer  
(Male) Hangu

Endst No. 3100-06 Dated 18.08 /2023

Copy to the:

1. Director Elementary & Secondary Education KP, Peshawar.
2. Deputy Commissioner Hangu.
3. District Education Officer (Female) Hangu.
4. District Account Office Hangu.
5. District Monitoring Officer, EMA, Hangu.
6. Head Master GHS Chapri Waziran.
7. Teacher Concerned.
8. Office Copy

  
District Education Officer  
(Male) Hangu

  
7-17  
ASST: Dir DEO  
DEO (F) Hangu



K-13

**OFFICE OF THE PRINCIPAL, GOVT: CENTINNIAL MODEL  
HIGH SCHOOL NO, 1 HANGU.**

**CHARGE RELIEVING CERTIFICATE.**

Consequent upon the transfer of Mr. Sami Ullah Khan SST  
(Maths Physic) of this school vide Director of Elementary and Secondary Education  
Khyber Pakhtun Khawa Notification No 1004-/H-1/ADEOs/(M)/Transfer Haripur  
Dated Peshawar the 09-10-2023, is hereby relieved of his duties from this school on  
the afternoon of this day dated 10/8/2023 and he is directed to report to  
District Education Officer, (Female) Hangu for further duty accordingly..

*Sol*

**PRINCIPAL,  
GCMHS NO, 1 HANGU.**

Endst.No. 6792-94 /Dated Hangu the 10/8 /2023.

Copy of the above for information to the:-

1. Director of Elementary & Secondary Edu: K.P.K. Peshawar
2. District Account Officer, Hangu
3. Accountant local School.

*ATTEST*  
*7-1*  
*ASST: of the*  
*DBO (F) Hangu*

*12/08/23*  
**PRINCIPAL,  
GCMHS NO, 1 HANGU.**  
*S*

L - (14)

To,

The District Education Officer,  
(Female) Hangu

Subject: ARRIVAL REPORT

Memo:

It is stated for your kind information that I have been transferred to your kind office against the post of ADEO(Estb) Vide No 100-4H-I/ADEOs (BPS-16) dated 09/08/2023. So, I submit my arrival report to your office on this day 11/08/2023 (Fore noon) for onward duty. Hence may kindly be accepted and obliged.

Thanks

Dated: 11/08/2023

Yours obediently



SAMIULLAH KHAN ADEO(ESTB)  
DEO(F)Hangu

C/Signed

H/S  
11/08/23

DA

H/S  
11/08/23



GOVERNMENT OF NWFP  
ESTABLISHMENT & ADMINISTRATION  
DEPARTMENT  
(Regulation Wing)

POSTING / TRANSFER POLICY OF THE PROVINCIAL GOVERNMENT

- i) All the posting/transfers shall be strictly in public interest and shall not be abused/misused to victimize the Government servants.
- ii) All Government servants are prohibited to exert political, Administrative or any other pressures upon the posting/transfer authorities for seeking posting/transfers of their choice and against the public interest.
- iii) All contract Government employees appointed against specific posts cannot be posted against any other post.
- iv) The normal tenure of posting shall be three years subject to the condition that for the officers/officials posted in unattractive areas the tenure shall be two years and for the hard areas the tenure shall be one year. The unattractive and hard areas will be notified by the Government.
- v) While making postings/transfer from settled areas to FATA and vice-versa specific approval of Governor, NWFP needs to be obtained.
- vi) While making postings/transfers of officers/officials up to BS-17 from settled areas to FATA and vice-versa approval of the Chief Secretary, NWFP needs to be obtained. Whereas, in case of posting/transfer of officers in BS-18 and above from settled areas to FATA and vice-versa specific approval of the Governor NWFP shall be obtained.
- vii (a) All Officers/officials selected against Zone-I/FATA quota in the Provincial Services should compulsorily serve in FATA for at least eighteen months in each grade. This should start from senior most scales/grades and downwards in each scale/grade of each cadre.
- vii) Officers may be posted on executive/administrative posts in the Districts of their domicile except District Coordination Officers (D.C.Os) and DPOs/Superintendent of Police (SP). Similarly Deputy Superintendent of Police (DSP) shall not be posted at a place where the Police Station (Thana) of his area/residence is situated.
- viii) No posting/transfers of the officer's/officials on deputation basis shall be made.
- ix) Regarding the posting of husband/wife, both in Provincial services efforts where possible would be made to post such persons at one station subject to the public interest.
- x) All the posting/transferring authorities may facilitate the posting/transfer of the unmarried female government servants at the station of the residence of their parents.

EDIS+  
HANGU  
Hard  
(Area)

Para-1(v) regarding months of March and July for posting/transfer and authorities for relaxation of ban deleted vide letter No. SOR-VI (E&AD) 1-4/2008/Vol-VI dated 3-6-2008. Consequently authorities competent under the NWFP Government Rules for Business, 1983 District Government Rules of Business 2001, Posting/Transfer Policy and other rules for the time being in force, allowed to make posting/transfer subject to observance of the policy and rules. Added vide Urdu circular letter No. SOR-VI (E&AD) 1-4/2003 dated 27-09-2004.

- (16) 9
- (xi) Officers/officials except DCOs and DPOs/SPs who are due to retire within one year may be posted on their option on posts in the Districts of their domicile and be allowed to serve there till the retirement.  
DCOs and DPOs who are due to retire in the near future may also be posted in the District of their domicile subject to the condition that such posting would be against non-administrative posts of equivalent scales.
- (xii) In terms of Rule-17(1) and (2) read with Schedule-III of the NWFP Government Rules of Business 1985, transfer of officers shown in column 1 of the following table shall be made by the authorities shown against each officer in column 2 thereof:

Outside the Secretariat		
1.	Officers of the all Pakistan Unified Group i.e. DMG, PSP including Provincial Police Officers in BPS-18 and above.	Chief Secretary in consultation with Establishment Department and Department concerned with the approval of the Chief Minister.
2.	Other officers in BPS-17 and above to be posted against scheduled posts, or posts normally held by the APUG, PCS(EG) and i-CS(SG).	-do-
3.	Heads of Attached Departments and other Officers in B-19 & above in all the Departments.	-do-
In the Secretariat		
1.	Secretaries	Chief Secretary with the approval of the Chief Minister.
2.	Other Officers of and above the rank of Section Officers: a) Within the Same Department b) Within the Secretariat from one Department to another.	Secretary of the Department concerned. Chief secretary/Secretary Establishment.
3.	Officials up to the rank of Superintendent: a) Within the same Department b) To and from an Attached Department c) Within the Secretariat from one Department to another	Secretary of the Department concerned. Secretary of the Dept in consultation with Head of Attached Department concerned. Secretary (Establishment)

- (xiii) While considering posting/transfer proposals all the concerned authorities shall keep in mind the following:
- a) To ensure the posting of proper persons on proper posts, the Performance Evaluation Report/annual confidential reports, past and present record of service, performance on post held presently and in the past and general reputation with focus on the integrity of the concerned officers/officials be considered.
- b) Tenure on present post shall also be taken into consideration and the posting/transfers shall be in the best public interest.

17

xiv) Government servants including District Govt. employees feeling aggrieved due to the orders of posting/transfer authorities may seek remedy from the next higher authority / the appointing authority as the case may be through an appeal to be submitted within seven days of the receipt of such orders. Such appeal shall be disposed of within fifteen days. The option of appeal against posting/ transfer orders could be exercised only in the following cases.

- i) Pre-mature posting/transfer or posting-transfer in violation of the provisions of this policy.
- ii) Serious and grave personal (humanitarian) grounds.

2. To streamline the postings/transfers in the District Government and to remove any irritant/confusions in this regard the provision of Rule 25 of the North West Frontier Province District Government Rules of Business 2001 read with schedule - IV thereof is referred. As per schedule-IV the posting/transferring authorities for the officers/officials shown against each are as under:-

S. No.	Officers	Authority
1.	Posting of District Coordination Officer and Executive District Officer in a District.	Provincial Government.
2.	Posting of District Police Officer.	Provincial Government.
3.	Other Officers in BPS-17 and above posted in the District.	Provincial Government.
4.	Official in BPS-16 and below	Executive District Officer in consultation with District Coordination Officer.

3. As per Rule 25(2) of the Rules mentioned above the District Coordination Department shall consult the Government if it is proposed to:

- a) Transfer the holder of a tenure post before the completion of his tenure or extend the period of his tenure.
- b) Require an officer to hold charge of more than one post for a period exceeding two months.

4. I am further directed to request that the above noted policy may be strictly observed /implemented.

All concerned are requested to ensure that tenures of the concerned officers/officials are invariably mentioned in summaries submitted to the Competent Authorities for Posting/Transfer  
(Authority: Letter No: SOP-VIIE&AD/1-4/2003 dated 24-6-2003)

It has been decided by the Provincial Government that posting/transfer orders of all the officers up to BS-19 except Heads of Attached Departments irrespective of grades will be notified by the concerned Administrative Departments with prior approval of the Competent Authority obtained on the Summary. The Notifications/orders should be issued as per specimen given below for guidance.

All posting/transfer orders of BS-20 and above and Heads of Attached Departments (HAD) shall be issued by the Establishment Department and the Administrative Departments shall send approved Summaries to E&A Department for issuance of Notifications.

ASST. DIR. (F) HAD





(ANXH9) H-18

**GOVERNMENT OF KHYBER PAKHTUNKHWA  
FINANCE DEPARTMENT  
(REGULATION WING)**

(Dated Peshawar the 07/01/2016)

**NOTIFICATION**

**No.FD(SOSR-II)9-18/2016.** In continuation of this Department Notification of even number dated 06/08/2011, the Provincial Cabinet of Khyber Pakhtunkhwa has been pleased to accord approval to the incentive for doctor (All the following cadres) excluding those working in MTIs on the basis of territory (Districts declared as Category A, B & C) / unattractive / attractive specialties and enhanced the Health Professional Allowance as under to ensure presence of doctors at all levels of health facilities, which is mandatory for the provision of minimum health services to the people of Khyber Pakhtunkhwa w.e.f. 01/01/2016:-

Cadre	Existing rates of HPA	Districts					
		Category-A		Category-B		Category-C	
Districts Specialists, Non-attractive specialties (radiology, Pathology, Anaesthesia)	Rs.10,000/-	Rs.80,000/-		Rs.100,000/-		Rs.140,000/-	
Districts Specialists, Attractive specialties	Rs.10,000/-	Rs.60,000/-		Rs.80,000/-		Rs.100,000/-	
Health Managers	Rs.15,000/- (BPS-17) Rs.10,000/- (BPS-18 & above)	Rs.56,000/-		Rs.76,000/-		Rs.96,000/-	
Medical officer / Dental surgeon	Rs.15,000/- (BPS-17) Rs.10,000/- (BPS-18 & above)	Urban 42,000	Rural 52,000	Urban 62,000	Rural 72,000	Urban 82,000	Rural 92,000

The categorization of districts on the basis of hard to reach area, geographic terrain, security situation and lack of development and infrastructure shall be as under:-

**Districts Category-A**

1. Peshawar
2. Abbottabad

**Districts Category-B**

- |             |                     |              |
|-------------|---------------------|--------------|
| 3. Nowshera | 7. Bannu            | 11. Haripur  |
| 4. Swat     | 8. Charsadda        | 12. Mansehra |
| 5. Kohat    | 9. Dera Ismail Khan | 13. Malakand |
| 6. Mardan   | 10. Dir Lower       | 14. Swabi    |

**Districts Category-C**

- |               |                  |             |
|---------------|------------------|-------------|
| 15. Buner     | 19. Hangu        | 23. Shangla |
| 16. Battagram | 20. Karak        | 24. Tank    |
| 17. Chitral   | 21. Kohistan     | 25. Torghar |
| 18. Dir Upper | 22. Lakki Marwat |             |

The districts are internally further segregated into urban and rural settings for awarding incentives to ensure health services delivery in far flung and hard areas within districts.

*DIST HANGU  
(Hard Area)*

P.T.O.

*Attested*  
*[Signature]*  
*ASST: DPM*  
*DEO(F) Hangu*

The above enhanced Health Professional Allowance will be admissible subject to the following conditions:

- i. The existing allowances for doctors (Anaesthesia allowance in district hospital hard & hardest. Special package / incentives at Civil Hospital Gari Habibullah Mansehra, incentives allowance to Gynaecologist and lady doctors at Districts Batagram Kohistan, Hangu, Tank, Buner, Dir Upper, Dir Lower, Shangla and Chitral) shall be discontinued except Non-practicing Allowance.
- ii. Will be admissible only during their period of posting against the sanctioned posts at Health Department.
- iii. Will not be admissible during earned leave, study leave & extraordinary leave except casual leave.
- iv. Shall not be treated as part of emoluments for the purpose of calculation of pension and recovery of House Rent etc.
- v. Shall not be admissible to the employees posted/deputed outside the Health Department.

SECRETARY TO GOVERNMENT OF KHYBER PAKHTUNKHWA FINANCE DEPARTMENT

Encls: No. & date even.

Copy for information and necessary action is forwarded to the:-

- 1. Secretary to Government of Khyber Pakhtunkhwa, Health Department.
- 2. The Accountant General, Khyber Pakhtunkhwa, Peshawar.
- 3. Director MIU, Finance Department.
- 4. The Director, Treasuries and Accounts, Khyber Pakhtunkhwa, Peshawar.
- 5. The District Comptroller of Accounts, Peshawar, Mardan, Kohat, Bannu, Abbottabad, Swat and D.I. Khan.
- 6. The All the District Accounts Officers in Khyber Pakhtunkhwa.
- 7. The Treasury Officer, Peshawar.
- 8. Budget Officer-VI, Finance Department

ASST. Secy  
ASST. Secy  
DBOP Hangu

(WAZIR MUHAMMAD AFGAR)  
SECTION OFFICER (SR.II)