



S.No	Date of order proceedings	Order or other proceedings with signature of judge or Magistrate
1	2	3
	22.09.2016	<p style="text-align: center;"><u>KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,</u> <u>PESHAWAR.</u></p> <p style="text-align: center;">APPEAL NO.275/2015</p> <p style="text-align: center;">(Afsar Zaman-vs- The Government of Khyber Pakhtunkhwa through Chief Secretary, Peshawar and others.</p> <p style="text-align: center;"><u>JUDGMENT</u></p> <p style="text-align: center;"><u>PIR BAKHSH SHAH, MEMBER:</u></p> <p style="text-align: center;">Counsel for the appelland and Mr. Muhammad Adeel Butt, Addl. AG for respondents present.</p> <p>2. In the instant appeal issue of up-gradation is involved and according to the judgment of august Supreme Court of Pakistan dated 17.02.2016 delivered in Civil Appeal No. 101 &amp; 102-P of 2011 the service Tribunals have no jurisdiction to entertain any appeal involving the issue of up-gradation as it does not part of terms and conditions of service of the Civil servants.</p> <p>3. In view of the above the appeal was not found maintainable by this Tribunal for want of jurisdiction. The same is therefore dismissed. The appelland may seek his remedy before any other appropriate forum if so advised. File be consigned to the record room.</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">         (ABDUL LATIF)        MEMBER     </div> <div style="text-align: center;">         (PIR BAKHSH SHAH)        MEMBER     </div> </div> <p style="text-align: center;"><u>ANNOUNCED</u> 22.09.2016</p>

02.12.2015

None present for appellant. Mr. Daud Jan, Supdt. alongwith Addl: A.G for respondents present. Para-wise comments submitted by respondent No. 5. The learned Addl: AG relies on the same on behalf of respondents No. 1 to 4. The appeal is assigned to D.B for rejoinder and final hearing for 19.4.2016.

  
Chairman

19.04.2016

Junior to counsel for the appellant and Addl: AG for respondents present. Junior to counsel for the appellant requested for further time for submission of rejoinder. To come up for rejoinder and arguments on 31-8-16.

  
MEMBER

  
MEMBER

31.08.2016

Counsel for the appellant and Muhammad Jan, GP for respondents present. Counsel for the appellant rejoinder submitted and requested for adjournment. To come up for final hearing on ~~12.9.2016~~ 2016 before D.B.

Member

  
Chairman

275/15

4 28.04.2015

Appellant Deposited  
Security & Process Fee



Counsel for the appellant present. Learned counsel for the appellant argued that the appellant is serving in FATA in BPS-5 since the date of appointment. That similarly placed employees including Theological Teachers etc are serving in BPS-12 and above and appellant is also entitled to be dealt with fairly and justly and therefore entitled to the same scale and benefits to which similarly placed employees are held entitled. That departmental appeal was preferred by appellant which was not responded and hence the instant service appeal.

Points urged need consideration. Admit. Subject to deposit of security and process fee within 10 days, notice be issued to the respondents for written reply/comments for 27.7.2015 before S.B.

  
Chairman

5 27.07.2015

Counsel for the appellant and Mr. Daud Jan, Supdt. alongwith Addl: A.G for respondents present. Requested for adjournment. To come up for written reply/comments on 30.9.2015 before S.B.

  
Chairman

6 30.09.2015



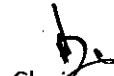
Appellant in person, M/S Irshad Muhammad, SO and Daud Jan, Supdt. alongwith Addl: A.G for respondents present. Written reply not submitted. Requested for further adjournment. Last opportunity granted. To come up for written reply/comments on 2.12.2015 before S.B.

  
Chairman

Form- A  
FORM OF ORDER SHEET

Court of \_\_\_\_\_

Case No. 275/2015

S.No.	Date of order Proceedings	Order or other proceedings with signature of judge or Magistrate
1	2	3
1	03.04.2015	<p>The appeal of Mr. Afsar Zaman resubmitted today by Mr. Bilal Ahmad Durrani Advocate may be entered in the Institution register and put up to the Worthy Chairman for proper order.</p> <p style="text-align: right;"> REGISTRAR</p>
2		<p>This case is entrusted to S. Bench for preliminary hearing to be put up thereon <u>13-4-15</u>.</p> <p style="text-align: right;"> CHAIRMAN</p>
3	13.04.2015	<p>None present for appellant. The appeal be relisted for preliminary hearing for 28.4.2015 before S.B. Notice to counsel for the appellant be issued for the date fixed.</p> <p style="text-align: right;"> Chairman</p>

**BEFORE THE KHYBER PUKHTUNKHWA SERVICE TRIBUNAL PESHAWAR**

Appeal No: 275 /2015

AFSAR ZAMAN  
FR KHAT

.....Appellant.

VERSUS

1. Government of Khyber Pakhtunkhwa through Chief Secretary FATA Peshawar.
2. Additional Chief Secretary FATA Secretariat Peshawar.
3. Finance Secretary FATA Secretariat Peshawar.
4. Secretary FATA, FATA Secretariat Peshawar.
5. Director Education FATA, FATA Secretariat Peshawar.....Respondents.

**Para-wise comments on behalf of respondent No.: 5**

**Respectively Sheweth:**

**Preliminary Objection**

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 necessaries parties.
6. That the appeal is barred by law and no departmental appeal is made to the competent authority against the impugned order. Hence not maintainable under Section-4 of Service Tribunal Act.

**On Facts:**

1. No comments. Pertains to record.
2. No comments. Pertains to record.
3. As replied in Para-5 and 7 below.
4. Incorrect. Relates to Accountant General Officer and Agency Accounts Officer concerned.
5. Subject to proofs. However in Education Department FATA no such up-gradation has taken places which justify the claim of the appellant.
6. Incorrect. Each & Every Case has its own merit and circumstances.
7. Incorrect. The job description of both Pesh Imam and theology teacher are different from one and other and the appellant cannot be treated at par with the theology teacher. Moreover the appellant has further chance of one step promotion as per notification dated 30/06/2015 (Copy attached as Annexure-A).
8. As explained in Para-7 above.
9. Pertains to record.
10. The appellant has got no cause of action to file the instant appeal.

**Grounds:**

- A. Incorrect. The appellant was dealt in accordance with law and rules as no one is allowed to violate the Government rules framed for the better interest of Public.
- B. Incorrect. The case of the appellant is not similar to those referred in the appeal.
- C. Incorrect. As stated in Para-7 of facts, there is one step promotion chance to the appellant as per notification dated 30/06/2015. Hence under the rules, up-gradation of the appellant cannot be made.
- D. Incorrect. The appellant is not similarly placed person to that referred. The appellant is treated legally in accordance with the provision of the constitution.
- E. Subject to proofs.



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

Dated Peshawar, the 30-06-2015

"A"

**NOTIFICATION**

NO.FD/SO(FR)7-20/2015 The competent authority has been pleased to accord approval to the upgradation of pay scales of the following provincial government employees with effect from 01-07-2015:

- a) Two pay scale upgradation will be allowed to all provincial government employees from BS-01 to BS-05.
  - b) One pay scale upgradation will be allowed to all provincial government employees from BS-06 to BS-15
  - c) Special Compensatory Allowance equal to difference of notional upgradation of BS-16 to BS-17 will be allowed to all provincial government employees in BS-16 in lieu of upgradation.
  - d) Upgradation will be applicable to both pay and allowances with freezing limits and other conditions currently in vogue unless revised by the government.
  - e) Pay fixation on upgradation will be applicable w.e.f. 01-07-2015 or 01-12-2015 on the option to be given by the concerned employee.
  - f) All provincial government employees who have been upgraded en-block or individually in last five years starting from 01-07-2010 or have been granted special allowance / pay equal to 40 % or more of their normal pay shall not be entitled for the instant upgradation.
2. Pay of existing incumbents of the posts shall be fixed in higher pay scales at a stage next above the pay in the lower pay scale.
  3. All the concerned Departments will amend their respective service rules to the same effect in the prescribed manner.
  4. The above upgradation scheme shall not be applicable to employees of Autonomous Bodies, Semi Autonomous Bodies and Public Sector Companies.
  5. Explanatory note and subsidiary instructions on the subject will be issued separately.

**SECRETARY TO GOVT OF KHYBER PAKHTUNKHWA  
FINANCE DEPARTMENT**

Endst No. & Date even.

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

- 1) PS to Additional Chief Secretary, FATA.
- 2) All Administrative Secretaries Government of Khyber Pakhtunkhwa.
- 3) Senior Member, Board of Revenue, Khyber Pakhtunkhwa Peshawar.
- 4) Accountant General, Khyber Pakhtunkhwa, Peshawar.
- 5) Secretary to Governor, Khyber Pakhtunkhwa, Peshawar
- 6) Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
- 7) Secretary Provincial Assembly, Khyber Pakhtunkhwa.
- 8) All Heads of Attached Departments in Khyber Pakhtunkhwa.
- 9) Registrar, Peshawar High Court, Peshawar.
- 10) All Deputy Commissioners, Political Agents, District & Sessions Judges / Executive District Officers in Khyber Pakhtunkhwa.
- 11) Chairman, Khyber Pakhtunkhwa, Public Service Commission, Peshawar.
- 12) Registrar, Service Tribunal Khyber Pakhtunkhwa.
- 13) Secretary to Govt; of Punjab, Sindh and Baluchistan, Finance Department, Lahore, Karachi and Quetta.
- 14) The District Comptroller of Accounts, Peshawar, Mardan, Kohat, Bannu, Abbottabad, Swat and D.I. Khan.
- 15) The Senior District Accounts Officer Nowshera, Swabi, Charsadda, Haripur, Mansehra and Dir Lower.
- 16) The Treasury Officer, Peshawar.
- 17) All District/Agency Accounts Officers in Khyber Pakhtunkhwa / FATA.
- 18) PSO to Senior Minister for Finance, Khyber Pakhtunkhwa.
- 19) PSO to Chief Secretary, Khyber Pakhtunkhwa.
- 20) Director Local Fund Audit, Khyber Pakhtunkhwa Peshawar.
- 21) PS to Finance Secretary.
- 22) PAs to All Additional Secretaries/ Deputy Secretaries in Finance Department.
- 23) All Section Officers/Budget Officers in Finance Department.
- 24) Mr. Jabir Hussain Bangash, President, Class-IV Association, Civil Secretariat, Khyber Pakhtunkhwa, Peshawar.
- 25) Mr. Manzoor Khan, President, Civil Secretariat Driver Association Khyber Pakhtunkhwa, Peshawar.
- 26) Mr. Akbar Khan Mohmand, Provincial President, Class-IV Association, Khyber Pakhtunkhwa, Peshawar.

  
(MURAD AHMED)  
SECTION OFFICER (FR)

The appeal of Mr. Afsar Zaman son of Murad Khan received to-day i.e. on 24.03.2015 is incomplete on the following score which is returned to the counsel for the appellant for completion and resubmission within 15 days.

- 1- Copy of impugned order is not attached with the appeal which may be placed on it.
- 2- Annexures of the appeal may be attested.
- 3- Address of the appellant is incomplete which may be completed according to the Khyber Pakhtunkhwa Service Tribunal rules 1974

No. 392 /S.T,

Dt. 25/3 /2015

  
REGISTRAR  
SERVICE TRIBUNAL  
KHYBER PAKHTUNKHWA  
PESHAWAR.

Mr. Bilal Ahmad Durrani Adv. Pesh.

1. The case is of upgradation and no trial order has been passed.

Pt 2 and 3 has been completed 



**BEFORE THE PROVINCIAL SERVICE TRIBUNAL PESHAWAR**

Appeal No. 275/2015

Afsar Zaman s/o Murad Khan R/o Zoor Kalay Darra

**VERSUS**

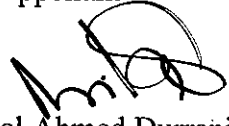
1. Government of Khyber Puhtoon Khwa through its Chief Secretary Peshawar.
2. Addition Chief Secretary FATA Secretariat Peshawar.
3. Finance Secretary FATA Secretariat Peshawar.
4. Secretary Education FATA Secretariat Peshawar.
5. Director Education FATA Secretariat Warsak Road Peshawar.

**INDEX**

NO	Description of Documents	Annexure	Pages
1.	Appeal with Affidavit		1 - 4
2.	Copy of Appointment Letter	"A"	5
3.	Copy of Pay roll Slip	"B"	6
4.	Copy of Representation	"C"	7 - 13
5.	Wakalatnama		14

Appellant

Through

  
Bilal Ahmed Durrani  
Advocate High Court  
4-D Haroon Mension Khyber  
Bazar Peshawar  
0300-8594514

**BEFORE THE PROVINCIAL SERVICE TRIBUNAL PESHAWAR**

Service appeal No. 275 /2015

**Afsar Zaman** s/o Murad Khan R/o Zoor Kalay Darra  
Adam Khel, Kohat Frontier Region.

W.P. Provincial  
Service Tribunal  
Diary No. 263  
dated 24-3-2015

.....Appellant

**VERSUS**

1. Government of Khyber Puhtoon Khwa through its Chief Secretary Peshawar.
2. Addition Chief Secretary FATA Secretariat Peshawar.
3. Finance Secretary FATA Secretariat Peshawar.
4. Secretary Education FATA Secretariat Peshawar
5. Director Education FATA Secretariat Warsak road Peshawar.

.....Respondents

**SERVICE APPEAL UNDER SECTION 4 OF THE KHYBER  
PUKHOONKHWA SERVICE TRIBUNALS ACTS, 1974  
WHEREBY THE PETITIONER POST HAD NOT BEEN  
UPGRADED**


Respectfully sheweth:

The petitioner submits as under:

1. That the petitioner is permanent resident of FR Kohat.
2. That the petitioner was appointed as Pesh Imam in BPS-9 in the agency FR Kohat since then he is working in govt. High School FR Kohat Education Department on the same grade. Copy of appointment letter is attached as annexure "A".

~~Filed to the~~  
~~Legal~~  
24/3/15

Legal  
3/4/15

3. That the post of Pesh Imam exists in the other department of the province of Khyber Pukhtoon Khwa and the basic pay scale was upgraded to BPS-12, 14 and BPS-16 respectively in different departments of the province.
4. That the petitioner since his appointment is still working in same grade however, with increase in his salary from time to time which has now being raised to the salary equivalent to BPS 16. Copy of pay role slips of the petitioner is attached as annexure "B".
5. That the government has upgraded the post of Theology teachers from BPS 09 to BPS 12, BPS 15 and 16, and Arabic teacher to BPS 16 according to each and every case, in differed department of the province.
6. That even post of clerk Lab Assistant and class 4 has been upgraded to 7 and 12 respectively, but the petitioner is deprived from his lawful rights, which have rendered the petitioner at mercy of respondents.
7. That the qualification and criteria of a theology teacher is the same as that of Pesh Imam and basic qualification for holding post is of Sanad Firagh and Metric. However, the Pesh Imam also have the same appointment criteria with the same basic qualification, whereas, the petitioner is working in BPS-09, and the post of theology teachers has been up-graded from BPS-07 to BPS-12, 14, 15 and to BPS-16. it is pertinent to mention here that there is no chances of promotion of the petitioner in the existing rules.
8. That the petitioner have to their credit up to 20 years of service having no complaint against him, but still their posts have not been up-graded and will retired in the same scale if not up-graded.
9. That the petitioner preferred departmental representation to the respondents but till date no responses to his representation have been made. Copy of representation is attached. 

10. That the petitioner prefers this appeal on the following grounds amongst other:

**GROUND:**

- A. That the non up-gradation of the petitioner post is illegal, unwarranted, unjustified, based on malafide and discrimination.
- B. That the post of similarly placed Government employees have been up-graded in various departments and whoe are at present working in BPS-12, 15 and 16, but the petitioner since his appointment is working in the same scale of BPS-09, which is in sheer violation of law and constitution provision and discrimination.
- C. That the basic aim and object of up-gradation policy is to up-grade those posts who have no prospective of promotion in their service cadre as such the petitioner has no service structure nor having any prospect of promotion in their cadre, therefore, under the policy of up-gradation they are entitled for up-gradation of his post in the interest of justice.
- D. That the KPK Provincial Government in Education Department, Auqaf Department has up-graded the Pesh. Imam Post to BPS-12 & 15 respectively, but the petitioner is being deprived from such benefits which are illegal, unwarranted, unjustified also the violation of Constitutional Provision of Article-4, 25 & 27.
- E. That the petitioner has repeatedly approach to the respondents through different application for the up-gradation of his post, but respondent have not redressed the grievance of the petitioner and turned deaf years.
- F. That the petitioner is serving in the department of FATA and comes in the definition of teaching cadre, these post exists in Education Department of Provincial Government, who have already up-graded the post, but the respondents have kept deaf ears on the demands of the petitioner, which is illegally, unwarranted, based on malafide and also discriminatory.

G. That not only the Teaching Cadre but other post of Clerical Staff have been up-graded from BPS-05 to BPS-16, but unfortunately the petitioner is deprived from the benefits of up-gradation till date with no plausible reason cause.

H. That the respondents are not fulfilling the basic and aim and object of the up-gradation, wherein, it is specifically mentioned that the post of those employees should be up-graded, who have no prospects of promotion, in their service cadre as the petitioner appointed in BPS-09 and will retire in same scale therefore, the non up-gradations of the petitioners post are also against the up-gradation policy and natural justice.

It is, therefore, respectfully prayed that, on acceptance of this appeal, an appropriate direction may please be issued to the respondents to up-grade the post of the petitioner from BPS-09 to BPS-15 respectively.

Petitioner



*Zaman Sar*

Through

**Bilal Ahmed Durrani**  
Advocate High Court  
4-D Haroon Mension  
Khyber Bazaar Peshawar.  
03008594514

**VERIFICATION**

It is verified on oath that the contents of the appeal are correct to the best of my knowledge and belief.



Deponent

14 5

OFFICE OF THE AGENCY EDUCATION OFFICER, ORAKZAI AGENCY & FR KOHAT.

APPOINTMENT OF ELIMAN(M).

Consequent upon the approval of the Selection Committee on 27/9/1995, under the Chairmanship of Director of Education PATA NWFP Peshawar & Kohat.

Mr. Ameer Zaman S/O Murad Khan Zor Kili FR Kohat, is hereby appointed at Govt. High School Akhurwal FR Kohat, against vacant P/Ima post in BPS 5 plus usual allowances in the interest of public service with effect from taking over charge.

**N O T E :-**

1. Charge report should be submitted in duplicate to this office.
2. He is directed to get his Health & Age Certificate from P.H.Q Civil Hospital Kohat.
3. His appointment is made purely on temporary basis which can be terminated any time without any reason.
4. His documents will be checked before the taking over charge.
5. He will not be handed/taken over charge if he below 18 and above then 33 years of age.

*[Signature]*  
Agency Education Officer,  
Orakzai Agency & FR Kohat.

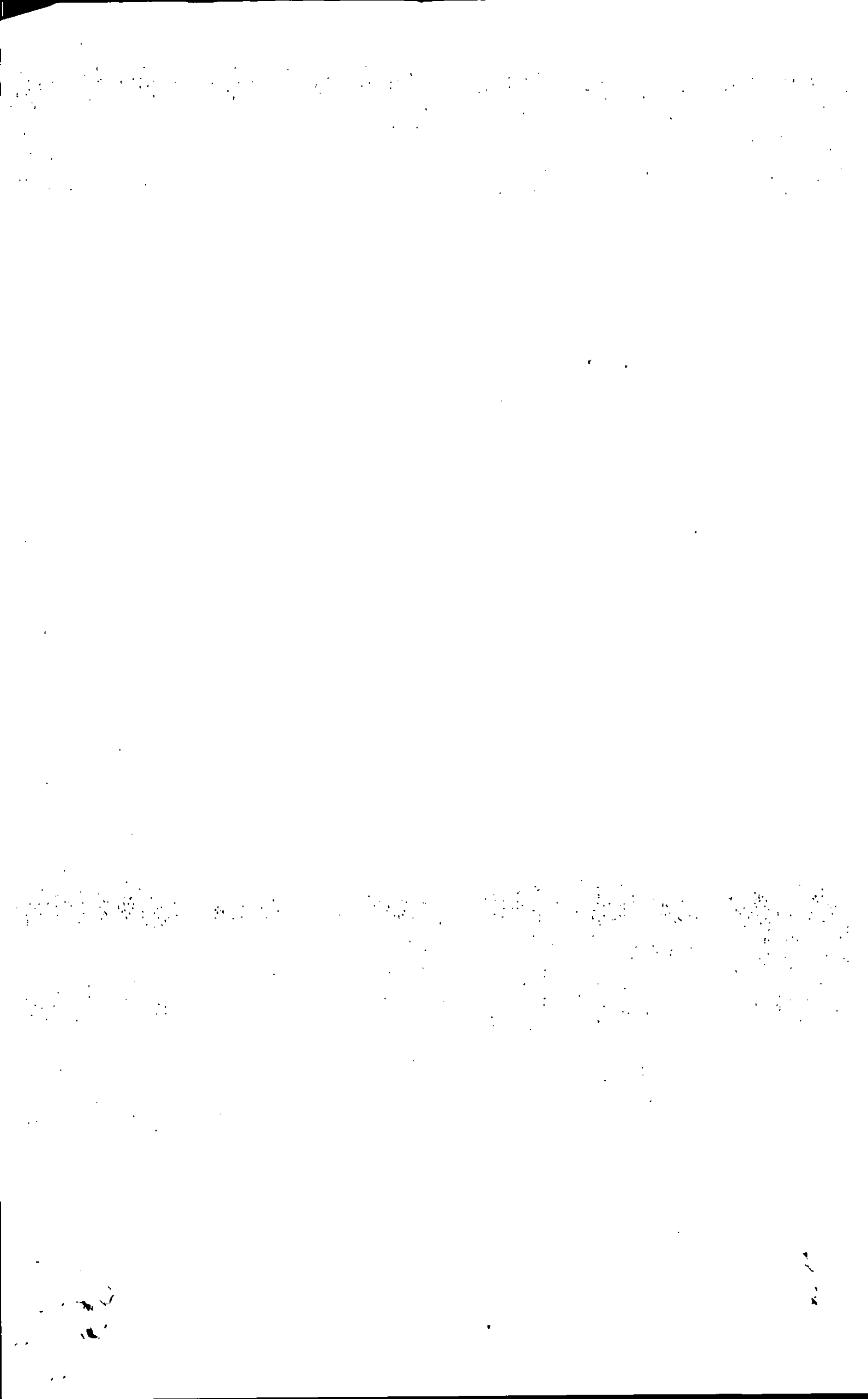
Endst NO 33/41 dated FR KT the 16/10/95 1995.

Copy to the:

1. H/M BPS Akhurwal FR Kohat.
2. Candidate Concerned .
3. A.A.M.O (M) FR Kohat.
4. General File.

*[Signature]*  
Agency Education Officer,  
Orakzai Agency & FR Kohat.

*[Signature]*  
**ATTESTED**



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GOVERNMENT OF PUNJAB  
ACCOMMODATION OFFICE, WAZIRPUR, PAKISTAN  
DISTRICT, Kohat  
PAYROLL SYSTEM

SH: 1856

PAYMENT SLIP

Pers #: 00167303 Buckle: 0  
Name: AFSAR ZAMAN  
Dsg: PESH IMAM  
CNIC No: 1430120060701

P Sec: 001 Month: November 2014  
KT0053 - GHS AKHOWARJAL (FR) - KOH  
Min: Min. Of Education  
NTN: 0  
GPF #: EDUKT007615  
Old #: 15972027069  
DEPT CODE

GPF Interest Applied  
09 - Active Permanent

KT0053 - 0

PAYS AND ALLOWANCES:

0001-Basic Pay	12,280.00
1000-House Rent Allowance	1,146.00
1210-Convey Allowance 2005	1,932.00
1300-Medical Allowance	1,200.00
1528-Unattractive Area Allow	1,000.00
1948-Adhoc Allowance 2010@ 50%	3,405.00
1970-Adhoc Relief Allow 2011	1,021.00
2118-Adhoc Relief Allow (2012)	2,456.00
2151-Adhoc Allowance 2013 @10%	1,228.00
Gross Pay and Allowances	26,896.00

DEDUCTIONS:

GPF Balance	93,725.00	
6505-GPF Loan Principal Instal	Bal: 44,000.00	Subrc: 595.00
3661-E. E. F (Exchange)		2,000.00
3701-Benevolent Fund(Exchange)		75.00
3704-Group Insurance(Exchange)		180.00
3711-Addl Group Insuranc(Exch)		67.00
		7.00

Total Deductions

NET AMOUNT PAYABLE 2,924.00

NET PAYABLE 23,972.00

D. O. R  
20.05.1972  
19 Years 01 Months 015 Days

LFP Quota:  
NRP HANGU ROAD KOHAT  
1491-0

*Handwritten Signature*  
**ATTESTED**



To

The Director of Education

FATA Secretariat

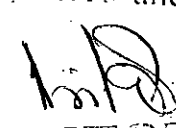
Warsak Road Peshawar

Subject:- DEPARTMENTAL APPEAL OF THE APPELLANT FOR UPGRADATION

Respected sir,

The appellant submits as under:

- 1) That the appellant was appointed as pesh Imam in Govt high school Akhurwal FR Kohat in BPS 9 on 17-10-95.
- 2) That the appellant has been working in the above said school on the above said post Since his appointment.
- 3) That the qualification and the criteria for Appointment as pesh Imam and the Theology Teacher is one and the same as basic qualification For the said post is holder of Sanad firagh and matric
- 4) that the government has initiated the up gradation policy for the posts of teachers/clerical staff since so many year and all the teacher community including PSTs ,TTs ,Drawing masters , SETs and PETs along

  
**ATTESTED**

④

③

with the clerical staff has been upgraded from BPS-09 to BPS-12, BPS-15 and BPS-16 as according to each and every case.

5) That the Appellant has got at his credit a long tenure extending over about 19 years and is still serving at the above said post in BPS-09 whereas the other colleagues of the Appellant whom have been appointed as Theology Teachers and other posts, have been upgraded to BPS-12, BPS-14 and BPS-15 as according to their cases.

6) That there is no service structure for the Appellant's post i.e. Pesh Imam nor there is any chance of promotion to a higher grade.

7) That the Appellant is also eligible for the upgradation as Theology Teachers have been upgraded from BPS-7 to BPS-12, similarly some of them have been upgraded from BPS-12 to BPS-15 and now some of them have been upgraded to BPS-15 whereas the Appellant is still serving in BPS-09 at the post

M. P. D.

[Stamp]

on which he was appointed about 13 years  
back.

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- 8) That the Appellant has been serving the above noted department/school by hot and sole and has never given any chance of complaint to the students community or to the high-ups, whatsoever, may be.
- 9) That non-upgrading the post of the Appellant is an act of illegal, unlawful, without jurisdiction/ authority and based on the malafide intention of the concerned authorities, hence, the post of Appellant is liable to be upgraded on the following grounds amongst others:-

**GROUND:-**

- A. That depriving the Appellant from the upgradation is quite illegal, unlawful, without authority/jurisdiction and based on malafide intention, hence, the post of the Appellant is liable to be upgraded.

*Handwritten signature*  
**ATTESTED**

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(10)

(34)

B. That it is the constitutional right of the Appellant that he should be treated equally with the other teachers or the clerical staff, whatsoever, may be but the Appellant has not been treated in accordance with law and has kept at BPS-09 on the same grade in which he was appointed at the first day of his service.

C. That when all the clerical and teaching staff have been given upgradation to the higher posts, it was the duty of the department to consider the Appellant for the upgradation, however, the Appellant along with his other colleagues serving as Pesh Imams in BPS-09 who have never been given any attention for the upgradation of their posts.

D. That it is the legal right of the Appellant that he should have been upgraded and they should have been given promotion to the higher grade, however, no such service structure has ever been evolved by the

*M.P.*

**ATTESSED**

(11)

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department thereby keeping the Appellant in BPS-09 from the date of his appointment till the age of his retirement.

E. That the Appellant should have been treated equally with other employees serving in Education Department and he should have been upgraded to BPS-12/15 as according to his case, but all the legal and constitutional rights of the Appellant have been bulldozed by the department thereby ignoring the Appellant from the upgradation of his post.

F. That the Appellant has got every right to be upgraded to the higher grade and it is his constitutional right to better livelihood, however, the said basic right which has already been protected by the Constitution of Islamic Republic of Pakistan has been snatched from the Appellant by the concerned authorities without any cogent reason.

*hild*  
ATTESTED

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G. That all the above said acts of the department authorities for not upgrading the post of the Appellant, are against the prevailing rules and are based on malafide and unjustified attitude of the concerned authorities.

H. That it has been held by the Apex Courts that once a benefit is extended to a citizen of the Pakistan, therefore, all the other employees being on the same footing, should have extended the same benefits.

I. That the Appellant has been serving on the above said posts since long and the Appellant has been waiting for his turn to be promoted/upgraded to some higher scale, however, after having a tenure of such a long legitimate expectations the Appellant has been treated unlawfully, without any cogent/solid grounds.

J. That no complaint, whatsoever has been made by any student while serving in Respondents department/school as the

*Mild*  
ATTACHED

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appellant was performing his duties in the said respondents department /school to the utmost satisfaction of the high-up.

In the light of the above stated facts it is humbly requested that on acceptance of this departmental appeal ,the appellant should be treated equally with other employees whom have been upgraded from BPS-9 to BPS-15 and even 16 and the appellant may please be extended the said benefits through upgradation of his pos to BPS12/BPS-15 as the case may be.

Yours Sincerely

*Zaman*  
*AAR*

(AFSAR ZAMAN)

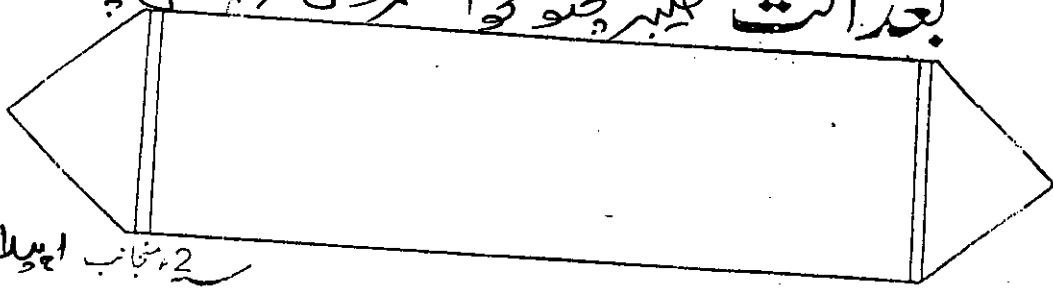
Pesh Imam

Govt high school Akhurwal FR Kohat

Dated: 24/6/2014

**ATTESTED**  
*R/14*

بعدالت ہدیہ چٹوٹو سروس ڈیولپمنٹ لیسٹ



2، پنجاب ایپلینٹ  
افسر نغان بنام گورنمنٹ

موزیہ  
مقدمہ  
دعویٰ  
جرم

افسر نغان  
Zamair  
Fair

باعث تحریر آئندہ

مقدمہ مندرجہ عنوان بالا میں اپنی طرف سے واسطے پیردی و جواب دہی و کل کارروائی متعلقہ  
آن مقام لیٹادہ کیلئے بلال احمد درانی ایڈووکیٹ

مقرر کر کے اقرار کیا جاتا ہے۔ کہ صاحب موصوف کو مقدمہ کی کل کارروائی کا کامل اختیار ہوگا۔ نیز  
دیکھیں صاحب کو راضی نامہ کرنے و تقرر ثالثتہ فیصلہ برحلف دیئے جواب دہی اور اقبال دعویٰ اور  
بصورت ڈگری کرنے اجراء اور وصولی چیک و دیگر ارضی دعویٰ اور درخواست ہر قسم کی تصدیق  
زرائیں پر دستخط کرانے کا اختیار ہوگا۔ نیز صورت عدم پیردی یا ڈگری کی طرف یا اپیل کی برادگی اور سنسوزی  
نیز دائر کرنے اپیل نگرانی و نظر ثانی و پیردی کر۔ اے کا اختیار ہوگا۔ از بصورت ضرورت مقدمہ مذکور  
کے کل یا جزوی کارروائی کے واسطے اور وکیل یا منتار قانونی کو اپنے ہمراہ یا اپنے بجائے تقرر کا اختیار  
ہوگا۔ اور صاحب مقرر شدہ کو بھی وہی جملہ مذکورہ با اختیار حاصل ہوں گے اور اس کا ساختہ  
پر داختم منظور قبول ہوگا۔ دوران مقدمہ میں جو چیز چاہے جانے التوائے مقدمہ کے سبب سے ہوگا۔  
کوئی تاریخ پیشی مقام دورہ پر ہو یا حد سے باہر ہو تو وکیل صاحب پابند ہوں گے۔ کہ پیردی  
مذکور کریں۔ لہذا اذکالت نامہ لکھ دیا کہ سند ہے۔

الرقوم 20 \_\_\_\_\_ ماہ مارچ 20 \_\_\_\_\_

\_\_\_\_\_ گواہ \_\_\_\_\_

کے لئے منظور ہے۔

Attested  
& accepted  
Amir