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Sl. No.	Name of Candidate	Date of Birth	Date of Joining into Govt. Service	Regularization		Method of Birth
				Date	BPS	
550	Yasmin Gul S/O Laili Jan M.A Islamiyat, GPGC MiranShah	10.04.1980	30.10.2006	24.09.2009	17	Regularized
561	Roohal Qayyum S/O Muhammad Rehman M.Sc Chemistry, GDC Matta, Swat	15.02.1977	31.10.2006	24.09.2009	17	Regularized
562	Rafiq Ahmad S/O Salih Muhammad M.A Islamiyat, GDC Jower (Buner)	01.01.1980	18.11.2006	24.09.2009	17	Regularized
563	Allah Nawaz S/O Muhammad Nawaz MA Pak Study GDC Parova (D.I.Khan)	14.10.1980	31.10.2006	24.09.2009	17	Regularized
564	Syed Fakhar-e-Alam Shah S/O Abdul Jabbar Shah M.Sc. Stats, GDC Ghazni Khel,	15.04.1981	18.11.2006	24.09.2009	17	Regularized
565	Muhammad Daud S/O Shahzada M.Sc, Biology, GDC Jowar (Buner)	20.04.1983	18.11.2006	24.09.2009	17	Regularized
566	Noor Islam S/O Ayub Khan M.A Islamiyat, GDC Sikander Khel Bala (Bannu)	01.11.1977	20.11.2006	24.09.2009	17	Regularized
567	Abdul Hameed S/O Muhammad Bashir M.A Islamiyat, GDC Yar Hussain	07.06.1977	22.11.2006	24.09.2009	17	Regularized
568	Javed Khan S/O Habib-Ullah Khan M.A English, GDC Serai Naurang	18.03.1978	23.11.2006	24.09.2009	17	Regularized
569	Inamullah S/O Minhaj M.A Islamiyat, GDC Kabal	30.12.1978	23.12.2006	24.09.2009	17	Regularized
570	Jehanzeb S/O Sahib Shah M.A Arbic, GDC Tangi	12.02.1979	24.11.2006	24.09.2009	17	Regularized
571	Bakhtiar Ahmad S/O Inzar Gul M.Sc Maths, GDC Wadpagga, Pesh	09.04.1981	25.11.2006	24.09.2009	17	Regularized
572	Weheed Ullah S/O Shah Adan Khan M.Sc Chemistry, GDC Parova D.I.Khan	20/03/1980	26.11.2006	24.09.2009	17	Regularized
573	Aftab Ali Shah S/O Muhammad Noor Jan MA Urdu, GPGC Bannu	15.08.1978	28.11.2006	24.09.2009	17	Regularized
574	Noor Muhammad S/O Mohammad Karim M.Sc Chemistry, GDC Kohi Sher Haider Bara	01/10/1980	28/11/2006	24.09.2009	17	Regularized

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Sl. No.	Name of Candidate	Date of Birth	Date of Joining into Govt. Service	Date of Promotion		Method of Recruitment
				1st	2nd	
575	Munir-ur-Rehman S/O Khar Khan M.Sc Geography, GDC Jowar, (Buner)	02.01.1932	25.11.2006	24.09.2009		17 Regularized
576	Abdul Majeed S/O Sharif M.Sc Botany, GDC Shabqadar, Charsadda	16.08.1932	29.11.2006	24.09.2009		17 Regularized
577	Hafiz Sami Ullah S/O Qamar Zaman M.A English, GDC, Isak Khel (Lakki Marwat)	01.03.1978	01.12.2006	24.09.2009		17 Regularized
578	Javed Khan S/O Nawab Khan M.A Pushto GPGC Bannu	14.02.1979	01.12.2006	24.09.2009		17 Regularized
579	Kifayat Ullah S/O Saifullah Khan M.Sc Chemistry, GC Tank	01.12.1980	01.12.2006	24.09.2009		17 Regularized
580	Hafiz Munib-ur-Rohman S/O Sardar Shaheed M.Sc Botany, Biology ? GPGC Bannu	08.04.1981	01.12.2006	24.09.2009		17 Regularized
581	Altaf Hussain S/O Aziz-ur-Rehman M.Sc Chemistry, GPGC, Nowshera	25/10/1980	02.12.2006	24.09.2009		17 Regularized
582	Arif Ullah Khan S/O Adam Khan M.A English, GDC Tajori Lakki Marwat	02.02.1979	07.12.2006	24.09.2009		17 Regularized
583	Sher Nawaz Khan S/O Gul Nawaz Khan M.Sc. Physics, GDC Ghoriwala (Bannu)	05.11.1980	07.12.2006	24.09.2009		17 Regularized
584	Iqbal Said S/O Said Johar Shah MA Urdu, GDC Khair Abad, Mardan	10.03.1977	08.12.2006	24.09.2009		17 Regularized
585	Shafiq Ahmad S/O Muhammad Zaman M.A English, GC Peshawar	19.03.1978	08.12.2006	24.09.2009		17 Regularized
586	Ibrahim S/O Ismail M.A Islamiyat, GDC Zarcoobi	10.04.1978	08.12.2006	24.09.2009		17 Regularized
587	Muhammad Bilal S/O Gul Faraz M.Sc Chemistry, GSSC Peshawar	01.12.1980	08.12.2006	24.09.2009		17 Regularized
588	Kiram Shah S/O Pirzad Shah MA Pol. Science, GDC Zarcoobi, (Swabi)	09.03.1931	08.12.2006	24.09.2009		17 Regularized
589	Arshad Ali S/O Khurshed Khan MA Pol. Science, GPGC Swabi	01.04.1979	11.12.2006	24.09.2009		17 Regularized

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Sl. No.	Name of Candidate	Date of Birth	Date of Joining into Govt. Service	Date	BPS	Method of Recruit.
590	Akif Hussain S/O Fazal-ur-Rehman M.A Economics, GDC Kotha Swabi	09.01.1982 Swabi	12.12.2005	24.09.2009	17	Regularized
591	Fida Ullah Khan S/O Rais Khan M.Sc Comp:Science, Ghori Wala, Bannu	15.04.1979 Lakki Marwat	16.12.2006	24.09.2009	17	Regularized
592	Tahir Saeed S/O Lal Saeed M.Sc, Biology, GDC Ahmadabad (Karak)	17.07.1981 Karak	22.12.2006	24.09.2009	17	Regularized
593	Zia-ud-Din S/O Dunaya Gul M.Sc Maths, GDC Agra Malakand	22.12.2006 Malakand Agency		24.09.2009	17	Regularized
594	Shahid Irfan S/O Falak Naz M.Sc Botany, GDC Ghoriwala Bannu	22.06.1980 Bannu	03.01.2007	24.09.2009	17	Regularized
595	Ammar Ali S/O Hamdi Allah M.Sc Botany, GDC Yar Hussain (Swabi)	20.04.1983 Swabi	03.01.2007	24.09.2009	17	Regularized
596	Hidayat Ullah S/O Fida Ullah M.A.English, GDC Ahmad Abed	27.01.1980 FR Bannu	15.01.2007	24.09.2009	17	Regularized
597	Imtiaz Ali S/O Zain Ullah M.Sc Maths, GPGC Nowshera	04.06.1977 Charsadda	08.02.2007	24.09.2009	17	Regularized
598	Noor Mohammad Khan S/O Shereen Muhammad Khan M.Sc, Biology, GDC Landi Jalandar	02.01.1977 F.R Bannu	27.02.2007	24.09.2009	17	Regularized
599	Laiq-ur-Rehman S/O Rasool Khan MA Urdu, GDC Thal	20.10.1978 Karak	01.03.2007	24.09.2009	17	Regularized
600	Sardar Ali S/O Said Qamar M.Sc. Physics, GDC Puran, (Shangla)	03.01.1982 Swabi	07.03.2007	24.09.2009	17	Regularized
601	Muhammad Tariq S/O Muhammad Rasool M.A English, GDC Ladh SWA	20.10.1981	28.04.2007	24.09.2009	17	Regularized
602	Naveed Ahmad S/O Aftab Ahmad M.Sc Chemistry, GDC Battagram	12.03.1977 Mansehra	01.07.2007	24.09.2009	17	Regularized
603	Muhammad Jan S/O Muhammad Amin Jan M.A Economics, GDC Jamrud (Khyber Agency)	18.05.1977	01.07.2007	24.09.2009	17	Regularized
604	Mohammad Asghar Khan S/O Haji Bismillah Jan M.A Urdu, GDC Jamrud	07.04.1978	01.07.2007	24.09.2009	17	Regularized

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No.	Name of Candidate	Date of Birth	Date of Joining Govt. Service	Registration Details	
				Date	Method of Profile
605	Zer Mosen S/O Yar Muhammad M.Sc Maths, GDC Takht-e-Nasrati (Karak)	02.10.1972	01.07.2007	24.09.2009	17 Regularized
606	Abdul Satar Rehan S/O Ghulam Sarwar M.Sc Islamiyat, GDC No.3 Dera Town Ship D.I.Khan	01.01.1980	01.07.2007	24.09.2009	17 Regularized
607	Zakir Shah S/O Saleh Shah M.Sc Physics, GDC Ktaling Mardan	18.01.1980	01.07.2007	24.09.2009	17 Regularized
608	Ahmad Raza S/O Khurshed Anwar M.A Pol:Sci, GDC Ghazni Khel	01.02.1981	01.07.2007	24.09.2009	17 Regularized
609	Farooq Ahmad S/O Zarin Khan M.Sc Stats, GPGC, Mardan	03.02.1981	01.07.2007	24.09.2009	17 Regularized
610	Mohammad Imtiaz Khan S/O Haq Dad M.Sc Maths, GPGC Karak	15.04.1981	01.07.2007	24.09.2009	17 Regularized
611	Syod Badshah S/O Khan Badshah M.Sc Chemistry, GDC. No. 1 D.I.Khan	06.01.1983	01.07.2007	24.09.2009	17 Regularized
612	Waqar Ahmad S/O Amanullah M.Sc. Statistics GDC, Jamrud	15.01.1983	01.07.2007	24.09.2009	17 Regularized
613	Inamullah Khan S/O Sifat-ullah Khan M.Sc Botany, GDC Landi Jalandar (Bannu)	03.03.1983	01.07.2007	24.09.2009	17 Regularized
614	Nasir-ud-Din S/O Ghulam Yasin M.Sc Maths GDC Ghazni Khel	05.10.1973	01.10.2007	24.09.2009	17 Regularized
615	Muhammad Tanveer S/O Muhammad Ismail M.A Islamiyat, GDC No.1 D.I.Khan	22.04.1977	01.10.2007	24.09.2009	17 Regularized
616	Inamullah Khan S/O Noor Muhammad M.A Law, GDC Takht-e-Nasrati (Karak)	20.12.1977	01.10.2007	24.09.2009	17 Regularized
617	Dilfaraz S/O Haleem Jan M.A Urdu, GPGC, Miranshah	31.03.1978	01.10.2007	24.09.2009	17 Regularized
618	JehanZeb S/O Shams-ur-Rehman M.A Urdu, GDC Mir Ali NWA	20.03.1982	01.10.2007	24.09.2009	17 Regularized
619	Muhammad Zahoor S/O Ghafoor Khan M.Sc Biology, GDC Darazinda	12.04.1982	01.10.2007	24.09.2009	17 Regularized

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Sl. No.	Name of Candidate	Date of Birth		Date of Regularization	SPS	Method of Recruit.
		Domestic	Auto Govt. Service			
620	Rashidullah S/O Dian Gul M.Sc Physics, GDC Mir Ali NWA	14.04.1960	07.11.2007	24.09.2009	17	Regularized
621	Ikramullah S/O Zain Ullah M.A English, GDC Bakhshali Mardan	01.02.1976	07.11.2007	24.09.2009	17	Regularized
622	Ikramullah Khan S/O Ghulam Muhammad MA Pol. Science, GDC, Tajori Lakki Marwat	01.01.1980	07.11.2007	24.09.2009	17	Regularized
623	Muhammad Aamir S/O Khaista Khan M.Sc Comp:Science, GDC Badaber, Peshawar	05.02.1980	07.11.2007	24.09.2009	17	Regularized
624	Arif Khan S/O Adam Khan M.A Economics, GDC Lund Khwar, Mardan	16.03.1980	07.11.2007	24.09.2009	17	Regularized
625	Dawood Shah S/O Hikmat Shah M.Sc Maths, GDC Babozai	25.03.1981	07.11.2007	24.09.2009	17	Regularized
626	Ihsan Ullah S/O Mosa Khan M.Sc Chemistry, GDC Ghoriwala Bannu		07.11.2007	24.09.2009	17	Regularized
627	Kifayat Ullah Khan S/O Qasim Khan M.Sc Comp:Science, GPGC Lakki Marwat	13.03.1980	03.11.2007	24.09.2009	17	Regularized
628	Bahro Karam S/O Abdul Qadir Khan MA Urdu, GPGC Timargara	10.12.1977	10.11.2007	24.09.2009	17	Regularized
629	Murad Ali S/O Muhammad Sharafat Khan M.Sc Chemistry, GPGC Timergara	30.04.1979	12.11.2007	24.09.2009	17	Regularized
630	Abdus Saboor Shah S/O Shah Muhammad Hassan M.Sc Chemistry, GPGC Bannu	03.06.1980	12.11.2007	24.09.2009	17	Regularized
631	Waheed Iqbal S/O Saif Ullah M.Sc Maths, GDC No. 1 D.I.Khan	15.02.1981	12.11.2007	24.09.2009	17	Regularized
632	Allah Nawaz S/O Nadir Khan M.Sc, Biology, GDC Zarcoobi (Swabi)		12.11.2007	24.09.2009	17	Regularized
633	Zia-ul-Hassan S/O Muhammad Farooq M.Sc Chemistry, GPGC Mansehra		12.11.2007	24.09.2009	17	Regularized
634	Abdul Jalool S/O Abdul Basheer M.Sc Maths, GPGC Abbottabad	01.04.1980	13.11.2007	24.09.2009	17	Regularized

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Sl. No.	Name of Candidate	Date of Birth	Date of Joining into Govt. Service	Date of Regularization	SPS	Method of Recruit.
635	Mahboob Ali S/O Saifullah M.Sc Chemistry, Katlang, Mardan	18.10.1960	13.11.2007	24.09.2009	17	Regularized
636	Mohammad Farman Ali S/O Muhammad Arif Hamid M.Sc Chemistry, GPGC LakkimMarwat	07.02.1981	13.11.2007	24.09.2009	17	Regularized
637	Muhammad Habib S/O Muhammad Saleh M.Sc Comp:Science, GDC Gul Abad, (Dir Lower)	01.04.1981	13.11.2007	24.09.2009	17	Regularized
638	Muhammad Ishaq S/O Kachkol Khan M.Sc Botany, GDC # 2 Mardan	17.02.1983	13.11.2007	24.09.2009	17	Regularized
639	Inayat Gul S/O Inayat Ullah Khan M.Sc Botany, GDC Banda Daud Shah (Karak)	FR Bannu	13.11.2007	24.09.2009	17	Regularized
640	Ijaz Ahmad S/O Khan Muhammad Burki M.A Economics, GDC # 2 D.I.Khan	10.08.1930	14.11.2007	24.09.2009	17	Regularized
641	Maqsood Khan S/O Anwar Ali Khan M.Sc-Botany, GDC Parova D.I.Khan	20.09.1931	14.11.2007	24.09.2009	17	Regularized
642	Nadeem Halder S/O Tahir Ali M.Sc Maths, GDC Badaber Peshawar	27.02.1982	15.11.2007	24.09.2009	17	Regularized
643	Muhammad Hameed Iqbal S/O Sher Zada M.Sc Botany, GDC Gul Abad, Dir Lower	Swat	15.11.2007	24.09.2009	17	Regularized
644	Tilawat Shah S/O Naseeb Shah M.A Economics, GDC Tangi, (Charsadda)	15.02.1977	17.11.2007	24.09.2009	17	Regularized
645	Shaukat Ali S/O Muhammad Ayub M.Sc Chemistry, GDC Ghazi, Haripur	10.03.1978	17.11.2007	24.09.2009	17	Regularized
646	Naeem Gul S/O Muhammad Ashraf M.Sc Maths, GDC Ghazi Haripur	03.04.1981	17.11.2007	24.09.2009	17	Regularized
647	Yasir Arshad S/O Muhammad Arshad M.Sc Chemistry, GPGC Abbottabad	23.03.1984	17.11.2007	24.09.2009	17	Regularized
648	Amin Ullah S/O Musa Khan M.A History, GDC Kulachi (D.I.Khan)	D.I.Khan	18.11.2007	24.09.2009	17	Regularized
649	Israr Ahmad S/O Shah Bakht Rawan M.Sc Maths, GDC Thana Malakand	Swat	19.11.2007	24.09.2009	17	Regularized

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Sl. No.	Name of Candidate	Date of Birth	Date of Joining into Govt. Service	Date	SPS	Method of Recruit
649	Muhammad Aslam S/O Taj Muhammad M.Sc Comp:Science, GPGC, Mandian	27.07.1981	20.11.2007	24.09.2009	17	Regularized
651	Jawed Ali Shah S/O Sher Ghani Shah MA Pak Study GDC kakki (Bannu)	20.04.1982	20.11.2007	24.09.2009	17	Regularized
652	Javid Ali S/O Habib Khan M.A English, GDC, Akora Khattak Nowshera	Bannu	20.11.2007	24.09.2009	17	Regularized
653	Muhammad Shah S/O Mian Muhammad M.Sc Maths, GDC Pura Shangla	12.03.1981	21.11.2007	24.09.2009	17	Regularized
654	Barkat Ali S/O Abdul Hameed Khan M.Sc Maths, GDC Ghazni Khel (Lakki Marwat)	02.01.1983	22.11.2007	24.09.2009	17	Regularized
655	Zia Ullah Khan S/O Hamid Khan M.A English, GDC Yar Hussain	04.04.1982	11.02.2008	24.09.2009	17	Regularized
656	Muhammad Tariq S/O Muhammad Ramzan MA Economics GDC Tank	01.01.1983	20.02.2008	24.09.2009	17	Regularized
657	Dil Jan Khan S/O Bahader Khan M.Sc Maths, GPGC Bannu	05.03.1984	20.02.2008	24.09.2009	17	Regularized

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 Higher Education  
 Government of Punjab  
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Sl. No.	Name of Candidate	Qualification	Matriculation Date	Govt. Service Date	PPS	Method of Recruit.
659	Irshad Hussain S/O Bashir Ahmad M.A English, GPGC Nowshera	Mardan	16.03.1967	21.02.2008	24.09.2009	17 Regularized
660	Hamidullah S/O Umar Badshah M.A Urdu, GPGC Bannu	Mansehra			24.09.2009	17 Regularized
661	Miraj-ud-din S/O Sanwar Khan M.A English, GDC Jandola (FR Tank)	Bannu	01.02.1973	01.03.2008	24.09.2009	17 Regularized
662	Pervez Khan S/O Jaffar Khan M.Sc Maths, GDC Takht Bhai	SWA	25.11.1974	01.03.2008	24.09.2009	17 Regularized
663	Munir Khan S/O Ali Rehmat M.A Urdu, GPGC Mardan	Charsadda	20.04.1975	01.03.2008	24.09.2009	17 Regularized
664	Tajbar Khan S/O Gul Muhammad M.A Islamiyat, GDC Barkhalozai (Bajaur Agency)	Mardan	15.01.1976	01.03.2008	24.09.2009	17 Regularized
665	Minhaj-ud-Din S/O Hafeez-ud-Din M.A Urdu, GPGC Timergara		16.03.1976	01.03.2008	24.09.2009	17 Regularized
666	Fida Muhammad S/O Gul Muhammad M.A Urdu, GPGC, Lakki Marwat	Dir (Lower)	25.08.1976	01.03.2008	24.09.2009	17 Regularized
667	Abdullah Khan S/O Ahmad Khan M.A Islamiyat, GPGC Nowshera	Lakki Marwat	13.10.1976	01.03.2008	24.09.2009	17 Regularized
668	Naseeb Gul S/O Gheeta Khan M.Sc.Physics, GPGC Miranshah (NWA)	Peshawar	03.01.1978	01.03.2008	24.09.2009	17 Regularized
669	Syed Shakeel Ahmad S/O Sherzada M.A Law, GPGC, Timergara	FR Bannu	09.02.1978	01.03.2008	24.09.2009	17 Regularized
670	Taifullah S/O Ghandal Khan M.A Islamiyat, GDC Shabqadar Charsadda		11.02.1978	01.03.2008	24.09.2009	17 Regularized
671	Mohammad Ghias-ud-Din S/O Habib-ur-Rehman M.Sc Comp:Science, GDC Kabal (Swat)		02.03.1978	01.03.2008	24.09.2009	17 Regularized
672	Shakir Khan S/O Anwar Khan M.A Pashto, GPGC Charsadda	Swat	12.03.1979	01.03.2008	24.09.2009	17 Regularized
673	Safwan S/O Khair Ali M.A Pak:Studies, GPGC Parachinar (Kurram Agency)	Charsadda	20.03.1978	01.03.2008	24.09.2009	17 Regularized
			05.04.1978	01.03.2008	24.09.2009	17 Regularized

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Sl. No.	Name of Candidate	Date of Birth	Date of Entry into Govt. Service	Date of Regularization		Method of Regularization
				Date	MS	
674	Hasir Khan S/O Muhammad Zahir Shah M.A Pol:Sci, GDC Batkhela	25.04.1978	01.03.2003	24.09.2009	17	Regularized
675	Alam Sher S/O Umer Hayat M.Sc Comp:Science, GDC Ama Khel Tank	06.05.1978	01.03.2008	24.09.2009	17	Regularized
676	Javied Khan S/O Noor Muhammad M.A Economics, GDC Timergara	05.06.1978	01.03.2003	24.09.2009	17	Regularized
677	Fakhr-e-Kunan S/O Hunar Khan M.A Economics, GDC Wadpagga Peshawar	05.09.1978	01.03.2008	24.09.2009	17	Regularized
678	Tariq Mahmood S/O Mimroze Khaan M.Sc Maths GDC Katlang Mardan	15.05.1979	01.03.2008	24.09.2009	17	Regularized
679	Khawaja S/O Zarin Khan M.Sc English, GDC Dir (Upper Dir)	06.06.1979	01.03.2008	24.09.2009	17	Regularized
680	Sahib Gul S/O Naimat Rasool M.Sc Zoology, GDC Nawagai, (Bajaur Agency)	02.10.1980	01.03.2008	24.09.2009	17	Regularized
681	Muhammad Rafiq S/O Hamza Khan M.A English, GDC Takht Bhai, (Mardan)	04.01.1980	01.03.2008	24.09.2009	17	Regularized
682	Muhammad Mazharullah S/O Muhammad ZafarUllah M.A Urdu, GDC Booni (Chitral)	02.02.1980	01.03.2008	24.09.2009	17	Regularized
683	Latifullah S/O Yar Muhammad M.Sc Stats, GPGC, Lakki Marwat	26.02.1980	01.03.2008	24.09.2009	17	Regularized
684	Raizullah S/O Said Akbar M.Sc Chemistry, GDC Ara Khel FR Kohat	01.03.1980	01.03.2008	24.09.2009	17	Regularized
685	Wahid-ul-Haq S/O Mohy-ud-Din M.Sc Stats, GDC Wari (upper Dir)	04.04.1980	01.03.2008	24.09.2009	17	Regularized
686	Asghar Masood S/O Abdul Haleem M.A History, GDC Ghezni Khel (Lakki Marwat)	06.08.1980	01.03.2008	24.09.2009	17	Regularized
687	Sajjad-ur-Rehman S/O Rehman-ud-din M.Sc Physics, GDC Latamber Karak	01.10.1980	01.03.2008	24.09.2009	17	Regularized
688	Khalid Hussain S/O Daud Khan M.A History, GDC Daggar Bunar	09.01.1981	01.03.2008	24.09.2009	17	Regularized

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11/10/2010

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Sl. No.	Name of Candidate	Qualification	Place of Birth	Date of Birth	Date of Appointment	Age	Method of Recruitment
688	Muhammad Sadiq S/O Taj Malcock M.Sc Physics, GPGC Kohat		Karak	08.04.1981	01.03.2008	24.09.2009	17 Regularized
690	Muhammed Sadiq Khan S/O Mir Saadat Khan M.Sc Maths, GDC No.2 D.I.Khan		Karak	25.04.1981	01.03.2008	24.09.2009	17 Regularized
691	Shah Zamin S/O Zarin Khan M.A English, GC Peshawar			18.01.1982	01.03.2008	24.09.2009	17 Regularized
692	Nisar Khan S/O Lal Khan M.A Islamiyat, GDC Ghazi Haripur		Haripur	10.03.1982	01.03.2008	24.09.2009	17 Regularized
693	Muhammad Khalid S/O Gul Dar Ali M.Sc Botany, GDC Ara Khel (FR Kohat)			03.04.1982	01.03.2008	24.09.2009	17 Regularized
694	Amin Hussain S/O Khan Ali M.A Urdu, GPGC Parachinar (Kurram Agency)			18.01.1980	01.01.2009	24.09.2009	17 Regularized
695	Roohul Amin S/O Abdur Rayed Shah M.Sc Chemistry, GC Peshawar		Swabi	04.04.1980	11.03.2008	24.09.2009	17 Regularized
696	Arshad Hussain S/O Bashir Ahmed MA English GDC, Battagram			11.03.2009	11.03.2008	24.09.2009	17 Regularized
697	Sajjid Islam S/O Noor Islam M.Sc Maths, GDC Paharpur D.I.Khan		Lakki Marwat	24.03.1984	14.03.2008	24.09.2009	17 Regularized
698	Shah Khalid S/O Ali Khan M.Sc. Zoology GDC, Lund Khwar			08.03.1982	19.03.2008	24.09.2009	17 Regularized
699	Muhammad Younas Khan S/O Muhammad Ayub M.Sc. Stats, GPGC Lakki Marwat		Lakki Marwat	07.02.1980	28.03.2008	24.09.2009	17 Regularized
700	Syed Imran Ali Shah S/O S.Safdar Ali Shah M.Sc. Electronics GC, Peshawar		Peshawar	01.01.1985	10.04.2008	24.09.2009	17 Regularized
701	Muhammad Nasir S/O Muhammad Sa'lem M.Sc. Geography GSSC, Peshawar		Swat	26.02.1986	31.05.2011	31.05.2011	17 Initial recruitment
702	Fahad Said S/O Sultan Said M.Sc. Zoology GDC, Totakan (Malakand Agency)		Malakand	02.04.1984	15.04.2010	15.04.2010	17 Initial recruitment
703	Nazir Ahmad S/O Mahmood Ul Hassan M.Sc. Zoology GPGJC, Swat		Swat	15.04.1982	14.04.2010	14.04.2010	17 Initial recruitment
704	Khizar Nawab S/O Ghazi Marjan M.Sc. Zoology GDC, Wana		SWA	19.04.1984	22.05.2010	22.05.2010	17 Initial recruitment
705	Muhammad Ali S/O Muhammad Pervaiz M.Sc. Zoology GDC, Mingora, Swat		Malakand Ag.	11.09.1984	19.05.2010	19.05.2010	17 Initial recruitment

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 GDC, D.I. Khan  
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County of ...  
Name of Party ...  
Into Govt. Service ...  
Date ...  
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and Library Administration  
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Sl. No.	Name of Officer	Date of Birth	Date of Birth Domicile	Date of Joining into Govt. Service	In Regular Cadre / In Special Cadre		
					Date	BFS	Method of Recruit.
706	Muhammad Zahid S/O Hamroz Khan M.Sc. Zoology GDC, Yar Hussain	02.08.1976	Swabi	13.04.2010	15.04.2010	17	Initial recruitment
707	Sardar Muhammad Hayat Barki S/O Lal Hassanat M.Sc. Zoology GDC, Wadpaga (Peshawar)	09.11.1978	Peshawar	17.04.2010	17.04.2010	17	Initial recruitment
708	Ghulam Hussain S/O Syed Alam Jan M.Sc. Zoology GPGC, Timergara	10.04.1983	Dir	15.04.2010	15.04.2010	17	Initial recruitment
709	Karim Ullah S/O Bakht Kamal M.Sc. Zoology GPGJC, Swat	15.03.1985	Swat	15.04.2010	15.04.2010	17	Initial recruitment
710	Muhammad Zamir Khan S/O Abdul Karim Khan M.Sc. Zoology GPGC, Timergara	30.09.1985	Dir	01.06.2010	01.06.2010	17	Initial recruitment
711	Alla Udin S/O Muhammad Bashir M.Sc. Chemistry GC, Peshawar	10.04.1983	Peshawar	04.11.2010	04.11.2010	17	Initial recruitment
712	Imran Ali Shah S/O Muhammad Ali Shah M.Sc. Zoology GPGC, Bannu	11.04.1984	Bannu	16.04.2010	16.04.2010	17	Initial recruitment
713	Inayat Ur Rehman S/O Fazal Ur Rehman M.Sc. Zoology GDC, No.1 D.I.Khan	15.04.1984	D.I.Khan	26.05.2010	26.05.2010	17	Initial recruitment
714	Muhammad Ishaq S/O Gul Sahib Khan M.Sc. Zoology GDC, MirAli (NWA)	02.01.1986	FR Bannu	31.05.2010	31.05.2010	17	Initial recruitment
715	Sarfraz Nawaz S/O Muhammad Nawaz M.Sc. Biology No.1 Abbottabad	21.08.1985	Abbottabad	09.02.2011	09.02.2011	17	Initial recruitment
716	Abid Ullah S/O Amir Gul M.Sc. Zoology GPGC, Miranshah	02.04.1983	NWA	22.05.2010	22.05.2010	17	Initial recruitment
717	Hussain Muhammad S/O Yar Mohammad M.Sc. Statistics GDC, Kohi Sher Haider Bara	03.09.1984	Khyber Agency	18.05.2010	18.05.2010	17	Initial recruitment
718	Zubair Muhammad S/O Hussain Muhammad M.Sc. Maths GPGC, Kohat	15.07.1984	Orakzai Agy	12.03.2010	12.03.2010	17	Initial recruitment
719	Safdar Sheh S/O Muhammad Hakeem M.Sc. Computer Sc.	01.12.1980	Mohmand	04.06.2011	04.6.2011	17	Initial recruitment
720	Haroon Khan S/O Muhammad Jan MA Economics GDC, Kohi Sher Haider Bara	16.03.1984	Khyber Agency	13.03.2010	13.03.2010	17	Initial recruitment

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Sl. No.	Name of the Candidate	Qualification	Date of Birth	Date of Appointment	Grade	Method of Recruitment
721	Munir Hayat S/O Saad Ullah Khan MA History GDC, Lahor (Swabi)	MA History GDC, Lahor (Swabi)	01.03.1978	15.02.1998	17	Initial recruitment
722	Abdur Rehman Khan S/O Abdul Karim M.Sc. Botany GDC, Aman Khel Tank	M.Sc. Botany GDC, Aman Khel Tank	24.12.1984	09.03.2012	17	Initial recruitment
723	Rabnawaz S/O Amin Ahmad M.Sc. Botany GDC, Agra	M.Sc. Botany GDC, Agra	27.03.1985	09.03.2012	17	Initial recruitment
724	Irfan Ullah S/O Mir Saadullah Khan MA Economics GPGC, Bannu	MA Economics GPGC, Bannu	23.04.1985	17.02.2010	17	Initial recruitment
725	Bahadar Zaman S/O Akbar Zaman MA English FATA	MA English FATA	16.08.1977	22.12.2010	17	Initial recruitment
726	Sahar Gul S/O Abad Gul M.Sc. Maths GDC, Barkhaiozai	M.Sc. Maths GDC, Barkhaiozai	05.12.1982	26.03.2010	17	Initial recruitment
727	Muhammad Bilal S/O Roshan Khan M.Sc. Maths GPGC, No. Abbottabad	M.Sc. Maths GPGC, No. Abbottabad	02.02.1984	22.03.2010	17	Initial recruitment
728	Shaukhat Khan S/O Sher Afzal Shah MA Urdu GDC, Nathiagali	MA Urdu GDC, Nathiagali	01.01.1977	12.12.2010	17	Initial recruitment
729	Malik Asif S/O Malik Ali Asghar M.SC Physical Education, GPGC No.1 Abbottabad.	M.SC Physical Education, GPGC No.1 Abbottabad.	01.03.1955	29.11.1980	17	Regularized
730	Zia Ur Rehman, S/O Inyat U Rehman, M.SC Physical Education GC Dir	M.SC Physical Education GC Dir	16.04.1961	23.04.1986	17	Regularized
731	Juma Khan S/O Amir Afzal Khan, M.SC Physical Education GC Paktia D.I Khan	M.SC Physical Education GC Paktia D.I Khan	28.09.1955	01.10.1973	17	Regularized
732	Hakim Khan, S/O Mahsal Khan, M.SC Physical Education GPGC, Mardan	M.SC Physical Education GPGC, Mardan	15.09.1956	24.11.1979	17	Regularized
733	Gul Razim, S/O Saadat Khan, M.SC Physical Education GC, Takht-e-Nusrati (Karak)	M.SC Physical Education GC, Takht-e-Nusrati (Karak)	25.01.1960	01.02.1981	17	Regularized
734	Said Muhammad Jan S/O Muhammad Akbar Khan, M.SC Physical Education DPE GPGC, Timergar	M.SC Physical Education DPE GPGC, Timergar	03.02.1956	05.09.1976	17	Regularized
735	Muhammad Zaman S/O, Rahimullah Jan M.SC Physical Education, Deputation Malakand BISE	M.SC Physical Education, Deputation Malakand BISE	12.12.1955	17.12.1978	17	Regularized
735	Mohsin Shah S/O Mukamil Shah, M.Sc Physical Education GC No2 Mardan	M.Sc Physical Education GC No2 Mardan	25.04.1956	01.05.1978	17	Regularized

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Sl. No.	Name of Candidate	Qualification	Year of Birth	Date of Birth	Agency / District	SPS	Method of Recruit.
737	Muhammad Abo Khalil S/O Muhammad Tahir	B.A.C Physical Education	01.11.1960	25.10.1991	15.08.2010	17	Regularized
738	Abdur Rashid S/O Mir Janan	M.SC Physical Education, GC. KDA Kohat	05.11.1958	15.05.1983	18.08.2010	17	Regularized
739	Abdul Hamid, S/O	M.SC Physical Education GC Puren Swat	03.06.1964	08.11.1988	18.08.2010	17	Regularized
740	Rashidullah, S/O Qabool Khan	M.SC Physical Education, GDC, Sherwan	07.07.1963	14.05.1984	18.08.2010	17	Regularized
741	Noorul Amin S/O Muhammad Umar	M.SC Physical Education, GC Khair Abad, Mardan	03.03.1963	29.10.1986	18.08.2010	17	Regularized
742	Asad Jan S/O Muhammad Afzal Khan	M.SC Physical Education, GC No.1, D.I Khan	01.01.1957	13.12.1977	18.08.2010	17	Regularized
743	Abdul Qayyum S/O Abdur Rehman	M.SC Physical Education, GDC Easak Khel	15.12.1965	29.08.1990	18.08.2010	17	Regularized
744	Muhammad Ayaz S/o Mehtab Gul	M.SC Physical Education GPGC Charsadda	28.10.1961	15.01.1980	18.08.2010	17	Regularized
745	Muhammad Younas Khan, S/o Muhammad Ramzan Khan	M.SC Physical Education, GC. No.2 D.I.khan	14.09.1967	02.05.1993	18.08.2010	17	Regularized
746	Aziz Ullah, S/O Aman Ullah Khan	M.SC Physical Education GDC, Ahmad Abad (Karak)	10.10.1966	06.05.1993	18.08.2010	17	Regularized
747	Muhammad Shafiq, S/O Miskeen Zada	M.SC Physical Education, GC Matta	09.03.1968	02.05.1993	18.08.2010	17	Regularized
748	Muhammad Ayaz Khan, S/O Nazir Muhammad	M.SC Physical Education, GDC Laddah (S.WA)	12.03.1963	26.04.1993	18.08.2010	17	Regularized
749	Sami Ullah Khan, S/O Hakim Khan	M.SC Physical Education, GPGC Nowshera	01.11.1969	26.04.1993	18.08.2010	17	Regularized
750	Bashir Ahmad, S/O Islam Ud Din	M.SC Physical Education GPGC Mardan	24.01.1968	17.11.1990	18.08.2010	17	Regularized
751	Muhammad Ibrahim, S/O Muhammad Arif Khan	M.SC Physical Education, GC Gulabad Dir	05.03.1970	Dir	18.08.2010	17	Regularized
752	Shahid Husain, S/O Sarfaraz Khan	M.SC Physical Education, GDC Bannu No. 02	05.01.1967	Bannu	18.08.2010	17	Regularized
753	Khalid Mehmood, S/O Akbar Din	M.SC Physical Education, GC, Haripur	06.01.1969	21.04.1993	18.08.2010	17	Regularized
754	Muhammad Anwar, S/O Muhammad Jan	M.SC Physical Education, GC Lakki Marwat	01.10.1973	21.04.1993	18.08.2010	17	Regularized
755	Sartaj Khan, S/O Haji Jaiander Khan	M.SC Physical Education, Lund Khwar (Mardan)	01.02.1969	07.01.1988	18.08.2010	17	Regularized
756	Abdul Nahid Khan, S/O Abdur Rashid	M.SC Physical Education, GC Sarai Naurang	12.06.1971	31.10.2000	18.08.2010	17	Regularized
757	Muhammad Arif, S/O Abdul Wahab	M.SC Physical Education, GC Mingora Swat	02.04.1973	01.11.2000	18.08.2010	17	Regularized
758	Faridur Rehman, S/O Fazal Rehman	M.SC Physical Education, GC Hayatabad	13.03.1969	29.03.1992	18.08.2010	17	Regularized
759	Anwar Khan, S/O Ali Gohar Khan	M.SC Physical Education, GC Batagram, Mansehra	01.01.1962	19.11.1990	18.08.2010	17	Regularized

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Sl. No.	Name of Candidate	Date of Birth	Domicile	Date of Joining into Govt. Service	For Regularization		
					Date	BFS	
750	Musawar Khan, S/O Dhanar Khan M.SC Physical Education GC Abdul Ali Khan Utmanzai	18.05.1955	Charasadda	11.04.1987	18.08.2010	17	Regularized
✓ 751	Hayat Shah, S/O Sher Khan. M.SC Physical Education , GDC, Takht Bhai	10.01.1972	Dir(Lower)	-	18.08.2010	17	Regularized
X 762	Khalid Zaman, S/O Muhammad Kamal Khan M.SC Physical Education , GPGC Swabi	01.04.1976	Swabi	19.04.1999	18.08.2010	17	Regularized
763	Ghous Muhammad, S/O Muhammad Sultan M.SC Physical Education , GC Miranshah	01.01.1981	Miranshah	31.01.2005	18.08.2010	17	Regularized
✓ 764	Safdar Khan, S/O Zain Khan M.SC Physical Education , GC Mathra	03.03.1975	Peshawar	01.01.2005	18.08.2010	17	Regularized
765	Akhtar Ali, S/O Yar Muhammad Khan M.SC Physical Education , GJC, Saidu Sharif	01.04.1972	Swat	01.01.2005	18.08.2010	17	Regularized
766	Dilabaz Khan S/O Sher Dali Khan M.SC Physical Education , GC Sikandarkhel, Bannu	01.04.1974	Bannu	01.01.2005	18.08.2010	17	Regularized
767	Bakhtiarud Din, S/O Ikram Ud Din M.SC Physical Education , GC Akora kHattak	15.07.1968	Nowshera	12.01.2005	18.08.2010	17	Regularized
768	Abidullah, S/O Abdur Rashim M.SC Physical Education GC Kotka Habibullah.	06.03.1974	F.R Bannu	01.01.2005	18.08.2010	17	Regularized
✓ 769	Muhammad Qasim, S/O Memood Khan M.SC Physical Education GC Katlang	15.11.1971	Mardan	01.01.2005	18.08.2010	17	Regularized
770	Muhammad Hafeez, S/O Muhammad Younas Khan M.SC Physical Education , GC. KTS. Haripur	15.03.1971	haripur	31.08.2006	18.08.2010	17	Regularized
771	Faisal Islam, S/O Inayat Ullah M.SC Physical Education , GC Kulachi D.I.Khan	26.12.1973	D.I Khan	22.11.2006	18.08.2010	17	Regularized
772	Tariq Iqbal, S/O Amal Badshah M.SC Physical Education , GC Naguman	03.03.1971	Peshawar	13.12.1999	18.08.2010	17	Regularized
773	Haider Zaman, S/O Nazar Zaman M.SC Physical Education , GPGC. Bannu	13.03.1974	Bannu	16.11.2006	18.08.2010	17	Regularized
774	Jehanzeb, S/O Siraj Khan M.SC Physical Education .GC. Daggar Buner	12.03.1975	Buneer	05.12.2005	18.08.2010	17	Regularized
775	Khalid Rehman, S/O Rajab Ali Khan M.SC Physical Education , GC , B.D. Shah	08.03.1979	F.R Bannu	18.11.2006	18.08.2010	17	Regularized
776	Arif Ali Shah, S/O Sulaiman Shah M.SC Physical Education , GC No.1 A/Abad	09.11.1977	Haripur	30.11.2006	18.08.2010	17	Regularized
777	Tajmali Khan, S/O Sher Daraz Khan M.SC Physical Education , GPGC, Bannu	18.05.1981	Bannu	30.11.2006	18.08.2010	17	Regularized
✓ 773	Tahirullah, S/O Ayoub Khan M.SC Physical Education GPJC, Saidu Sharif	01.05.1976	Swat	18.11.2005	18.08.2010	17	Regularized
779	Yousaf Ali, S/O Ghafor Shah M.SC Physical Education , GC. Yar Husaain	20.03.1978	Swabi	13.11.2006	18.08.2010	17	Regularized
780	Ghulam Mohammad, S/O M.SC Physical Education , GPGC Abbottabad	06.05.1975	A/Abad	06.03.2008	18.08.2010	17	Regularized
781	Irfan Ullah, S/O Muhammad Subhan M.SC Physical Education , GC Latamber	01.04.1979	Karak	29.03.2008	18.08.2010	17	Regularized
782	Ghulam Muhammad, S/O Dost Muhammad M.SC Physical Education , GC No. 1 D.I.Khan	06.09.1976	D.I Khan	03.03.2008	18.08.2010	17	Regularized

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Sl. No.	Name of Candidate	Date of Birth	Place of Birth	Date of Entry into Govt. Service	Date of Regularization	WPS	Method of Recruit.
820	Muhammad Usman S/O Zahir Muhammad M.A Islamiyat GDC, Naguman.	25.03.1984	Mohmand Agy.	18.11.2006	06.1.2012	17	Regularized
823	Muhammad Ishaq S/O Muhammad Ibrahim M.Sc. Maths GDC, Hayatabad	04.03.1981	Peshawar	14.11.2006	05.01.2012	17	Regularized
824	Rashid S/O Gohar Rehman M.Sc. Chemistry GPGC, Havelian		Abbottabad	14.11.2006	05.01.2012	17	Regularized
825	Niza Ali S/O Muhammad Sher Khan M.Sc. Biology GDC, B.D. Shah Karak		Kohat	14.11.2006	05.01.2012	17	Regularized
826	Minhaj Ul Arifin S/O Abdul Aziz MA English GDC, Bannu	01.06.1978	FR Bannu	15.11.2006	05.01.2012	17	Regularized
827	Farid Ullah Khan S/O Saif Ullah Khan MA History Cum Civics GDC, Lachi Kohat	02.09.1979	Bannu	15.11.2006	05.01.2012	17	Regularized
828	Manzoor Ahmed S/O Khan Muhammad MA History Cum Civics GDC, Takht Bhai Mardan	16.11.1978	Charsadda	15.11.2006	05.01.2012	17	Regularized
829	Shakir Ali S/O Ismat Ullah MA Economics GDC, Katlang Mardan	19.02.1980	Mardan	15.11.2006	05.01.2012	17	Regularized
830	Muhammad Asad S/O Muhammad Ayaz Khan MA English GPGC, Mardan	23.03.1981	Mardan	15.11.2006	05.01.2012	17	Regularized
831	Muhammad Khalid S/O Muhammad Aslam MA Islamiyat GPGC, Karak	01.09.1979	Karak	18.11.2006	05.01.2012	17	Regularized
832	Saqib Khan S/O Zamrad Khan M.Sc. Maths GPGC, Abbottabad	05.02.1978	Manshera	21.11.2006	05.01.2012	17	Regularized
833	Saud Ali Khan S/O Umar Ali Khan M.Sc. Computer Science GDC, No.2 Bannu		Bannu	22.11.2006	05.01.2012	17	Regularized
834	Rafaqat Ali S/O Liaqat Ali Khan M.Sc. Maths GDC, Khan Kohi Nowshera	09.04.1981	Nowshera	23.11.2006	05.01.2012	17	Regularized
835	Muhammad Idress S/O Muhammad Rafeeq MA History Cum Civics GDC, Landi Jalander	06.03.1979	Lakki Marwat	24.11.2006	05.01.2012	17	Regularized
835	Syed Majid Ali S/O Syed Farman Ali M.Sc. Computer Science GDC, Khan Kohi Nowshera	05.01.1980	Mardan	25.11.2006	05.01.2012	17	Regularized

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Sl. No.	Name of Candidate	DOB	Intn. Govt. Service	Date	SPS	Method of Recrd.
837	Muhammad Awar S/O Yaqoob Khan M.Sc. Biology GPGC, Karak	15.03.1978 Karak	✓	09.12.2006	17	Regularized
838	Ijaz Ullah Khan S/O Daud Khan M.Sc. Statistics GDC, No. 2 Bannu	18.04.1979 Bannu		06.12.2006	17	Regularized
839	Ashfaq Ahmad S/O Bakhtiar Ali M.Sc. Botany GDC, Kotla Swabi	31.01.1984 Charsadda		06.12.2006	17	Regularized
840	Sultan Gul S/O Hikmat Shah MA Urud GDC, Agra Malakand Agency	16.08.1980 Mohmand Agency		16.12.2006	17	Regularized
841	Mohammad Ismail S/O Shadi Khan MA Economics GDC, Ghazni Khel	12.02.1983 Lakki Marwat		17.12.2006	17	Regularized
842	Sher Bahadar S/O Gul Muhammad Khan M.Sc. Statistics GPGC, Bannu	20.09.1979 FR Bannu		20.12.2006	17	Regularized
843	Muhammad Asif S/O Mohammad Baksh M.Sc. Computer Science GDC, No.1 D.I.Khan	20.04.1979 D.I.Khan		23.12.2006	17	Regularized
844	Obaid Ullah S/O Arsala Khan MA Pakistan Study GDC, Mathra Peshawar	25.05.1975 Peshawar		07.11.2007	17	Regularized
845	Sana Ullah S/O Mir Qad Ayaz MA History Cum Civics GPGC, Bannu	08.03.1976 Bannu		07.11.2007	17	Regularized

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Sl. No.	Name of Officer	Date of Entry into Govt. Service	Date	BPS	Method of Recruit.
846	Faisal Ali S/O Shamyul Hossain M.Sc. Computer Science GDC, Madyan Swat	08.01.1981	07.11.2007	05.01.2012	17 Regularized
847	Riaz S/O Yaqoob Khan M.Sc. Maths GDC, Khariabad Mardan	13.03.1981	07.11.2007	05.01.2012	17 Regularized
848	Noor Ul Islam S/O Zareen Dad M.Sc. Computer Science GDC, Thana	11.01.1981	08.11.2007	05.01.2012	17 Regularized
849	Momin Khan S/O Sher Zamin M.Sc. Biology GPGC, Swabi	17.11.2007	17.11.2007	05.01.2012	17 Regularized
850	Saif Ullah S/O Said Jamal M.Sc. Computer Science GDC, Hangu	01.04.1980	19.11.2007	05.01.2012	17 Regularized
851	Naveed Hussain S/O Hussain Khan M.Sc. Computer Science GDC, Wari Dir Upper	20.03.1981	21.11.2007	05.01.2012	17 Regularized
852	Adnan Ahmed S/O Zubair Ahmed M.Sc. Computer Science GSSC, Peshawar	09.09.1976	22.11.2007	05.01.2012	17 Regularized
853	Barkat Ullah S/O Rashid Khan M.Sc. Biology GDC, Hangu	01.01.2008	01.01.2008	05.01.2012	17 Regularized
854	Shafiq Ur Rehman S/O Naqir Khan MA Pakistan Study GDC, Lachi Kohat	30.03.1978	06.02.2008	05.01.2012	17 Regularized
855	Saeed Ullah Jan S/O Zara War Khan M.Sc. Computer Science GDC, Dir upper	11.04.1981	07.02.2008	05.01.2012	17 Regularized
856	Hashmat Ali S/O Mir Saif Khan MA Urdu GDC, Gumbat Kohat	11.03.1981	11.02.2008	05.01.2012	17 Regularized
857	Naveed Hussain S/O Zainul Abidin MA English GDC, Madayn Swat	01.04.1977	12.02.2008	05.01.2012	17 Regularized
858	Muhammad Naeem S/O Muhammad Irfan M.Sc. Chemistry GPGC, Nowshera	04.02.1980	12.02.2008	05.01.2012	17 Regularized
859	Hamid Khan S/O Khan Heji M.Sc. Chemistry GDC, Naguman	15.10.1981	12.02.2008	05.01.2012	17 Regularized
850	Ismail Khan S/O Amanullah Khan M.A Political Science GDC, Mathra Peshwar	15.01.1982	12.02.2008	05.01.2012	17 Regularized


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Sl. No.	Name of Candidate	Date of Birth	Date of Joining into Govt. Service	Date	Age	Method of Recruit	
						Age	Method of Recruit
861	Mazhar Ud Din S/O Abdur Rahim MA History GDC, Zahori Swabi	04.03.1980 SWA	15.02.2003	05.01.2012	17		Regularized
862	Hidayat Ullah S/O Abdul Akbar Khan MA Pakistan Study GDC, Pattan Kchistan	10.01.1979 Swat	21.02.2006	05.01.2012	17		Regularized
863	Akhtar Ali S/O Said Zaman M.Sc. Maths GDC, GDC, Dir Upper	14.05.1985 Swat	21.02.2008	05.01.2012	17		Regularized
864	Imam Khan S/O Sher Ahmad M.Sc. Physics GDC, No.2 Bannu	01.10.1969 Bannu	15.03.2008	05.01.2012	17		Regularized
865	Sohail Arshad S/O Aziz Khan M.Sc. Maths GDC, Takht Bhai Mardan	27.03.1982 Mardan	25.03.2008	05.01.2012	17		Regularized
866	Muhammad Nawaz S/O Ibrahim Khan M.Sc. Statistics GDC, Gandaf Swabi	01.04.1983 Swabi	24.03.2008	05.01.2012	17		Regularized
867	Raees Khan S/O Riaz Ahmed M.Sc. Computer Scienca GDC, Babuzai Mardan	23.08.1980 Mardan	01.04.2008	05.01.2012	17		Regularized

  
 Section Officer (S.O.)  
 Govt. Office, Gandaf Swabi  
 Dist. Swabi, FATA

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Annex E

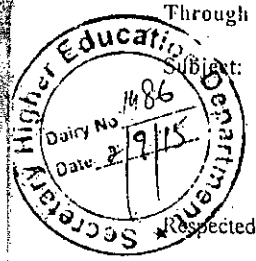
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To

The worthy Chief Secretary  
Government of Khyber Pakhtunkhwa  
Civil Secretariat, Peshawar

PS/C.S Khyber Pakhtunkhwa  
Diary No. 8470 (ue)  
Date. 01-9-15

Through Proper Channel:



Departmental Representation against the Final Seniority List notified vide Notification dated 07.08.2015 and the Notification dated ..... of the encadrement of the appellant to the extent of its immediate operation being in violation of the judgment of the Khyber Pakhtunkhwa Service Tribunal, Peshawar rendered in Service Appeal No.148/2006 decided on 30.04.2007.

Respected Sir;

With due respect I have the honour to submit this departmental representation for your kind consideration and favorable action on the following facts and grounds:

That:-

1. The appellant joined the Higher Education Department as Director Health & Physical Education (DPE) (BPS-16) on the recommendations of the Khyber Pakhtunkhwa Public Service Commission on 17-11-1990 and was upgraded to BPS-17 (personal/Regular) on 18-8-10 and has rendered (.25...years) service as such to the entire satisfaction of the high-ups.

2. The appellant and his other colleagues were subjected to utter discrimination as due to the lack of service structure they were deprived of due right of promotion in spite of long service. Accordingly, Service Appeals were preferred before the Khyber Pakhtunkhwa Service Tribunal in 2006 which were disposed of vide judgment dated 30.04.2007 and the case was remanded to the Department for chalking out proper service structure on the analogy of Government of Punjab, Balochistan, AJK and Federal Government within two months. The Government preferred Civil Petition No.541 and 542 of 2007 before the august Supreme Court of Pakistan which was dismissed vide order dated 30.09.2009 on the ground that the Department has started efforts to frame service structure and therefore, the appeals stood infructuous. It was also observed that if the Department could not frame the service structure as ordered then the affectees may avail appropriate remedy in accordance with law.

DSCC

Instead of two months the issue was inordinately delayed by the Department and vide Notification dated 18.08.2010 the appellant and his other colleagues were encadred/absorbed in the general cadre of Lecturer (Collegiate Branch) with immediate effect and put them at the bottom of the Seniority List of the general cadre of Lecturers instead of the cut off date determined by the Service Tribunal in its judgment dated 30.04.2007. It is also pertinent to mention here that during the period from the date of judgment and the date of issuance of notification ibid, Three Hundred and Thirteen (313) contract Lecturers were regularized pursuant to the Khyber Pakhtunkhwa Regularization Act-2009 and three Hundred and Eighty Six (386) were also recruited on regular basis on the recommendations of the Khyber Pakhtunkhwa Public Service Commission Six Hundred And Ninety Nine (699) lecturers are declared senior than the Lecturer in HPE's.

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4. Vide impugned Seniority List notified vide Notification dated 07.08.2015, appellant was placed at Serial No. 737 and as such made junior to the Lecturers from Serial No.29 to Serial No. 728 in violation of the rules and rules on the subject hence the Seniority List ibid, along with the Notification dated 18.08.2010 are hereby impugned inter-alia on the following grounds:-

P.S. to Chief Secretary  
Govt. of Khyber Pakhtunkhwa

A. Both the Notifications mentioned above are against the law, rules on the subject of seniority and as such are liable to be set aside.

B. The framing of service structure was the responsibility of the Department but unfortunately no such service structure was framed within time, the result of which was that in spite of long meritorious service, the appellant was deprived of his due right of promotion and thus was bitterly discriminated as his other colleagues Lecturers have went up the ladder within due course of time and the appellant lagged far behind.

C. In 2006 at last the door of the Service Tribunal was knocked and the matter of service structure was remanded to the Department for framing service structure within two months vide judgment dated 30.04.2007 which was also upheld by the Hon'ble Apex Court but instead of two months yet once again, due to lethargic attitude on the part of the Department issued the impugned Notification of absorption on 18.08.2010 and made it effective immediately instead of the cut off date mentioned by the Tribunal in its judgment.

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- D. The impugned Seniority List was issued in utter disregard of the Rules. Lecturers at Serial No.416 to who were regularized from contractual service pursuant to the Khyber Pakhtunkhwa Regularization 2009, have wrongly been placed senior to the appellant ignoring the judgment of the Service Tribunal wherein the Department was given two months time and as the framing of the service structure was in the process, therefore, the case is very much alike the process of those candidates whose selections were in the process before the Khyber Pakhtunkhwa Public Service Commission. Similarly, Lecturers of other subjects who were appointed during such period were also placed senior to the appellant in violation of the law.
- E. Even Lecturers at Serial No. 176,179,207,211,244,245,246,250, 251,267, 271,274,278,281,283,284,285,286,287,288,289,290,294,296,298,306,307,308,309,310,311,312,314,327,332,335,336,338,339,341,344,348,350,352,354,357,358, 359,364,366,369,370,375,376,377,381,382,390,391,392,394,395,396,397,398,399,400,401,403,404,406,715,719,721,722,723,725 And 728 total 79 lecturers whose dates of appointment are much later than the date of the even absorption of the appellant as Lecturer in the general cadre of Lecturer have been placed senior to the appellant in disregard of the law on the subject.
- F. The impugned seniority list is a violation of Section-8 of the Khyber Pakhtunkhwa Civil Servants Act-1973 read with Rule-17 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules-1989 and as such the same is liable to be set aside.

It is, therefore, humbly requested that on acceptance of this departmental appeal

Yours faithfully



Bashir Ahmad

Lecturer in HPE, GC Mardan

Seniority No: 750 in the final Seniority List

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Date: 12/7  
Page: 1/3  
Total: 12/7

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GOVERNMENT OF THE PUNJAB  
EDUCATION DEPARTMENT

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NOTIFICATION

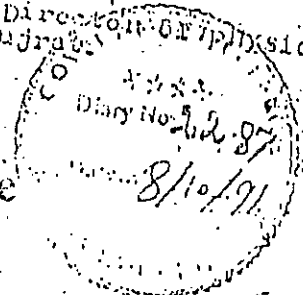
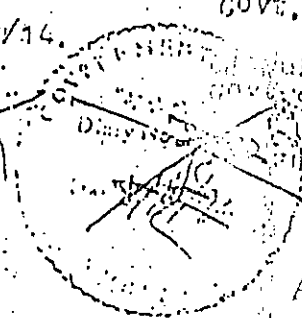
NO. S.O. (CE-II) 18-1/99. The Governor of the Punjab is pleased to upgrade the posts of the following directors of physical education (BS-17 personal) possessing degree of M.A. in Physical Education to BS-17 regular and redesignate them as Lecturers in physical education and in relaxation of rule 3 of the Punjab civil servants (Appointments & conditions of service) rules, 1974, to absorb them in the general cadre of Lecturers (collegiate Branch) of education department, with immediate effect.

SR. NO. SENIORITY NO. NAME, DESIGNATION & PLACE OF POSTING

MALE SIDE

- 1/1. Mr. Rashid Muhammad, Director of Physical Education, Govt. College, Sahiwal.
- 2/2. Mr. Rafiq Ahmed, Director of Physical Education, Govt. College, Sahiwal.
- 3/3. Mr. Muhammad Latif Butt, Director of Physical Education, Govt. College, Lahore.
- 4/4. Mr. Muhammad Iqbal, Director of Physical Education, Govt. College, Sahiwal.
- 5/5. Mr. Nisar Ahmad Qureshi, Director of Physical Education, Govt. College of Education, Faisalabad.
- 6/6. Mr. Ghulam Sandhu, Director of Physical Education, Govt. College, Faisalabad.
- 7/7. Mr. Muhammad Yaqoob Khan Minzi, Director of Physical Education, Govt. H.M. College, Lahore.
- 8/8. Mr. Ghulam Hussain Bajwa, Director of Physical Education, Govt. Coll. College, Narowal.
- 9/9. Mr. Abdul Aziz, Director of Physical Education, Govt. College, D.G. Khan.
- 10/10. Mr. Mahboob Ahmad, Director of Physical Education, Govt. College, Faisalabad.
- 11/11. Mr. Bashir Ahmad Cheema, Director of Physical Education, Govt. College, Sargodha.
- 12/12. Mr. Majeed Ahmad Raja, Director of Physical Education, Government College, Sargodha.
- 13/13. Mr. Iqbal Muhammad, Director of Physical Education, Govt. College, Shahkot.
- 14/14. Muhammad Ashraf, Director of Physical Education, S.S. College, Gujrat.

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*Handwritten:* F

- 15/15. ✓ Mr. Ashiq Farid Malik, Director of physical education, Govt. College, Sahiwal.
- 16/16. Mr. Ashiq Farid Malik, Director of physical education, Govt. College, Sahiwal.
- 17/17. Mr. Muhammad Iqbal, Director of Physical education, Govt. College, Sahiwal.
- 18/18. Mr. Muhammad Anwar Khan, Director of physical education, Govt. S. S. College, Bahawalpur.
- 19/19. Mr. Nisar Ahmad Khan Saerwani, Director of physical education, Asstt. Director (physical education), Director of education (C), Multan Division, Multan.
- 20/20. ✓ Ch. Muhammad Anwar Khan, Director of physical education, Government College, Okara.
- 21/21. Mr. Ghulam Muhammad Masood, Director of physical education, Govt. College, Gujranwala.
- 22/22. Mr. Nadir Ali, Director of physical education, Govt. P. S. F. College, Kamalia.
- 23/23. Mr. Mukhtar Ahmad Anwar, Director of physical education, Govt. College, Attock.
- 24/24. Mr. Shaukat Hayat, Director of physical education, Government College, Lahore.
- 25/25. Mr. Muhammad Sadiq Khan, Director of Physical education, Govt. College of Physical Education, Lahore.
- 26/26. ✓ Mr. Qamar Zaman, Director of physical education, Govt. College of Physical Education, Lahore.
- 27/27. Mr. Nisar Hussain Bokhari, Director of physical education, Govt. Islamic College, Lahore.
- 28/28. ✓ Mr. Riaz Ahmad Bajwa, Director of Physical education, Govt. P. C. College, Lahore.
- 29/29. Mr. Mumtaz Ahmad Khan, Director of Physical Education, Govt. College, Mianwali.
- 30/30. Mr. Muhammad Yar Bilal, Director of Physical Education, Govt. College, Pakpattan.
- 31/31. Mr. Gul Muhammad, Director of physical education, Govt. P. S. College, Lahore.
- 32/32. Mr. Muhammad Abariq, Director of Physical Education, Govt. College, Lahore.
- 33/33. ✓ Mr. Mahmood Ahmad, Director of physical education, Govt. P. C. College, Lahore.
- 34/34. Mr. Iftikhar Ahmad, Director of Physical Education, Govt. S. S. College, Bahawalpur.
- 35/35. Mr. Muhammad Islam, Director of Physical education, Govt. Kh. Farid College, Rahimyar Khan.
- 36/36. Ch. Muhammad Yaqoob, Director of Physical education, Govt. College, P. S. S. S. S., Multan.
- 37/37. ✓ Mr. Ghulam Rasool, Director of physical education, Govt. College of science, Multan.

GOVERNMENT OF THE PUNJAB  
EDUCATION DEPARTMENT

NOTIFICATION

No.S.O. (CE-II)18-1/89. The Governor of the Punjab is pleased to upgrade the posts of the following Directors of Physical Education (BS-17 personal) possessing degree of M.A in Physical Education to BS-17 regular and redesignate them as Lecturers in Physical Education and in relaxation of rule 3 of the Punjab Civil Servants (Appointment & Conditions of Service) Rules, 1974, to absorb them in the General Cadre of Lecturers (Collegiate Branch) of Education Department, with immediate effect:

SR.NO./ SENIORITY NO.	NAME, DESIGNATION & PLACE OF POSTING
	MALE SIDE
1/1	Mr. Rashid Muhammad, Director of Physical Education, Govt. College, Sahiwal.
2/2	Mr. Rafiq Ahmad, Director of Physical Education, Govt. College, Sahiwal.
3/3	Mr. Muhammad Latif Butt, Director of Physical Education, Govt. College, Lahore.
4/4	Mr. Muhammad Iqbal, Director of Physical Education, Govt. College, Sadiqabad.
5/5	Mr. Nisar Ahmad Qureshi, Director of Physical Education, Govt. College of Education, Faisalabad.
6/6	Mr. Ghulam Samdani, Director of Physical Education, Govt. College, Faisalabad.
7/7	Mr. Muhammad Yaqoob Khan Niazi, Director of Physical Education, Govt. H.M. College, Lahore.
8/8	Mr. Ghulam Hussain Bajwa, Director of Physical Education, Govt. Isl. College, Narowal.
9/9	Mr. Abdul Aziz, Director of Physical Education, Govt. College, D.G. Khan.
10/10	Mr. Mahboob Ahmad, Director of Physical Education, Govt. College, Faisalabad.
11/11	Mr. Bashir Ahmad Cheema, Director of Physical Education, Govt. College, Sargodha.
12/12	Mr. Majeed Ahmad Raja, Director of Physical Education, Govt. College, Sargodha.
13/13	Mr. Iqbal Muhammad, Director of Physical Education, Govt. College, Sialkot.
14/14	Mr. Muhammad Ashraf, Director of Physical Education, Govt. S.S. College, Gujrat

.....P/2.....

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15/15	Mr. _____, Director of Physical Education, Govt. College, Sargodha.
16/16	Mr. Ashiq FAREED Malik, Director of Physical Education, Govt. College, Alipur.
17/17	Mr. Muhammad Iqbal, Director of Physical Education, Govt. College, Gojra.
18/18	Mr. Muhammad Anwar _____, Director of Physical Education, Govt. S.E. College, Bahawalpur
19/19	Mr. Nisar Ahmad Khan Sherwani, Director of Physical Education, Asstt: Director (Physical Education), Directorate of Education (C), Multan Division Multan.
20/20	Mr. Muhammad _____, Director of Physical Education, Government College, Okara
21/21	Mr. Ghulam Muhammad Masoom, Director of Physical Education, Govt. College, Gujranwala.
22/22	Mr. Nadir Ali, Director of Physical Education, Govt. P.S.T. College, Kamalia.
23/23	Mr. Mukhtar Ahmad Awan, Director of Physical Education, Govt. College, Attock.
24/24	Mr. Shaukat Hayat, Director of Physical Education, Government College, Lahore.
25/25	Mr. Muhammad Sadiq Shah, Director of Physical Education, Govt. College of Physical Education, Lahore,
26/26	Mr. Qamar Zaman, Director of Physical Education, Govt. F.C. College, Lahore.
27/27	Mr. Nisar Hussain Bolahori, Director of Physical Education, Govt. Islamia College, Lahore.
28/28	Mr. Riaz Ahmad Bajwa, Director of Physical Education, Govt. F.C. College, Lahore.
29/29	Mr. Mumtaz Ahmad Khan, Director of Physical Education, Govt. College, Mianwali.
30/30	Mr. Muhammad Yar Dilshad, Director of Physical Education, Govt. College, Pakpattan.
31/31	Mr. Gul Muhammad, Director of Physical Education, Govt. D.S. College, Lahore.
32/32	Mr. Muhammad Sharif, Director of Physical Education, Govt. College, Lahore.
33/33	Mr. Mahmood Ahmad, Director of Physical Education, Govt. F.C. College, Lahore.
34/34	Mr. Iftikhar Ahmad, Director of Physical Education, Govt. S.E. College, Bahawalpur.
35/35	Mr. Muhammad Aslam, Director of Physical Education, Govt. Kh. Farid College, Rahimyarkhan.
36/36	Ch. Muhammad Yaqoob, Director of Physical Education, Govt. College, Bosan _____, Multan.
37/37	Mr. Ghulam Rasool, Director of Physical Education, Govt. College of Science, Multan.

28/11/47

GOVERNMENT OF THE PUNJAB  
EDUCATION DEPARTMENT

Dated Lahore the 26th November, 1947

84

NOTIFICATION

NO. S.O (SPORTS) 10-4/94. The Governor of the Punjab has been pleased to approve that the recruitment of Director Physical Education (DS-16) in the Collegiate Branch, Education Department Government of Punjab through Punjab Public Service Commission is hereby stopped with immediate effect and the recruitment of Lecturers Physical Education (DS-17) through Punjab Public Service Commission will be allowed in future, as a policy matter.

BY ORDER GOVERNOR OF THE PUNJAB

DR. SHAHZAD BAISSAR,  
EDUCATION SECRETARY

NO. S.O (SPORTS) 10-4/94

Dated Lahore the 26th November, 1947

A copy is forwarded for information & necessary action to:-

- The Controller of Government Printing Press Punjab, Lahore. He is requested kindly to publish it in the extra-ordinary Gazette of the Punjab, and 20 copies of the same may kindly be supplied to this office.
- All the Additional Secretaries and Deputy Secretaries of Education Department, Punjab, Lahore.
- The Director Public Instruction (C), Punjab, Lahore.
- The Director Public Instruction (SE/HS), Punjab, Lahore.
- The Director Technical Education, Punjab, Lahore.
- The Secretary Punjab Public Service Commission, Punjab, Lahore.
- The Director, General Publication Punjab, with the request kindly to get the same published in all the News Papers of the Punjab.
- The Director, Directorate of Physical Education, 129-Tipu Block New Garden Town, Lahore.
- The Principal, Govt. College of Physical Education for Men/Women, Lahore.
- PS to Minister for Education, Punjab, Lahore.
- PS to Education Secretary, Punjab, Lahore.

Attested to be True Copy

(Signature)  
(Signature)

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2440

- 1/41. Mrs. Shaheen Kausar, Directress Physical Education, Govt. Girls Inter College, Gulshan Colony, Paisalabad.
- 2/42. Miss Saqlain Kausar, Directress Physical Education, Govt. Girls Inter College, Chumian.
- 3/43. Mrs. Khalida Afzal, Directress Physical Education, Govt. Girls Inter College, Chumian.

2. They shall be placed at the bottom of existing generic List of Lecturers' General Cadre.

Dated Lahore the 10th Sept., 1991.

AMIN ULLAH CHAUDRY  
EDUCATION SECRETARY

NO. & DATE EVEN.

A copy is forwarded for information & necessary action to:-

- 1. The Accountant General Punjab, Lahore.
- 2. All the District Accounts Officers in Punjab.

UNDER SECRETARY (P.C.)  
FINANCE DEPARTMENT

NO. & DATE EVEN.

- A copy is forwarded to:-
- 1. The Under Secretary (P.C. Edu.), Finance Department, Lahore.
  - 2. The Under Secretary (Phy. Edu.), Education Department, Lahore.
  - 3. The Under Secretary (Coll.), Education Department, Lahore.
  - 4. The Under Secretary (CE-III), Education Department, Lahore.
  - 5. The Director Public Instruction (C), Punjab, Lahore.
  - 6. The Director of Education (C), Lahore/Gujranwala/Rawalpindi/Paisalabad/Sargodha/Multan/Sahawalpur and D.G. Khan.
  - 7. The Director of Physical Education, Punjab, Lahore.
  - 8. The Supdt., Govt. Printing Press, Punjab, Lahore.
  - 9. The Principal concerned.
  - 10. The Officer concerned.
  - 11. The Under Secretary (P.C.) Finance Department, Lahore.

*(Signature)*  
(CH. ALI MUHAMMAD)  
SECTION OFFICER (CE-II)  
EDUCATION DEPARTMENT

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84

GOVERNMENT OF THE PUNJAB  
EDUCATION DEPARTMENT

Dated Lahore the 28<sup>th</sup> November, 1991

NOTIFICATION

No.S.O. (SPORTS)10-4/94. The Governor of the Punjab has been pleased to approve that the recruitment of Director Physical Education (BS-16) in the Collegiate Branch, Education Department, Government of Punjab through Punjab Public Service Commission, is hereby stopped with immediate effect and the recruitment of Lecturers Physical Education (BS-17) through Punjab Public Service Commission will be allowed in future, as a policy matter.

BY ORDER GOVERNOR OF THE PUNJAB

DR. SHAHZAD QAISAR,  
EDUCATION SECRETARY

NO.SO(Sports)10-4/94

Dated Lahore the 28<sup>th</sup> November, 1991.

A copy is forwarded for information & necessary action to:-

1. The Controller of Government Printing Press Punjab, Lahore. He is requested kindly to publish it in the extra-ordinary Gazette of the Punjab, and 20 copies of the same may kindly be supplied to this office.
2. All the Additional Secretaries and Deputy Secretaries of Education Department, Punjab, Lahore.
3. The Director of Public Instruction (C) Punjab, Lahore.
4. The Director Public Instruction (SE/EE), Punjab, Lahore.
5. The Director Technical Education, Punjab, Lahore.
6. The Secretary, Punjab Public Service Commission, Punjab, Lahore.
7. The Director General Publication Punjab, with the request kindly to get the same published in all the News Papers of the Punjab.
8. The Director, Directorate of Physical Education, 128-Tipu Block New Garden Town, Lahore.
9. The Principal, Govt. College of Physical Education for Men/Women, Lahroe.
10. PS to Minister for Education, Punjab, Lahore.
11. PS to Education Secretary, Punjab, Lahore.

Sd/  
( MEHMOOD)  
SECTION OFFICER (SPORTS)

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41/41	Mrs. Shaheen Kausar, Directress Physical Education, Govt. Girls Inter College, Gulshan Colony, Faisalabad.
42/42	Miss Saqlain Kausar, Directress Physical Education, Govt. Girls Inter College, Chunian.
43/43	Mrs. Khalida Afzal, Directress Physical Education, Govt. Girls Inter College,

They shall be placed at the bottom of existing Seniority List of Lecturers General Cadre.

Dated Lahore the  
10<sup>th</sup> Sept: 1991.

Sd/-  
AMIN ULLAH CHAUDRY  
EDUCATION SECRETARY

**NO. & DATE EVEN.**

A copy is forwarded for information & necessary action to:-

1. The Accountant General, Punjab, Lahore.
2. All the District Accounts Officers in Punjab.

UNDER SECRETARY (P.C)  
FINANCE DEPARTMENT

**NO. & DATE EVEN.**

A copy is forwarded to:

1. The Under Secretary \_\_\_ (Edu:), Finance Department, Lahore.
2. The Under Secretary (Phy: Edu), Education Department, Lahore.
3. The Under Secretary (Coll:), Education Department, Lahore.
4. The Under Secretary (CE-III), Education Department, Lahore.
5. The Director Public Instruction (C), Punjab, Lahore.
6. The Director of Education (C), Lahore/Gujranwala/Rawalpindi/ Faisalabad/ Sargodha/Multan/Bahawalpur and D.G. Khan.
7. The Director of Physical Education, Punjab, Lahore.
8. The Supdt: Govt. Printing Press, Punjab, Lahore.
9. The Principal concerned.
10. The Officer concerned.
11. The Under Secretary (P-G), Finance Department, Lahore.

Sd/-  
(CH. ALI MUHAMMAD)  
SECTION OFFICER (CE-II)  
EDUCATION DEPARTMENT

Annex G-3

85

TO BE PUBLISHED IN PART I OF GAZETTE OF PAKISTAN

General Headquarters,  
IGT & E's Branch  
FGEI (C/G) Dto  
Sir Syed Road  
Rawalpindi Cantt  
Tele. NO. 565505

3 April 1998

The Manager  
Printing Corporation of  
Pakistan Press  
University Road  
Karachi-5

Copy to:

1. CMA (Education Cell) Rawalpindi, Peshawar, Multan, Karachi & CMA (Poly Coll) Lahore Cantt.
2. Election Officer, D-18, Ministry of Defence, RAWP.
3. GSO-1 (Regional Officer) concerned.
4. Principal, FG College for Women, Wah Cantt.
5. Principal, FG Sir Syed College, Rawalpindi Cantt.
6. Principal, FG College for Men, Wah Cantt.
7. Principal, FG College for Women, Wah Cantt.
8. Principal, FG College for Men, Peshawar Cantt.
9. Principal, FG College for Men, Kharian Cantt.
10. Principal, FG Degree College, Gujranwala Cantt.
11. Principal, FG Degree College NO.1, Lahore Cantt.
12. Principal, FG Inter College, Okara Cantt.
13. Principal, FG Inter College, Sialkot Cantt.
14. Principal, FG Inter College, Karachi Cantt.
15. Principal, FG Inter College, Hyderabad Cantt.
16. Persons concerned
17. Personal files

NOTIFICATION

NO.04/39/91-FGEI (06). Following Directors Physical Education (BPS-17) working in the 17 Colleges mentioned against such and possessing Master's Degree in Physical Education are re-designated as Lecturers in Physical Education (BPS-17) w.e.f. 27-8-1997:-

S.No.	Name & Designation	Name of College
1.	Mr. Abdul Ghaffar, DPE	FG College for Men, Wah Cantt.
2.	Mr. Muhammad Aslam, DPE	FG Degree College, NO.1 Lahore Cantt.
3.	Mr. Iqbal Anjum, DPE	FG Inter College, Sialkot Cantt.
4.	Mr. Sher Gulam, DPE	FG College for Men, Peshawar Cantt.
5.	Mr. Ghaffar Rehman, DPE	FG Sir Syed College, Rawalpindi Cantt.

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- 6. <sup>Zil</sup> Mr. Ashraf Akbar, DPE, FG Inter College, Okara Cantt.
- 7. Mr. Muhammad Anwar, DPE, FG Degree College, Gujranwala Cantt.
- 8. Mr. Khalid Mahmood, DPE, FG Inter College, Karachi Cantt.
- 9. Mr. Khalid Mahmood, DPE, FG College for Men, Kharisan Cantt.
- 10. Mr. Ali Hassan, DPE, FG Inter College, Hyderabad Cantt.
- 11. Mrs. Shahzadi Rehman Nisar, DPE, FG College for Women, Wah Cantt.
- 12. Mrs. Shagufta Zahid Aza, DPE, FG College for Men, Abid Hassan Road, Rawalpindi Cantt.
- 13. <sup>Zil</sup> Miss. Shahoon Qaisor, DPE, FG College for Women, Wah Cantt.

2. Their names will be placed at the bottom of the seniority list of Lecturers (General Cadre) wof 27-8-1997. Their inter-se-seniority as Directors Physical Education (DPE) will not be disturbed.

3. This is issued in pursuance of Establishment Division O.I. NO. 8/18/97-R.I dated 27-8-1997 conveyed by Ministry of Defence vide their P.O. No. 1/1/D-18/97 dated 8-9-1997.

*Eyhan*

Brig.  
Director Federal Government  
Educational Institutions  
(ZARGHAN HAIDER NAQVI)

M. Arshad/...

PP 7129

327

TO BE PUBLISHED IN PART-II OF GAZETTE OF PAKISTAN

General Headquarters,  
IGT & E's Branch  
FGET (C/G) Dte  
Sir Syed Road  
Rawalpindi Cantt:  
Tele. No.565505  
3 April, 98

To

The Manager  
Printing Corporation of  
Pakistan Press  
University Road,  
Karachi-5

Copy to:

1. CMAs (Education Cell) Rawalpindi, Peshawar, Multan, Karachi & CMA (Pay Cell) Lahore Cantt.
2. Education Officer, D-18, Ministry of Defence, RWP.
3. GSCs-1 (Regional Officer) concerned.
4. Principal, FG College for Women \_\_\_\_\_ Road, Rawalpindi Cantt.
5. Principal, FG Sir Syed College Rawalpindi Cantt.
6. Principal, FG College for Men Wah Cantt.
7. Principal, FG College for Women Wah Cantt.
8. Principal, FG College for Men Peshawar Cantt.
9. Principal, FG College for Men Kharian Cantt.
10. Principal, FG Degree College Gujranwala Cantt.
11. Principal, FG Degree College No.1 Lahore Cantt.
12. Principal, FG Inter College Okara Cantt.
13. Principal, FG Inter College Sialkot Cantt.
14. Principal, FG Inter College Karachi Cantt.
15. Principal, FG Inter College Hyderabad Cantt.
16. Persons concerned.
17. Personal files.

NOTIFICATION

NO.04/39/91-FGET (CG). Following Directors Physical Education (BPS-17) working in the FG Colleges mentioned against each and possessing Master's Degree in Physical Education are re-designated as Lecturers in Physical Education (BPS-17) wef 27-8-1997:-

S.No.	Name & Designation	Name of College
1.	Mr. Abdul Ghaffar DPE	FG College for Men Wah Cantt
2.	Mr. Muhammad Aziz DPE	FG Degree College No.1 Lahore Cantt.
3.	Mr. Iqbal Anjum, DPE	FG Inter College, Sialkot Cantt.
4.	Mr. Sher Ghulam, DPE	FG College for Men, Peshawar Cantt.
5.	Mr. Ghani Rehman, DPE	FG Sir Syed College, Rawalpindi Cantt

Contd/P-2

Attested to be  
True Copy



Better Copy

6.	Mr. _____ DPE	FG Inter Collegem Okara Cantt
7.	Mr. Muhammad Anwar, DPE	FG Degree College Gujranwala Cantt.
8.	Mr. Khalid Masood, DPE.	FG Inter College Karachi Cantt.
9.	Mr. Khalid Mehmood, DPE	FG College for Men Kharian Cantt.
10.	Mr. Ali Hassan, DPE	FG Inter College Hyderabad Cantt.
11.	Mrs. Shehzadi Rehana Nisar, DPE	FG College for Women Wah Cantt.
12.	Mrs. Shagufta ___ Ara, DPE	FG College for Women, Abid Majeed Road, Rawalpindi Cantt.
13.	Miss Shaheen Qaisar, DPE	FG College for Women, Wah Cantt.

2. Their names will be placed at the bottom of the Seniority List of Lecturers (general Cadre) wef 27-8-1997. Their inter-se-seniority as Directors Physical Education (DPE) will not be disturbed.

3. This is issued in pursuance of Establishment Division O.M.NO.8/18/97-R.I dated 27-8-1997 conveyed by Ministry of Defence vide their U.O.No.1/1/D-18/97 dated 8-9-1997.

Sd/-  
Brig  
Director Federal Government  
Educational Institutions  
(ZARGHAM HAIDER NAQVI)

## آزاد حکومت ریاست جموں و کشمیر مظفر آباد

نوٹیفیکیشن۔

جناب صدر آزاد جموں و کشمیر نے آزاد کشمیر میں۔۔۔ ڈی پی ایز (زناتہ/مردانہ) جو ایم اے/ایم ایس سی درجہ دوم ہیں کو بطور لیکچررز فزیکل ایجوکیشن قرار دیئے جانے کی منظوری صادر فرمائی ہے۔ لیکچرز موسوم ہونے کے بعد یہ تمام ڈی پی ایز لیکچرز کے جنرل کیڈز میں مدغم ہونگے اور سناریائی میں لیکچرز کے بعد۔۔۔ اور انہیں تنخواہ۔۔۔ حاصل شدہ۔۔۔

اس حکم کا اطلاق مورخہ ۷-۱۰-۱۹۹۱ ع سے ہوگا کہ جس تاریخ سے نوٹیفیکیشن کا اطلاق صوبہ پنجاب میں موثر ہوا

ہے۔

آفیسر شعبہ  
تعلیم کالج

نمبر ۹۲/5189-95 مورخہ 12/5/92

نقل بالا بخدمت:

- ۱- سیکرٹری صاحب جناب صدر آزاد جموں و کشمیر
- ۲- سیکرٹری صاحب جناب وزیر اعظم آزاد حکومت ریاست جموں و کشمیر۔
- ۳- پرائیویٹ سیکرٹری صاحب جناب چیف سیکرٹری آزاد جموں و کشمیر۔
- ۴- سیکرٹری صاحب ملیات معہ فاضل نقول ایک برائے محکمہ حسابات موسولہ زیر نمبر ۱۱۔۔۔ مورخہ ۲۲-۳-۱۹۹۱ ع برائے اطلاع۔
- ۵- جناب ناظم اعلیٰ تعلیمات کالج مظفر آباد۔
- ۶- ناظم اعلیٰ شعبہ حسابات مظفر آباد۔
- ۷- کنٹرولر صاحب سرکاری چھاپہ خانہ مظفر آباد۔
- ۸- ماسٹر فائل۔

دستخط 12/5/92

آفیسر شعبہ  
تعلیم کالج

Attested to be  
True Copy

GOVERNMENT OF SINDH  
 EDUCATION DEPARTMENT  
 Karachi dated the 6th July 1991

NOTIFICATION

NO:SO(E-VII)/MISC-3/91: In acceptance of recommendations of Departmental Promotion Committee and with the approval of competent authority the following Director Physical Education (BS-17) (Male and Female) are promoted (BS-18) against the upgraded posts of Director Physical Education (BS-18) under Finance Department's U.O.NO.PD-EEI-X/EDU-1 (163)/90, dated 18-09-1990, with immediate effect:-

Sr. No. M A N E . (MALE)

1. Mr. Ratiqe Ahmed, D.P.E./Asst. Director (Sports) Director College Education, Hyderabad.
2. Mr. Raja Fakhrudin Aslam, D.P.E. Govt:S.A.L.College, Mirpurkhas.
3. Mr. Muhammad Sajid M.Pathan, D.P.E. Govt:S.S.Arts College, Hyderabad.

( FEMALE )  
 Mrs. Rozia Sultan, D.P.E. of Dr.I.H. Zuberi Govt.College of Home Sciences, Hyderabad.

SECRETARY TO GOVERNMENT OF SINDH  
 EDUCATION DEPARTMENT

NO:SO(E-VII)/MISC-3/91: Karachi dated the 6th July 1991.  
 A copy is forwarded for information and necessary action to:-

1. The publisher Sindh Govt.Gazette, Abdullah Hanoon Road, Karachi.
2. The Accountant General Sindh, Karachi.
3. The Private Secretary to Education Minister.
4. The Director College Education, Karachi/Hyderabad.
5. The Treasury Officer.
6. The Principal concerned.
7. The Officers concerned.
8. The Office Order File.
9. The personal file of Officers concerned.

( JALIL KHAN )  
 SECTION OFFICER (E-VII)  
 FOR SECRETARY TO GOVERNMENT OF SINDH

Not to be  
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REPRODUCTION  
 OF COPY

Amir I  
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GOVERNMENT OF SINDH  
EDUCATION DEPARTMENT  
Karachi dated the 6<sup>th</sup> July 1991

87

NOTIFICATION

NO:SO(E-VII)/Misc-3/91: In acceptance of recommendations of Departmental Promotion Committee and with the approval of competent authority the following Director Physical Education (BS-17) (Male and Female) are promoted (BS-18) against the upgraded posts of Director Physical Education (BS-18) under Finance Department's U.O.NO.FD-EXP-X/EDU-1(163)/90, dated 18-09-1990, with immediate effect:-

Sr. No.	NAME	(MALE)
1.	Mr. Rafique Ahmed, D.P.E/Asstt. Director (Sports) Director College Education, Hyderabad.	
2.	Mr. Raja Muhammad Aslam, D.P.E. Govt. S.A.L.College, Mirpur Khas.	
3.	Mr. Muhammad Sajid M. Pathan, D.P.E. Govt. S.S. Arts College, Hyderabad	
		(FEMALE)
1.	Mrs. Razia Sultana, D.P.E. Dr. I.II. Zuberi Govt: College of Home Economics, Hyderabad.	

SECRETARY TO GOVERNMENT OF SINDH  
EDUCATION DEPARTMENT

NO:SO(E-VII)/Misc-3/91: Karachi dated the 6<sup>th</sup> July, 1991

- A copy is forwarded for information and necessary action to:-
1. The Publisher Sindh Govt. Gazette, Abdullah Haroon Road, Karachi.
  2. The Accountant General Sindh, Karachi.
  3. The Private Secretary to Education Minister.
  4. The Director College Education, Karachi/Hyderabad.
  5. The Treasury Officer \_\_\_\_\_
  6. The Principal concerned.
  7. The Officers concerned.
  8. The Office Order file.
  9. The personal file of Officers concerned.

Sd/-  
(JAMIL AKHTAR)  
SECTION OFFICER (E-VII)  
for SECRETARY TO GOVERNMENT OF SINDH

Attested to be  
True Copy

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GOVERNMENT OF BALOCHISTAN  
EDUCATION DEPARTMENT  
(Colleges Section)

Quetta the 28<sup>th</sup> October, 2005.

ORDER

No.SO(C)1-14(5)78/EDN 9701-06/. The Government of Balochistan is pleased to re-designate/Upgrade all the posts of Director Physical Education (B-16/17) as Lecturer (B-17) with immediate effect.

2. Consequent upon the above, Directors Physical Education possessing master degree in Physical Education are hereby re-designated as Lecturers, while the Director Physical Education (B-16) with lesser qualification i.e. Senior Diploma in Physical Education will be formally inducted/re-designated as Lecturer provided they improve their qualification and acquire Master degree in Physical Education within a period of 3 years.

3. Henceforth fresh induction will be made in B-17 as Lecturer from amongst the candidates possessing Master's Degree in Physical Education.

Sd/-  
(MUHAMMAD TARIQ AYYUB)  
SECRETARY

Copy forwarded to the Accountant General Balochistan Quetta for information or necessary action.

Sd/-  
(MUHAMMAD RAHIM KAKAR)  
Section Officer (Reg-I)  
Finance Department

Copy to:

1. The Principal Secretary to Cm, Balochistan.
2. The Secretary Govt: of Balochistan, S&GAD, Quetta.
3. The Secretary Govt: of Balochistan, Finance Department, Quetta.
4. The Accountant General Balochistan Quetta.
5. The Director of Education (Colleges) Balochistan Quetta.
6. All the Principals, Govt: Colleges for Boys/Girls in Balochistan.
7. All the Officer Concerned.
8. The PS to Minister for Education Quetta.

Sd/  
(NIAZ AHMED BALOCH)  
Section Officer (Colleges)

Attested to be  
True Copy

WAKALAT NAMA

IN THE COURT OF KPK Service Tribunal

Bashir Ahmad

Appellant(s)/Petitioner(s)

VERSUS

the Govt of KPK  
and others

Respondent(s)

I/We \_\_\_\_\_ do hereby appoint  
**Mr. Khaled Rehman, Advocate Supreme Court of Pakistan** in the above  
mentioned case, to do all or any of the following acts, deeds and things.


1. To appear, act and plead for me/us in the above mentioned case in this Court/Tribunal in which the same may be tried or heard and any other proceedings arising out of or connected therewith.
2. To sign, verify and file or withdraw all proceedings, petitions, appeals, affidavits and applications for compromise or withdrawal or for submission to arbitration of the said case, or any other documents, as may be deemed necessary or advisable by them for the conduct, prosecution or defence of the said case at all its stages.
3. To receive payment of, and issue receipts for, all moneys that may be or become due and payable to us during the course of proceedings.

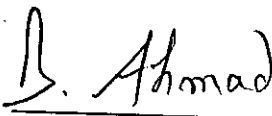
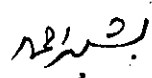
AND hereby agree:-

- a. That the Advocate(s) shall be entitled to withdraw from the prosecution of the said case if the whole or any part of the agreed fee remains unpaid.

In witness whereof I/We have signed this Wakalat Nama hereunder, the contents of which have been read/explained to me/us and fully understood by me/us this \_\_\_\_\_

Attested & Accepted by

  
**Khaled Rehman, Advocate,**  
Supreme Court of Pakistan

  
Signature of Executants  


3-D, Haroon Mansion  
Khyber Bazar, Peshawar  
Off: Tel: 091-2592458

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR**

**Service Appeal No. 26 /2015**

Bashir Ahmad.....Applicant

Versus

The Govt. of KPK and others.....Respondents

---

**Application for retraining the Respondents from processing the promotion cases of Lecturers (BPS-17) to the next higher grade till the final disposal of the instant appeal.**

---

Respectfully Sheweth,

1. That the above titled service appeal is pending before the Hon'ble Tribunal and scheduled for hearing today.
2. That on the basis of disputed Seniority List, the Respondents are going to promote Lecturers (BPS-17) to the next higher grade in violation of the law which, if allowed, will further complicate the issue and would also result into multiplicity of litigation. Moreover, the same Seniority List has also been declared full of serious mistakes by special Committee constituted for discussing the issues relating to the Lecturers (Physical Education) in its meeting held on 18.02.2016 (copy of the Minutes *Annex:-A*).
3. That as per the Promotion Policy 2009 (*Annex:-B*) issued by the Provincial Government where the seniority is disputed amongst the civil servants then no promotion is to be made thereupon.
4. That the facts alleged and grounds taken in the body of main appeal may kindly be taken as an integral part of this application, which make out an excellent prima facie case in favour of applicant/ appellent.
5. That the balance of convenience also lies in favour of applicant/appellant and in case the Respondents are not restrained from processing the promotion cases on the basis of subjudice Seniority List, the applicant/appellant will suffer irreparable loss.

It is, therefore, humbly prayed that on acceptance of this application, the Respondents may graciously be restrained from processing the promotion cases of Lecturers (BPS-17) to the next higher grade till the final disposal of the main appeal.

Through

Applicant

**Khaled Rahman,**  
Advocate,  
Supreme Court of Pakistan

**Dated: 11/08/2016**

Verification

Verified that the contents of this application are true and correct to the best of my knowledge and belief and nothing has been concealed from this Hon'ble Tribunal.

Applicant/Appellant



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Annex "A"

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GOVERNMENT OF KHYBER PAKHTUNKHWA  
HIGHER EDUCATION, ARCHIVES AND  
LIBRARIES DEPARTMENT

MINUTES OF THE MEETING TO DISCUSS THE ISSUES RELATING  
TO THE LECTURERS (PHYSICAL EDUCATION).

① As a follow up action of the meeting held on 18-02-2016 under the chairmanship of advisor to Chief Minister KPK for Higher Education Department, a meeting of Special Committee constituted for the purpose was held under the chairmanship of Special Secretary higher education at his office on 24-02-2016 at 12:00 Noon. to discuss specific ways and means with regard to the issue of seniority and viable Service Structure of Lecturers in HPEs/DPEs in light of the decision of KPK Service Tribunal and the Apex Court of Pakistan.

The following attend the meeting:-

1. Mr. Ghafoor Baig ..... In Chair  
Special Secretary HED
2. Mr. Noorullah Wazir  
Director HED
3. Mr. Habib Ur Rehman  
Deputy Secretary (Colleges) HED
4. Mr. Abdul Wali Khan  
Section Officer(C-IV) HED
5. Mr. Wazir Muhammad Afghar  
Section Officer (Regulation) Finance Department
6. Mst: Rabia Noor  
Law Department
7. Mr. Musharaf Khan  
Deputy Secretary (R-I) Establishment Department

① Opening the discussion, the chair welcomed the participants. The Deputy Director (sports) of Higher Education Department briefed the participants and told that the employees of the Higher Education Department had knocked at the door of KPK Service Tribunal against the Provincial government for seeking Service Structure in favor of DPEs on the analogy adopted by the government Azad Jamu Khashmir and Federal government vide which the employees are enjoying the benefits of up-gradation from the retrospective date.

A

② The KPK Service Tribunal after hearing both the parties inter-se finally announced its verdict on 30-04-2007 by directing the authority of Higher Education Department for formulation a viable Service Structure and fixation of Seniority per analogy of the other sister governments. The Provincial government lodged an appeal before the apex court of Pakistan challenging the order of the hon'able Service Tribunal. The Supreme Court of Pakistan vide in its judgment/order dated 30-03-2009 disposed of same case directing that "since" the department has started efforts to frame Service Structure in favor of the said employees, therefore, these petitions have become infructuous. The apex court further directed that if the petitioners/department could not frame the service structure in accordance with the pattern of either of the governments, the respondents/affectees, if so desire, avail of the appropriate remedy in accordance with law".

④ In light of the above directions, the Competent Authority of the Provincial Government in Higher Education Department re-designated the DPEs as Lecturers in Health and Physical Education and issued notification on 18-08-2010 remerging them in the General Cadre of Lecturers by placing their seniority at the bottom of the existing seniority list of Lecturers.

③ Accordingly their seniority list was issued in the General Cadre of Lecturers on 07-08-2015 after obtaining proper approval of the Competent Authority. As a sequel thereof seven hundred Lecturers of other subjects stood senior to the mergerers even though the case was decided on 30-04-2007 in favor of the applicants.

*Handwritten note:* sum 25/4/2016

⑥ The Deputy Director, Higher Education Department requested the house that seniority of the Lecturers in Health and Physical Education may be considered with retrospective effect i.e from the date of the judgment/order of the Apex Courts from 30-03-2009 but the representative of Law department did not agree with the proposal stating the judgment of the Supreme Court of Pakistan whereby "the executive orders/notifications, which confer right and are beneficial, would be given retrospective effect and those which adversely affect or invade upon vested right cannot be applied with retrospective effect".

⑦ During the discussion the representative of Law and Establishment Department raised objections that the seniority issued to that very effect was not in accordance with the existing rules having several flaws in fixation of seniority by superseding the senior incumbents. They opined that in order to meet the ends of justice the Directorate Higher

ation should submit a written certificate to the effect that tentative seniority list is delivered each and every officers working under their jurisdiction.

8 The Chair apprised the House that the government is committed to provide maximum facilities to its employees and bring to introduce uniform policy at par with the employees of other provinces within the ambit of parameters of constitution. He also stressed upon the stake holders to burn their midnight oil in formulation integrated and viable Service Structure to the employees which could address the difficulties facing by them as the government servants are the valued assets of the State and to facilitate them is the basic responsibility of the Government.

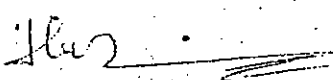
After a thorough and lengthy deliberation the Committee unanimously decided to give the following proposals:-


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- 9 1. The Seniority of the Lecturers ~~may be considered~~ <sup>shall be</sup> with effect from the date of Notification bearing No. SO(T)HE/17-2/2010 issued on 18-08-2010 by the Government of Khyber Pakhtunkhwa Higher Education Department. ✓
- 10 2. The Committee also agreed that the Senior Lecturers in Health and Physical Education who are at the verge of retirement may be up-graded from BPS-17 to BPS-18 in order to avail benefit case to case basis. In this regard a consolidated case of up-gradation from BPS-17 to BPS-18 may be prepared with full justifications and the same may be forwarded to Finance Department for consideration by the standing up-gradation committee at Finance Department on the "Principle of hardship".
- 11 3. Serious mistakes were noted in the seniority list issued by the Provincial Government in August 2015 in respect of the Lecturers BPS-17. To determine the correct position of all the employees of the group in accordance with the rules proper rectification in light of the record may be made.
- 12 4. The Directorate of Higher Education should ensure circulation of tentative seniority list so that all the relevant incumbents in each cadre. are aware of their exact seniority position and representation by any aggrieved is addressed to in proper time/way. It is also pertinent to mention that the tentative seniority list should be issued annually before the month of January.

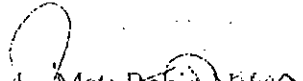
Issue of the tentative seniority list of Lecturers shall be considered with effect from the date of Notification bearing No. SO(T)HE/17-2/2010 issued on 18/8/2010.

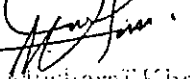
Owing to the above discussion, it is unanimously recommended that the competent Authority of the Provincial Government may to accord approval categorically to the proposals detailed above in order to ensure compliance of the Apex Court.

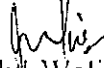
  
1. Mr. Habib-Ur-Rehman  
Deputy Secretary (Colleges)  
Higher Education Department

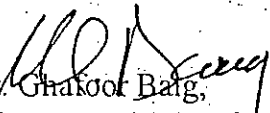
  
2. Mr. Noor Ullah Wazir  
Director Education Department

  
3. Mr. Wazir Muhammad Afgar  
Section Officer (Regulation)  
Finance Department

4.   
Mst. Rabia Noor  
Law Department  
Subject: *Corrections made at para II of use decisions.*

  
5. Mr. Musharat Khan  
Deputy Secretary (R-I)  
Establishment Department

  
Mr. Abdul Wali Khan  
Section Officer (C-IV)  
Higher Education Department

  
Mr. Ghakoor Baig,  
Special Secretary Higher Education  
Department Peshawar

### Promotion Policy

In order to consolidate the existing Promotion Policy, which is embodied in several circular letters issued in piecemeal from time to time, and to facilitate the line departments at every level in prompt processing of promotion cases of Provincial civil servants, it has been decided to issue the "North-West Frontier Province Civil Servants Promotion Policy, 2009" duly approved by the competent authority, for information and compliance by all concerned. This Policy will apply to promotions of all civil servants holding appointment on regular basis and will come into effect immediately. The Policy consists of the provisions given hereunder:-

#### I. Length of service.

(a) Minimum length of service for promotion to posts in various basic scales will be as under:

Basic Scale 18 :	5 years' service in BS-17
Basic Scale 19 :	12 years' service in BS-17 & above
Basic Scale 20 :	17 years' service in BS-17 & above

No proposal for promotion shall be entertained unless the condition of the prescribed length of service is fulfilled.

(b) Service in the lower pay scales for promotion to BP-18 shall be counted as follows:

- (i) Half of the service in BS-16 and one fourth in Basic Scales lower than 16, if any, shall be counted as service in Basic Scale 17.
- (ii) Where initial recruitment takes place in Basic Scale 18 and 19, the length of service prescribed for promotion to higher Basic Scales shall be reduced as indicated below:

Basic Scale 19 :	7 years' service in BS-18
Basic Scale 20 :	10 years' service in BS-18 and above. or 3 years' service in BS-19.

#### II. Linking of promotion with training:

(a) Successful completion of the following trainings is mandatory for promotions of officers of the Provincial Civil Service / Provincial Management Service to various Basic Scales:

- Mid-Career Management Course at National Institute of Management (NIM) for promotion to BS-19
- Senior Management Course at National Management College, Lahore for promotion to BS-20
- National Management Course at National Management College, Lahore for promotion to BS-21

(b) This condition will not be applicable to civil servants in specialized cadres such as Doctors, Teachers, Professors, Research Scientists and incumbents of purely

technical posts for promotion within their own line of specialization as envisaged in the existing Promotion Policy.

(c) The qualifying thresholds of quantification of PERs for nomination to these trainings are as under:

MCMC	60
SMC	70
NMC	75

(d) There will be no exemptions from mandatory trainings. An officer may, however, request for temporary exemption in a particular moment in time but grant of such exemption would be at the discretion of the competent authority. No such request with regard to an officer would be made by the Government Departments concerned.

(e) Three officers shall be nominated for each slot of promotion on the basis of their seniority. Those unwilling to attend will be dropped at their own expense without prejudice to the rights of others and without thwarting or minimizing the chance of improving the quality of service.

(f) Officers failing to undergo mandatory training in spite of two time nominations for a training shall stand superseded if such failure was not for the reasons beyond the control of the officers concerned.

### III. Development of Comprehensive Efficiency Index (CEI) for promotion:

(a) The Comprehensive Efficiency Index to be maintained for the purpose of promotion is clarified as under:

(i) The minimum of aggregate marks for promotion to various grades shall be as follows:

Basic Scale	Aggregate marks of Efficiency Index
18	50
19	60
20	70
21	75

(ii) A panel of two senior most officers shall be placed before the Provincial Selection Board for each vacancy in respect of promotion to BS-18 & 19. Similarly, a panel of three senior most officers shall be submitted to the Provincial Selection Board for each position in respect of promotion to BS-20 and 21 and the officer with the requisite score on the Efficiency Index shall be recommended for promotion.

(iii) The senior most officer(s) on the panel securing the requisite threshold of the Efficiency Index shall be recommended by the Provincial Selection Board for promotion unless otherwise deferred. In case of failure to attain the requisite threshold, he (she)/they shall be superseded and the next officer on the panel shall be considered for promotion.

7

(b) Marks for quantification of PERs, Training Evaluation Reports and Provincial Selection Board evaluation shall be assigned as under:-

S.No.	Factor	Marks for promotion to BS-18 & 19	Marks for promotion to BS-20 & 21
1.	Quantification of PERs relating to present grade and previous grade(s) @ 60% : 40%	100%	70%
2.	Training Evaluation Reports as explained hereafter.	--	15%
3.	Evaluation by PSB	--	15%
	Total	100%	100%

(c) A total of fifteen (15) marks shall be allocated to the Training Evaluation Reports (Nine marks @ 60% for the training in the existing BPS and Six marks @ 40% in the preceding BS). Evaluation of the reports from the Training Institutions shall be worked out as under:-

- (i) It shall be on the basis of Grade Percentage already awarded by the National School of Public Policy (National Management College and Senior Management Wing) and its allied Training Institutions as provided in their reports.
- (ii) Previous reports of old Pakistan Administrative Staff College and old NIPAs where no such percentage has been awarded, points shall be worked out on the basis of weighted average of the percentage range of grades followed by these Institutions as reflected in table-A below:

TABLE-A

Old PASC & NIPAs

Category	Range	Weighted Average	Points of PASC @ 60%=9	Points of NIPAs @ 40%=6
A. Outstanding	91-100%	95.5%	8.60	5.73
B. Very Good	80-90%	85%	7.65	5.10
C. Good	66-79%	72.5%	6.52	4.35
D. Average	50-65%	57.5%	5.17	3.45
E. Below Average	35-49%	42%	3.78	2.52



- (iii) Grades from National Defence University will be computed according to the weighted average based on the Grading Key for the range provided by the NDU as reflected in Table-B below:

**TABLE-B**  
**NATIONAL DEFENCE UNIVERSITY**

Category		Range	Weighted Average	Points @ 60%=9
A.	Outstanding	76-100%	88%	7.92
B-Plus.	Very Good	66-75.99%	71%	6.39
B-High.	Good	61-65.99%	63.5%	5.71
B-Average.	Average	56-60.99%	58.5%	5.26
B-Low.	Below Average	51-55.99%	53.5%	4.81
B-Minus.	Below Average	46-50.99%	48.5%	4.36
C.	Below Average	40-45.99%	43%	3.87
F.	Below Average	35-39.99%	37.5%	3.37

- (d) The officers who have been granted exemption from mandatory training having attained the age of 56 years or completed mandatory period of serving in a Training Institution upto 27-12-2005, may be awarded marks on notional basis for the training factor (for which he/she was exempted) in proportion to the marks obtained by them in the PERs.
- (e) Status quo shall be maintained in respect of officers of special cadres such as teachers, doctors, professors, research scholars and incumbents of technical posts for promotion within their own line of specialty. However, for calculation of their CEI, 70% marks shall be assigned to the quantified score of PER s and 30% marks shall be at the disposal of the PSB.
- (f) For promotion against selection posts, the officer on the panel securing maximum marks will be recommended for promotion. Thirty marks placed at the disposal of the Provincial Selection Board in such cases shall be awarded for technical qualification, experience and accomplishments (research publications relevant to the field of specialism).
- (g) Since three of the aspects of performance i.e. moral integrity, intellectual integrity, quality and output of work do not figure in the existing PER forms, the grades secured and marks scored by the officer in overall assessment shall be notionally repeated for the other complementary evaluative aspects and form the basis of quantification.
- (h) The performance of officers shall be evaluated in terms of the following grades and scores:

		Upto 11 <sup>th</sup> June, 2008	From 12 <sup>th</sup> June, 2008
1.	Outstanding	--	10 Marks
2.	Very Good	10 marks	8 marks
3.	Good	7 marks	7 marks
4.	Average	5 marks	5 marks
5.	Below Average	1 mark	1 mark

⑧

(i) The outstanding grading shall be awarded to officers showing exceptional performance but in no case should exceed 10% of the officers reported on. The grading is not to be printed in the PER form but the reporting officer while rating an officer as "outstanding" may draw another box in his own hand in the form, initial it and write outstanding on the descriptive side. Convincing justification for the award shall be recorded by the reporting /countersigning officer. The discretion of awarding "outstanding" is to be exercised extremely sparingly and the award must be merited.

(j) The quantification formula and instructions for working out quantified score are annexed.

IV. Promotion of officers who are on deputation, long leave, foreign training:

- a) The civil servants who are on long leave i.e. one year or more, whether within or outside Pakistan, may be considered for promotion on their return from leave after earning one calendar PER. Their seniority shall, however, remain intact.
- b) The civil servants who are on deputation abroad or working with international agencies within Pakistan or abroad, will be asked to return before their cases come up for consideration. If they fail to return, they will not be considered for promotion. They will be considered for promotion after earning one calendar PER and their seniority shall remain intact.
- c) <sup>78</sup>In case of projects partially or fully funded by the Federal or Provincial Government, where PERs are written by officers of Provincial Government, the condition of earning one calendar PER shall not be applicable. The officers on deputation to projects shall be considered for promotion. However, after promotion they will have to actualize their promotion within their cadre.
- d) The civil servants on deputation to Federal Government, Provincial Government, autonomous/semi-autonomous organization shall be considered for promotion and informed to actualize their promotion within their cadres. They shall have to stay and not be allowed to go back immediately after promotion. Such stay shall be not less than a minimum of two years. If he/she declines his/her actual promotion will take place only when he/she returns to his/her parent cadre. His/her seniority in the higher post shall, however, stand protected.
- e) The cases of promotion of civil servants who have not successfully completed the prescribed mandatory training (MCMC, SMC & NMC) or have not passed the departmental examination for reasons beyond control, shall be deferred.
- f) Promotion of officers still on probation after their promotion in their existing Basic Scales shall not be considered.
- g) A civil servant initially appointed to a post in a Government Department but retaining lien in a department shall not be considered for promotion in his parent department.

<sup>78</sup> para 1 (iv)(c) substituted vide circular letter No. SORIV/E&AD/1-16/2006, dated 19.4.2010

However, in case he returns to parent department, he would be considered for promotion only after he earns PER for one calendar year.

- h) A civil servant who has resigned shall not be considered for promotion no matter the resignation has yet to be accepted.

V. Deferment of Promotion:

- (a) Promotion of a civil servant will be deferred, in addition to reasons given in para-IV, if
- (i) His inter-se-seniority is disputed/sub-judice.
  - (ii) Disciplinary or departmental proceedings are pending against him.
  - (iii) The PER dossier is incomplete or any other document/ information required by the PSB/DPC for determining his suitability for promotion is not available for reasons beyond his control.
- (b) The civil servant whose promotion has been deferred will be considered for promotion as soon as the reasons for deferment cease to exist. The cases falling under any of the above three categories do not warrant proforma promotion but the civil servant will be considered for promotion after determining his correct seniority over the erstwhile juniors.
- (c) If an officer is otherwise eligible for promotion but has been inadvertently omitted from consideration in the original reference due to clerical error or plain negligence and is superseded, he should be considered for promotion as soon as the mistake is noticed.
- (d) If and when an officer, after his seniority has been correctly determined or after he has been exonerated of the charges or his PER dossier is complete, or his inadvertent omission for promotion comes to notice, is considered by the Provincial Selection Board/ Departmental Promotion Committee and is declared fit for promotion to the next higher basic scale, he shall be deemed to have been cleared for promotion alongwith the officers junior to him who were considered in the earlier meeting of the Provincial Selection Board/Departmental Promotion Committee. Such an officer, on his promotion will be allowed seniority in accordance with the proviso of sub-section (4) of Section 8 of the North-West Frontier Province Civil Servants Act, 1973, whereby officers selected for promotion to a higher post in one batch on their promotion to the higher post are allowed to retain their inter-se-seniority in the lower post. In case, however, the date of continuous appointment of two or more officers in the lower post/grade is the same and there is no specific rule whereby their inter-se-seniority in the lower grade can be determined, the officer older in age shall be treated senior.
- (e) If a civil servant is superseded he shall not be considered for promotion until he earns one PER for the ensuing one full year.
- (f) If a civil servant is recommended for promotion to the higher basic scale/post by the PSB/DPC and the recommendations are not approved by the competent authority

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within a period of six months from such recommendations, they would lapse. The case of such civil servant would require placement before the PSB/DPC afresh.

VI. Date of Promotion:

Promotion will always be notified with immediate effect.

VII. Notional Promotion:

In respect of civil servants who retire (or expire) after recommendation of their promotion by the PSB/DPC, but before its approval by the competent authority, their promotion shall be deemed to have taken effect from the date of recommendation of the PSB/DPC, as the case may be, and their pension shall be calculated as per pay which they would have received had they not retired/expired.

VIII. Promotion of Civil Servants who are awarded minor penalties.

- (a) The question of promotion to BS-18 and above in case of civil servants who have been awarded minor penalties has been settled by the adoption of quantification of PERs and CEI which allows consideration of such cases for promotion subject to deduction of 5 marks for each major penalty, 3 marks for each minor penalty and 1 mark for each adverse PER from the quantified score and recommendation for promotion on attaining the relevant qualifying threshold.
- (b) However, the CEI policy is not applicable to civil servants in BS-16 and below. In this case, the concerned assessing authorities will take into consideration the entire service record with weightage to be given for recent reports and any minor penalty will not be a bar to promotion of such a civil servant.

IX. Promotion in case of pending investigations by NAB:

If there are any NAB investigations being conducted against an officer, the fact of such investigations needs to be placed before the relevant promotion fora which may take a considered decision on merits of the case.

2. All the existing instructions on the subject shall stand superseded to the above extent, with immediate effect.

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Service Appeal No. 26 /2015

Bashir Ahmad.....Applicant

Versus

The Govt. of KPK and others.....Respondents

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Application for retraining the Respondents from processing the promotion cases of Lecturers (BPS-17) to the next higher grade till the final disposal of the instant appeal.

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Respectfully Sheweth,

1. That the above titled service appeal is pending before the Hon'ble Tribunal and scheduled for hearing today.
2. That on the basis of disputed Seniority List, the Respondents are going to promote Lecturers (BPS-17) to the next higher grade in violation of the law which, if allowed, will further complicate the issue and would also result into multiplicity of litigation. Moreover, the same Seniority List has also been declared full of serious mistakes by special Committee constituted for discussing the issues relating to the Lecturers (Physical Education) in its meeting held on 18.02.2016 (copy of the Minutes *Annex:-A*).
3. That as per the Promotion Policy 2009 (*Annex:-B*) issued by the Provincial Government where the seniority is disputed amongst the civil servants then no promotion is to be made thereupon.
4. That the facts alleged and grounds taken in the body of main appeal may kindly be taken as an integral part of this application, which make out an excellent prima facie case in favour of applicant/ appellant.
5. That the balance of convenience also lies in favour of applicant/appellant and in case the Respondents are not restrained from processing the promotion cases on the basis of subjudice Seniority List, the applicant/appellant will suffer irreparable loss.

It is, therefore, humbly prayed that on acceptance of this application, the Respondents may graciously be restrained from processing the promotion cases of Lecturers (BPS-17) to the next higher grade till the final disposal of the main appeal.

Through

Applicant

Khaled Rahman,  
Advocate,  
Supreme Court of Pakistan

Dated: 11/08/2016

Verification

Verified that the contents of this application are true and correct to the best of my knowledge and belief and nothing has been concealed from this Hon'ble Tribunal.

Applicant/Appellant

Annex "A"

2



GOVERNMENT OF KHYBER PAKHTUNKHWA  
HIGHER EDUCATION, ARCHIVES AND  
LIBRARIES DEPARTMENT

MINUTES OF THE MEETING TO DISCUSS THE ISSUES RELATING  
TO THE LECTURERS (PHYSICAL EDUCATION).

① As a follow up action of the meeting held on 18-02-2016 under the chairmanship of advisor to Chief Minister KPK for Higher Education Department, a meeting of Special Committee constituted for the purpose was held under the chairmanship of Special Secretary higher education at his office on 24-02-2016 at 12:00 Noon, to discuss specific ways and means with regard to the issue of seniority and viable Service Structure of Lecturers in HPEs/DPEs in light of the decision of KPK Service Tribunal and the Apex Court of Pakistan.

The following attend the meeting:-

1. Mr. Ghafoor Baig ..... In-Chair  
Special Secretary HED
2. Mr. Noorullah Wazir  
Director HED
3. Mr. Habib Ur Rehman  
Deputy Secretary (Colleges) HED
4. Mr. Abdul Wali Khan  
Section Officer(C-IV) HED
5. Mr. Wazir Muhammad Afghar  
Section Officer (Regulation) Finance Department
6. Mst: Rabia Noor  
Law Department
7. Mr. Musharaf Khan  
Deputy Secretary (R-I) Establishment Department

② Opening the discussion, the chair welcomed the participants. The Deputy Director (sports) of Higher Education Department briefed the participants and told that the employees of the Higher Education Department had knocked at the door of KPK Service Tribunal against the Provincial government for seeking Service Structure in favor of DPEs on the analogy adopted by the government Azad Jamu Khashmir and Federal government vide which the employees are enjoying the benefits of up-gradation from the retrospective date.

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2) The KPK Service Tribunal after hearing both the parties inter-se finally announced its verdict on 30-04-2007 by directing the authority of Higher Education Department for formulation a viable Service Structure and fixation of Seniority per analogy of the other sister governments. The Provincial government lodged an appeal before the apex court of Pakistan challenging the order of the hon'able Service Tribunal. The Supreme Court of Pakistan vide in its judgment/order dated 30-03-2009 disposed of same case directing that "since" the department has started efforts to frame Service Structure in favor of the said employees, therefore, these petitions have become infructuous. The apex court further directed that if the petitioners/department could not frame the service structure in accordance with the pattern of either of the governments, the respondents/affectees, if so desire, avail of the appropriate remedy in accordance with law".

3) In light of the above directions, the Competent Authority of the Provincial Government in Higher Education Department re-designated the DPEs as Lecturers in Health and Physical Education and issued notification on 18-08-2010 remerging them in the General Cadre of Lecturers by placing their seniority at the bottom of the existing seniority list of Lecturers.

4) Accordingly their seniority list was issued in the General Cadre of Lecturers on 07-08-2015 after obtaining proper approval of the Competent Authority. As a sequel thereof seven hundred Lecturers of other subjects stood senior to the mergerers even though the case was decided on 30-04-2007 in favor of the applicants.

5) The Deputy Director, Higher Education Department requested the house that seniority of the Lecturers in Health and Physical Education may be considered with retrospective effect i.e from the date of the judgment/order of the Apex Courts from 30-03-2009 but the representative of Law department did not agree with the proposal stating the judgment of the Supreme Court of Pakistan whereby "the executive orders/notifications, which confer right and are beneficial, would be given retrospective effect and those which adversely affect or invade upon vested right cannot be applied with retrospective effect".

6) During the discussion the representative of Law and Establishment Department raised objections that the seniority issued to that very effect was not in accordance with the existing rules having several flaws in fixation of seniority by superseding the senior incumbents. They opined that in order to meet the ends of justice the Directorate Higher

ation should submit a written certificate to the effect that tentative seniority list is delivered each and every officers working under their jurisdiction.

8 The Chair apprised the House that the government is committed to provide maximum facilities to its employees and bring to introduce uniform policy at par with the employees of other provinces within the ambit of parameters of constitution. He also stressed upon the stake holders to burn their midnight oil in formulation integrated and viable Service Structure to the employees which could address the difficulties facing by them as the government servants are the valued assets of the State and to facilitate them is the basic responsibility of the Government.

After a thorough and lengthy deliberation the Committee unanimously decided to give the following proposals:-

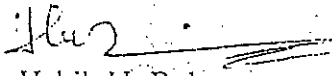
- 9 1. The Seniority of the Lecturers ~~shall~~ <sup>shall</sup> be considered with effect from the date of Notification bearing No. SO(T)HE/17-2/2010 issued on 18-08-2010 by the Government of Khyber Pakhtunkhwa Higher Education Department. ✓
- 10 2. The Committee also agreed that the Senior Lecturers in Health and Physical Education who are at the verge of retirement may be up-graded from BPS-17 to BPS-18 in order to avail benefit case to case basis. In this regard a consolidated case of up-gradation from BPS-17 to BPS-18 may be prepared with full justifications and the same may be forwarded to Finance Department for consideration by the standing up-gradation committee at Finance Department on the "Principle of hardship".
- 11 3. Serious mistakes were noted in the seniority list issued by the Provincial Government in August 2015 in respect of the Lecturers BPS-17. To determine the correct position of all the employees of the group in accordance with the rules proper rectification in light of the record may be made.
- 12 4. The Directorate of Higher Education should ensure circulation of tentative seniority list so that all the relevant incumbents in each cadre, are aware of their exact seniority position and representation by any aggrieved is addressed to in proper time/way. It is also pertinent to mention that the tentative seniority list should be issued annually before the month of January.


the Seniority of the Lecturers shall be considered with effect from the date of issuance of the Notification bearing No. SO(T)HE/17-2/2010 issued on 18/8/2010.




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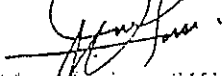
Owing to the above discussion, it is unanimously recommended that the Competent Authority of the Provincial Government may to accord approval categorically to the proposals detailed above in order to ensure compliance of the Apex Court.


  
1. Mr. Habib Ur Rehman  
Deputy Secretary (Colleges)  
Higher Education Department

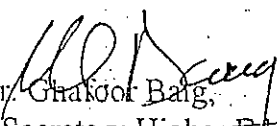
  
2. Mr. Noor Ullah Wazir  
Director Education Department

  
3. Mr. Wazir Muhammad Afiar  
Section Officer (Regulation)  
Finance Department

4. Mst. Rabia Noor  
Law Department  
Sobhan  
*Corrections made at para II of the decisions.*

  
5. Mr. Masharraf Khan  
Deputy Secretary (R-I)  
Establishment Department

  
Mr. Abdul Wali Khan  
Section Officer (C-IV)  
Higher Education Department

  
Mr. Ghaffoor Baig  
Special Secretary Higher Education  
Department Peshawar

### Promotion Policy

In order to consolidate the existing Promotion Policy, which is embodied in several circular letters issued in piecemeal from time to time, and to facilitate the line departments at every level in prompt processing of promotion cases of Provincial civil servants, it has been decided to issue the "North-West Frontier Province Civil Servants Promotion Policy, 2009" duly approved by the competent authority, for information and compliance by all concerned. This Policy will apply to promotions of all civil servants holding appointment on regular basis and will come into effect immediately. The Policy consists of the provisions given hereunder:-

#### I. Length of service.

(a) Minimum length of service for promotion to posts in various basic scales will be as under:

Basic Scale 18 :	5 years' service in BS-17
Basic Scale 19:	12 years' service in BS-17 & above
Basic Scale 20:	17 years' service in BS-17 & above

No proposal for promotion shall be entertained unless the condition of the prescribed length of service is fulfilled.

(b) Service in the lower pay scales for promotion to BP-18 shall be counted as follows:

- (i) Half of the service in BS-16 and one fourth in Basic Scales lower than 16, if any, shall be counted as service in Basic Scale 17.
- (ii) Where initial recruitment takes place in Basic Scale 18 and 19, the length of service prescribed for promotion to higher Basic Scales shall be reduced as indicated below:

Basic Scale 19 :	7 years' service in BS-18
Basic Scale 20 :	10 years' service in BS-18 and above. or 3 years' service in BS-19.

#### II. Linking of promotion with training:

(a) Successful completion of the following trainings is mandatory for promotions of officers of the Provincial Civil Service / Provincial Management Service to various Basic Scales:

- Mid-Career Management Course at National Institute of Management (NIM) for promotion to BS-19
- Senior Management Course at National Management College, Lahore for promotion to BS-20
- National Management Course at National Management College, Lahore for promotion to BS-21

(b) This condition will not be applicable to civil servants in specialized cadres such as Doctors, Teachers, Professors, Research Scientists and incumbents of purely

technical posts for promotion within their own line of specialization as envisaged in the existing Promotion Policy.

(c) The qualifying thresholds of quantification of PERs for nomination to these trainings are as under:

MCMC	60
SMC	70
NMC	75

(d) There will be no exemptions from mandatory trainings. An officer may, however, request for temporary exemption in a particular moment in time but grant of such exemption would be at the discretion of the competent authority. No such request with regard to an officer would be made by the Government Departments concerned.

(e) Three officers shall be nominated for each slot of promotion on the basis of their seniority. Those unwilling to attend will be dropped at their own expense without prejudice to the rights of others and without thwarting or minimizing the chance of improving the quality of service.

(f) Officers failing to undergo mandatory training in spite of two time nominations for a training shall stand superseded if such failure was not for the reasons beyond the control of the officers concerned.

### III. Development of Comprehensive Efficiency Index (CEI) for promotion:

(a) The Comprehensive Efficiency Index to be maintained for the purpose of promotion is clarified as under:

(i) The minimum of aggregate marks for promotion to various grades shall be as follows:

Basic Scale	Aggregate marks of Efficiency Index
18	50
19	60
20	70
21	75

(ii) A panel of two senior most officers shall be placed before the Provincial Selection Board for each vacancy in respect of promotion to BS-18 & 19. Similarly, a panel of three senior most officers shall be submitted to the Provincial Selection Board for each position in respect of promotion to BS-20 and 21 and the officer with the requisite score on the Efficiency Index shall be recommended for promotion.

(iii) The senior most officer(s) on the panel securing the requisite threshold of the Efficiency Index shall be recommended by the Provincial Selection Board for promotion unless otherwise deferred. In case of failure to attain the requisite threshold, he (she)/they shall be superseded and the next officer on the panel shall be considered for promotion.

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(b) Marks for quantification of PERs, Training Evaluation Reports and Provincial Selection Board evaluation shall be assigned as under:-

S.No.	Factor	Marks for promotion to BS-18 & 19	Marks for promotion to BS-20 & 21
1.	Quantification of PERs relating to present grade and previous grade(s) @ 60% : 40%	100%	70%
2.	Training Evaluation Reports as explained hereafter.	--	15%
3.	Evaluation by PSB	--	15%
	Total	100%	100%

(c) A total of fifteen (15) marks shall be allocated to the Training Evaluation Reports (Nine marks @ 60% for the training in the existing BPS and Six marks @ 40% in the preceding BS). Evaluation of the reports from the Training Institutions shall be worked out as under:-

- (i) It shall be on the basis of Grade Percentage already awarded by the National School of Public Policy (National Management College and Senior Management Wing) and its allied Training Institutions as provided in their reports.
- (ii) Previous reports of old Pakistan Administrative Staff College and old NIPAs where no such percentage has been awarded, points shall be worked out on the basis of weighted average of the percentage range of grades followed by these Institutions as reflected in table-A below:

TABLE-A

Old PASC & NIPAs

Category	Range	Weighted Average	Points of PASC @ 60%=9	Points of NIPAs @ 40%=6
A. Outstanding	91-100%	95.5%	8.60	5.73
B. Very Good	80-90%	85%	7.65	5.10
C. Good	66-79%	72.5%	6.52	4.35
D. Average	50-65%	57.5%	5.17	3.45
E. Below Average	35-49%	42%	3.78	2.52

- (iii) Grades from National Defence University will be computed according to the weighted average based on the Grading Key for the range provided by the NDU as reflected in Table-B below:

TABLE-B

## NATIONAL DEFENCE UNIVERSITY

Category		Range	Weighted Average	Points @ 60%=9
A.	Outstanding	76-100%	88%	7.92
B-Plus.	Very Good	66-75.99%	71%	6.39
B- High.	Good	61-65.99%	63.5%	5.71
B-Average.	Average	56-60.99%	58.5%	5.26
B-Low.	Below Average	51-55.99%	53.5%	4.81
B-Minus.	Below Average	46-50.99%	48.5%	4.36
C.	Below Average	40-45.99%	43%	3.87
F.	Below Average	35-39.99%	37.5%	3.37

- (d) The officers who have been granted exemption from mandatory training having attained the age of 56 years or completed mandatory period of serving in a Training Institution upto 27-12-2005, may be awarded marks on notional basis for the training factor (for which he/she was exempted) in proportion to the marks obtained by them in the PERs.
- (e) Status quo shall be maintained in respect of officers of special cadres such as teachers, doctors, professors, research scholars and incumbents of technical posts for promotion within their own line of specialty. However, for calculation of their CEI, 70% marks shall be assigned to the quantified score of PERs and 30% marks shall be at the disposal of the PSB.
- (f) For promotion against selection posts, the officer on the panel securing maximum marks will be recommended for promotion. Thirty marks placed at the disposal of the Provincial Selection Board in such cases shall be awarded for technical qualification, experience and accomplishments (research publications relevant to the field of specialism).
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- (h) The performance of officers shall be evaluated in terms of the following grades and scores:

		Upto 11 <sup>th</sup> June, 2008	From 12 <sup>th</sup> June, 2008
1.	Outstanding	--	10 Marks
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⑧

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- c) <sup>78</sup>In case of projects partially or fully funded by the Federal or Provincial Government, where PERs are written by officers of Provincial Government, the condition of earning one calendar PER shall not be applicable. The officers on deputation to projects shall be considered for promotion. However, after promotion they will have to actualize their promotion within their cadre.
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- f) Promotion of officers still on probation after their promotion in their existing Basic Scales shall not be considered.
- g) A civil servant initially appointed to a post in a Government Department but retaining lien in a department shall not be considered for promotion in his parent department.

<sup>78</sup> para I (iv)(c) substituted vide circular letter No. SORIV/E&AD/1-16/2006, dated 19.4.2010

However, in case he returns to parent department, he would be considered for promotion only after he earns PER for one calendar year.

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- (c) If an officer is otherwise eligible for promotion but has been inadvertently omitted from consideration in the original reference due to clerical error or plain negligence and is superseded, he should be considered for promotion as soon as the mistake is noticed.
- (d) If and when an officer, after his seniority has been correctly determined or after he has been exonerated of the charges or his PER dossier is complete, or his inadvertent omission for promotion comes to notice, is considered by the Provincial Selection Board/ Departmental Promotion Committee and is declared fit for promotion to the next higher basic scale, he shall be deemed to have been cleared for promotion alongwith the officers junior to him who were considered in the earlier meeting of the Provincial Selection Board/Departmental Promotion Committee. Such an officer, on his promotion will be allowed seniority in accordance with the proviso of sub-section (4) of Section 8 of the North-West Frontier Province Civil Servants Act, 1973, whereby officers selected for promotion to a higher post in one batch on their promotion to the higher post are allowed to retain their inter-se-seniority in the lower post. In case, however, the date of continuous appointment of two or more officers in the lower post/grade is the same and there is no specific rule whereby their inter-se-seniority in the lower grade can be determined, the officer older in age shall be treated senior.
- (e) If a civil servant is superseded he shall not be considered for promotion until he earns one PER for the ensuing one full year.
- (f) If a civil servant is recommended for promotion to the higher basic scale/post by the PSB/DPC and the recommendations are not approved by the competent authority

9

within a period of six months from such recommendations, they would lapse. The case of such civil servant would require placement before the PSB/DPC afresh.

VI. Date of Promotion:

Promotion will always be notified with immediate effect.

VII. Notional Promotion:

In respect of civil servants who retire (or expire) after recommendation of their promotion by the PSB/DPC, but before its approval by the competent authority, their promotion shall be deemed to have taken effect from the date of recommendation of the PSB/DPC, as the case may be, and their pension shall be calculated as per pay which they would have received had they not retired/expired.

VIII. Promotion of Civil Servants who are awarded minor penalties.

- (a) The question of promotion to BS-18 and above in case of civil servants who have been awarded minor penalties has been settled by the adoption of quantification of PERs and CEI which allows consideration of such cases for promotion subject to deduction of 5 marks for each major penalty, 3 marks for each minor penalty and 1 mark for each adverse PER from the quantified score and recommendation for promotion on attaining the relevant qualifying threshold.
- (b) However, the CEI policy is not applicable to civil servants in BS-16 and below. In this case, the concerned assessing authorities will take into consideration the entire service record with weightage to be given for recent reports and any minor penalty will not be a bar to promotion of such a civil servant.

IX. Promotion in case of pending investigations by NAB:

If there are any NAB investigations being conducted against an officer, the fact of such investigations needs to be placed before the relevant promotion fora which may take a considered decision on merits of the case.

2. All the existing instructions on the subject shall stand superseded to the above extent, with immediate effect.



BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Service Appeal No. 26 /2016

*Bashir Ahmad* .....Appellant

Versus

The Govt. of KPK and others.....Respondents

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**REJOINDER ON BEHALF OF APPELLANT IN RESPONSE  
TO REPLY FILED BY RESPONDENTS NO.1&2.**

---

Respectfully Sheweth,

**Preliminary Objections:**

Preliminary objections raised by answering respondents are erroneous and frivolous. The appeal is within time and being a continuous cause of action is not hit by limitation. All parties are added as Respondents. The seniority has been challenged in due course of time. Estoppel does not apply to the case in hand. It is a settled law that a decision by the Court on a question of law is invariably applicable to all similarly placed employees.

**Facts:**

1. Being not replied hence admitted.
2. Misconceived. A Service Structure is a vested right of an employee under the doctrine of legitimate expectancy. The appellant was highly discriminated when they were not given a viable Service Structure as given to other similarly placed employees. The delay in framing the Service Structure inspite of the direction of this Hon'ble Tribunal was rife with malafide intention to deprive the appellant from his due right. A retrospective right can be granted retrospectively which is in accordance with law.

3. Misconceived. The cited Notification is void ab-initio and causing a continuous loss to the appellant, therefore, has been challenged through the instant appeal. Any unlawful act cannot be legitimized by any efflux of time.
4. Incorrect hence denied. The impugned Seniority List is full of errors, omissions as admitted in a meeting held on 18.02.2016 by the Department vide Minutes (*Annex:-Rj/1*). Besides, no Seniority Lists earlier were issued by the Department which could have been challenged nor communicated to the appellant.
5. Incorrect hence denied.

**Grounds:**

- A. Incorrect. The appellant has not been dealt with in accordance with law.
- B. Misconceived hence denied. The cited Judgment has no relevance to the case in hand inas much as there is a clear order of this Hon'ble Tribunal for framing of Service Structure which was malafide violated.
- C. Incorrect hence vehemently denied. During the period after the decision passed by the Hon'ble Tribunal on 30.04.2007, the Departmental Authority was approached time and again but it was assured that the absorption will be granted to the appellant with effect from the due date, due to which the appellant and others could not approach the Hon'ble Tribunal.
- D. Misconceived hence denied. The cited Judgments are distinguishable from the case in hand and not applicable to the case of appellant and others as the ratio of the Judgment applies to the employees of the same batch recommended by the Public

Service Commission and not any new absorbees in the cadre. The appellant and his other colleagues are entitled for absorption w.e.f. 02 months after the decision of the Hon'ble Tribunal.

- E. Incorrect. Except the impugned Seniority Lists, no other seniority was notified nor communicated to the appellant and others, otherwise the same would have been challenged.
- F. Misconceived hence denied. The private Respondents are juniors to the appellant but have wrongly been rendered senior to him in violation of the law and rules.
- G. Needs no reply.

It is, therefore, humbly prayed that the reply of answering Respondents No.1&2 may graciously be rejected and the appeal as prayed for may graciously be accepted with costs.

Through

Appellant

Khaled Rahman  
Advocate, Peshawar

Dated: 29 /12/2016

**Verification**

Verified, as per instructions, that the contents of this rejoinder are true and correct to the best of my knowledge and belief and nothing has been concealed from this Hon'ble Tribunal.

Advocate

Rj/1 (4)



GOVERNMENT OF KHYBER PAKHTUNKHWA  
HIGHER EDUCATION, ARCHIVES AND  
LIBRARIES DEPARTMENT

MINUTES OF THE MEETING TO DISCUSS THE ISSUES RELATING  
TO THE LECTURERS (PHYSICAL EDUCATION).

① As a follow up action of the meeting held on 18-02-2016 under the chairmanship of advisor to Chief Minister KPK for Higher Education Department, a meeting of Special Committee constituted for the purpose was held under the chairmanship of Special Secretary higher education at his office on 24-02-2016 at 12:00 Noon, to discuss specific ways and means with regard to the issue of seniority and viable Service Structure of Lecturers in HPEs/DPEs in light of the decision of KPK Service Tribunal and the Apex Court of Pakistan.

The following attend the meeting:-

1. Mr. Ghafoor Baig ..... In Chair  
Special Secretary HED
2. Mr. Noorullah Wazir  
Director HED
3. Mr. Habib Ur Rehman  
Deputy Secretary (Colleges) HED
4. Mr. Abdul Wali Khan  
Section Officer(C-IV) HED
5. Mr. Wazir Muhammad Afghar  
Section Officer (Regulation) Finance Department
6. Mst: Rabia Noor  
Law Department
7. Mr. Musharaf Khan  
Deputy Secretary (R-I) Establishment Department

② Opening the discussion, the chair welcomed the participants. The Deputy Director (sports) of Higher Education Department briefed the participants and told that the employees of the Higher Education Department had knocked at the door of KPK Service Tribunal against the Provincial government for seeking Service Structure in favor of DPEs on the analogy adopted by the government Azad Jamu Khashmir and Federal government vide which the employees are enjoying the benefits of up-gradation from the retrospective date.

5

3 The KPK Service Tribunal after hearing both the parties inter-se finally announced its verdict on 30-04-2007 by directing the authority of Higher Education Department for formulation a viable Service Structure and fixation of Seniority per analogy of the other sister governments. The Provincial government lodged an appeal before the apex court of Pakistan challenging the order of the hon'able Service Tribunal. The Supreme Court of Pakistan vide in its judgment/order dated 30-03-2009 disposed of same case directing that "since" the department has started efforts to frame Service Structure in favor of the said employees. therefore, these petitions have become infructuous. The apex court further directed that if the petitioners/department could not frame the service structure in accordance with the pattern of either of the governments, the respondents/affectees, if so desire, avail of the appropriate remedy in accordance with law".

4 In light of the above directions, the Competent Authority of the Provincial Government in Higher Education Department re-designated the DPEs as Lecturers in Health and Physical Education and issued notification on 18-08-2010 remerging them in the General Cadre of Lecturers by placing their seniority at the bottom of the existing seniority list of Lecturers.

5 Accordingly their seniority list was issued in the General Cadre of Lecturers on 07-08-2015 after obtaining proper approval of the Competent Authority. As a sequel thereof seven hundred Lecturers of other subjects stood senior to the mergerers even though the case was decided on 30-04-2007 in favor of the applicants.

*25/4/2016*

6 The Deputy Director, Higher Education Department requested the house that seniority of the Lecturers in Health and Physical Education may be considered with retrospective effect i.e from the date of the judgment/order of the Apex Courts from 30-03-2009 but the representative of Law department did not agree with the proposal regarding the judgment of the Supreme Court of Pakistan whereby "the executive orders/notifications, which confer right and are beneficial, would be given retrospective effect and those which adversely affect or invade upon vested right cannot be applied with retrospective effect".

7 *opening* the discussion the representative of Law and Establishment Department raised objections that the seniority issued to that very effect was not in accordance with the existing rules having several flaws in fixation of seniority by superseding the senior incumbents. They opined that in order to meet the ends of justice the Directorate Higher

ation should submit a written certificate to the effect that tentative seniority list is delivered each and every officers working under their jurisdiction.

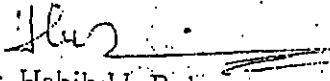
8 The Chair apprised the House that the government is committed to provide maximum facilities to its employees and bring to introduce uniform policy at par with the employees of other provinces within the ambit of parameters of constitution. He also stressed upon the stake holders to burn their midnight oil in formulation integrated and viable Service Structure to the employees which could address the difficulties facing by them as the government servants are the valued assets of the State and to facilitate them is the basic responsibility of the Government.


After a thorough and lengthy deliberation the Committee unanimously decided to give the following proposals:-


- 9 The Seniority of the Lecturers <sup>Shade is 3</sup> ~~may be~~ considered with effect from the date of Notification bearing No. SO(T)HE/17-2/2010 issued on 18-08-2010 by the Government of Khyber Pakhtunkhwa Higher Education Department.
- 10 The Committee also agreed that the Senior Lecturers in Health and Physical Education who are at the verge of retirement may be up-graded from BPS-17 to BPS-18 in order to avail benefit case to case basis. In this regard a consolidated case of up-gradation from BPS-17 to BPS-18 may be prepared with full justifications and the same may be forwarded to Finance Department for consideration by the standing up-gradation committee at Finance Department on the "Principle of hardship".
- 11 Serious mistakes were noted in the seniority list issued by the Provincial Government in August 2015 in respect of the Lecturers BPS-17. To determine the correct position of all the employees of the group in accordance with the rules proper rectification in light of the record may be made.
- 12 The Directorate of Higher Education should ensure circulation of tentative seniority list so that all the relevant incumbents in each cadre are aware of their exact seniority position and representation by any aggrieved is addressed to in proper time way. It is also pertinent to mention that the tentative seniority list should be issued annually before the month of January.

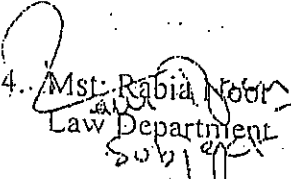
issuance of the tentative seniority list of the Lecturers shall be considered with effect from the date of Notification bearing No. SO(T)HE/17-2/2010 issued on 18/8/2010.

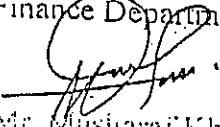
Owing to the above discussion, it is unanimously recommended that the competent Authority of the Provincial Government may to accord approval categorically to the proposals detailed above in order to ensure compliance of the Apex Court.


  
1. Mr. Habib Ur Rehman  
Deputy Secretary (Colleges)  
Higher Education Department

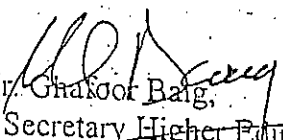
  
2. Mr. Noor Ullah Wazir  
Director Education Department

  
3. Mr. Wazir Muhammad Afgar  
Section Officer (Regulation)  
Finance Department

4.   
Mst. Rabia Noor  
Law Department  
Subject: *corrections made at para II of the decisions.*

  
5. Mr. Musharraf Khan  
Deputy Secretary (R-I)  
Establishment Department

  
Mr. Abdul Wali Khan  
Section Officer (C-IV)  
Higher Education Department

  
Mr. Ghafoor Baig,  
Special Secretary Higher Education,  
Department Peshawar

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

**Service Appeal No. 26/2015.**

Mr. Bashir Ahmad..... Appellant.

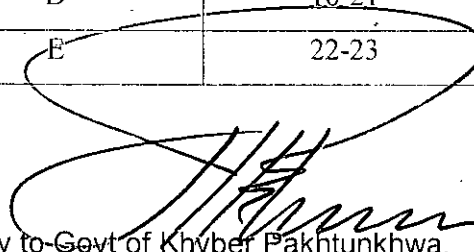
**VERSUS**

Govt of Khyber Pakhtunkhwa  
Through Chief Secretary,  
Civil Secretariat, Peshawar and others

..... Respondents.

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1.	Parawise comments & Affidavit	-	1-5
2.	Seniority List of Lecturers dated 25-10-2013	A	6
3.	Seniority List of Lecturers dated 31-05-2014	B	7
4.	2002 SCMR 889	C	8-15
5.	1993 PLC (C.S) 1005	D	16-21
6.	2009 SCMR 82	E	22-23

  
 Secretary to Govt of Khyber Pakhtunkhwa,  
 Higher Education, Archives and Libraries  
 Department  
 Respondent NO. 2



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

**Service Appeal No. 26/2015.**

Mr. Bashir Ahmad..... Appellant.

VERSUS

Govt of Khyber Pakhtunkhwa  
Through Chief Secretary,  
Civil Secretariat, Peshawar and others

..... Respondents.

**PARAWISE COMMENTS ON BEHALF OF RESPONDENTS NO 1 AND 2.**

**Respectfully Sheweth:**

**Preliminary Objections**

1. The instant service appeal is not maintainable and hopelessly time barred. The cause of action accrued to the appellant if any is 30-04-2007 when the relief sought by the appellant was denied to him and the second cause of action if any accrued to the appellant was 18-8-2010. The instant service appeal was registered on 23-12-2015 hence the instant appeal and the departmental appeal dated 1-9-2015 are both barred by the limitation law. This honourable Tribunal with due respect, lacks jurisdiction to entertain a time barred appeal.
2. The service appeal in hand is bad for want of joinder of necessary parties like the Secretary Establishment, Finance and Public Service Commission, Khyber Pakhtunkhwa and all those private respondents of advertisement NO.3/2005 who have been promoted since long. The appeal is also bad for misjoinder of several private respondents.
3. The appellant has waived his claim of seniority by the acceptance of his absorption in lecturer cadre in the year 2010 and by his failure to avail the remedy in case the respondents failed to satisfy his claims. He also failed to object the seniority of lecturers notified from time to time as annexed F& G infra.
4. The appellant is estopped by his conduct to file the instant service appeal.
5. The effects of the judgement off 30-4-2007 as referred by the appellant are not effective on the rights of respondents who were not impleaded in the service appeal decided on 30-4-2007. The appellant was not a party in that case. Hence he has no cause of action to file the instant appeal. He cannot reap the benefits of the judgement cited above. The individual appellant Farooq Hussain and Roghan Shah did not come for execution to this honourable tribunal in time. Even they cannot come for execution after long 9 years.

6. The appellant has not come to this honourable Tribunal with clean hands. He has concealed material facts from the Tribunal and tries to hoodwink this honourable tribunal.

#### ON FACTS

1. Pertains to the personal record of the appellant, hence no comments.
2. Incorrect. The appellant had no vested right of service structure as it is a matter of policy to be exclusively dealt with by the government. However, the government framed service structure for the Directors Physical Education who were originally recruited in BPS-16 on the recommendation of Public service commission. The government informed the tribunal and the honourable supreme court that a service structure for the DPEs is under its consideration, therefore, the service appeals of Mr.Farooq Hussain and Roghan Shah were decided accordingly in the year 2006.on 18-8-2010 the respondent government re-designated the posts of Directors Physical Education as lecturers by notification correctly Annexed as 'C' by the appellant with memo of his service appeal. As all executive orders/notifications take prospective effect, therefore, they were placed at the bottom of the seniority of lecturers. The notification of absorption cannot be retrospectively issued to the detriment of lecturers with accrued vested rights.
3. Correct to the extent that after thoughtful deliberation and inter departmental consultations the respondent government granted service structure to the DPEs as explained in the preceding para.
4. Incorrect. The DPEs had no service structure and they were granted the same in the year 2010 after thoughtful inter departmental considerations as explained above. The respondent government issued seniority list of the lecturers in accordance with law, every year. By way of illustration, copies of the seniority list of lecturers dated 25-10-2013 and 31-5-2014 are annexed as A and B .The appellant did not raise objection over the seniority lists issued by respondent department after the incadrement of the DPE appellant as lecturer. He has now impugned the seniority list of lecturers dated 7-08-2015, after years of slumbering and he was lawfully placed junior to all the respondents from No.3 to 685.in the seniority list to be explained in response to grounds D,E and F of the service appeal of the appellant. The judgement of the Service Tribunal dated 30-4-2007 passed in individual service appeals filed by Mr.Farooq Hussain and Roghan Shah, being judgement in personom does not hold the ground after 9 years of its delivery. The concerned appellant waived off their right to press for their seniority in the year 2007.They were satisfied with their absorption. After 9 years, the said service appeal cannot be satisfied being barred by limitation law.
5. The appellant is not an aggrieved person. He has no locus standi to come to this honourable tribunal at this belated stage.

#### Grounds

- A.** Incorrect and misconceived. The appellant has been dealt with in accordance with law.
- B.** Incorrect and misconceived. The adoption of service structure of different provinces is not legally binding on the respondent government as expounded by the Hon'able Supreme Court of Pakistan in 2013 SCMR 304, wherein it has been held that decision by one province regarding any matter could not be cited as a ground for discrimination, if another province did not make the same decision, since holding otherwise would be an intrusion into the economy of the provinces. The department had to take some time in determining their seniority after inter departmental consultation. The appellant was not a party before the Hon'able Service Tribunal in the year 2006. Farooq Hussain and Roghan Shah the then appellants were complacent with the action of the department of their absorption in the lecturer cadre and that is why they did not come to the Tribunal for implantation within the prescribed limitation period. As no one had been adversely affected, therefore, they did not file service appeals. No injustice has been done to the appellant in the instant case.
- C.** Incorrect. The appellant was not party before the Hon'able Service Tribunal as well as the Supreme Court of Pakistan in cases cited. Moreover, the appellant has to be blamed for his lethargy and indolence for not pressing his grievances in time before the proper forums: After wasting almost nine years, settled, accrued vested right, of seniority of the respondents cannot be disturbed under the law.
- D.** The appellant was absorbed in the Lecturer cadre vide notification dated 18/08/2010 correctly annex as C by the appellant with the memo of his service appeal and by the same notification he was placed at the bottom of the seniority list of Lecturers and in accordance with law as all executive notifications take prospective effects 2006 PLCS (CS) 221 and the appellant remained satisfied till 2015. The respondents in category A from serial No. 03 to 15 were appointed in pursuance of advertisement No. 03/2005 of Public Service Commission. From serial No. 16 to 230, these respondents were appointed in pursuance of advertisement No. 01/2008. From serial No.231 to 372, the respondents were appointed in pursuance of advertisement No. 06/2008. The respondents from serial No. 658 to 685 were appointed in pursuance of advertisement No.05/2009, the Public Service Commission sent its recommendations in parts. The recommendees of each advertisement usually take 2-3 years. For example the appointment of recommendees made in pursuance of advertisement No.01/2008 were completed in 10/03/2011 similarly the appointment of the recommendees made in pursuance of advertisement No. 05/2009 completed in the year 12/12/2010. The inter se seniority of the selectees of Public Service Commission is determined under Rule-17(1)a of Appointment Promotion Transfer Rule-1987 on the basis of merit assigned by the Public Service Commission. All the private respondents were recruited on the basis of selection by the Public Service Commission in pursuance of advertisement of 03/2005,01/2008,05/2009. The inter se seniority of these respondents appointees were determined by the Public Service Commission on the basis of respective merit assigned by the Public Service Commission. They were recruited as and when the Public Service Commission sent their

recommendations in parts. Their inter se seniority cannot be bifurcated from the one whose recommendations were sent to the respondent No.2.

None of the private respondents were made junior to the appellant if his recommendations were made in pursuance of advertisements as cited above. Some of the selectees, though they belonged to the same batch i.e. advertisement No.03/2005,01/2008, 06/2008 and 05/2009, were appointed at belated stage e.g. the appointments from respondents No.231 to 372 in pursuance of advertisement No.06/2008 were completed by 10/03/2011 and similarly the respondents No. 658 to 685 in pursuance of Advertisement No. 05/2009 were completed by 12/12/2010, so if any of the respondents have been appointed after the absorption date of the appellant i.e. 18/08/2010, he was part and parcel of the earlier selection. In this respect, reliance is placed on 2002 SCMR-889: wherein the Supreme Court has held----- **Appointments made as a result of selection in one combined competitive examination would be deemed to be belonging to the same batch and notwithstanding recommendation made by the Public Service Commission in parts, the seniority inter se, the appointees, of the same batch, would be determined in the light of merit assigned to them by Public Service Commission and in 1993 PLCS(CS)1005 it has been declared ----- Inter se seniority of candidates at one selection was to be determined on the basis of merit assigned to candidates by the Public Service Commission in pursuance of General Principles of seniority----- date of joining duty was not the criterion for determination of seniority in case where candidates had been selected in one batch and assigned merit by the selection body and in 2009 SCMR-82 it has been declared ----- both the incumbents were selected and appointed in the same batch----- mere fact that one of them assumed the duties earlier would not adversely affect the seniority position of the one who assumed the duties later** copies of these judgements are annexed as C,D and E.

It is further stated that the appellant was in BPS-16 as DPE. His post was upgraded to BPS-17 in the year 2010. All the respondents from serial No. 3 to 15 were the left over batch mates of earlier selection made in pursuance of advertisement No.03/2005. All the batch mates of the respondents' No. 3 to 15 have already been promoted to post of Assistant Professor BPS-18. The respondents No. 4,5,6,8,9,12,14 could not be promoted at that time due to deficiency in service record. Now they have been recommended for promotion to BPS-18 by the Provincial Selection Board on 29/06/2016. Therefore, in view of the above facts the contention of the appellant that the private respondents were junior to him is baseless and malafide. The seniority impugned by the appellant herein was notified in accordance with law.

- E. Incorrect. The seniority of lecturers was notified from time to time since the absorption of the appellant and the appellant remained mum over these notifications a copy of the notifications of lecturers dated 25/10/2013 and 31/05/2014 are annexed herewith F&G. If they were aggrieved with these notifications issued from time to time, they could have availed appropriate remedies available to them. The instant appeal of the appellant in the year 2016 is therefore malicious, time barred and mischievous and therefore liable to

- F. Incorrect and misconceived. All the private respondents were appointed on the recommendation of Public Service Commission in pursuance of advertisements cited above. Their inter se seniority was fixed by the Public Service Commission. If any civil servant recommended in the earlier selection, was appointed after the date of the absorption of the appellant, he belong to earlier batch though appointed after 18/10/2010.
- G. The respondents may also like to assist this Honourable Tribunal with further grounds on the date of arguments.

**Prayer**

It is therefore, humbly prayed that the instant appeal being not maintainable may be dismissed with appropriate cost.

Chief Secretary  
Govt of Khyber Pakhtunkhwa


Respondent No.1

Secretary to Govt of Khyber Pakhtunkhwa  
Higher Education, Archives & Libraries  
Deptt:

Respondent No.2

**AFFIDAVIT**

I, Muqarrab Khan, Section Officer (Lit:) Higher Education, Archives and Libraries Department, Khyber Pakhtunkhwa, Peshawar as per instructions of the respondent, do hereby solemnly affirm and declare on oath that the contents of the accompanying parawise comments are correct to the best of my knowledge and belief and nothing has been concealed therein from this hon'able High Court.

  
Muqarrab Khan  
CNIC # 16101-4117211-5  
Deponent

25-10-13

**GOVT. OF KHYBER PAKHTUNKHWA  
HIGHER EDUCATION, ARCHIVES & LIBRARIES DEPARTMENT**

**Notification :- SO(Colleges-II)HED/17-1/2013:** In exercise of Powers conferred under sub-section(1)of section-8 of the Khyber Pakhtunkhwa Civil Servant Act, 1973 read with 4(B)a of Khyber Pakhtunkhwa Civil Servant Act 1989 Establishment Department letter No. SOR-1(E&AD)3-15/88 (Vol.I) dated 09.05.2002, the Competent Authority is pleased to approve the Seniority List of 784 Lecturers (B-17) of College Cadre in Higher Education Department as it stood on 25.10.2013.

S.No	Name of Officers with Academic Qualification	Date of Birth/ Domicile	Date of Entry into Govt. Service	1st Reg:Apptt:to the Service cader			
				Date	BPS	Method of Recrnt:	
1	Naeem Firdos Khan S/O Muhammad Firdos Khan M.A Economics, P.O	09.01.1962 Abbottabad	08.12.1988	12.6.90	17	Regularized	Applied fro EOL but now absent from duty.
2	Khurshid Ahmad S/O Fazle Haleem M.Sc Stats.	04.04.1966 Peshawar	21.08.1991	21.08.91	17	Regularized Extra ordinary leave w.e.f 1-5-2013 to 1-5-2014.	
3	Sirajul Haq S/o Ajmir Darvesh M.Sc Maths, GPGJC, Swat	02.01.1966 Swat	01.11.1992	01.11.92	17	Initial recruitment	Absent from duty.
4	Mr.Adeel Yasin S/O Muhammad Yasin M.A English, GPGC, Kohat (E.O.L) <b>Disciplinary Action is under process.</b>	03.10.1970 Kohat	15.09.1998	15.09.98	17	Initial recruitment	
5	Mr.Yousaf Jehanzeb S/O Abdur Rehman Khan M.A English,GC, Hangu	20.02.1974 Bannu	17.12.1998	17.12.98	17	Initial recruitment	
6	Mr. Fahim Ashraf S/O Muhammad Ashraf, M.Sc Physics, GC, Oghi.	04.03.1970 Mansehra	22.12.1998	22.12.98	17	Initial recruitment	
7	Dil Nawaz Khan S/O Ghulam Haider Khan M.Sc Physics, GPGC No.1 Abbottabad	01.01.1973 Haripur	01.09.1999	01.09.99	17	Initial recruitment	
8	Mr. Saeed Akhtar S/O Muhammad Yousaf, M.Sc Physics,GC, Haripur, <b>Disciplinary Action</b>	18.04.1972 Abbottabad	01.09.1999	01.09.99	17	Initial recruitment	
9	M. Nafees Anwar S/O Muhammad . Anwar M.Sc Stats. Study Leave (Absent)	13.09.1974 Peshawar	08.09.1999	08.09.99	17	Initial recruitment	Absent case under process.
10	Muhammad Samin Khan S/O Muhd:Qayum M.A Philosophy, GDC, Hayatabad Peshawar	02.04.1974 Mardan	20.11.1999	20.11.99	17	Initial recruitment	
11	Mr. Shah Hussain S/O Mir Ahmad M.Sc Maths. GC. D.A Khel.	12.02.1969 FR Kohat	01.09.1999	01.09.99	17	Initial recruitment	

*Haleem*  
Section Officer (B-17)  
Govt. Of Khyber Pakhtunkhwa  
Higher Education, Archives  
& Libraries Department

DIRECTORATE OF HIGHER EDUCATION ARCHIVES & LIBRARIES KHYBER PAKHTUNKHWA

31-5-2014

Colleges-II)HED/17-1/2013

Powers conferred under sub-section(1)of section-8 of the Khyber Pakhtunkhwa Civil Servant Act, 1973 read with 4(B)a of Civil Servant Act 1989 Establishment Department letter No. SOR-1(E&AD)3-15/88 (Vol.I) dated 09-05-2002, the Competent Authority have the Seniority List of 376 Lecturers (B-17) of College Cadre under Higher Education Department as its stood on 25-10-2013.

**FINAL SENIORITY LIST OF LECTURERS BPS-17 (COLLEGES CADRE) (MALE)**  
**UPTO 31-05-10-2014 (TOTAL SANCTIONED POSTS 1800)**

Officers with Academic Qualification	Date of Birth/ Domicile	Date of Entry into Govt. Service	1st Reg:Apptt to the Service cadre		
			Date	BPS	Method of Recr:
1. Muhammad Ahmad S/O Fazle Haleem M.Sc Stats.	04.04.1966 Peshawar	21.08.1991	21.08.91	17	Regularized Extra ordinary leave w.e.f 1-5-2013 to 31-12-2014.
2. Mirajul Haq S/o Ajmir Darvesh M.Sc Maths, GPGC, Swat	02.01.1966 Swat	01.11.1992	01.11.92	17	Initial recruitment Absent from duty.
3. Mr. Adeel Yasin S/O Muhammad Yasin M.A English, GPGC, Kohat (E.O.L) Disciplinary Action is under process.	03.10.1970 Kohat	15.09.1998	15.09.98	17	Initial recruitment
4. Mr. Yousaf Jehanzeb S/O Abdur Rehman Khan M.A English, GDC, Landi Kotal	20.02.1974 Bannu	17.12.1998	17.12.98	17	Initial recruitment
5. Mr. Saeed Akhtar S/O Muhammad Yousaf, M.Sc Physics, GC, Haripur,	18.04.1972 Abbottabad	01.09.1999	01.09.99	17	Initial recruitment Minor Penalties of censure and withholding of three annual increments for two years Vide No. (C-II)HED/12-17/2013/1599-1605
6. Amjad Ayaz Khan S/O Malik Muhammad Ayaz M.A English, GDC, Paharpur (D.I.Khan)	10.03.1969 Bannu	21.12.1999	21.12.99	17	Initial recruitment
7. Jamal Shah S/O Sher Ali M.A Pol.Sc GDC, Takht Bhai (Mardan)	04.03.1975 Mardan	24.07.2001	23.7.2005	17	Initial recruitment On study leave upto 10-12-2009- 9-05-2014.
8. Gohar Rahman S/O Abdur Rahman M.Sc Zoology, GPGC Mardan	05.02.1973 Mardan	08.02.2002	23.7.2005	17	Initial recruitment Resignation case under process.
9. Zaheer Ahmad S/O Mulvi Mohammad Saeed M.Sc. Chemistry, GDC, Khan Pur	1.4.1977 Dir Lower	12.8.2002	23.7.2005	17	Initial recruitment On study leave w.e.f 1-5-2011 to 30-04-2014.
10. Faisal Asghar Khattak S/O Sahib Gul Khattak. M.Sc Botany, GPGC Mardan	06.05.1976 Peshawar	31.01.2002	23.7.2005	17	Initial recruitment Resigned case under process.
11. S. Mehmood Ul Hassan S/O Syed Abrar Hashmi Islamiyat, GPGC, Manshera	20.07.1978 Manshera	17.10.2002	23.7.2005	17	Initial Recruitment w.e.f. 1-1-2013 to 31-12-2016.
12. Mohammad Sayyar S/O Razdar Ali M.Sc Geography GPGC, Swabi	1.11.1975 Swabi	31.8.2002	23.7.2005	17	Initial recruitment

31-5-2014  
11 B 2  
Add: Directorate of Higher Education  
Khyber Pakhtunkhwa  
Khyber Road, Peshawar

Section Officer (C-II)  
Govt. Of Khyber Pakhtunkhwa  
Higher Education Archives  
& Library Department

2002 SCMR 889

[Supreme Court of Pakistan]

Present: Sh. Riaz Ahmed, Javed Iqbal and Muhammad Nawaz Abbasi, JJ

WAZIR KHAN---Appellant

Versus

GOVERNMENT OF N.-W.F.P. through Secretary Irrigation, Peshawar and 4 others---Respondents

Civil Appeal No. 648 of 2000, decided on 16th January, 2002.

(On appeal from the judgment of N.-W.F.P. Service Tribunal, Peshawar, dated 13-11-1999 passed in Appeal No. 2704/97).

(a) Constitution of Pakistan (1973)-----

-----Art. 212(3)---Leave to appeal was granted by Supreme Court to examine, whether the petitioner who was appointed earlier than the contesting respondents and was placed senior to them in seniority list dated 13-5-1979, could vide latter seniority list dated 24-3-1997 be placed junior to the, contesting respondents.

(b) Civil Servants Act (LXXI of 1973)-----

-----S. 8---Seniority---Fixation---Appointees of same batch---Appointments made as a result of selection in one combined competitive examination would be deemed to be belonging to the same batch and notwithstanding recommendation made by the Public Service Commission in parts, the seniority inter se. the appointees, of the same batch, would be determined in the light of merit assigned to them by the Public Service Commission.

(c) North-West Frontier Province Civil Servants Act (XVIII of 1973)-----

-----S. 8---Seniority---Fixation---Past and closed transaction, principle of---Applicability--- e-agitating seniority list after 15 years---Civil servants party to the appeal were appointees of the same batch---Appellant was placed senior to the respondents in the list prepared in the year 1979, while in the subsequent list prepared in the year 1981, the appellant was placed junior---Appellant did not object the seniority list issued periodically---Appellant; after lapse of 15 years, re-agitated the matter---Contention of the appellant was that incorrect publication of seniority lists periodically would be the continuous wrong and the same every time would give rise to fresh cause of action, hence the appeal was wrongly dismissed by the Service Tribunal as time-barred---Validity---Where the appellant did not raise any objection to the seniority list issued periodically in the intervening period, it would be deemed that the appellant had accepted the seniority assigned to him in the revised seniority list published in the year 1981---Matter relating to the seniority of the parties having attained finality would be deemed as past and closed transaction and the same could not be reagitated after lapse of a period of about 15 years through a fresh representation---Seniority, in the present case, was neither determined in departure to the principle



embodied in S.8 of the North-West Frontier Province Civil Servants Act, 1973, nor the same was in violation of any rule framed thereunder---Mere fact that the appellant was placed senior to the respondents in the seniority list published in the year 1979 would not be a valid ground to declare him senior to the respondents by undoing the merits assigned to the parties by the Public Service Commission---Initial placement of the appellant senior to the respondents in the list published in the year 1979, being not in accordance with the order of merits assigned to them by the Commission, would not create any right in favour of the appellant to claim seniority over the respondents---Supreme Court repelled the contention of the appellant that incorrect publication of seniority lists periodically would be the continuous wrong and every time the same would give rise to fresh cause of action to challenge the seniority list--Appellant having accepted the junior position assigned to him in the revised seniority list published in the year 1981, would be estopped to re-open the same and agitate it at the belated stage in the year 1997---Appeal before the Service Tribunal was rightly dismissed as barred by time.

Musa Wazir v. N.-W.F.P. Service Commission 1993 PLC (C.S.) 1188; Muhammad Jafar Hussain v. Chairman, C.B.R. 1993 PLC (C.S.) 52; Tahir Rasheed v. Secretary, Establishment Division 1993 PLC (C.S.) 116; Ziaul Haq v. Ministry of Education 1991 SCMR 1632 and Sabir Zameer Siddiqui v. Abdul Malik 1991 SCMR 1130 ref.

Atiqur Rehman Qazi, Advocate Supreme Court and Zahoor Qureshi Azad, Advocate-on-Record (absent) for Appellant.

Hamid Farooq Durrani, Additional Advocate-General for Respondent No. 1.

Abdul Aziz Kundi, Advocate Supreme Court and M.S. Khattak, Advocate-on-Record for Respondents Nos.2 to 5.

Date of hearing: 16th January, 2002.

#### JUDGMENT

MUHAMMAD NAWAZ ABBASI, J.-----Leave to appeal was granted by this Court, under Article 212 (3) of the Constitution, vide order 12-6-2001, to examine the following question:--

"Whether the petitioner who. was appointed earlier than -the contesting respondents and was placed senior to them in the seniority list dated 13-5-1979, could he vide latter seniority list dated 24-3-1997 be placed junior to the said respondents."

2. The facts leading to the filing of this petition in the background are that the appellant and respondents Nos.2 to 5 (hereinafter to be referred as 'the respondents') in response to advertisement made by N.-W.F.P. Public Service Commission (hereinafter to be referred as 'the Commission') applied for the post of Assistant Engineer in the Irrigation Department/Government of N.-W.F. P. and having gone through the process of selection were declared successful. The Irrigation Department of the Provincial Government in consequence to the advice sent by the Public Service Commission through letter dated 30-7-1975 for the appointment of the appellant issued appointment letter to him on 10-7-1976 and the appellant joined service on 12-7-1976 as Assistant Engineer.

3. Later N.-W.F.P. Public Service Commission also recommended the names of 8 other successful candidates, including the respondents, belonging to the same selection, for appointment as Assistant

Engineer and the respondents joined service in the Irrigation Department in October and November, 1976. In the combined seniority list published by the department on 15-4-1977 the appellant was shown junior to the respondents but subsequently, in the seniority list issued vide notification dated 13-5-1979 the respondents were placed junior to the appellant. On raising of objection by the respondents and their colleagues in the Irrigation Department against their seniority list, the Secretary Irrigation Department, N.-W.F.P.; appointed a 5-member Committee headed by Chief Engineer, Irrigation Department as its Chairman to resolve the dispute regarding seniority inter se of Engineers of Irrigation Department. The Committee having examined the matter in the light of the merit list of the successful candidates prepared by the Public Service Commission, recommended for maintaining the seniority inter se the appellant and respondents as per merit position assigned to them by the Public Service Commission and in consequence thereto, the department in the revised seniority list published on 29-12-1981 placed the appellant junior to the respondents. The appellant being dissatisfied with the change of position in revised seniority list filed a representation before the Secretary, Irrigation Department, N.-W.F.P. which remained unsuccessful as conveyed to him vide letter dated 24-5-1982 which was to the following effect:

"Copy of letter No. SO (E) I & PHE/2-1/75-111/3727, dated 12-5-1982, from the Secretary to Government of N.-W.F.P., Irrigation and Public Health Engineering Department to the Chief Engineer, Irrigation Department, N.-W.F.P., Peshawar.

**Subject: REPRESENTATION OF MR. WAZIR KHAN SUBDIVISIONAL OFFICER HYDROLOGY IRRIGATION SUBDIVISION, ABBOTTABAD.**

"Reference your Memo. No. 9470/IBA/165-E, dated 4-5-1982, on the subject noted above.

In this connection attention is invited to the minutes of the Seniority Dispute Committee of the Irrigation Department. copy received with your Memo. No.12028-030/IB/A/55-E, dated 17-5-1981, which reveals that the seniority, now assigned to Mr. Wa7ir Khan, Assistant Engineer of your Department vide Notification No.SO (E) I&PHE/2-1/75-Vol.II11/10394, dated 29-12-1981 is in accordance with the merit assigned by the public Service Commission to his respective group. As such his representation has been turned down by the Administrative Secretary. The officer may be informed suitably accordingly.

(Sd.)  
Abdul Qayum Kakazai.  
Section Officer (Estt.)  
Irrigation and Public Health Engineering Department"

The appellant having not further agitated the matter by availing the remedy of service appeal before the N.-W.F.P. Service Tribunal, accepted the finality of revised seniority list published in 1981.

4. The Provincial Government in 1989 appointed another 4-member Committee headed by Chief Engineer, Irrigation Department, N.-W.F.P. as its Chairman for resolving the dispute of seniority of Assistant Engineers inter se and the said Committee affirmed the revised seniority list published in 1981 without any change. The appellant neither challenged the revised seniority list nor raised any objection to the correctness of the seniority lists published in the subsequent years. However, the appellant on circulation of seniority list dated 24-3-1997 again, on the basis of seniority list issued in 1979 which claiming himself to be senior to the respondents filed a representation before the Secretary, Irrigation Department N.-W.F.P. which failed. The competent Authority having found no

merit in the representation of the appellant rejected the same vide letter dated 25-10-1997 in the following terms:--

"Government of N.-W.F.P. Irrigation Department.

No. SO(E)IRR:2-1/75, 8344, dated Peshawar the 25-10-1997.

To

Mr. Wazir Khan,  
Executive Engineer/Technical Officer,  
C/o Chief Engineer. (Development),  
Irrigation Department.

**SUBJECT: REPRESENTATION AGAINST SENIORITY LIST.**

Reference your representation dated 9-4-1997 on the subject noted above.

This Department regrets its inability to accede to your request and @~thus filed the case.

(Sd.)  
Section Officer  
Irrigation Department."

5. The appellant being aggrieved of the rejection of his representation preferred an appeal under section 4 of the N.-W.F.P. Service Tribunals Act, 1974 before the N.-W.F.P. Service Tribunal, Peshawar. The claim of the appellant was that having been r inducted in service prior to the respondents, he was -rightly shown senior in the seniority list dated 13-5-1979 and the subsequent alteration/change made in the order of seniority in 1981 was without lawful authority. In the nutshell, case of the appellant was that notwithstanding the merits assigned to the selectees by the Public Service Commission, he having been recommended in the first batch of the same selection would deemed to be senior to the respondents who were recommended in the 2nd batch and joined service much after the appellant. In support of the contention, the appellant relied upon an unreported judgment, dated 26-1-1993 delivered by this Court in Civil Appeals Nos.49-P and 50-P of 1991.

The Service Tribunal, having examined the factual position in detail, observed as under:--

"After the seniority list which was published for the year 1979 there were so many objections by the officers (Engineers) on the said seniority list, as a Committee was constituted who after thorough probe settled the matter of seniority amongst the various Engineers and the first seniority list was issued on 29-12-1981 in which the seniority was allotted to the various incumbents of their order of merit and in accordance with the Public Service Commission's recommendation. In this seniority list the appellant has been shown junior to respondents 2 to 5. The appellant made a representation against the same seniority list which was turned down and communicated to him. Right from that time six seniority lists have been issued in which the appellant has been shown junior to respondents 2 to 5 but the appellant did not object to any of these lists nor he has tapped the door of this Tribunal. Now he has come against the tentative seniority list. So, in this background of the case the matter is badly time-barred as the first cause of action was accrued to the appellant on 29-12-1981 which was confirmed by

the later seniority lists up to the latest seniority list of 1997. The representations of the appellant have been rejected and he kept mum for the last 15/16 years. The order of merit has been decided once for all by the Committee and it cannot be challenged or re-opened at this later stage and the contention of the learned counsel for the appellant that fresh cause of action has been accrued to him, holds no ground. In this background of the case, the appeal in hand is devoid of merits, hence dismissed. No order as to costs."

6. Learned counsel for the appellants has raised the following contentions:--

- (a) That the appellant being belonging to the first batch of the same selection was recommended by the Public Service Commission for appointment prior to the recommendation made in favour of the respondents and that he also joined service prior to the respondents, therefore, he was rightly placed senior to the respondents in the seniority list published in 1979.
- (b) That the change in the revised seniority list published in 1981 being violative of the principle of seniority embodied in section 8 of the N.-W.F.P. Civil servants Act, 1974, was without lawful authority; and
- (c) That since the appellant was continuously being shown junior to the respondents in the seniority lists issued periodically, therefore, on publication of each seniority list, there would be a fresh cause of action in his favour to challenge the such lists and non-filing of appeal on rejection of his representation against the seniority list of 1981 would not debar him from challenging the seniority list published in 1997. The learned counsel, thus submitted that the Tribunal erred in law while treating the appeal of the appellant as barred by time.

7. Learned counsel representing the respondents, on the other hand has argued that the seniority list under challenge, showing the seniority of Executive Engineers inter se, was published on the basis of their seniority as Assistant Engineers. It was forcefully argued that without challenging the revised seniority list published in 1981 and the lists issued in the intervening period, the appellant was estopped to challenge the seniority of the Assistant Engineers on their promotion to the higher position and consequently the appeal was rightly dismissed by the Tribunal as barred by time.

8. We have heard the learned counsel for the parties at length and considered the arguments advanced by them in support of their respective stand:

9. The appellant and respondents belonged to the same batch of selectees of competitive examination and in the order of merit -assigned to them by the Public Service Commission, the appellant was junior to the respondents. The controversy was started due to the recommendations made by the Commission in parts and the senior position allocated to the appellant in the initial seniority list prepared by the Department without keeping in view the order of merits assigned to him by the Commission.

10. In the light of nature of controversy, the following questions would essentially need determination by this Court:--

- (a) Whether the order of merit assigned by the Public Service Commission to the selectees in the same competitive examination would not be the basis of seniority in case the selectees are recommended in batches and the appointees recommended in the first batch would be senior to the appointees recommended in the subsequent batch?

(b) Whether the publication of each seniority list in the same cadre or in the next cadre on promotion would give rise to fresh cause of action to the appellant to challenge the basis seniority as Assistant Engineers at any stage and the appeal preferred by him before the Service Tribunal was not time-barred?

11. It is well-settled proposition of law that the appointments made as a result of the selection in one combined competitive examination would be deemed to be belonging to the same batch and notwithstanding recommendation made by the Public Service Commission in parts, the seniority intense, the appointees of the same batch, would be determined in the light of merit assigned to them by the Public Service Commission. In the light of principle of seniority as contained in section 8 of N.-W.F.P. Civil Servants Act, 1974 the respondents on promotion, would retain their seniority as Assistant Engineers. Section 8 of N.-W.F.P. Civil Servants Act, 1973 provides as under:---

"8. Seniority:---(1) For proper administration of a service, cadre or grade, the appointing authority shall cause a seniority list of the members of the time being of such service, cadre or grade to be prepared, but nothing therein contained shall be construed to confer any vested right to a particular seniority in such service, cadre or grade, as the case may be.

(2) Subject to the provisions of subsection (1), the seniority of a civil servant shall be reckoned in relation to other civil servants belonging to the same service or grade, whether serving in the same department or office or not, as may be prescribed.'

(3) Seniority on initial appointment to a service, grade or post shall be determined as may be prescribed.

(4) Seniority in the grade to which a civil servant is promoted shall take effect from the date of regular appointment to a post in that grade:

Provided that civil servants who are selected for promotion to a higher grade in one batch shall on their promotion to the higher grade, retain their inter se seniority as in the lower grade.

(5) The seniority lists prepared under subsection (1) shall be revised and notified in the official Gazette at least once in a calendar year, preferably in the month of January."

In the similar situation, the Service Tribunal in the case of *Musa Wazir v. N.-W.F.P. Service Commission* (1993 PLC (C.S.) 1188), held as under:

"When the selection is made out of one competitive examination, it cannot be bifurcated into two or more. The competitive examination being one, the selection has to be one and it cannot be said that any number of selections can be made out of the same competitive examination. Such a practice cannot stand scrutiny or the test of law applicable to the case."

Reference can also be made to the following cases decided by the Service Tribunal: --

*Muhammad Jafar Hussain v. Chairman, C.B.R.* (1993 PLC (C.S.) 52):

"The same view was adopted by the Tribunal in Appeals Nos. 138(R) of 1982 and 110(R) of 1982, decided on 14-2-1984 and appeals were preferred against that decision in the Supreme

Court and the Honourable Supreme Court set aside the decision of the Tribunal and held that the seniority of the candidates selected in one batch was to be determined in accordance with the merit assigned by the Federal Service Commission and not on the basis of joining the assignments."

(The underlining is made by us).

Tahir Rasheed v. Secretary, Establishment Division (1993 PLC (C.S.) 116:

"This controversy stands finally settled by the judgment of the Supreme Court in the case of Ziaul Haq and others v. Secretary, Ministry of Education, Islamabad and others, reported in 1991 SCMR 1632; wherein it was held that inter se seniority of the candidates at one selection was to be determined on the basis of the merit assigned to the candidates by the Federal Public Service Commission in pursuance of the General Principles of Seniority."

This Court in Ziaul Haq v. Ministry of Education (1991 SCMR 1632), in similar matter, held as under:--

"If the basis of the appointment whenever it took place was the selection made by the Public Service Commission, then the seniority assigned by the Public Service Commission could not be avoided. The Department or the Government had no right except by overruling the Public Service Commission and reporting to it so to deviate from the recommendations of the Public Service Commission, both with regard to selection and the merit of the selectee. There could be no exercise of pick and chose from the recommendations of the Public Service Commission."

(Underlining is by us to provide emphasis).

In Sabir Zameer Siddiqui v. Abdul Malik (1991 SCMR 1130) it was held as under:--

"2. In the first place, both the contestants being direct recruits through Public Service Commission, the Commission was required to assign them merit and that merit was to hold good irrespective of the date they took over."

"2. In the light of legal position emerged, no exception can be taken to the view expressed by the Service Tribunal and we, accordingly, hold that the seniority inter se the appellant and private respondents would be determined on the basis of the merits assigned to them by the Public Service Commission being belonged to the one batch.

13. The next question relates to the limitation: It is not denied that upon rejection of the representation by the competent Authority against the revised seniority list published in 1981, the appellant did not prefer appeal before the Service Tribunal and allowed the same to attain finality. The appellant also did not raise any objection to the seniority list issued periodically in the intervening period and consequently it would be deemed that he has accepted the seniority assigned to him in the revised seniority list published in the year 1981. The matter relating to the seniority of private respondents inter se having attained finality would be deemed as past and closed transaction and could not be re-agitated after lapse of a period of about 15 years through a 'fresh representation. The learned counsel for the appellant has not been able to convince us that the seniority of Engineers of Irrigation Department, N.-W.F.P. inter se was either determined in departure to the principle, embodied in

section 8 of the N.-W.F.P. Civil Servants Act, 1973 or in violation of any rule framed thereunder. The mere fact that the appellant was placed senior to the respondents in the seniority list published in 1979 would not be a valid ground to declare him senior to the respondents by undoing the merits assigned to the appellant and the respondents by the Commission. The initial placement of the appellant senior to the respondents in the seniority list published in 1979, being not in accordance with the order of merit assigned to them by the Commission, would not create any right in favour of appellant to claim seniority over the respondents.

14. The contention of the learned counsel that incorrect publication of seniority lists periodically would be the continuous wrong and the same every time would give rise to fresh cause of action to the appellant to challenge the seniority list and consequently, the appeal was wrongly dismissed as time-barred has no substance. The appellant having accepted the junior position assigned to him in the revised seniority list published in 1981, would be estopped to re-open the same and agitate it at the belated stage in 1997 and resultantly the appeal preferred by him before the Service Tribunal was rightly dismissed as hopelessly barred by time.

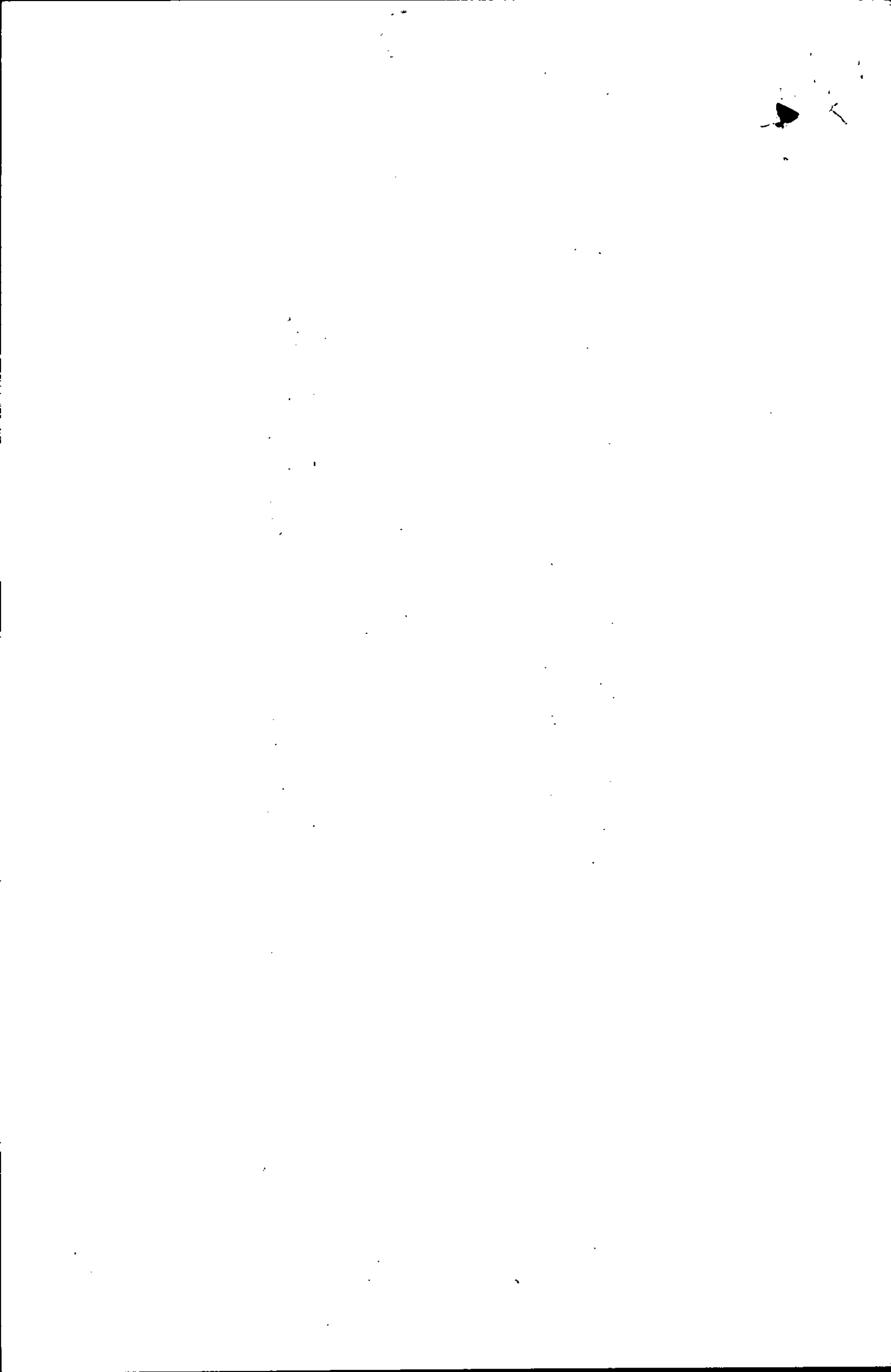
15. For the foregoing reasons, this appeal having no substance is dismissed with no order as to costs.

Q.M.H./M.A.K./W-28/S

Appeal dismissed.

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PLC (C.S.) 1005

[Federal Service Tribunal]

Present: Syed Ally Madad Shah, Chairman and S.M. Ishaq, Member

M. TAHIR RASHID and 2 others

versus

SECRETARY, ESTABLISHMENT DIVISION, ISLAMABAD and 82 others

Appeals Nos. 51, 52 and 53 (K) of 1990, decided on 8th August, 1992.

Civil service---

---Seniority---Inter se seniority of candidates at one selection was to be determined on the basis of merit assigned to candidates by the Public Service Commission in pursuance of the General Principles of Seniority---Date of joining duty was not the criterion for determination of seniority in case where candidates had been selected in one batch and assigned merit by the selection body.

Ziaul Haq and others v. Secretary, Ministry of Education, Islamabad and others 1991 SCMR 1632; ESTACODE, 1983 Edn., p. 152, S.No. 158 rel.

Kanwar Mukhtar Ahmad for Appellants.

Niaz Ahmad Khan, Standing Counsel for Respondents Nos. 1 to 4.

Abdul Sattar Mughal for Respondent No. 5.

Salman Hamid with Qazi Faiz Isa for Respondent No. 6 (in Appeals Nos. 51 and 52(K) of 1990).

Manzoor Ali Khan for Respondent No. 16 (in Appeals Nos. 51 and 52(K) of 1990).

Sabihuddin Ahmed for Respondent No. 28 (in Appeals Nos. 51 and 52(K) of 1990).

None of the other Respondents present.

Date of hearing: 6th August, 1992.

### JUDGMENT

SYED ALLY MADAD SHAH (CHAIRMAN).---All the three appeals are of identical nature involving question of seniority. They have been

heard together. They are disposed of by this one judgment.

2. The appellants herein, M/s. M. Tahir Rasheed, Amir Ahmad and Kanwar Khalid Ali, and the respondents 5 to 83 were employed as Preventive Officers, Customs Karachi. The appellants and 71 other candidates, who are amongst the respondents herein, were selected in one batch for appointment as Preventive Officers (Grade-13) and they were issued letters of offer of appointment on 6-7-1980. They joined duty on different dates. One consolidated order of their appointment, being Office Order No. 298/80 ESTT(P) was issued on 6th August, 1980. The order of their appointment reads as under:--

### CUSTOMS HOUSE KARACHI

No. S-38-39/74-ESTT:(P), Karachi dated the 6th August, 1980.

#### OFFICE ORDER NO. 298/80-ESTT(P)

The following persons have been appointed as temporary Preventive Officer in National Pay Scale Grade-13 (Rs.490-30-790/32-950) in this Customs House, from the dates shown against their names on the terms and conditions laid down in their offer of appointment and duly accepted by them.

S. No.	Name M/s	Date of Joining	S. No.	Name (M/s.)	Date of Joining
1.	Ahmad Shuja	21-7-80	38.	Muhammad Khursheed khan	28-7-80
2.	Javed Akhtar Mughal	21-7-80	39.	Ghulam Mohiuddin Chishti	21-7-80
3.	Badruddin Jatoi	8-7-80	40.	Rais Azam Khan	19-7-80
4.	M. Afzal Khan Magsi	17-7-80	41.	Muhammad Khan	22-7-80
5.	Najam Hameed	12-7-80	42.	S. Sohail Zaidi	9-7-80
6.	Muhammad Ibraheem	12-7-80	43.	Munawar Ali Saleemi	19-7-80
7.	Mir Ali Raza	22-7-80	44.	Talat Qamar	17-7-80
8.	Sardar Abdul Qayyum Khan	10-7-80	45.	Tariq Javed	16-7-80
9.	Rukhsana Ishrat Arab	9-7-80	46.	Amir Ahmad	8-7-80
10.	Habibur Rehman	14-7-80	47.	Rashid Ali Khan	21-7-80
11.	Munir Ahmad	12-7-80	48.	Amjad Fervez	22-7-80

12.	Muhammad Sohail Naqi	9-7-80	49.	Amjad Mansoor	19-7-80
13.	Muhammad Rahim Marwat	21-7-80	50.	Muhammad Iqbal II	12-7-80
14.	Ghazanfar Ali	20-7-80	51.	Javed Iqbal	17-7-80
15.	Alyson Herald Alferd	9-7-80	52.	S. Anwar Husdsain	9-7-80
16.	Sabeeh Yousuf	21-7-80	53.	Shakirullah Khan	19-7-80
17.	Tayyab Hassan	14-7-80	54.	Ateeq Ahmad	21-7-80
18.	Ali Azhar Shah	22-7-80	55.	A. Parvaiz Bazai	22-7-80
19.	Ali Manshah	21-7-80	56.	Muhammad Siddiq	17-7-80
20.	Athar Hussain Khan	22-7-80	57.	Mashooq Ahmed	16-7-80
21.	Ch. Muhammad Ali	12-7-80	58.	M. Tahir Rasheed	9-7-80
22.	Anisa Tayyaba	19-7-80	59.	Ahmed Kabir	10-7-80
23.	Amir Shahid Ali Khan	10-7-80	60.	Tariq Mahmood	19-7-80
24.	Raja Zaki Babar	22-7-80	61.	Arif Munir	14-7-80
25.	Vaqar Zahoor	13-7-80	62.	Abdul Qadir Ghumro	12-7-80
26.	M. Hanif Babar Khan	17-7-80	63.	Muhammad Farooq	22-7-89
27.	Abdul Qayyum	22-7-80	64.	Ghazanfarullah	9-7-80
28.	Khalilur Rehman	20-7-80	65.	Kaleemullah	31-7-80
29.	Sajid Ali Khan	22-7-80	66.	Mir Zarar bin Azmat	12-7-80
30.	S. Qamar Abbas	12-7-80	67.	Attaullah	16-7-80
31.	A. Saeed Khan	21-7-80	68.	Kifayatullah Khan	21-7-80
32.	Muhammad Iqbal-I	19-7-80	69.	Nihar Muhammad	15-7-80
33.	Muhammad Akram, Khan	22-7-80	70.	Sarfarazul Hasan	20-7-80
34.	Shoaib Ahmad	22-7-80	71.	Shaibzar Khan	2-8-80
35.	S. Irfanullah	12-7-80	72.	Abdul Ghaffar	20-7-80
36.	Parvez Iqbal	21-7-80	73.	Shabaz Khan	17-7-80

37.	Kanwar Ali Khan	Khalid	9-7-80	74.	Sarfaraz Ahmad	19-7-80
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They have been medically examined by Civil Surgeon, Government of Pakistan and declared fit for Government service (list prepared merit-cum-seniority) by order of Collector of Customs (Preventive).

(Sd.)

S.F.A.

Razvi,  
For Collector of  
Customs

(Preventive.)"

3. A seniority list was issued in 1985, wherein names of the appellants and their batch-mates were placed, amongst others, in the chronological order of the respective dates of their joining duty. The seniority list was given effect to unchallenged until 1988, when one of the respondents, namely Javed Akhtar, respondent No. 6 herein, made representation for re-determination of his seniority on- the basis of merit in the selection rather than the dates of joining duty. The Central Board of Revenue upheld his representation by a decision dated 1-3-1990 and issued order C. No. 16/79/88-ACE-II, dated 1-3-1990 for recasting the seniority list in the order of merit. Feeling apprehensive of adverse effect of the seniority list that was to be revised, the appellants made departmental appeals to the Chairman, Central Board of Revenue, against that decision, on ~9-3-1990. They did not receive any orders until they filed appeals before this Tribunal on 26-7-1990, challenging the order of the CBR dated 1-3-1990 directing that the seniority list issued in 1985 should be maintained.

4. The appeals are directed against the Establishment Division (R-1), the Chairman, Central Board of Revenue (R-2); Collector of Customs (R-3) and Second Secretary, CBR (R-4); and 79 Preventive Officers by their names. The Government functionaries have not filed written objections. From amongst the respondents impleaded in their individual capacity, only few of them, viz. respondents 6, 16 and 28, have filed written objections in Appeals Nos.51 and 52(x) of 1990, and none has filed objections in Appeal No. 53(x) of 1990.

5. At the hearing of appeals, Mr. Kanwar Mukhtar Ahmad, Advocate represented the appellants. Mr. Abdul Sattar Mughal, Advocate appeared on behalf of respondent No. 5, while Mr. Salman Hamid, Advocate appeared on behalf of Mr. Qazi Faiz Isa, Advocate for respondent No. 6 in Appeals Nos. 51 and 52(x)/90 to seek adjournment. He presented adjournment application during the course of the hearing of the appeals. The request for adjournment was not acceded to. Mr. Manzoor Ali Khan, Advocate appeared on behalf of respondent No. 16, while Mr. Sabihuddin Ahmad, Advocate appeared on behalf of respondent No. 28 only in Appeals Nos. 51 and 52(x)/90. Although the respondents 1 to 4 have nbt filed written

objections and there was no appearance on behalf of respondents 2 to 4, and the respondent No. 1, i.e. the Establishment Division was represented by only an Assistant, yet we invited Mr. Niaz Ahmad Khan, Standing Counsel for the Government, who happened to be present to represent the Government in other cases, to render assistance in determination of important question of law and he willingly expressed his views on the legal aspects of the case. He subscribed to the view-point of the learned counsel for the private respondents. None appeared for the other respondents.

6. The subtle question involved in these appeals is: What is or what should be the criteria for determination of inter se seniority of more than one candidates selected for appointment in one batch? The contention of the appellants, reiterated by the learned counsel having represented them, was that the criterion for the determination of such question is the date of joining the duty irrespective of the merit assigned to the candidates by the selecting body. He placed reliance on the instructions contained in clause (iii) of Paragraph 19 of the Cash and Accounts Manual, Karachi Customs House, Vol. I (corrected up to March, 1951) and a judgment of this Tribunal in Appeal No. 60(k)/81. On the other hand, the learned counsel for the contesting respondents, named above, urged that the criterion for determination of seniority in such cases was the merit assigned by the selecting body and not the date of joining duty and they placed reliance on the judgments of this Tribunal in Appeal No. 161 (L)/86 and 173(x)/88. There is also another judgment of this Tribunal in Appeal No. 96(x)/88. It was only in the Appeal No. 60(x)/81 that it was held by a Bench of this Tribunal that the inter se seniority of the candidates selected for appointment in one batch could be reckoned from the date of joining duty and not on the basis of merit assigned by the selecting forum. In all other decisions of this Tribunal, referred to above, the view held was that seniority in such cases was to be reckoned on the basis of the merit assigned by the selecting body, no matter that the candidates had joined duty on different dates. This controversy stands finally settled by the judgment of the Supreme Court in the case of Ziaul Haq and others v. Secretary, Ministry of Education, Islamabad and others, reported in 1991 SCMR 1632, wherein it was held that inter se seniority of the candidates at one selection was to be determined on the basis of the merit assigned to the candidates by the Federal Public Service Commission in pursuance of the General Principles of Seniority. The learned counsel for the appellants, however, contended that the General Principles of Seniority were applicable only in the cases of selections made by the Federal Public Service Commission and not in other cases. His contention was controverted by Mr. Manzoor Ali Khan, Advocate representing the respondent No. 16, by making reference to paragraph 2 of Sl. No. 158 of ESTACODE, 1983 Edition, at page 152, laying down that the General Principles of Seniority extended to all classes of service except where any rules, principles or instructions of seniority duly approved by the Establishment Division already existed specifically for a particular service or cadre, in which case seniority would continue to be determined in accordance with those rules, principles or instructions. The learned counsel for the appellants yet pressed his argument that there were specific rules for determination of seniority in the cases of employees in the Customs Department, as contained in the Cash and Accounts Manual,

Karachi Customs House, and, therefore, the case of the appellants and the respondents stood excepted from the operation of the general principles of seniority. The instructions relied upon by him were published in the year 1951 whereas the general principles of seniority were published in O.M. dated 31-12-1970. Moreover, the instructions issued in the Cash and Accounts Manual for the employees of the Customs Department did not visualise the question of inter se seniority of the candidates selected in one batch but it refers to the determination of seniority on the basis of dates of appointment. In the instant cases, the tussle over seniority is amongst the candidates selected at one selection and they were assigned their merit position and their letters of appointment were issued on one and the same date. The merit position of the appellants was not at the top and yet they were placed in the seniority list on the basis of the dates of their joining duty. It has been held by this Tribunal in more than one cases, referred to above, that the date of joining duty is not the criterion for determination of seniority in the cases where the candidates have been selected in one batch and assigned merit by the selecting body and that decision was approved by the Supreme Court in the aforesaid of Ziaul Haq and others v. Secretary, Ministry of Education (1991 SCMR 1632). Thus, the answer to the question is that the inter se seniority of the appellants and the respondents selected in one batch is to be determined in accordance with the merit assigned by the Selection Committee and the decision taken by the Central Board of Revenue is unexceptionable.

7. Of course, the learned counsel for the appellants urged that the seniority list prepared in 1985 on the basis of the dates of joining duty by the candidates was not taken exception to at the appropriate stage and it was given effect to. The question of seniority could be reopened by the competent Authority suo motu even if there was apparent violation of the rules and orders and in the instant cases there was a representation by one of the respondents, i.e. the respondent No. 6, and the matter was reconsidered and correct decision was given that the seniority list may be recast in pursuance of the General Principles of Seniority that the candidates selected in one batch shall reckon their seniority as per merit position determined by the selection body.

8. Consequent to the reasons recorded above, the appeals are dismissed as being without merit, but with no order as to costs.

A.A./769/Sr.F.  
dismissed.

Appeals

2009 S C M R 82

[Supreme Court of Pakistan]

Present: Faqir Muhammadiad Khokhar, M. Javed Buttar and Muhammad Qaim Jan Khan, JJ

FAZAL MUHAMMAD----Petitioner

Versus

GOVERNMENT OF N.-W.F.P. and others----Respondents

Civil Petition No.316-P of 2007, decided on 25th August, 2008.

(On appeal from the judgment, dated 28-2-2007 of the N.-W.F.P. Service Tribunal, Peshawar passed in Appeal No.224 of 1996).

Civil service---

---Seniority---Both the incumbents were selected and appointed in the same batch---Mere fact that one of them assumed the duties earlier would not adversely affect the seniority position of the one who assumed the duties later.

Sidiq Haider Qureshi, Advocate Supreme Court for Petitioner.

Nemo for Respondents.

Date of hearing: 25th August, 2008.

## JUDGMENT

FAQIR MUHAMMAD KHOKHAR, J.---The petitioner and the respondent No.3 (Azmatullah) were selected by the Selection Committee and were appointed as Auditor (BPS-11) in Local Fund Audit Department, N.-W.F.P. However, respondent No.3 could not assume the charge of the post as sanction of relaxation in age limit was awaited: Therefore, he joined: his duties ten days later than the petitioner. Initially the petitioner was shown senior to the respondent No.3 in the seniority lists. However, the seniority dispute was resolved by the departmental authorities in favour of the respondent, No.3 who was found senior to the petitioner both in order of merit and age. In the final seniority list as it stood on 31-12-1995, the respondent No.3 was shown at serial No.33 and the petitioner next below him. The petitioner, therefore, filed Appeal No.224 of 1996 which was dismissed by the N.-W.F.P. Service Tribunal. The case was earlier remanded by this Court. The Tribunal, by impugned judgment, dated 28-2-2007, dismissed the service appeal of the petitioner. Hence this petition for leave to appeal.

2. The learned counsel vehemently argued that the petitioner and respondent No.3 were selected from Zones 1 and 2 respectively. Moreover, the petitioner had joined his duties in the department earlier than the respondent No.3. Therefore, in terms of sub-rule (b) of rule 17 of the N.-W.F.P. Civil

Services (Appointment, Promotion and Transfer) Rules, 1989, the seniority of both parties was required to be determined with reference to the date of regular appointment to the post and the respondent No.3 could not be declared to be senior to the petitioner by any stretch of imagination.

3. We have heard the learned counsel at length and have also perused the available record. We find that the petitioner as well, as the respondent No.3 were selected and appointed in the same batch. Admittedly, the respondent No.3 is older in age than the petitioner. The mere fact that the petitioner assumed the duties earlier would not adversely affect the seniority position of the respondent No.3. In our view, the impugned judgment of the Tribunal is plainly correct to which no exception can be taken. Moreover, no question of public importance is involved as contemplated in Article 212(3) of the Constitution of Islamic Republic of Pakistan so as to warrant interference by this Court.

4. For the foregoing reasons, we do not find any merit in this petition which is dismissed and leave to appeal is refused accordingly.

M.B.A /F-16/SC

Petition dismissed.