

BEFORE THE KHYBER PAKHTUNKHWA SERVICE
TRIBUNAL PESHAWAR.

Service Appeal No. 2364/2023

Mr. Muhammad Zeb, PST BPS-12, GPS Bandai Payeen, District Dir
Upper

..... (Appellant)

Versus

1. Secretary of Elementary & Secondary Education Department, Government of Khyber Pakhtunkhwa Peshawar.
2. Director, Elementary and secondary Education Government of Khyber Pakhtunkhwa Peshawar.
3. District Education Officer (M) Dir Upper.

(Respondents)

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4	copy of the relevant page of the APT Rules 1989 is attached is as	A	
5	Copy of the appointment order dated 05-03-2016	B	
6	Copy of the regularization Act 2017	C	
7	Copy of the regularization order dated 21-03-2018	D	



(Abdur Rahman)
District Education officer (M)
District Dir Upper

BEFORE THE KHYBER PAKHTUNKHWA SERVICE
TRIBUNAL PESHAWAR.

Khyber Pakhtunkhwa
Service Tribunal

Service Appeal No. 2364/2023

Diary No. 10282

Dated 3-1-2024

Mr. Muhammad Zeb, PST BPS-12, GPS Bandai Payeen, District Dir
Upper

..... (Appellant)

Versus

1. Secretary of Elementary & Secondary Education Department, Government of Khyber Pakhtunkhwa Peshawar.
2. Director, Elementary and secondary Education Government of Khyber Pakhtunkhwa Peshawar.
3. District Education Officer (M) Dir Upper.

(Respondents)

PARA WISE COMMENTS ON & FOR BEHALF OF
RESPONDENTS No.1, 2 & 3.

Respectfully Sheweth:-

PRELIMINARY OBJECTIONS.

1. That the Appellant is not an "aggrieved" person with the meaning of section 4 of the Khyber Pakhtunkhwa Service Tribunal Act 1974.
2. That the Appellant has got no cause of action /locus standi to file the instant appeal because the Appellant did not come on merit.
3. That the Appellant has not come to this Honorable court with clean hands.
4. That the Appellant is estopped by his own conduct.
5. That the instant service appeal is badly time barred
6. That the appeal is barred by law and limitation.
7. That the appeal in hand is barred by relevant provision of Law/Rules/Policy in field.

ON FACTS.

1. Para -1 of the facts is correct that the appellant was appointed as PST vide appointment order dated 05-03-2016 on ad hoc /temporary basis for a period of one year.
2. Para- 2 of the facts is correct that regularization Act 2017 was promulgated for the employees of the Elementary & Secondary Education Department.
3. Para-3 of the facts is also correct, need no further comments.

4. Para-4 of the facts is correct, furthermore, as per advertisement in the year 2015, the appellant was appointed as PST vide appointment order dated 05-03-2016 having marks/merit 83.89, while after promulgation of the regularization Act 2017, for the employees of the E&SE Department, he has been placed in the seniority list accordingly as per section 17 (Part-vi) Seniority of the Khyber Pakhtunkhwa civil servants (Appointment, promotion, and transfer) rules 1989.

(“Part-vi) Seniority.

17. Seniority. --- (1) the seniority inters se of civil servants [appointed to a service, cadre or post] shall be determined. ----

(a) In the case of persons appointed by initial recruitments, in accordance with the order of merit assigned by the commission [or, as the case may be, the Departmental selection committee;].)

Thus, as per the rules ibid, the appellant has been placed in his right position in the seniority list. **(copy of the relevant page of the APT Rules 1989 is attached as “A”, Copy of the appointment order dated 05-03-2016 is attached as “B”, Copy of the regularization Act 2017 is attached as “C”, Copy of the regularization order dated 21-03-2018 is attached as “D”).**

5. Para-5 of the facts is correct that the appellant has been placed in the seniority list on the basis of the merit as per section 17 (Part-vi) Seniority of the Khyber Pakhtunkhwa civil servants (Appointment, promotion, and transfer) rules 1989. Furthermore, terms and condition No.9 of the regularization notification dated 21-03-2018, as for those candidates whose are having same merit position in their first appointment order.

6. Para- 6 of the facts needs no comments.

7. Para-7 of the facts pertains to record.

8. Para-8 of the facts needs no comments.

GROUND.

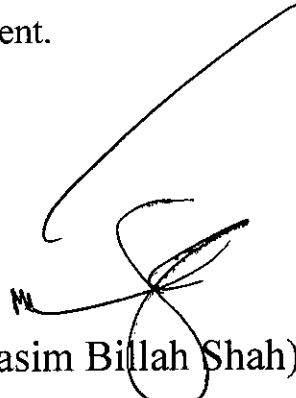
A) In correct, hence denied. The respondent always follows rules and policies in letter and spirit, whereas the seniority list ibid has been determined on the basis of the merit as per section 17 (Part-vi) Seniority of the Khyber Pakhtunkhwa civil servants (Appointment, promotion, and transfer) rules 1989.

B) Incorrect, hence denied. The appellants have been treated as per law and rules.

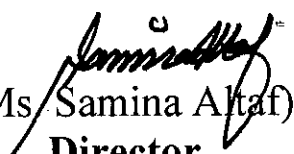
- C) Incorrect, details have been submitted in the facts above.
- D) Correct, the appellant has been placed in the seniority list as per rules.
- E) Incorrect, details have been submitted in the facts above.
- F) Legal, however the respondents also seek permission for additional grounds during arguments.

PRAYER.



In the view of the above made submission, it is requested that this Tribunal may very graciously be pleased to dismiss the instant service appeal with cost in favor of the Respondent Department.



(Motasim Billah Shah)
Secretary,
E&SE Peshawar
Respondent No. 1



(Ms. Samina Altaf)
Director,
E&SE Peshawar
Respondent No.2



(Abdur Rahman)
District Education officer (M)
District Dir Upper
Respondent No. 3

BEFORE THE KHYBER PAKHTUNKHWA SERVICE
TRIBUNAL PESHAWAR.

Service Appeal No. 2364/2023

Mr. M Zeb, PST BPS-12, GPS Bandai Payeen, District Dir Upper
..... (Appellant)

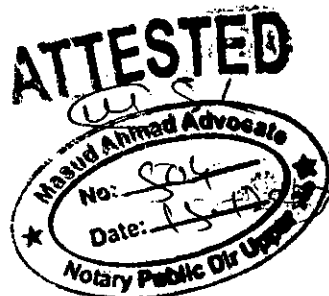
Versus

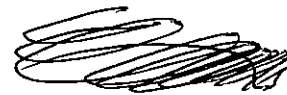
1. Secretary of Elementary & Secondary Education Department, Government of Khyber Pakhtunkhwa Peshawar.
2. Director, Elementary and secondary Education Government of Khyber Pakhtunkhwa Peshawar.
3. District Education Officer (M) Dir Upper.

(Respondents)

Affidavit

I, Mr. Abdur Rahman District Education Officer
District Dir Upper do hereby solemnly affirm & declare on oath that the whole contents of the instant para wise Comments are true & correct to the best of my knowledge and belief. It is further stated on oath that in this appeal the answering Respondents have neither been placed Ex-Party nor their defense has been struck off/ cost.





Deponent

BEFORE THE KHYBER PAKHTUNKHWA SERVICE
TRIBUNAL PESHAWAR.

Service Appeal No. 2364/2023

Mr. Muhammad Zeb, PST BPS-12, GPS Bandai Payeen, District Dir
Upper

..... (Appellant)

Versus

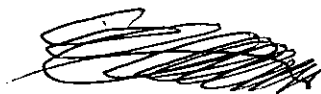
1. Secretary of Elementary & Secondary Education Department, Government of Khyber Pakhtunkhwa Peshawar.
2. Director, Elementary and secondary Education Government of Khyber Pakhtunkhwa Peshawar.
3. District Education Officer (M) Dir Upper.

(Respondents)

AUTHORITY LETTER

I, Mr. Abdur Rahman District Education Officer District Dir Upper do hereby authorized Mr. Syed Alamzeb Shah Assistant Litigation Officer of this office for submission of Joint Para wise comments in Service Appeal No. 2364/2023

Case Titled: Mr. Muhammad Zeb, PST BPS-12, GPS Bandai Payeen, District Dir Upper Vs Government of Khyber Pakhtunkhwa & others fixed for hearing on 22-12-2023, hence, an authority letter is hereby issued in favor of the above-named officer.



(Abdur Rahman)
District Education officer (M)
District Dir Upper
Respondent No. 3

17. Seniority.---(1) The seniority inter se of civil servants ¹[appointed to a service, cadre or post] shall be determined.--

- (a) In the case of persons appointed by initial recruitment, in accordance with the order of merit assigned by the Commission ²[or, as the case may be, the Departmental Selection Committee;] provided that persons selected for appointment to post in an earlier selection shall rank senior to the persons selected in a later selection; and
- (b) In the case of civil servants appointed otherwise, with reference to the dates of their continuous regular appointment in the post; provided that civil servants selected for promotion to a higher post in one batch shall, on their promotion to the higher post, retain their inter se seniority as in the lower post.

Explanation-I.---If a junior person in a lower post is promoted to a higher post temporarily in the public interest, even though continuing later permanently in the higher post, it would not adversely effect the interest of his seniors in fixation of his seniority in the higher post.

Explanation-II.---If a junior person in a lower post is promoted to a higher post by superseding a senior person and subsequently that senior person is also promoted the person promoted first shall rank senior to the person promoted subsequently; provided that junior person shall not be deemed to have superseded a senior person if the case of the senior person is deferred for the time being for want of certain information or for incompleteness of record or for any other reason not attributing to his fault or demerit.

Explanation-III.---A junior person shall be deemed to have superseded a senior person only if both the junior and the senior persons were considered for the higher post and the junior person was appointed in preference to the senior person.

(2) Seniority in various cadres of civil servants appointed by initial recruitment vis-a-viz those appointed otherwise shall be determined with reference to the dates of their regular appointment to a post in that cadre; provided that if two dates are the same, the person appointed otherwise shall rank senior to the person appointed by initial recruitment.

³[(3) In the event of merger/restructuring of the departments, attached departments or subordinate Offices, the inter se seniority of civil servants affected by the merger / restructuring as aforesaid shall be determined in accordance with the date of their regular appointment to a cadre or post.]

18. General Rules.---In all matters not expressly provided for in these rules, civil servants shall be governed by such rules as have been or may hereafter be prescribed by Government and made applicable to them.

19. Repeal.---The Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1975, are hereby repealed.

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1. Substituted for the words "appointment to post in the same Basic Pay Scale in a cadre" by Notification No. SOR.I(S&GAD)4-1/80, dated 17-05-1989.
 2. Inserted by Notification No. SORI(S&GAD)4-1/80(V.II), dated 04-02-1996.
 3. Added by Notification No. SOR-I(E&AD)4-1/80 (Vol. IV), dated 28-05-2002.
- AA1224 ~~9/10~~

(B)



OFFICE OF THE DISTRICT EDUCATION OFFICER
MALE DIR UPPER

PH No.0944-221400 FAX-0944-880411- email- demisdirupper@gmail.com

OFFICE ORDER

Consequent upon the recommendation of the Departmental Promotion Committee, appointment of the following candidates are hereby ordered against the post of Primary School Teachers (PST) Male Wards / School based in BPS-12 (Rs.9055 -650 -28555) @ Rs. 9055 / - fixed plus usual allowances as admissible under the rules on adhoc basis under the existing policy of the Provincial Government, in Teaching Cadre on the terms and condition given below with effect from the date of taking over charge :-

S.#	Name	Father's Name	Merit	Ward/ U.C.	Place of Posting
1	RAHMAN ULLAH	GHANI RAHMAN	122.78	BANDAI WARI	GPS Serai Nehag
2	MUHAMMAD ZEB	MUHAMMAD AYAZ	115.43	BANDAI WARI	GPS Bagam
3	SHAH HUSSAIN	SHAHMAZ KUZ	110.49	BANDAI WARI	GMPS Badala
4	ILMULLAH	MUHAMMAD IQBAL	107.82	BANDAI WARI	GPS Korbata
5	MUHAMMAD ISHAQ	SHAH NAWZ KHAN	107.07	BANDAI WARI	GPS Matar No-2
6	SHAH HUSSAIN	BACHA AMIN	106.12	BANDAI WARI	GPS Ari Manzai
7	AKBAR UDDIN	ABDUL BASHIR	104.39	BANDAI WARI	GPS Shawkand
8	SHAH HUSSAIN	AHMAD RAHIM	102.46	BANDAI WARI	GPS Matar No-2
9	JANZADA	SHAH MAZOL	101.43	BANDAI WARI	GPS Dular
10	KHAISTAWAR KHAN	AMIR DAD KHAN	100.55	BANDAI WARI	GPS Bagam
11	YOUSAF KHAN	MAHMOOD	99.23	BANDAI WARI	GPS Matar
12	ILAL ZADA	LABIR KHAN	95.32	BANDAI WARI	GPS Matar
13	GUL SHAH ALI	SHER ZADA	93.53	BANDAI WARI	GMPS Kaskai Dular
14	SADIQ DAKAR	MIAN GUL RAHMAN	93.41	BANDAI WARI	GPS Dular
15	ISMAEEL HAQ	RAHMAT AMIN	92.92	BANDAI WARI	GPS Badalai Payeen
16	DIWAKHAN	AKBAR KHAN	92.11	BANDAI WARI	GPS Jahangiro
17	MUHAMMAD KARAN	ABDUL HALEEM	91.93	BANDAI WARI	GPS Dabona
18	HASHMAT ALI	WASIT KHAN	90.85	BANDAI WARI	GPS Badalai Bala
19	SAEED ULLAH	HAZRAT AMAL	90.39	BANDAI WARI	GPS Serai Nehag
20	SHAH ANWAR KHAN	KHAN BADSHAH	89.06	BANDAI WARI	GPS Sri Nehag
21	AYAZ MUHAMMAD	KHAISTA MUHAMMAD	87.91	BANDAI WARI	GMPS Azad Khail
22	ZIA ULLAH	SYED AHMAD BACHA	87.6	BANDAI WARI	GPS Badalai Payeen
23	INAM ULLAH	AMINULLAH	86.09	BANDAI WARI	GPS Badalai Bala
24	SAFIQ	SHAHMIR	86.02	BANDAI WARI	GPS Serai Nehag
25	SAGH ULLAH	MOHAMMAD IQBAL	85.76	BANDAI WARI	GPS Matar No-2
26	KARIMUR RAHMAN	AKBAR ZADA	84.52	BANDAI WARI	GPS Maskari
27	MUHAMMAD ISHAC	GUL MUHAMMAD	84.16	BANDAI WARI	GPS Shawkand
28	UMRAN AYAZ	MUHAMMAD AMIN	83.96	BANDAI WARI	GPS Gachail
29	AMIR NAWAZ	GUL ZAMAN	83.89	BANDAI WARI	GPS Jahangiro
30	MUHAMMAD ZEB	FARID KHAN	83.18	BANDAI WARI	GPS Bandai Payeen

TERMS & CONDITIONS:-

1. NOT A/D/A is allowed.
2. Charge reports should be submitted to all concerned in duplicate.
3. Appointment is purely on temporary basis initially for one year.
4. They should not be handed over charge if they exceed 35 years or below 18 years of age.
5. Appointment is subject to the condition that their certificates/degrees must be verified from the concerned authorities if any one found producing bogus Certificate will be reported to the law enforcing agencies for further action.
6. His services are liable to termination on one month's notice from either side. In case of resignation without notice his one-month pay/allowances shall be forfeited to the Government.
7. Pay will not be made until and unless a certificate from the concerned authority is issued as his certificates are verified.
8. They should join their post within 15 days of the issuance of this notification. In case of failure to join their post within 15 days of the issuance of this notification, his appointment will expire automatically and no subsequent appeal etc shall be entertained.

Attended

- 7
- 11 Their services shall be terminated at any time, in case of his performance is found unsatisfactory during his probation period. In case of misconduct, he will be proceeded under the rules.
 - 12 His appointment is made on School based, He will have to serve at the place of posting, and his service is not transferable to any other station.
 - 13 Before handing over charge once again their document may be checked if they having no required qualifications they may not be handed over charge.
 - 14 No payment will be made so then before making verification from concerned institutions.
 - 15 The errors and omissions etc if found at any stage shall be rectified. In cas of termination of Said Candidate, he will have no right to claim the order already issued in any court.

(MOIN-UD- DIN
District Education Off
Male dir Upper

Endst: No. 276 - S/ / File No. 03C/PST/Appt:2016 NTS /DEO(M)/ADO(P) Dated Dir (U) the 05/03/2016

- Copy forwarded for information and necessary action to the:-
- 1 Director of Elementary & Secondary Education Khyber Pakhtunkhwa Peshawar. -
 - 2 District Accounts Officer Dir Upper
 - 3 Dy: District Education Officer Male Dir Upper.
 - 4 Sub: Divisional Education Officer Male Dir and Wari.
 - 5 Official Concerned.
 - 6 M/File

District Education Office
Male dir Upper

**THE KHYBER PAKHTUNKHWA EMPLOYEES OF THE ELEMENTARY AND
SECONDARY EDUCATION DEPARTMENT (APPOINTMENT AND
REGULARIZATION OF SERVICES) ACT, 2017.**

(KHYBER PAKHTUNKHWA ACT NO. 1 OF 2018)

*(First published after having received the assent of the Governor of
the Khyber Pakhtunkhwa in the Gazette of Khyber Pakhtunkhwa,
(Extraordinary), dated the 8th January, 2018).*

**AN
ACT**

*to provide for the appointment and regularization of the services of certain employees
appointed on adhoc or contract basis or appointed in certain projects in the Elementary
and Secondary Education Department in
the Province of the Khyber Pakhtunkhwa.*

WHEREAS it is expedient to provide for the appointment and regularization of the services
of certain employees appointed on adhoc or contract basis or appointed in certain projects in
the Elementary and Secondary Education Department in the Province of the Khyber
Pakhtunkhwa, in the public interest;

It is hereby enacted as follows:

1. Short title, application and commencement.---(1) This Act may be called the Khyber
Pakhtunkhwa Employees of the Elementary and Secondary Education Department
(Appointment and Regularization of Services) Act, 2017.

(2) It shall apply to all the employees in the Elementary and Secondary Education
Department, as defined in clause (c) of sub-section (1) of section 2 of this Act.

(3) It shall come into force at once and it shall be deemed to have taken effect
from the date of the initial appointment of the employees as referred to in clause (c) of sub-
clause (1) of section 2 of this Act.

2. Definitions.---(1) In this Act, unless the context otherwise requires,-

- (a) "Commission" means the Khyber Pakhtunkhwa Public Service Commission;
- (b) "contract appointment" means appointment of a duly qualified person for a specific period made otherwise than in accordance with the prescribed method of recruitment;
- (c) "employees" mean duly qualified persons.-

Attested

- (i) who are appointed as teachers on adhoc or contract basis by the Government after 2013 through National Testing Service but does not include the teachers engaged on work charge basis or who are paid out of contingencies;
 - (ii) who are appointed in the projects on contract basis in accordance with the project policy; and
 - (iii) who are appointed as Junior Clerk in the Elementary and Secondary Education Department by Government after 2013 through National Testing Service;
- (d) "Government" means the Government of the Khyber Pakhtunkhwa;
- (e) "law or rule" means the law or rule for the time being in force governing the selection and appointment of civil servants;
- (f) "project" means,-
- (i) IT/Computer Teachers in Computer Labs Projects in Khyber Pakhtunkhwa (Phase-II);
 - (ii) establishment of five hundreds (500) IT Labs in Government High and Secondary Schools in Khyber Pakhtunkhwa; and
 - (iii) establishment of five hundreds (500) IT Labs in Government High Schools in Khyber Pakhtunkhwa (Phase-III); and
- (g) "teacher" means a teacher of primary, middle, secondary or higher secondary school.

(2) The expressions "adhoc appointment" shall have the same meaning as respectively assigned to them in the Khyber Pakhtunkhwa Civil Servants Act, 1973 (Khyber Pakhtunkhwa Act No. XVIII of 1973).

3. - Regularization of services of employees.---(1) Notwithstanding anything contained in any other law or rules, the employees, who hold posts till the commencement of this Act [or till 30th June 2017, in respect of the project as mentioned in sub-clause (i) of clause (f) of sub-section (1) of section 2 of this Act, as the case may be], shall be deemed to have been validly appointed on regular basis from the day of the **initial appointment**; provided that-

- (i) they possess the same qualification and experience required for a regular post;

Inserted vide Khyber Pakhtunkhwa Act No. II of 2019.

Affected

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- (ii) they have not resigned from their services or terminated from services on account of misconduct, inefficiency or any other ground, before the commencement of this Act ¹[:]

²[Provided that expiry of the project as mentioned in sub-clause (i) of clause (f) of sub-section (1) of section 2 of this Act, shall not be deemed a ground for non-appointment of an employee on regular basis under this Act; and]

- (iii) the service promotion quota of all service cadres shall not be affected.

(2) The services of the employees shall be deemed to have been regularized only on the publication of their names in the official Gazette.

4. Determination of seniority.---(1) The employees whose service are regularized under this Act or in the process of attaining service at the commencement of this Act, shall rank junior to all other employees belonging to the same Cadre, who are in service on regular basis on the commencement of this Act, and shall also rank junior to such other persons, if any, who, in pursuance of the recommendation of the Commission made before the commencement of this Act, are to be appointed to the Cadre, irrespective of their actual date of appointment.

(2) The seniority inter-se of those employees, whose services are regularized under this Act within the Cadre, shall be determined on the basis of their continuous service in Cadre:

Provided that if the date of continuous service in the case of two or more employees is the same, the employee older in age shall rank senior to the younger one.

5. Overriding effect.--- Notwithstanding anything to the contrary contained in any other law or rules for the time being in force, the provisions of this Act shall have an overriding effect and the provisions of any such law or rules to the extent of inconsistency to this Act shall cease to have effect.

¹ Replaced vide Khyber Pakhtunkhwa Act No. II of 2019.

² Inserted vide Khyber Pakhtunkhwa Act No. II of 2019

Amended

**OFFICE OF THE DISTRICT EDUCATION OFFICER
(MALE) UPPER DIR**

PH No. 0944-001400 Fax: 001400 E-mail: deomdirupper@gmail.com

NOTIFICATION

In pursuance of Khyber Pakhtunkhwa Employees of the Elementary & Secondary Education Appointment & Regularization of Services Act, 2017 (Khyber Pakhtunkhwa Act no.1 of 2018) & Elementary & Secondary Education Department Notification No. SO(S/F)P&S/17/3-2/2018/S/117 Contract Dated: 16/03/2018. Services of the following (427) Primary School Teachers of Sub-Division Wari, Dir Upper appointed w.e.f. (03-05-2014 to 23-06-2017) through NTS on adhoc/contract basis, are hereby regularized in UPS-12, on terms and condition given below with effect from the date of their 1st appointment as per details given against each, in the interest of public service.

S NO	Roll. NO.	Name	Address	U/C	Total Marks /100	Name of School	App: Order No	Joined	Date of Taking over Charge	Calculation Order No & Date
1	3560160	Latifa Bhatti	V: Chappier	Chappier	130.8	GPS Chappier	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
2	3560202	Amwar Saleem	V: Chappier	Chappier	125.6	GPS Koss Chappier	3273-79	03/05/2014	04/05/2014	1868-74.30.04.2015
3	3560363	Asghar Ali Saur	V: Nasir Abad	Chappier	116.62	GPS Gulistan Dheral	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
4	3560313	Rafiqullah	V: Nasir Abad	Chappier	113.24	GPS Dheral Chappier	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
5	3560212	Hafizullah	V: Malik Koss	Distlower	112.95	GPS Dheral	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
6	3560223	Kotrudullah	V: Daba	Chappier	112.68	GPS Nasir Abad	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
7	3560702	Nadimullah	V: Charkoan	Distlower	112.65	GPS Charkoan	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
8	3560703	Muhammad	V: Kakad	Ward	111.92	GPS Kakad	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
9	3560647	Sajid Ali	V: Wari	Distlower	111	GPS Wari	270-75	03/05/2014	04/05/2014	1868-74.30.04.2015
10	3560608	Sahib Rahman	V: Nasir Abad	Chappier	108.35	GPS Jelar No 01	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
11	356731	Muhammad Idris	V: Wari	Akhram	104	GPS Akhram	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
12	3560729	Muhammad	V: Wari	Chappier	103.78	GPS Stratal No 02	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
13	3560732	Muhammad	V: Wari	Chappier	103.19	GPS Stratal No 02	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
14	3560733	Muhammad	V: Wari	Chappier	103.19	GPS Stratal No 02	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
15	3560647	Muhammad	V: Nasir Abad	Chappier	102.43	GPS Stratal No 02	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
16	3560647	Muhammad	V: Shikani	Chappier	99.9	GPS Shikani	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
17	3560647	Muhammad	V: Shikani	Chappier	99.9	GPS Shikani	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
18	3560647	Muhammad	V: Shikani	Chappier	99.9	GPS Shikani	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
19	3560647	Muhammad	V: Shikani	Chappier	99.9	GPS Shikani	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
20	3560647	Muhammad	V: Shikani	Chappier	99.9	GPS Shikani	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
21	3560647	Muhammad	V: Shikani	Chappier	99.9	GPS Shikani	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
22	3560647	Muhammad	V: Shikani	Chappier	99.9	GPS Shikani	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
23	3560647	Muhammad	V: Shikani	Chappier	99.9	GPS Shikani	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
24	3560647	Muhammad	V: Shikani	Chappier	99.9	GPS Shikani	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015

ADD (P) Establishment

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Sl. No.	Roll No.	Name	Village	Ward	Age	Category	Roll No.	Issue Date	Valid Till	Remarks
197	79170000	Muhammad Zeb	V. Dandera	Ward 83.44	83.44	GPS Dandera	201-22	05/03/2016	06/03/2016	11.03.2017
198	79170001	Muhammad Zeb	V. Dandera	Ward 83.18	83.18	GPS Dandera	216-81	05/03/2016	06/03/2016	11.03.2017
199	79170002	Ahmad Zeb Khan	V. Gosval	Sundel 87.03	87.03	GPS Salubeg	288-93	05/03/2016	06/03/2016	11.03.2017
200	79170003	Muhammad Gul Asim Khan	V. Tanaj	Ward 82.5	82.5	Uskur D N O 01	194-300	05/03/2016	06/03/2016	11.03.2017
201	79170004	Gohar Ali	V. Gural	Ward 82.24	82.24	GPS Gural	294-300	05/03/2016	06/03/2016	11.03.2017
202	79170005	Murad Saeed Muhammad Zaid	V. Ghoral	Dishwar 82.109	82.109	GPS Shikharj	307-12	05/03/2016	06/03/2016	11.03.2017
203	79170006	Muhammad Zaid	V. Jakhant	Dishwar 82	82	GPS Charkouni	270-75	05/03/2016	06/03/2016	11.03.2017
204	79170007	Muhammad Zaid	V. Qadir Alad	Mashla 81.32	81.32	GPS Shaga	282-87	05/03/2016	06/03/2016	11.03.2017
205	452500992	Muhammad Zaid	V. Gail	Ahgram 80.77	80.77	GPS Gail	282-87	05/03/2016	06/03/2016	11.03.2017
206		Abas Ahmad	V. Gail	Ahgram 80.77	80.77	GPS Gail	282-87	05/03/2016	06/03/2016	11.03.2017
207	791700472	Hassid Khan	V. Uskur D	Ward 80.63	80.63	Uskur D No 01	294-300	05/03/2016	06/03/2016	11.03.2017
208	791700338	Sanaullah Muhammad Mayal	V. Malook Danda	Ward 80.23	80.23	GPS Gural	294-300	05/03/2016	06/03/2016	11.03.2017
209	791700303	Muhammad Mayal	V. Karabandj Karo	Ahgram 79.45	79.45	GPS Karabandj	307-12	05/03/2016	06/03/2016	11.03.2017
210	791700343	Ahmad Rahman	Muslim Bagh	Pashla 79.25	79.25	GPS Shaga	282-87	05/03/2016	06/03/2016	11.03.2017
211	791700410	Saidar Ali Shah	V. Bostoinat	Dishwar 77.77	77.77	GPS Wair Abad	270-75	05/03/2016	06/03/2016	11.03.2017
212	791700329	Sulman Khan	V. Doryal	Ahgram 77.49	77.49	GPS Doryal	307-12	05/03/2016	06/03/2016	11.03.2017
213	791700340	Zahid Zada	V. Ahgram	Ahgram 75.95	75.95	GPS Karabandj	307-12	05/03/2016	06/03/2016	11.03.2017
214	792400355	Gul Mayar	V. Borarai Manjal	Pashla 75.76	75.76	GPS Ularai Manjal	282-87	05/03/2016	06/03/2016	11.03.2017
215	792300259	Imran Khan	V. Gail Dala	Pashla 74.38	74.38	GPS Kar Karo	292-87	05/03/2016	06/03/2016	11.03.2017
216	792400354	Ashraf Ali	V. Gul Bagh	Ahgram 74.12	74.12	GPS Gul Bagh	307-12	05/03/2016	06/03/2016	11.03.2017
217	792500327	Wahid Khan	V. Gail Pashla	Ahgram 73.88	73.88	GPS Gail Pashla	282-87	05/03/2016	06/03/2016	11.03.2017
218	792300340	Sahib Zada	V. Ahgram	Ahgram 73.8	73.8	GPS Ahgram	307-12	05/03/2016	06/03/2016	11.03.2017
219	792200303	Aliq Khan	V. Shikharj Karo	Ahgram 72.95	72.95	GPS Ularai Karo	307-12	05/03/2016	06/03/2016	11.03.2017
220	792200369	Naemullah Muhammad Hark	V. Kharposal Karo	Ahgram 72.56	72.56	GPS Kharposal	282-87	05/03/2016	06/03/2016	11.03.2017
221	792100272	Aminullah	V. Dandera Ahgram	Ahgram 72.54	72.54	GPS Karabandj	307-12	05/03/2016	06/03/2016	11.03.2017
222	792300361	Abdul Hamid	V. Shaga	Pashla 72.27	72.27	GPS Shaga	282-87	05/03/2016	06/03/2016	11.03.2017
223	792500370	Samiullah	V. Ahgram Islamabad	Ahgram 72.22	72.22	GPS Islamabad	307-12	05/03/2016	06/03/2016	11.03.2017
224	792200382	Sultan Zeb Samtur	V. Gul Bagh	Ahgram 72.18	72.18	GPS Gul Bagh	307-12	05/03/2016	06/03/2016	11.03.2017
225	792100430	Rafiqan	V. Karabandj	Ahgram 71.53	71.53	GPS Karabandj	307-12	05/03/2016	06/03/2016	11.03.2017
226	792300367	Adnanullah	V. Sporke	Ahgram 68.24	68.24	GPS Sporke	307-12	05/03/2016	06/03/2016	11.03.2017
227	79220323	Hassid Khan	V. Doryal Karo	Ahgram 67.85	67.85	GPS Sporke	307-12	05/03/2016	06/03/2016	11.03.2017
228	792200386	Saulquish	V. Ahgram	Ahgram 66.1	66.1	GPS Sporke	307-12	05/03/2016	06/03/2016	11.03.2017

ADO (P) Establishment

Ahmed
Al
Sulman
 Director, District Office
 District Office, Dera Ismail Khan
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Ahmed

ADP



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Terms & Condition

1. Their services shall be governed by the Khyber Pakhtunkhwa Civil Servants Act, 1973, the Khyber Pakhtunkhwa (Appointment, Deputation, Posting & Transfer of teacher, Instructors & Doctors) Regulatory Act, 2011, and such rules and regulations as may be issued from time to time by the Government.
2. Their services shall be considered regular and they shall be eligible for pension / deduction of GP Fund in terms of the Khyber Pakhtunkhwa Civil Servant Act, 1973 as amended in 2013.
3. They shall possess the same qualification and experience required for the regular post.
4. Their services are liable to termination on one month notice from either side, in case of resignation without notice, their one month pay/allowances shall be forfeited to the Government.
5. Their regularization shall not affect the promotion quota of existing holders of posts in respective service cadres.
6. The regularization shall not be in favor of those, who have not taken over charge or have remained absent from duty or resigned from service and also not for those who are under disciplinary proceedings.
7. The Employees whose services regularized under the Khyber Pakhtunkhwa Employees of the Elementary & Secondary Education (Appointment and Regularization of Services) Act, 2017 (Khyber Pakhtunkhwa Act No.1 of 2018) or in the process of attaining service at the commencement of Khyber Pakhtunkhwa Employees of Elementary and secondary Education (Appointment and Regularization of services) Act, 2017 (Khyber Pakhtunkhwa Act No.1 of 2018) shall rank junior to all civil servants belonging to the same service or cadre. As the case may be, who are in service on regular basis on the commencement of the Khyber Pakhtunkhwa Employees of Elementary And secondary Education (Appointment and Regularization of services) Act, 2017 (Khyber Pakhtunkhwa Act No.1 of 2018) and shall also junior to such other persons, if any, who, were appointed on regular basis to the respective service or cadre before the commencement of this Act, irrespective of their actual date of appointment.
8. The seniority inter-se of the employees, whose are regularized under this Act within the same service or cadre, shall be determined on the basis of their merit position in such service or cadre.
9. Their seniority shall be determined on the basis of their continuous service in cadre, provided that if the date of continuous services in the case of two or more employees is the same, the employee older in age shall be ranked senior to the younger one.

Attested



(ABDUL HAQ)
DISTRICT EDUCATION OFFICER
(MALE) UPPER DIR

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PST (NTS) Regularization Order

Order No. 156167 P.No 158/DEO (M)/ADO (P) ESTB: Dated 2/13 /2018

Copy forwarded to the

1. Director E&SE Khyber Pakhtunkhwa Peshawar.
2. District Accounts Officer Upper Dir
3. Dy: District Education Officer (M), Upper Dir
4. SDEO (Male) Dera Ismail Khan, Dir, Wari & Sheringal.
5. Teachers Concerned
6. AIBMIS Local Office
7. Office Copy

[Signature]
 DISTRICT EDUCATION OFFICER
 (MALE) UPPER DIR

Attended

[Signature]