

BEFORE THE KHYBER PAKHTUNKHWA SERVICE
TRIBUNAL PESHAWAR.

Service Appeal No. 2361/2023

Muhammad Iqbal S/O Muhammad Yar Khan PST BPS-12 GPS
Bedamai, 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

Diary No. 10868

Service Appeal No. 2361/2023

Muhammad Iqbal S/O Muhammad Yar Khan PST BPS-12 GPS^{dated} 3-1-2024

Bedamai, 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 87.6, 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.

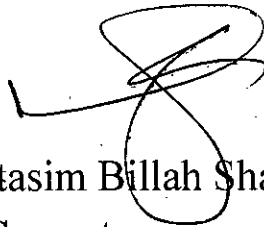
A) In correct, hence denied. The respondent always follows rules and policies in letter and spirit, whereas the seniority list *ibid* has been determined on the basis of the merit as per section 17 (Part-vi) Seniority of the Khyber Pakhtunkhwa civil servants (Appointment, promotion, and transfer) rules 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. 2361/2023

Muhammad Iqbal S/O Muhammad Yar Khan PST BPS-12 GPS
Bedamai, District Dir Upper

..... (Appellant)

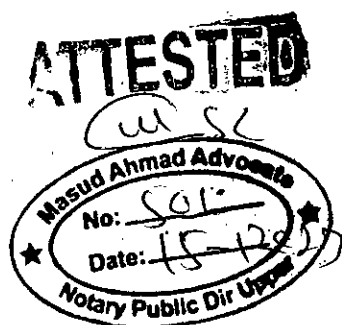
Versus

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. 2361/2023

Muhammad Iqbal S/O Muhammad Yar Khan PST BPS-12 GPS
Bedamai, 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. 2361/2023

Case Titled: Muhammad Iqbal S/O Muhammad Yar Khan PST BPS-12 GPS Bedamai, 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-vis 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.

-
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. SOR.I(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.

Attested

[Signature]

(B)

A-1-E

OFFICE OF THE DISTRICT EDUCATION OFFICER
MALE DIR UPPER

PH No.0944-881400 FAX-0944-880411- email- Jernisdriupper@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	MUBARAK ZEB	MUHAMMAD AYAZ	115.43	BANDAI WARI	GPS Bagam
3	MUHAMMAD AYAZ	MUHAMMAD HAROOM	115.24	BANDAI WARI	GPS Kandow Maskari
4	IFTIKHAR AHMAD	MUHAMMAD SHERIN	111.06	BANDAI WARI	GMPS Badalal
5	SAID ZAMAN	SHAHMAD ROZ	110.49	BANDAI WARI	GPS Korbatan
6	RUHOQLLAH	MUHAMMAD IQBAL	107.97	BANDAI WARI	GPS Matar No-2
7	MUHAMMAD ISHAQ	SHAH NAWZ KHAN	107.07	BANDAI WARI	GPS Ari Manzal
8	SHAH HUSSAIN	BACHA AMIN	106.12	BANDAI WARI	GPS Shawkand
9	IKRAM UDDIN	ABDUL BASHIR	104.39	BANDAI WARI	GPS Matar No-2
10	SHAH HUSSAIN	AHMAD RAHIM	102.46	BANDAI WARI	GPS Dular
11	JANZADA	SHAH MAZOL	101.43	BANDAI WARI	GPS Bagam
12	KHAISTAWAR KHAN	AMIR DAD KHAN	100.55	BANDAI WARI	GPS Matar
13	YOUSAF KHAN	MAHMOOD	99.73	BANDAI WARI	GPS Abid Khan
14	ILAL ZADA	LABIR KHAN	95.32	BANDAI WARI	GPS Matar
15	GUL SHAD ALI	SHER ZADA	93.53	BANDAI WARI	GMPS Kaskal Dular
16	SAID QAHR	MIAN GUL RAHMAN	93.41	BANDAI WARI	GPS Dular
17	IJAZ UL HAC	RAHMAT AMIN	92.92	BANDAI WARI	GPS Badalal Payoon
18	DWAKHAN	AKBAR KHAN	92.11	BANDAI WARI	GPS Jahangiro
19	MUHAMMAD IMRAN	ABOUL HALEEM	91.93	BANDAI WARI	GPS Jabona
20	HASHMAT ALI	WASIT KHAN	90.83	BANDAI WARI	GPS Badalal Bala
21	SAEED ULLAH	HAZRAT JAMAL	90.39	BANDAI WARI	GPS Serai Nehag
22	SHAH ANWAR KHAN	KHAN BAQSHAH	89.06	BANDAI WARI	GPS Serai Nehag
23	AYAZ MUHAMMAD	KHAISTA MUHAMMAD	87.91	BANDAI WARI	GMPS Azad Khali
24	ZIA ULLAH	SYED AHMAD BACHA	87.6	BANDAI WARI	GPS-Badalal Payoon
25	INAM ULLAH	AMINULLAH	86.05	BANDAI WARI	GPS Badalal Bala
26	RAFIQ	SHAHMIR	86.02	BANDAI WARI	GPS Serai Nehag
27	SAMI ULLAH	MOHAMMAD IQBAL	85.75	BANDAI WARI	GPS Matar No-2
28	HABIBUR RAHMAN	AKBAR ZADA	84.57	BANDAI WARI	GPS Maskari
29	MUHAMMAD ISHAQ	GUL MUHAMMAD	84.16	BANDAI WARI	GPS Shawkand
30	UMAR AYAZ	MUHAMMAD AMIN	83.95	BANDAI WARI	GPS Gachali
31	AMIR NAWAZ	GUL ZAMAN	83.89	BANDAI WARI	GPS Jahangiro
32	MUHAMMAD ZEB	FARID KHAN	83.19	BANDAI WARI	GPS Badalal Payoon

TERMS & CONDITIONS:

1. NTA/DA is allowed.
2. Change 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 15 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 fake certificates will be reported to the law enforcing agencies for further action.
6. Services are liable to termination on one month's notice from either side. In case of resignation without notice one month's pay/allowances shall be handed to the Government.
7. They will not be made well and unless a certificate from the concerned authority is issued as his certificates are verified.
8. They should join their post within 17 days of the issuance of this order at one in case of failure to join their post within 17 days of the issuance of this notification.

Attested
[Signature]

Copy
[Signature]

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7-

... knowledge ... means of his performance is found ... period. In case of misconduct, he will be ...
... made on School based. He will have to serve at the place of ...
... and he will not be transferable to any other station.

- 12. If the candidate's name is being issued, then their document may be checked if they ...
... qualifications they may not be handed over charge.
- 14. Appointment 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 case of termination of said candidate, he will have no right to claim the order already issued in any court.

(MOJIN-UD-DIN)
District Education Officer,
Male Dir Upper

Order No. 1657 / File No. 03C/PST/Appn: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. District Education Officer Male Dir Upper.
 - 4. Joint Divisional Education Officer Male Dir and Wari.
 - 5. Official Concerned.
 - 6. N/A file

Dist. Education Officer,
Male Dir Upper

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

(KHYBER PAKHTUNKHWA ACT NO. I OF 2018)

CONTENTS

PREAMBLE

SECTIONS

1. Short title, application, extent and commencement.
2. Definitions.
3. Regularization of services of employees.
4. Determination of seniority.
5. Overriding effect.

Attended

[Signature]

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

(KHYBER PAKHTUNKHWA ACT NO. I 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:

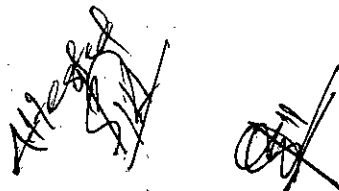
1. Short title, application and commencement.---(1) This Act may be called the Khyber
Pakhtunkhwa Employees of the Elementary and Secondary Education Department
(Appointment and Regularization of Services) Act, 2017.

(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,-




- (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 ¹[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;

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

Attested


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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 Act¹[:]

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.

Attested



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

PH No. 091-801400-Fax-001400 E-mail: deoandiro_upper@govt.com

NOTIFICATION

In pursuance of Khyber Pakhtunkhwa Employees of the Elementary & Secondary Education Department & Regularization of Services Act, 2017 (Khyber Pakhtunkhwa Act No. 1 of 2018) & Elementary & Secondary Education Department Notification No. SO(S/1)E&SED/3-2/2018/S/17/C, dated 16/02/2018, 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 or adhoc/contract basis, are hereby regularized in HPS-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.

Sl. No.	Roll No.	Name	Address	HTC	Total Marks /200	Name of School	App. Date	Reg. Date	Date of Taking over Charge	Later on Date
1	3560160	Sahibullah Anwar	V: Chopper	Chopper	138.8	GPS Chopper	05/12/79	03/05/2014	03/05/2014	1868-74-30-04
2	3560202	Saleem	V: Chopper	Chopper	125.6	GPS Rave Chopper	05/12/79	03/05/2014	03/05/2014	1868-74-30-04
3	3560307	Asghar Ali Rana	V: Nashr Abad	Chopper	116.62	GPS Gharial Chopper	05/12/79	03/05/2014	03/05/2014	1868-74-30-04
4	3560313	Rafiqullah Abdullah	V: Nashr Abad	Chopper	113.34	GPS Gharial Chopper	05/12/79	03/05/2014	03/05/2014	1868-74-30-04
5	3560312	Rafiqullah	V: Nashr Abad	Chopper	112.95	GPS Gharial Chopper	05/12/79	03/05/2014	03/05/2014	1868-74-30-04
6	3560322	Kabirullah	V: Charkuam UK	Chopper	112.65	GPS Charkuam UK	05/12/79	03/05/2014	03/05/2014	1868-74-30-04
7	3560705	Mahmoodullah	V: Rakan	Wari	111.62	GPS Rakan	05/12/79	03/05/2014	03/05/2014	1868-74-30-04
8	3560703	Mahmoodullah	V: Rakan	Wari	111.62	GPS Rakan	05/12/79	03/05/2014	03/05/2014	1868-74-30-04
9	3560047	Sajid Ali Sadi	V: Wari	Wari	111	GPS Jelar No 01	05/12/79	03/05/2014	03/05/2014	1868-74-30-04
10	356068	Rafiqullah Muhajjud Rafiqullah	V: Nashr Abad Vill: Islamabad Akheram	Chopper Akheram	108.35 104	GPS Akheram Rafiqullah	05/12/79	03/05/2014	03/05/2014	1868-74-30-04
11	3560731	Wasimullah	V: Jelar	Chopper	103.78	GPS Shikhanal No 02	05/12/79	03/05/2014	03/05/2014	1868-74-30-04
12	3560729	Sajid Ullah	V: Jelar	Chopper	103.19	GPS Sanket	05/12/79	03/05/2014	03/05/2014	1868-74-30-04
13	3560722	Sajid Ullah	V: Sahib Abad	Chopper	103	GPS Lashower	05/12/79	03/05/2014	03/05/2014	1868-74-30-04
14	3560309	Sajid Ullah	V: Sahib Abad	Chopper	103	GPS Lashower	05/12/79	03/05/2014	03/05/2014	1868-74-30-04
15	3560647	Sajid Ullah	V: Nashr abad	Chopper	102.43	GPS Shikhanal No 02	05/12/79	03/05/2014	03/05/2014	1868-74-30-04
16	3560133	Muhammad Khan	V: Shikhanal	Chopper	99.9	GPS Umairan Khan	05/12/79	03/05/2014	03/05/2014	1868-74-30-04
17	791701792	Qasimullah	V: Jughahani V: Jekar	Chopper Chopper	91.97	GPS Jekar Khan	05/12/79	03/05/2014	03/05/2014	1868-74-30-04
18	792300486	Andr Sadi	Duruz	Chopper	80.89	GPS Jekar Khan	05/12/79	03/05/2014	03/05/2014	1868-74-30-04
19	793500046	Zulfiqar	V: Jughahani	Chopper	84.68	GPS Jekar Khan	05/12/79	03/05/2014	03/05/2014	1868-74-30-04
20	791700596	Muhammad Mustafa	V: Kars Usada	Kuski	123.45	GPS Gandat	06/07/79	12/03/2015	13/03/2015	1578-82-03-2016
21	451700609	Nisar	V: Karberal	Chopper	124.22	GPS Shikhanal	06/07/79	12/03/2015	13/03/2015	1578-82-03-2016
22	791700930	Alamgir Khan Mustafa	V: Distlower V: Kul Mastogor	Distlower Distlower	117 110	GPS Distlower Kul Mastogor	06/07/79	12/03/2015	13/03/2015	1578-82-03-2016
23	791700507	Muhammad Mustafa	V: Distlower V: Kul Mastogor	Distlower Distlower	117 110	GPS Distlower Kul Mastogor	06/07/79	12/03/2015	13/03/2015	1578-82-03-2016
24	891700455	Ab Akbar	Vill: Poshla	Akheram	109.74	GPS Poshla	06/07/79	12/03/2015	13/03/2015	1578-82-03-2016

ADO (P) Establishment

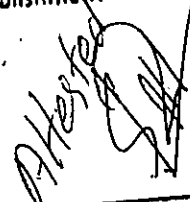

(Handwritten Signature)

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PST (NTS) Regularization Order

Sl. No.	Registration No.	Applicant Name	Village	Sub-Division	Pin Code	GPS Location	Area	Start Date	End Date	Remarks
162	792100275	Agar Mohamed	V. Al-dahan	Bandal	87.91	GPS Mirra	276.01	05/03/2016	06/03/2016	11.03.2017
163	792100276	Selafud Din	V. Al-dahan	Bandal	87.91	GPS Mirra	276.01	05/03/2016	06/03/2016	11.03.2017
164	792100277	Zabulah	V. Al-dahan	Bandal	87.9	GPS Mirra	282.0	05/03/2016	06/03/2016	11.03.2017
165	792100278	Gul Nawaz Khan	V. Cumpal	Dhuleer	87.33	GPS Durgam	270.7	05/03/2016	06/03/2016	11.03.2017
166	792100279	Abdullah Khan	V. Durgam	Dhuleer	87.3	GPS Durgam	270.7	05/03/2016	06/03/2016	11.03.2017
167	792100280	Mahjood Din	V. Durgam	Dhuleer	87.3	GPS Durgam	270.7	05/03/2016	06/03/2016	11.03.2017
168	792100281	Muhammad Ali	V. Durgam	Dhuleer	87.3	GPS Durgam	270.7	05/03/2016	06/03/2016	11.03.2017
169	792100282	Muhammad Ali	V. Durgam	Dhuleer	87.3	GPS Durgam	270.7	05/03/2016	06/03/2016	11.03.2017
170	792100283	Muhammad Ali	V. Durgam	Dhuleer	87.3	GPS Durgam	270.7	05/03/2016	06/03/2016	11.03.2017
171	792100284	Muhammad Ali	V. Durgam	Dhuleer	87.3	GPS Durgam	270.7	05/03/2016	06/03/2016	11.03.2017
172	792100285	Muhammad Ali	V. Durgam	Dhuleer	87.3	GPS Durgam	270.7	05/03/2016	06/03/2016	11.03.2017
173	792100286	Muhammad Ali	V. Durgam	Dhuleer	87.3	GPS Durgam	270.7	05/03/2016	06/03/2016	11.03.2017
174	792100287	Muhammad Ali	V. Durgam	Dhuleer	87.3	GPS Durgam	270.7	05/03/2016	06/03/2016	11.03.2017
175	792100288	Muhammad Ali	V. Durgam	Dhuleer	87.3	GPS Durgam	270.7	05/03/2016	06/03/2016	11.03.2017
176	792100289	Muhammad Ali	V. Durgam	Dhuleer	87.3	GPS Durgam	270.7	05/03/2016	06/03/2016	11.03.2017
177	792100290	Muhammad Ali	V. Durgam	Dhuleer	87.3	GPS Durgam	270.7	05/03/2016	06/03/2016	11.03.2017
178	792100291	Muhammad Ali	V. Durgam	Dhuleer	87.3	GPS Durgam	270.7	05/03/2016	06/03/2016	11.03.2017
179	792100292	Muhammad Ali	V. Durgam	Dhuleer	87.3	GPS Durgam	270.7	05/03/2016	06/03/2016	11.03.2017
180	792100293	Muhammad Ali	V. Durgam	Dhuleer	87.3	GPS Durgam	270.7	05/03/2016	06/03/2016	11.03.2017
181	792100294	Muhammad Ali	V. Durgam	Dhuleer	87.3	GPS Durgam	270.7	05/03/2016	06/03/2016	11.03.2017
182	792100295	Muhammad Ali	V. Durgam	Dhuleer	87.3	GPS Durgam	270.7	05/03/2016	06/03/2016	11.03.2017
183	792100296	Muhammad Ali	V. Durgam	Dhuleer	87.3	GPS Durgam	270.7	05/03/2016	06/03/2016	11.03.2017
184	792100297	Muhammad Ali	V. Durgam	Dhuleer	87.3	GPS Durgam	270.7	05/03/2016	06/03/2016	11.03.2017
185	792100298	Muhammad Ali	V. Durgam	Dhuleer	87.3	GPS Durgam	270.7	05/03/2016	06/03/2016	11.03.2017
186	792100299	Muhammad Ali	V. Durgam	Dhuleer	87.3	GPS Durgam	270.7	05/03/2016	06/03/2016	11.03.2017
187	792100300	Muhammad Ali	V. Durgam	Dhuleer	87.3	GPS Durgam	270.7	05/03/2016	06/03/2016	11.03.2017
188	792100301	Muhammad Ali	V. Durgam	Dhuleer	87.3	GPS Durgam	270.7	05/03/2016	06/03/2016	11.03.2017
189	792100302	Muhammad Ali	V. Durgam	Dhuleer	87.3	GPS Durgam	270.7	05/03/2016	06/03/2016	11.03.2017
190	792100303	Muhammad Ali	V. Durgam	Dhuleer	87.3	GPS Durgam	270.7	05/03/2016	06/03/2016	11.03.2017
191	792100304	Muhammad Ali	V. Durgam	Dhuleer	87.3	GPS Durgam	270.7	05/03/2016	06/03/2016	11.03.2017
192	792100305	Muhammad Ali	V. Durgam	Dhuleer	87.3	GPS Durgam	270.7	05/03/2016	06/03/2016	11.03.2017
193	792100306	Muhammad Ali	V. Durgam	Dhuleer	87.3	GPS Durgam	270.7	05/03/2016	06/03/2016	11.03.2017
194	792100307	Muhammad Ali	V. Durgam	Dhuleer	87.3	GPS Durgam	270.7	05/03/2016	06/03/2016	11.03.2017
195	792100308	Muhammad Ali	V. Durgam	Dhuleer	87.3	GPS Durgam	270.7	05/03/2016	06/03/2016	11.03.2017

ADO (P) Establishment

Attested



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.

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



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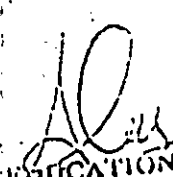
PST (NTS) Regularization Order

Emisil: No. 25647 P.No: 150/DEO (M)/ADO (P) EST-1.

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) Barawal, Kalkot, Dir, Wari & Sheringal.
5. Teachers Concerned
6. AP EMIS Local Office
7. Office Copy


DISTRICT EDUCATION OFFICER
(MALE) UPPER DIR

Attested
