

BEFORE THE KHYBER PAKHTUNKHWA SERVICE
TRIBUNAL PESHAWAR.

Service Appeal No. 2373/2023

Mr. Abdul Khaliq, PST BPS-12, GPS Karkabanj, 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)

Index:

S. No	Description	Annexure	Page
1	Para wise comments		1-3
2	Affidavit		4
3	Authority Letter		5
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.**

Service Appeal No. 2373/2023

Mr. Abdul Khaliq, PST BPS-12, GPS Karkabanj, District Dir Upper
..... (Appellant)

Khyber Pakhtunkhwa
Service Tribunal

Diary No. 10273

Dated 3-1-24

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 57.63, 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.

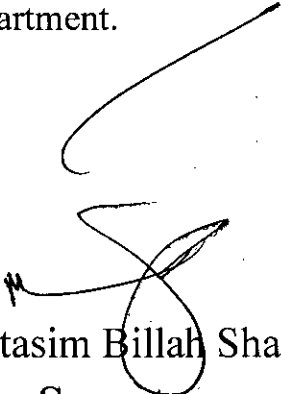
D) Correct, the appellant has been placed in the seniority list as per rules.

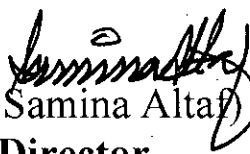
E) Incorrect, details have been submitted in the facts above.


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
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Mr. Abdul Khaliq, PST BPS-12, GPS Karkabanj, District Dir Upper
..... (Appellant)

Versus

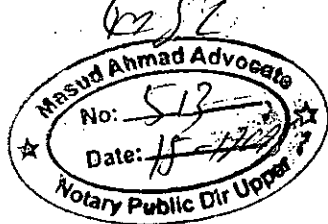
1. Secretary of Elementary & Secondary Education Department, Government of Khyber Pakhtunkhwa Peshawar.
2. Director, Elementary and secondary Education Government of Khyber Pakhtunkhwa Peshawar.
3. District Education Officer (M) Dir Upper.

(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.

ATTESTED



Deponent

BEFORE THE KHYBER PAKHTUNKHWA SERVICE
TRIBUNAL PESHAWAR.

Service Appeal No. 2373/2023

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Versus

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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. 2373/2023

Case Titled: Abdul Khaliq, PST BPS-12, GPS Karkabanj, 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.

-
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.

Attested


**OFFICE OF THE DISTRICT EDUCATION OFFICER
MALE DIR UPPER**
PH No.0944-881400 FAX-0944-880411- email- domisdtrupper@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	SIHAT ULLAH	WASIT KHAN	109.6	Akhgram	GPS Karkabanj
2	FAIZ UL HALEEM	MOHAMMAD FAHIM	102.1	Akhgram	GPS Baba Awaral
3	AFTAB AHMAD	KHAISTA MUHAMMAD	96.12	Akhgram	GPS Karkabanj
4	ABDUL HAMID	AMANULLAH KHAN	93.93	Akhgram	GPS Gull Bagh Payeen
5	SULTAN ZEB	MOHAMMAD YAR KHAN	91.8	Akhgram	GPS Shashkar
6	NOOR ISLAM	GUL ZAMIN	91.63	Akhgram	GPS Shashkar
7	HAZRAT ALI	PAS MUHAMMAD KHAN	88.01	Akhgram	GPS Duryal
8	ATTA ULLAH	GHULAM RAHIM	84.62	Akhgram	GPS Darokai
9	NISAR AHMAD	CHANNAI KHAN	84.38	Akhgram	GPS Akhgram Payeen
10	MUSLIM ZADA	MUHAMMAD SHER KHAN	83.67	Akhgram	GPS Spirko
11	SHAKIR ULLAH	WALI KHAN	81.93	Akhgram	GPS Shidyai
12	GAWHAR ALI	ALAM ZAIB KHAN	81.8	Akhgram	GPS Shinkari
13	MUHAMMAD HAYAT	MUHAMMAD YAR	79.45	Akhgram	GPS Karkabanj
14	SULAMAN KHAN	SULTAN MAHMOOD	77.49	Akhgram	GPS Duryal
15	ZAHID ZADA	SULTAN MUHAMMAD	75.95	Akhgram	GPS Karkabanj
16	ASHRAF ALI	HAZRAT ALI	74.12	Akhgram	GPS Gull Bagh Bala
17	SAHIB ZADA	BAZ MUHAMMAD KHAN	73.0	Akhgram	GPS Akhgram Payeen
18	ATEEQ KHAN	YOUSAF KHAN	72.96	Akhgram	GPS Batan
19	NAEEM ULLAH KHAN	MUHAMMAD MUNIR	72.96	Akhgram	GPS Shidyai
20	AMINULLAH	MUHAMMAD ISHAQ	72.54	Akhgram	GPS Karkabanj
21	SAMI ULLAH	RAHIMUL HAQ	72.22	Akhgram	GPS Karkabanj
22	SULTAN ZEB	GUL TOTI	72.18	Akhgram	GPS Gull Bagh Payeen
23	SAMIUR RAHMAN	BAZ MUHAMMAD	71.63	Akhgram	GPS Karkabanj
24	ADNAN ULLAH	AYANULLAH KHAN	68.24	Akhgram	GPS Spirko
25	RASHID KHAN	GHULAM NABI	67.86	Akhgram	GPS Spirko
26	SADIQULLAH	AKDAR SAID KHAN	66.01	Akhgram	GPS Spirko
27	ISLAM MUHAMMAD	LAL MUHAMMAD	64.41	Akhgram	GPS Karkabanj
28	YAR MUHAMMAD	MUHAMMAD ANWAR	62.07	Akhgram	GPS Gull Bagh Bala
29	UMAR KHAIQ	DAWLAT KHAN	61.31	Akhgram	GPS Bandagal Karo
30	AMIN UL HAQ	BADSHAH KHALIQ	60.75	Akhgram	GPS Khunano Tangal
31	NEMAT BADSHAH	JEHAN BADSHAH	60.6	Akhgram	GPS Khunano Tangal
32	ABDUL KHALIQ	GHAWAR KHAN	57.63	Akhgram	GPS Karkabanj

TERMS & CONDITIONS:-

1. NO TA/DA 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

Attested
[Signature]

Medical Certificate should be produced from the Medical
Intendent concerned before taking over charge.
will be governed by such rules and regulations as may be issued from time to
time by the Govt.

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.

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.

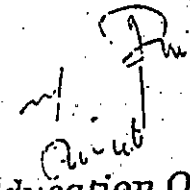
Before handing over charge once again their document may be checked if they
having no required qualifications they may not be handed over charge.
No payment will be made so then before making verification from concerned
institutions.

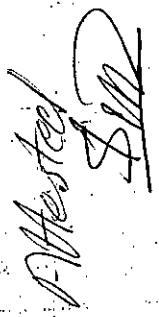
The errors and omissions etc if found at any stage shall be rectified. In case of termination
of Said Candidate, he will have no right to claim the order already issued in any court.

(MOIN-UD- DIN)
District Education Officer,
Male dir Upper

Sl: No. 301/12 / File No. 03C/PST/Appnt:2016 NTS / DEO(M)/ADO(P) Dated Dir (U) the 05/03/2016.

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


District Education Officer,
Male dir Upper



(C)

**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.-

Asst. Secy


- (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.

Abdullah

- (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

(65)



OFFICE OF THE DISTRICT EDUCATION OFFICER (MALE) UPPER DIR

PH No. 0944-881400-Fax-881400 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/P)P&S/3-2/2018/S/11/Contract 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 on adhoc/contract basis, are hereby regularized in BPS-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 /200	Name of School	Appr. Order No	Dated	Date of Posting over Charge	Extension Order No & Date
1	3560360	Sadequallah Anwar	V; Chapper	Chapper	130.8	GPS Chapper	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
2	3560367	Sulaiman	V; Chapper	Chapper	125.0	GPS Kass Chapper	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
3	3560362	Asghar Ali Zahir	V; Nasir Abad	Chapper	116.62	GPS Gul Shul Uthral	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
4	3560313	Ibrahim Abdul	V; Nasir Abad	Chapper	113.24	GPS Uthral Chapper	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
5	3560512	Ibrahim	V; Maha Kass	Distlower	112.95	GPS Osoral	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
6	3560323	Lalimullah	V; Uabo	Chapper	112.68	GPS Nasir Abad	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
7	3560702	Hidayatullah	V; Charkoom	Distlower	112.65	GPS	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
8	3560703	Hidayatullah	V; Kakod	Wari	111.62	CLINIKUM P GPS Tarnul	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
9	3560847	Sajid Ali Sahi	V; Wari	Distlower	111	GPS Uthral K Khud	270-75	03/05/2014	04/05/2014	1868-74.30.04.2015
10	356068	Ibrahim	V; Nasir Abad	Chapper	108.35	GPS Jatar No 01	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
11	3560731	Muhammad Ullwan	VII; Islamabad Akhgram	Akhgram	104	GPS Akhgram Ulab	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
12	3560729	Wasimullah	V; Jatar	Chapper	103.78	GPS Shikaral No 02	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
13	3560732	Sirajud Din	V; Jatar	Chapper	103.19	GPS Sainal	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
14	3560309	Saifud Din	V; Sahib Abad	Distlower	103	GPS Distlower	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
15	3560647	Mukhtyar Ali	V; Nasir Abad	Chapper	102.43	GPS Shikharal No 02	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
16	3560133	Inamullah	V; Shahkari	Chapper	99.9	GPS Umarkot GPS Dhorat K Khud	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
17	791700292	Qaribullah	V; Jughabari	Distlower	91.92	GPS Uthral K Khud	270-75	03/05/2014	04/05/2014	1868-74.30.04.2015
18	792300486	Amir Sadi	V; Jekat Darura	Distlower	88.89	GPS Jekat	270-75	03/05/2014	04/05/2014	1868-74.30.04.2015
19	793500466	Zaunish	V; Jughabari	Distlower	84.68	GPS Uthral K Khud	3248-56	03/05/2017	04/05/2017	
20	791700596	Antarullah	V; Kass Uanda	Kuskal	133.45	GPS Gairdal	968-75	12/03/2015	13/03/2015	1578-82-03-05-2016
21	451700609	Muhammed Nisar	V; Karbadal	Nelsal	124.22	GPS Shikharal	968-75	12/03/2015	13/03/2015	1578-82-03-05-2016
22	791700830	Abanir Khan	V; Distlower	Distlower	117	GPS Distlower	968-75	12/03/2015	13/03/2015	1578-82-03-05-2016
23	791700502	Mujahid Hussain	V; Kat Malagejar	Distlower	110	GPS Kat Malagejar	968-75	12/03/2015	13/03/2015	1578-82-03-05-2016
24	891700855	Ab Akbar	VII; Pashla	Akhgram	109.74	GPS Pashla	968-75	12/03/2015	13/03/2015	1578-82-03-05-2016

ADO (P) Establishment

Page 1 of 14

PST (NTS) Regularization Order

229	792200299	Islam Muhammad V:; Zakoo Koro	VII; Zakoo Koro	Akhgram	64.41	GIS Korkabonj	307-12	03/03/2016	06/03/2016	1275-79 .11.03.2017
231	792200793	Muhammad Muhammad	VII; Gull Uogh	Akhgram	62.07	GIS Hagh Hagh	307-12	03/03/2016	06/03/2016	1275-79 .11.03.2017
232	792600298	Aminul Haq	VIII Akhgram	Akhgram	60.75	GIS Khunano Tangol	307-12	05/03/2016	06/03/2016	1275-79 .11.03.2017
233	792600387	Niamat Badshah	VIII; Akhgram Botata	Akhgram	60.6	GIS Khunano Tangol	307-12	05/03/2016	06/03/2016	1275-79 .11.03.2017
234	94220073	Abdul Khalq	VII; Shashkar Koro	Akhgram	57.63	GIS Korkabonj	307-12	05/03/2016	06/03/2016	1275-79 .11.03.2017
235	792300190	Ijaz Ali Zaboor Ahmad	VII; Gull Poyeon	Pashita	88.38	GIS Gull Pashita	307-12	05/03/2016	06/03/2016	1275-79 .11.03.2017
236	452400922	V; Kass Banda	V; Kass Banda	Kotkal	109.66	GIS Uotlaj U	264-69	05/03/2016	06/03/2016	1275-79 .11.03.2017
237	793500703	Anwar Khan	V; Hazara Akhgram	Pashita	80.39	GIS Salf Kaloy GIS Dheri Chapper	282-87	05/03/2016	06/03/2016	1275-79 .11.03.2017
238	792300269	Sanginullah	V; Jelar	Chapper	92	GIS Salf Kaloy GIS Dheri Chapper	313-18	06/03/2016	07/03/2016	1275-79 .11.03.2017
239	791700519	Itehanullah Azhar Rahman	V; Panjkoru V; Kol Malagajar	Kotkal	91.82	GMPS Chowo GIS Kol Malagajar	450-455	18/03/2016	19/03/2016	1275-79 .11.03.2017
240		V; Unrabi Poyeon	V; Unrabi Poyeon	Dislower	81.45	GMPS Dheri Umrolaj	450-55	18/03/2016	19/03/2016	1275-79 .11.03.2017
241	792300347	Niamatullah Muhammad Nisar Khan	V; Sankor	Chapper	75.6	GIS Landol Shalgah	450-55	18/03/2016	19/03/2016	1275-79 .11.03.2017
242	791700451	Salahud Din	V; Nasir Abad	Sundal	90.64	GIS Landol Shalgah	450-55	19/03/2016	20/03/2016	1275-79 .11.03.2017
243	791700323	Irfanullah Shir Wali Khan	V; Daskor P V; Malo Khan Banda	Chapper	90.62	GIS Chapper GIS Maloq Banda	485-99	19/03/2016	20/03/2016	1275-79 .11.03.2017
244	79260412	V; Shalgah	V; Shalgah	Wari	90	GIS Mishmanu D No 01	485-90	19/03/2016	20/03/2016	1275-79 .11.03.2017
245	791700392	Uakhi Zada	V; Shalgah	Sundal	83.52	GIS Mishmanu D No 01	485-99	19/03/2016	20/03/2016	1275-79 .11.03.2017
246		Itahmat Zada	V; Shalgah	Nehag	83.4	GIS Shalgah UK	485-90	19/03/2016	20/03/2016	1275-79 .11.03.2017
247	792500377	V; Shalgah	V; Shalgah	Nehag	82.22	GIS Shalgah UK	450-55	19/03/2016	20/03/2016	1275-79 .11.03.2017
248	792300328	Akhuon Zada	V; Shalgah	Nehag	81.9	GIS Shalgah Daman	485-99	19/03/2016	20/03/2016	1275-79 .11.03.2017
249	792300233	Ali Askor	V; Mana Chona	Dislower	79.47	GIS Shalgah Daman	485-99	19/03/2016	20/03/2016	1275-79 .11.03.2017
250	792400397	Sadiq Ahmad	V; Hazara Koro	Dislower	79.47	GIS Qunjai	270-75	19/03/2016	20/03/2016	1275-79 .11.03.2017
251	792200248	Shahidullah	V; Charkoom P	Pashita	71.66	GIS Shany GIS Charkoom U	485-490	19/03/2016	20/03/2016	1275-79 .11.03.2017
252	791700514	Muhoobullah	V; Mishmanu Banda	Dislower	77.4	GIS Shany GIS Charkoom U	2873-78	23/07/2016	24/07/2016	1275-79 4931-35 10.03.2017
253	792300237	Yaseen Khan	V; Bandan	Sundal	100.68	GIS Kandar Sundal	288-93	05/03/2017	06/03/2017	
254	7.935E+10	Farmanullah	V; Khonano Tangol	Dislower	88.4	GIS Ucho Khuil GIS Akhgram Hala	270-75	05/03/2017	06/03/2017	
255	7935000192	Irfanullah	VIII; Dheral Akhgram	Akhgram	94.79	GIS Akhgram Hala	3316-24	03/04/2017	04/05/2017	
256	7932000742	Husnul Masab	VIII; Kabal Akhgram	Akhgram	75.63	GMPS Dheral GIS Gull Pashita	3316-24	03/04/2017	04/05/2017	
257	7931000677	Muhammad Hafiq	VIII; Kasal Koro Uaro	Akhgram	74.58	GIS Gull Pashita	3316-24	03/04/2017	04/05/2017	
258	7931000588	Najeebullah Muhammad Younas	V; Qasim Abad	Akhgram	73.59	GIS Darokol GIS Moha Shrifa	3316-24	03/04/2017	04/05/2017	
259	7917000265	Shahad Ahmad	V; Qasim Abad	Dislower	121.32	GIS Darokol GIS Moha Shrifa	3248-56	03/05/2017	04/05/2017	
260	4512001217	V; Goyal	V; Goyal	Sundal	119.75	GIS Kasano	3307-15	03/05/2017	04/05/2017	
261	7935001042	V; Umar Kut V; Jelar	V; Umar Kut V; Jelar	Chapper Chapper	119.51 117.76	GIS Umrokol GIS Samul	3273-79 3273-79	03/05/2017 03/05/2017	04/05/2017 04/05/2017	
262	7935000087	Khan	V; Sorl S Kheil	Kotkal	115.76	GIS Samul	3273-79	03/05/2017	04/05/2017	
263	7917000229	Farman Ali	V; Nehag	Kotkal	112.75	GIS Kollgram	3289-97	03/05/2017	04/05/2017	
264	7932000529	Gohar Ali	V; Makhal	Nehag	110.79	GIS Shalgah U	3266-72	03/05/2017	04/05/2017	
265	7932000425	Palman Zada	V; Kallgram	Kotkal	110.23	GIS Hazogal	3289-97	03/05/2017	04/05/2017	

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ADO (P) Establishment

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Terms & Condition

1. Their services shall be governed by the Khyber Pukhtunkhawa Civil Servants Act, 1973, the Khyber Pukhtunkhawa (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 Pukhtunkhawa 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 Pukhtunkhawa Employees of the Elementary & Secondary Education (Appointment and Regularization of Services) Act, 2017 (Khyber Pukhtunkhawa Act No.1 of 2018) or in the process of attaining service at the commencement of Khyber Pukhtunkhawa Employees of Elementary and secondary Education (Appointment and Regularization of services) Act, 2017 (Khyber Pukhtunkhawa 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 Pukhtunkhawa Employees of Elementary And secondary Education (Appointment and Regularization of services) act, 2017 (Khyber Pukhtunkhawa 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

Attested 

ADO (P) Establishment

- 15



PST (NTS) Regularization Order

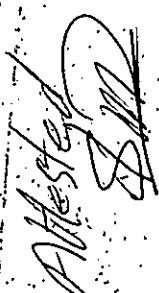
Endst: No. 156267 F.No 158/DEO (M)/ADO (P) EST'B:

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



ADO (P) Establishment