

BEFORE THE KHYBER PAKHTUNKHWA SERVICE
TRIBUNAL PESHAWAR.

Service Appeal No. 2375/2023

Mr. Jamshaid Khan, PST BPS-12, GPS Shagai, 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 isas	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
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Service Appeal No. 2375/2023

Mr. Jamshaid Khan, PST BPS-12, GPS Shagai, District Dir Upper
..... (Appellant)

Khyber Pakhtunkhwa
Service Tribunal

Diary No. 10271

Dated 3-1-2024

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 97.61, 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.

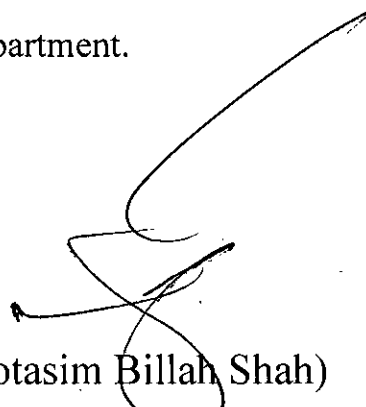
D) Correct, the appellant has been placed in the seniority list as per rules.


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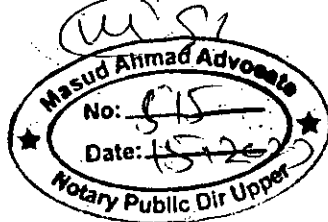
1. Secretary of Elementary & Secondary Education Department, Government of Khyber Pakhtunkhwa Peshawar.
2. Director, Elementary and secondary Education Government of Khyber Pakhtunkhwa Peshawar.
3. District Education Officer (M) Dir Upper.

(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
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Service Appeal No. 2375/2023

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(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. 2375/2023

Case Titled: Jamshaid Khan, PST BPS-12, GPS Shagai, 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

BEFORE THE KHYBER PAKHTUNKHWA SERVICE
TRIBUNAL PESHAWAR.

Service Appeal No. 2375/2023

Mr. Jamshaid Khan, PST BPS-12, GPS Shagai, District Dir Upper
(Appellant)

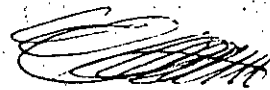
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(Abdur Rahman)

District Education officer (M)

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.

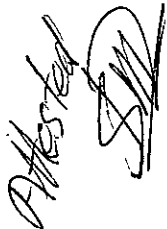
(2) Seniority in various cadres of civil servants appointed by initial recruitment vis-a-viz those appointed otherwise shall be determined with reference to the dates of their regular appointment to a post in that cadre; provided that if two dates are the same, the person appointed otherwise shall rank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


(B)

OFFICE OF THE DISTRICT EDUCATION OFFICER
MALE, DIR UPPER

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. 9055-650-2855) @ Rs. 9055/- fixed pulse usual allowanced as admissible under the rules on Adhoc basis-under the existing policy of the Provincial Government. In Teaching Cadre on the terms and conditions given below with effect from the date of taking over charge.

S. No	Name	Father Name	Merit	Ward/U.C	Place of Posting
1.	Khair Ullah	Said Ullah	116.09	Dislawar	GPS Dislawar Payee
2.	Hazrat Luqman	Lal Zamin	116.78	Dislawar	GPS Dand Rab Khel
3.	Shah Khalid	Qarib Ullah	104.08	Dislawar	GPS Dogram
4.	Muhammad Riaz	Muhammad Ayaz	103.09	Dislawar	GPS Dislawar Payee
5.	Amin Ullah	Said Ullah	102.18	Dislawar	GPS Sahib Abad
6.	Khasta Zada	Bakht Zada	101.76	Dislawar	GPS Gunj
7.	Jamshid Khan	Jah Rehman	97.61	Dislawar	GPS Shagai
8.	Bakht Baidar Khan	Ali Haider Khan	93.19	Dislawar	GPS Kohai
9.	Zar-Zamin	Momin Khan	92.8	Dislawar	GPS Kot Mula Guja
10.	Bakht Shah Zaib	Muhammad Zada	92.65	Dislawar	GPS Malanga
11.	Siraj Munir	Muhammad Nazir	92.22	Dislawar	GPS Rango
12.	Zafar Khan	Amir Khatam	92.09	Dislawar	GPS Badan
13.	Imran Ahmad	Mumtaz	91.92	Dislawar	GPS Jat Kadi Kheil
14.	Qarib Ullah	Said Ullah	91.72	Dislawar	GPS Dheri Kadi Kha
15.	Noor Rehman	Mian Adil Khan	90.81	Dislawar	GMPS Qaslan Abad
16.	Haider Ali	Asghar Khan	89.4	Dislawar	GPS Charkoon Payee
17.	Amir Sadiq	Gul Nazir	88.9	Dislawar	GPS Jacket
18.	Yasem Khan	Sher Azim Khan	88.4	Dislawar	GPS Bucha Khail
19.	Sharif Ullah	Sher Zafar Khan	88.11	Dislawar	GPS Bagh Mula
20.	Gul Nawaz Khan	Gul Bahadar	87.32	Dislawar	GPS Quaid Ooral
21.	Ali Akbar Khan	Gul Akbar Khan	87.3	Dislawar	GPS Rango
22.	Mian Naqeeb Jan	Mian Shah Zada Jan	86.6	Dislawar	GPS Dislawar Payee
23.	Zar Zamin Khan	Mozamin Khan	86.82	Dislawar	GMPS Nala
24.	Ibrar Khan	Saif Ur Rehman	86.12	Dislawar	GPS Degram
25.	Sajid Ali	Said Amin	85.57	Dislawar	GPS Koat Mula Gu
26.	Rehman Yousaf	Khaista Muhammad	85.36	Dislawar	GPS Quanj Osoral
27.	Yasar Khan	Sazbar Khan	84.74	Dislawar	GPS Rango
28.	Hidayat Ullah	Abdul Qayu	84.42	Dislawar	GPS Dogram
29.	Noor Rehman	Gul Farosh Khan	84.42	Dislawar	GPS Charkoomi (L
30.	Muhammad Tahir Shah	Muhammad Ayaz Khan	83.92	Dislawar	GPS Dogram
31.	Murad Saeed	Saeed Ur Rehman	82.54	Dislawar	GPS Charkoon Pay
32.	Muhammad Zeb	Khan Gul	82.38	Dislawar	GPS Charkoon Pay
33.	Kifayat Ullah	Shah Sultan	81.14	Dislawar	GPS Charkoon Pay
34.	Syed Sadbar Ali Shah	Syed Fazal Badshah	77.22	Dislawar	GMPS Wazir Aba

TERMS & CONDITIONS:

- No TA/DA is allowed.
- Charge reports should be submitted to all concerned induplicate.
- Appointment is purely on temporary basis initially for one-year.
- They should not be handed over charge if they exceed 35 years or below 18 years of age.
- Appointment is subject to the condition that their certificates/degrees must be verified from concerned authorities if anyone found producing bogus, certificates will be reported to the enforcing agencies for further action.
- His services are liable to termination on one month's notice from either side. In case of resignation without his one month pay/allowance shall be forfeited to the Government.

...will not be valid until and unless a certificate from the concerned authority is issued as his certificates are verified. 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.

- 9 Health and Age Certificate should be produced from the Medical Superintendent concerned before taking over charge.
- 10 He will be governed by such rules and regulations as may be issued from time to time by the Govt.
- 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 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

Encl: No. 270-75 No. of CPST/Appt: 2016 STS /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/Dir

[Signature]
District Education Officer,
Male dir Upper

[Signature]
[Signature]

(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.-

Attested 

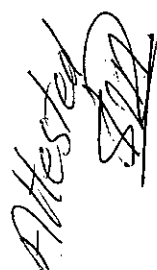
- (i) who are appointed as teachers on adhoc or contract basis by the Government after 2013 through National Testing Service but does not include the teachers engaged on work charge basis or who are paid out of contingencies;
- (ii) who are appointed in the projects on contract basis in accordance with 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 Act¹ [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


(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.

Attested

(62)



**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/F)E&SE:11/3-2/2018/S/117/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 /100	Name of School	App. Order No	Dated	Date of Taking over Charge	Extension Order No & Date
1	3560100	Sadiqullah	V; Chapper	Chapper	130.0	GPS Chapper	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
2	3560202	Airwan Saleem	V; Chapper	Chapper	125.6	GPS Kuss Chapper	3273-79	03/05/2014	04/05/2014	1868-74.30.04.2015
3	3560302	Asghar Ali Zair	V; Nasir Abad	Chapper	116.62	GPS Gul Sivas Dherat	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
4	3560313	Habibullah Alidre	V; Nasir Abad	Chapper	113.24	GPS Dherat Chapper	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
5	3560317	Habibullah Salimullah	V; Moha Kay; V; Habu	Distower Chapper	112.95 112.68	GPS Otorat GPS Nasir Abad	8572-79 8572-79	03/05/2014 03/05/2014	04/05/2014 04/05/2014	1868-74.30.04.2015 1868-74.30.04.2015
6	3560321	Habibullah Salimullah	V; Charkoum	Distower	112.65	GPS	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
7	3560370	Fadimullah	UK	Distower	111.62	CHAIKUM P	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
8	3560383	Imdadullah	V; Kotad	Wali	111.62	GPS Fargul	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
9	3560447	Sajid Ali Sali	V; Wari	Distower	111	GPS Dherat K Khell	270-75	03/05/2014	04/05/2014	1868-74.30.04.2015
10	356068	Hafizullah	V; Nasir Abad	Chapper	108.35	GPS Jalar Nu 01	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
11	3560711	Muhammad Muzan	VIII; Islamabad Akhgram	Akhgram	104	GPS Akhgram Nu 0	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
12	3560729	Wasimullah	V; Jalar	Chapper	103.70	GPS Shikamal Nu 02	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
13	3560733	Sajid Das	V; Jalar	Chapper	103.19	GPS Sunul	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
14	3560709	Sajid Das	V; Nasir Abad	Distower	103	GPS Distower	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
15	3560617	Muttiaz Ali	V; Nasir Abad	Chapper	102.43	GPS Shikamal Nu 02	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
16	3560131	Imanullah	V; Shikamal	Chapper	99.9	GPS Unarbat	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
17	791700292	Qutubullah	V; Jughabani	Distower	91.92	GPS Dherat K Khell	270-75	03/05/2014	04/05/2014	1868-74.30.04.2015
18	762301886	Amir Soid	V; Jekal Durara	Distower	88.89	GPS Jekal	270-75	03/05/2014	04/05/2014	1868-74.30.04.2015
19	791500966	ZiaurRah	V; Jughabani	Distower	84.68	GPS Dherat K Khell	3248-56	03/05/2017	04/05/2017	
20	791700596	Anwarullah	V; Kass Banda	Kothal	133.45	GPS Gandat	968-75	12/03/2015	13/03/2015	1578-82.03-05-2016
21	451700609	Muhammad Nisar	V; Karbadul	Nehon	124.22	GPS Shalpu	968-75	12/03/2015	13/03/2015	1578-82.03-05-2016
22	791700830	Alamgir Kifan	V; Distower	Distower	117	GPS Distower	968-75	12/03/2015	13/03/2015	1578-82.03-05-2016
23	791700502	Mujahid Hussain	V; Kot Malagular	Dist. sec	110	GPS Kot Malagular	968-75	12/03/2015	13/03/2015	1578-82.03-05-2016
24	891700855	All Akbar	VIII; Paslko	Akhgram	109.74	GPS Prhta	968-75	12/03/2015	13/03/2015	1578-82.03-05-2016

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Sl. No.	Emp. No.	Name	V. No.	Station	Grade	Emp. No.	Grade	From	To	Remarks
96	852605130	Yousaf Khan	V: Abdul Khan	Dandol	99.23	GIS Abd Khan	276-81	05/03/2016	06/03/2016	1275-79 11.03.2017
97	792400294	Nisar Ali	V: Kotkal	Kotkal	99.37	GIS Nagraj	264-69	05/03/2016	06/03/2016	1275-79 11.03.2017
98	792200451	Miraj Wali	V: Sundal	Sundal	98.22	GIS Shagal Sundal	288-93	05/03/2016	06/03/2016	1275-79 11.03.2017
99	791700334	Wajid Ahmad	V: Jalgram	Sundal	98.12	GIS Itumbyal	288-93	05/03/2016	06/03/2016	1275-79 11.03.2017
100	791700309	Shahid	V: Dandol	Dishlower	98	GIS Shahid	270-75	05/03/2016	06/03/2016	1280-84 11.03.2017
101	792400466	Sunilullah	V: Kass Danda	Kotkal	97.47	GIS Mustafa	264-69	05/03/2016	06/03/2016	1275-79 11.03.2017
102	792600316	Uzair Muhammad	V: Akhoun Danda	Wari	96.86	GIS Akhoun Danda	294-300	05/03/2016	06/03/2016	1275-79 11.03.2017
103	792300270	Taj Muhammad	V: Talolow	Nehag	96.7	GIS Kaskal Karpal	301-06	05/03/2016	06/03/2016	1275-79 11.03.2017
104	792100360	Jamil Ahmad	V: Shahkani	Chapper	96.43	GIS Shahkani No 02	313-18	05/03/2016	06/03/2016	1275-79 11.03.2017
105	791200417	Aftab Ahmad	VIII; Khulanda Karo	Akhgram	96.12	GIS Karkabanj	307-12	05/03/2016	06/03/2016	1275-79 11.03.2017
106	452401380	All-Said	V: Galkore	Nehag	95.40	GIS Galkore	301-06	05/03/2016	06/03/2016	1275-79 11.03.2017
107	451700589	Lal Zada	V: Mattar	Dandol	95.32	GIS Mattar No 01	276-81	05/03/2016	06/03/2016	1275-79 11.03.2017
108	792400290	Usman Ali	V: Karpal	Nehag	95.31	GIS Karpadal	301-06	05/03/2016	06/03/2016	1275-79 11.03.2017
109	791700419	Shakil Zada	V: Kallgam	Kotkal	94.94	GIS Malvi	264-69	05/03/2016	06/03/2016	1275-79 11.03.2017
110	792100405	Amir Sahal	V: Sarkala	Nehag	94.91	GIS Sarkala	301-06	05/03/2016	06/03/2016	1275-79 11.03.2017
111	792100395	Mirajul Haq	V: Jelar	Chapper	94.24	GIS Jelar No 03	313-18	05/03/2016	06/03/2016	1275-79 11.03.2017
112	792300453	Saeed Isam	V: Daskor II	Wari	94	Daskor II No 01	294-300	05/03/2016	06/03/2016	1275-79 11.03.2017
113	792300310	Abdul Hamid	VIII; Gul Haq Karo	Akhgram	93.93	GIS Gul Haq Karo	307-12	05/03/2016	06/03/2016	1275-79 11.03.2017
114	792200426	Sajidullah	V: Kotkal	Kotkal	93.93	GIS Shagal No 02	264-69	05/03/2016	06/03/2016	1275-79 11.03.2017
115	792200477	Faheem Khan	V: Shetgah	Nehag	93.65	GIS Karpal	301-06	05/03/2016	06/03/2016	1275-79 11.03.2017
116	792500371	Uzma Rawan	V: Karpal	Nehag	93.6	GIS Karpal	301-06	05/03/2016	06/03/2016	1275-79 11.03.2017
117	791700375	Gul Zada	V: Shant Uagh	Wari	93.55	GIS Daskor II No 01	294-300	05/03/2016	06/03/2016	1275-79 11.03.2017
118	792244326	Gul Shad Ali	V: Shina Adal N Dandol	Dandol	93.53	GIS Kaskal Dolar	276-81	05/03/2016	06/03/2016	1275-79 11.03.2017
119	791700521	Said Qahar	V: Dabano	Dandol	93.41	GIS Dolar	276-81	05/03/2016	06/03/2016	1275-79 11.03.2017
120	792500327	Bakht Bider Khan	V: Oseral	Dishlower	93.19	GIS Kohay	270-75	05/03/2016	06/03/2016	1275-79 11.03.2017
121	792400365	Faisal Wahab	V: Sher Abad Wari	Nehag	93.14	GIS Sankar	248-93	05/03/2016	06/03/2016	1275-79 11.03.2017
122		Imdad Khan	V: Oseral	Dishlower	92.89	GIS Jal Kudl Khull	270-75	05/03/2016	06/03/2016	2801-5 19.04.2017 1275-79 11.03.2017
123	792500413	Haway Khan	V: Chapper	Chapper	92.82	GIS Khan Abad	313-18	05/03/2016	06/03/2016	1275-79 11.03.2017
124	791700523	Mulagajlah	V: Jagam	Nehag	92.81	GIS Nehag	301-06	05/03/2016	06/03/2016	1275-79 11.03.2017
125	792100291	Zarrazin	V: Kot Malagajlar	Dishlower	92.8	GIS Kot Malagajlar	288-93	05/03/2016	06/03/2016	1275-79 11.03.2017
126	792200437	Zarnush	V: Kaskal Karpal	Nehag	92.67	GIS Kohan	3266-72	05/03/2016	06/03/2016	

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[Signature]

Terms & Conditions

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
(MALS) UPPER DIR

ADO (P) Establishment

Abdul Haq
[Signature]

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PST (NTS) Regularization Order

Encl: No. 15616 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) Barawal, Kalkot, Dir, Wari & Sheringal.
5. Teachers Concerned
6. AP EMIS Local Office
7. Office Copy


DISTRICT EDUCATION OFFICER
(MALE) UPPER DIR


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