

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

Service Appeal No. 2408/2023

Mr. Muhammad Hayat, 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)

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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**  
**TRIBUNAL PESHAWAR.**

Khyber Pakhtunkhwa  
Service Tribunal

Service Appeal No. 2408/2023

Diary No. 10294

Mr. Muhammad Hayat, PST BPS-12, GPS Karkabanj, District Dir  
Upper

Dated 3-1-24

..... (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 79.45, 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.**

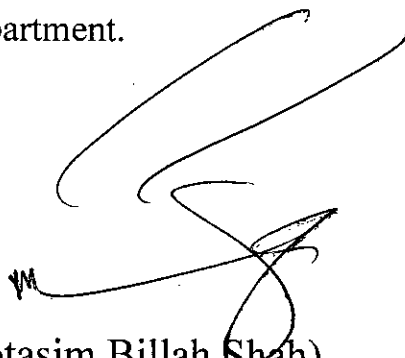
A) In correct, hence denied. The respondent always follows rules and policies in letter and spirit, whereas the seniority list *ibid* has been determined on the basis of the merit as per section 17 (Part-vi) Seniority of the Khyber Pakhtunkhwa civil servants (Appointment, promotion, and transfer) rules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

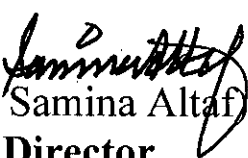
**PRAYER.**

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. 2408/2023

Mr. M Hayat, PST BPS-12, GPS Karka Banj, District Dir Upper  
..... (Appellant)

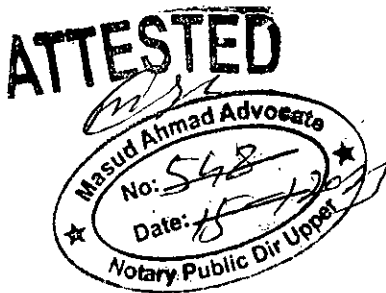
Versus

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. 2408/2023

Mr. Muhammad Hayat, PST BPS-12, GPS Karkabanj, District Dir  
Upper  
..... (Appellant)

**Versus**

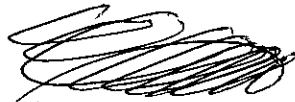
1. Secretary of Elementary & Secondary Education Department, Government of Khyber Pakhtunkhwa Peshawar.
2. Director, Elementary and secondary Education Government of Khyber Pakhtunkhwa Peshawar.
3. District Education Officer (M) Dir Upper.

**(Respondents)**

**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. 2408/2023

Case Titled: Muhammad Hayat, 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 <sup>1</sup>[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 <sup>2</sup>[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.

<sup>3</sup>[(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  




(B)

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

PH No.0944-881400 FAX-0944-980411- email- demisdireupper@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	ABOUL HAMID	AMANIULLAH KHAN	93.93	Akhgram	GPS Guli Bagh Payoon
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 Darokal
9	NISAR AHMAD	CHAMRAI KHAN	84.38	Akhgram	GPS Akhgram Payoon
10	MUSLIM ZADA	MUHAMMAD SHER KHAN	83.67	Akhgram	GPS Spirko
11	SHAKIR ULLAH	WALI KHAN	81.53	Akhgram	GPS Shidyal
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 Guli Bagh Bala
17	SAMID ZADA	DAZ MUHAMMAD KHAN	73.8	Akhgram	GPS Akhgram Payoon
18	AITEQ KHAN	YOUSAF KHAN	72.96	Akhgram	GPS Butan
19	NAEEM ULLAH KHAN	MUHAMMAD MUNIR	72.96	Akhgram	GPS Shidyal
20	AMINULLAH	MUHAMMAD ISHAQ	72.54	Akhgram	GPS Karkabanj
21	SAMI ULLAH	RAHIMUL HAQ	72.22	Akhgram	GPS Islamabad
22	SULTAN ZEB	GUL TOTI	72.18	Akhgram	GPS Guli Bagh Payoon
23	SAMIUR RAHMAN	SAZ MUTAMMAD	71.53	Akhgram	GPS Karkabanj
24	ADNAN ULLAH	AYANULLAH KHAN	60.24	Akhgram	GPS Spirko
25	RASHID KHAN	GHULAM NABI	67.85	Akhgram	GPS Spirko
26	SADIQULLAH	AKBAR 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 Guli Bagh Bala
29	UMAR KHAID	DAWLAT KHAN	61.31	Akhgram	GPS Bandargai Karo
30	AMIN UL HAQ	BADSHAH KHALIQ	60.75	Akhgram	GPS Khunano Tangai
31	NEMAT BADSHAH	JEHAN BADSHAH	60.6	Akhgram	GPS Khunano Tangai
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.

Attested  
S.A.



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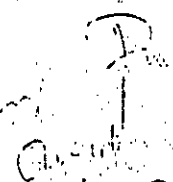
9. Health and Age Certificate should be produced from the Medical Superintendent concerned before taking over charge.
10. He will be governed by such rules and regulations as may be issued from time to time by the Govt.
11. Their services shall be terminated at any time, in case of his performance is 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

Andst. No. 307-12 / File No. 03C/PST/ Appt: 2016 NTS / DEO(M)/ ADO(P) Dated Dir (U) the 05/03/2016.

Copy forwarded for information and necessary action to the:-

1. Director of Elementary & Secondary Education Khyber Pakhtunkhwa Peshawar.
2. District Accounts Officer Dir Upper
3. Dy. District Education Officer Male Dir Upper.
4. Sub. Divisional Education Officer Male Dir and Wari.
5. Official Concerned.
6. A/Asst.

  
District Education Officer,  
Male dir Upper

Attested  


**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 8<sup>th</sup> 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  
S/H*

- (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<sup>1</sup> [or till 30<sup>th</sup> 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;

<sup>1</sup> Inserted vide Khyber Pakhtunkhwa Act No. II of 2019.

Attested  
SIA

- (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<sup>1</sup> [:]

<sup>2</sup>[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.

<sup>1</sup> Replaced vide Khyber Pakhtunkhwa Act No. II of 2019.

<sup>2</sup> Inserted vide Khyber Pakhtunkhwa Act No. II of 2019.

Attested  
[Signature]

(60)

(D)  
~~(C)~~ - 12

**OFFICE OF THE DISTRICT EDUCATION OFFICER**

**(MALE) UPPER DIR**

PH No. 0944-081400 Fax-881400 E-mail: [deomdirupper@gmail.com](mailto: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&SI/D/3-2/2018/S/P/17/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 1<sup>st</sup> 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	Appr. Order No	Dated	Date of Taking over Charge	Extension Order No & Date
1	3561760	Sadiqullah	V; Chappor	Chappor	120.8	GPS Chappor	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
2	3561202	Aswaf Solomni	V; Chappor.	Chappor	125.6	GPS Kasi Chappor	3773-79	03/05/2014	04/05/2014	1868-74.30.04.2015
3	3560162	Asghar Ali Khan	V; Nasir Abad	Chappor	116.62	GPS Gul Shah Dheral	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
4	3560913	Muhammad Nadeem	V; Nasir Abad	Chappor	113.24	GPS Dheral Chappor	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
5	3560517	Muhammad Nadeem	V; Masha Khas	Distlower	112.95	GPS Dheral	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
6	3560073	Muhammad Ishaqullah	V; Hala	Chappor	112.08	GPS Nasir Abad	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
7	3560702	Muhammad Ishaqullah	V; Charkom UK	Distlower	112.05	GPS Charkom UK	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
8	3560703	Muhammad Ishaqullah	V; Kaland	Wari	111.61	GPS Dheral & Kheal	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
9	3560847	Sajid Ali Sahib	V; Wari	Distlower	111	GPS Jalar No 01	270-75	03/05/2014	04/05/2014	1868-74.30.04.2015
10	3560868	Muhammad Muhammad	V; Nasir Abad VIII; Islamabad	Chappor	108.35	GPS Akhram High	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
11	356731	Muhammad Ishaqullah	V; Jalar	Akhram	104	GPS Shikawal No 02	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
12	3560724	Muhammad Ishaqullah	V; Jalar	Chappor	103.78	GPS Sunwal	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
13	3560732	Sajid Din	V; Salab Abad	Distlower	103	GPS Distlower	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
14	3560309	Sajid Din	V; Salab Abad	Distlower	103	GPS Shikawal No 02	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
15	3560647	Muhammad Ishaqullah	V; Nasir Abad	Chappor	102.43	GPS Dheral & Kheal	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
16	3560131	Muhammad Ishaqullah	V; Shahabad	Chappor	99.8	GPS Dheral & Kheal	8572-79	03/05/2014	04/05/2014	1868-74.30.04.2015
17	791760292	Muhammad Ishaqullah	V; Jughalban	Distlower	92.92	GPS Jalar	270-75	03/05/2014	04/05/2014	1868-74.30.04.2015
18	791760306	Muhammad Ishaqullah	V; Jalar	Distlower	88.89	GPS Dheral & Kheal	270-75	03/05/2014	04/05/2014	1868-74.30.04.2015
19	791760306	Muhammad Ishaqullah	V; Jalar	Distlower	88.89	GPS Dheral & Kheal	270-75	03/05/2014	04/05/2014	1868-74.30.04.2015
20	791760306	Muhammad Ishaqullah	V; Jalar	Distlower	88.89	GPS Dheral & Kheal	270-75	03/05/2014	04/05/2014	1868-74.30.04.2015
21	791760306	Muhammad Ishaqullah	V; Jalar	Distlower	88.89	GPS Dheral & Kheal	270-75	03/05/2014	04/05/2014	1868-74.30.04.2015
22	791760306	Muhammad Ishaqullah	V; Jalar	Distlower	88.89	GPS Dheral & Kheal	270-75	03/05/2014	04/05/2014	1868-74.30.04.2015
23	791760306	Muhammad Ishaqullah	V; Jalar	Distlower	88.89	GPS Dheral & Kheal	270-75	03/05/2014	04/05/2014	1868-74.30.04.2015
24	891760306	Muhammad Ishaqullah	V; Jalar	Distlower	88.89	GPS Dheral & Kheal	270-75	03/05/2014	04/05/2014	1868-74.30.04.2015

ADO (P) Establishment

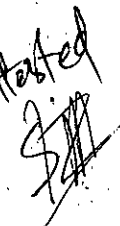
*[Signature]*

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*[Signature]*

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PST (NTS) Regularization Order

200	00370	Muhammad Iqbal	V: Uedmal	Nehar	83.44	GIS Hedama	301-09	05/03/2016	06/03/2016	11.03.2017
201	00373	Muhammad Zeb	V: Haidar Wali	Banda	83.10	GIS Haidar	270-81	05/03/2016	06/03/2016	11.03.2017
202	00406	Ahmad Zeb Khan	V: Gogyal	Sundal	82.63	GIS Sabulug	288-93	05/03/2016	06/03/2016	11.03.2017
203	00337	Muhammad Gul Amin Khan	V: Farqal	Wari	82.5	Dastur II No 01	294-300	05/03/2016	06/03/2016	11.03.2017
204	00345		V: Gurrat	Wari	82.28	GIS Gurrat	294-300	05/03/2016	06/03/2016	11.03.2017
205	00364	Gohar Ali	VIII: Shinkari Koro	Akhrani	82.169	GIS Shinkari GIS Charkum	307-12	05/03/2016	06/03/2016	11.03.2017
206	00405	Murad Saqib Muhammad Zeb	V: Osrat	Distawar	82	GIS Charkum	270-75	05/03/2016	06/03/2016	11.03.2017
207	00314	Muhammad Tahir	V: Jughabari	Distawar	82	GIS Charkum	270-75	05/03/2016	06/03/2016	11.03.2017
208	00992	Abas Ahmad	V: Qadir Abad	Pashit	81.32	GIS Shing GIS Gali	282-87	05/03/2016	06/03/2016	11.03.2017
209	00472	Hassid Khan	VIII: Gali Payeen	Akhrani	80.77	GIS Gali Payeen	282-87	05/03/2016	06/03/2016	11.03.2017
210	00472	Hassid Khan	V: Dastur II	Wari	80.08	Dastur II No 01	294-300	05/03/2016	06/03/2016	11.03.2017
211	00338	Sanaullah	V: Mbluk Hinda	Wari	80.23	GIS Gurrat	294-300	05/03/2016	06/03/2016	11.03.2017
212	00303	Muhammad Hayat	VIII: Karkabari Koro	Akhrani	79.45	GIS Karkabari	307-12	05/03/2016	06/03/2016	11.03.2017
213	00343	Ahmad Ibrahim S Salfar Ali Shah	Muslimi Bagh	Pashit	79.25	GIS Shing GIS Wari	282-87	05/03/2016	06/03/2016	11.03.2017
214	00410	Sulman Khan	V: Jeshmat	Distawar	77.77	GIS Wari	270-75	05/03/2016	06/03/2016	11.03.2017
215	00329	Zahid Zada	VIII: Daryal	Akhrani	77.49	GIS Daryal	307-12	05/03/2016	06/03/2016	11.03.2017
216	00340	Gul Mazar	VIII: Akhrani	Akhrani	75.95	GIS Karkabari GIS Hidarat	307-12	05/03/2016	06/03/2016	11.03.2017
217	00355	Imran Khan	V: Uerarat Manzal	Pashit	75.76	GIS Hidarat Manzal	282-87	05/03/2016	06/03/2016	11.03.2017
218	00259	Ashraf Ali	V: Gali Dala	Pashit	74.38	GIS Sar Koro	282-87	05/03/2016	06/03/2016	11.03.2017
219	00934	Walid Khan	VIII: Guli Bagh VIII: Gali	Akhrani	74.12	GIS Guli Bagh GIS Gali	307-12	05/03/2016	06/03/2016	11.03.2017
220	00327	Sahib Zada	VIII: Akhrani	Akhrani	73.88	Pashit GIS Akhrani	282-87	05/03/2016	06/03/2016	11.03.2017
221	00340	Atiq Khan	VIII: Darokhat Akhrani	Akhrani	73.94	GIS Akhrani Payeen GIS Hidarat Koro	307-12	05/03/2016	06/03/2016	11.03.2017
222	00369	Nasirullah Mulhammad	VIII: Shinkari Koro	Akhrani	72.9	GIS Shinkari	307-12	05/03/2016	06/03/2016	11.03.2017
223	00272	Nasir	V: Kharpasal Koro	Akhrani	72.58	GIS Kharpasal	282-87	05/03/2016	06/03/2016	11.03.2017
224	00361	Amirullah	VIII: Daira Akhrani	Akhrani	72.54	GIS Karkabari	307-12	05/03/2016	06/03/2016	11.03.2017
225	00310	Abdul Hamid	V: Shing V: Akhrani	Pashit	72.27	GIS Shing	282-87	05/03/2016	06/03/2016	11.03.2017
226	00375	Sanaullah	VIII: Islamabad	Akhrani	72.22	GIS Islamabad	307-12	05/03/2016	06/03/2016	11.03.2017
227	00387	Sultan Zeb	VIII: Guli Bagh	Akhrani	72.18	GIS Guli Bagh	307-12	05/03/2016	06/03/2016	11.03.2017
228	00437	Samiur Rahman	VIII: Guli Bagh	Akhrani	71.53	GIS Karkabari	307-12	05/03/2016	06/03/2016	11.03.2017
229	00367	Adnanullah	VIII: Sperko	Akhrani	68.24	GIS Sperko	307-12	05/03/2016	06/03/2016	11.03.2017
230	00127	Hassid Khan	VIII: Daryal Koro	Akhrani	67.85	GIS Sperko	307-12	05/03/2016	06/03/2016	11.03.2017
231	00341	Sadiqullah	VIII: Akhrani	Akhrani	66.1	GIS Sperko	307-12	05/03/2016	06/03/2016	11.03.2017

Attested  


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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*  


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PST (NTS) Regularization Order

Enstt. No. 15646 ZF. 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

Attested  
