

BEFORE THE KHYBER PAKHTUNKHWA SERVICES TRIBUNAL,
PESHAWAR.

Service Appeal No. 393/2019

Date of Institution ... 25.03.2019

Date of Decision ... 21.10.2021

Abid Jan (Sanitary Worker) S/O Muhammad Nawaz R/O Utmanzai
Tehsil & District Charsadda.

... (Appellant)

VERSUS

Government of Khyber Pakhtunkhwa through Secretary Social
Welfare & Special Education Khyber Pakhtunkhwa Peshawar and
three others.

... (Respondents)

MUHAMMAD IRSHAD MOHMAND,
Advocate

--- For appellant.

MR. MUHAMMAD ADEEL BUTT,
Additional Advocate General

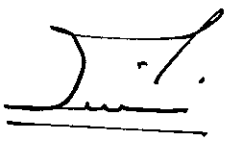
--- For respondents.

MR. AHMAD SULTAN TAREEN
MR. SALAH-UD-DIN

--- CHAIRMAN
--- MEMBER (JUDICIAL)

JUDGMENT:

SALAH-UD-DIN, MEMBER:-


Precise facts as alleged by the appellant in his service
appeal are that he was appointed as Sanitary Worker (BPS-02)
vide order dated 04.03.2008 and is serving as such in District
Dir Lower at Chakdara; that during the course of his service,
the appellant was transferred and posted as Naib Qasid and
Store Cooli on various occasions and he served as such on the
said posts; that the cadre of certain other employees of the
department has been changed, however the request of the
appellant for change of his cadre was turned down vide order

dated 22.04.2014; that the appellant filed Writ Petition before the august Peshawar High Court, Peshawar, however the same was dismissed in limine for want of jurisdiction; that the departmental appeal of the appellant was not responded within the statutory period, hence the instant service appeal.

2. Notices were issued to the respondents, who submitted their comments, wherein they refuted the assertions made by the appellant in the appeal.

3. Learned counsel for the appellant has argued that the appellant was transferred to the post of Naib Qasid as well as Store Cooli and he has served as Naib Qasid for a considerable long period during the course of his service, therefore, the respondents were legally bound to have changed his cadre from the post of Sanitary Worker to that of Naib Qasid; that cadres of so many employees of the department were changed upon their request, however the request of the appellant for the such relief was declined, which act of the respondents is clear cut discrimination; that the change of cadre of the appellant will not bring any substantial increase in his salary or other perks and privileges, therefore, the respondents were not justified in refusing the request of the appellant.

4. On the other hand, Additional Advocate General for the respondents has argued that the appellant was appointed against the post of Sanitary Worker BPS-02 and there are no rules for change of cadre from the post of Sanitary Worker to that of Naib Qasid; that the cadre of certain Chowkidars was changed and they were posted as Naib Qasids, however the same was done in accordance with notified service rules of the department; that the appeal of the appellant is also badly time barred, therefore, the same may be dismissed with cost.

5. Arguments heard and record perused.

6. A perusal of the record would show that the appellant is seeking the change of his cadre from the post of Sanitary Worker to the post of Naib Qasid and in this respect, he has mainly relied on order dated 15.07.2016 issued by


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Government of Khyber Pakhtunkhwa Directorate of Social Welfare Special Education and Women Empowerment Jamrud Road, whereby the cadre of certain Chowkidars was changed as Naib Qasid. Available on record is copy of notification dated 21.09.2006, issued regarding recruitment, qualification and other conditions specified in column No. 2 to 7 of appendix to the said notification which were to be applicable to the posts in the Directorate of Social Welfare and Women Development Khyber Pakhtunkhwa. According to the said notified service rules of the department, eighty percent Naib Qasids are to be appointed through initial recruitment, while twenty percent by transfer from amongst the Chowkidars. It was in the light of said notified service rules that the department issued order dated 15.07.2016, therefore, the same could not in any way justify the claim of the appellant regarding the change of his cadre. Learned counsel for the appellant was unable to lay hand on any law/rules in support of stance of the appellant for the change of his cadre.

7. In light of the foregoing discussion, the appeal in hand being devoid of any force is hereby dismissed. Parties are left to bear their own costs. File be consigned to record room.

ANNOUNCED
21.10.2021


(AHMAD SULTAN/TAREEN)
CHAIRMAN


(SALAH-UD-DIN)
MEMBER (JUDICIAL)

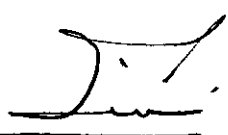
ORDER
21.10.2021

Mr. Muhammad Irshad Mohmand, Advocate, for the appellant present. Mr. Nabi Gul, Superintendent alongwith Mr. Muhammad Adeel Butt, Additional Advocate General for the respondents present. Arguments heard and record perused.

Vide our detailed judgment of today, separately placed on file, the appeal in hand being devoid of any force is hereby dismissed. Parties are left to bear their own costs. File be consigned to record room.

ANNOUNCED
21.10.2021


Chairman


(Salah-ud-Din)
Member (Judicial)

02.07.2021

Appellant present through counsel.

Asif Masood Ali Shah learned Deputy District Attorney for respondents present.

At the very outset of arguments, when learned counsel was asked as to on which policy of the Department, he has placed his case for remedy through this appeal, he being not prepared for this situation, has requested for adjournment. Request is accorded. To come up on 21.10.2021 for arguments, before D.B.




(Rozina Rehman)
Member(J)



Chairman

28.12.2020

Due to summer vacation, case is adjourned to
30.03.2021 for the same as before.




Reader

30.03.2021


Appellant with counsel present.

Kabir Ullah Khattak learned Additional Advocate
General for respondents present.

Former made a request for adjournment; granted. To
come up for arguments on 2/7/2021 before D.B.



(Atiq ur Rehman Wazir)
Member (E)



(Rozina Rehman)
Member (J)

10.03.2020 Appellant in person present. Mr. Usman Ghani learned District Attorney for the respondents present. Appellant requested for adjournment on the ground that his counsel is not available today. Adjourn. To come up for arguments on 22.04.2020 before D.B.



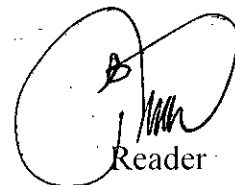
Member



Member

22.04.2020 Due to public holidays on account of Covid-19, the case is adjourned. To come up for the same on 04.08.2020 before D.B.

04.08.2020 Due to summer vacation case to come up for the same on 15.10.2020 before D.B.

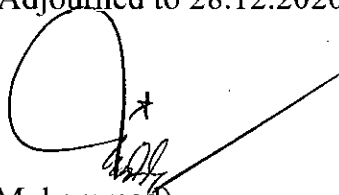


Reader

15.10.2020 Counsel for the appellant is present. Mr. Usman Ghani, District Attorney for respondents is present.

Learned counsel for the appellant submitted rejoinder which is placed on file and seeks time for arguments.

Adjourned to 28.12.2020 for arguments before D.B.



(Mian Muhammad)
Member (E)



(Rozina Rehman)
Member(J)

24.10.2019

Appellant in person present. Mr. Kabirullah Khattak learned Addl: AG alongwith Nabi Gul Superintendent for respondents No.1 & 2 present.

Respondents No.3 & 4 have not furnished the requisite reply/comments despite last opportunity. The appeal is posted to D.B for arguments on 19.12.2019.


Chairman

19.12.2019

Lawyers are on strike as per the decision of Peshawar Bar Association. Adjourn. To come up for further proceedings/arguments on 31.01.2020 before D.B.


Member


Member

31.01.2020

Appellant in person present. Mr. Muhammad Jan learned Deputy District Attorney present. Appellant seeks adjournment as his counsel is not in attendance. Adjourn. To come up for arguments on 10.03.2020 before D.B


Member


Member

04.07.2019

Appellant in person and Addl. AG present. No representative of the respondents present. Fresh notices be issued to them. To come up for written reply/comments on 30.08.2019 before S.B.


Member

30.08.2019

Counsel for the appellant and Addl. AG alongwith Nabi Gul, Superintendent for respondents No. 1 & 2 present.

Representative of the respondents No. 1 & 2 has submitted parawise comments on behalf of the said respondents. Fresh notices be issued to respondents No. 3 & 4 for submission of their requisite reply/comments on 30.09.2019 before S.B.


Chairman

30.09.2019

Appellant in person and Addl. AG alongwith Nabi Gul, Superintendent for respondents No. 1 and 2 present. Nemo present for respondent No. 3 & 4.

Fresh notices be issued to respondents No. 3 & 4 for submission of written reply/comments by way of last chance on 24.10.2019 before S.B.


Chairman

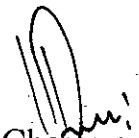
10.04.2019

Counsel for the present.

It is contended by the learned counsel for the appellant that after the appointment of the appellant as Sanitary Worker (BPS-02) on 04.03.2008, he was transferred to many places against the post of Naib Qasid and Store Cooli (BPS-01). The appellant therefore, applied for the change of his cadre to respondents but to no avail. Further contended that some colleagues of the appellant were given similar relief through order dated 15.07.2016 when their cadre was changed from Chowkidar to Naib Qasid. However, the appellant was denied such relief.

In view of the above, instant appeal is admitted for regular hearing. The appellant is directed to deposit security and process fee within 10 days. Thereafter, notices be issued to the respondents for written reply/comments. To come up for written reply/comments on 28.05.2019 before S.B

Appellant Deposited
Security & Process Fee


Chairman

28.05.2019

Appellant in person. Nemo for the respondents.



Fresh notices be issued to the respondents for submission of reply/comments on 04.07.2019 before S.B.


Chairman

Form- A
FORM OF ORDER SHEET

Court of _____

Case No. 393/2019

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	25/03/2019	<p>The appeal of Mr. Abid Jan presented today by Mr. Muhammad Irshad Mohmand Advocate may be entered in the Institution Register and put up to the Worthy Chairman for proper order please.</p> <p style="text-align: right;"> REGISTRAR 25/3/19</p>
2-	29/03/19.	<p>This case is entrusted to S. Bench for preliminary hearing to be put up there on <u>10/04/2019</u>.</p> <p style="text-align: right;"> CHAIRMAN</p>

BEFORE THE KPK SERVICE TRIBUNAL AT PESHAWAR

Service Appeal No:- *393* /2019

Abid Jan (Sanitary Worker) S/o Muhammad Nawaz Resident of
Utmanzai Tehsil & District Charsadda

----- (Appellant)

VERSUS

Government of Khyber Pakhtunkhwa

----- (Respondents)

I N D E X

S.No	Description of Documents	Annex	Pages
1.	Service Appeal		<i>1-8</i>
2.	<i>Affidavit + Addresses of parties</i>		<i>9-10</i>
3.	Copy of Appointment Order dated 04-03-2008	"A"	<i>11-13</i>
4.	Copies of Notification dated 01-04- 2011	"B"	<i>14</i>
5.	Copy of Transfer Order dated 21- 05-2014	"C"	<i>15</i>
6.	Copies of Transfer Orders	"D"	<i>16-20</i>
7.	Copy Of Change Of Cadre Of Other Colleagues	"E"	<i>21-23</i>
8.	Copy of Office Letter dated 22/04/2014	"F"	<i>24-25</i>
9.	Copy Of Writ Petition and Order	"G"	<i>26-35</i>
10.	Copy of Departmental Appeal	"H"	<i>36-37</i>
<i>11</i>	<i>wakalat Nama.</i>		<i>38</i>

Abid Jan
Appellant Abid Jan
Through.

Muhammad Irshad Mohmand
Muhammad Irshad Mohmand
Advocate

High Court Peshawar
Cell # 03005917744

Office 15-D, Haroon Mansion

Khyber Pakhtunkhwa
Khyber Pakhtunkhwa

①

BEFORE THE KPK SERVICE TRIBUNAL AT PESHAWAR

Service Appeal No:- 393/2019

Abid Jan (Sanitary Worker) S/o Muhammad Nawaz Resident of Utmanzai Tehsil & District Charsadda

----- (Appellant)
Khyber Pakhtunkhwa
Service Tribunal

VERSUS

Diary No. 382

Dated 25/3/2019

1. **Government of Khyber Pakhtunkhwa** through Secretary Social Welfare & Special Education KPK Peshawar
2. **Director Social Welfare & Special Education For Women Empowerment, Opp Islamia College Peshawar**
3. **District Officer Social Welfare Dir Lower**
4. **Incharge Community Development Center Chakdara Dir Lower.**

Filed to-day

----- (Respondents)

Registrar
25/3/19

APPEAL U/S 4 OF KHYBER PAKHTUNKHWA SERVICE TRIBUNAL ACT, 1974, FOR DECLARING THE INACTION OF RESPONDENTS TO BE ILLEGAL, UNJUSTIFIED, MALAFIDE AND BASED ON DISCRIMINATION, BY NOT CHANGING THE CADRE OF APPELLANT FROM SANITARY WORKER TO NAIB QASID/ATTENDANT AS EXTENDED / GRANTED TO OTHER COLLEGUES OF THE APPELLANT AND THE DEPARTMENTAL APPEAL/ REPRESENTATION OF THE APPELLANT WAS NOT RESPONDED & DECIDED WITHIN THE STIPULATED PERIOD OF 90 DAYS.

2

PRAYER:-

On acceptance of this appeal, the inaction of Respondents be declared as illegal against the fundamental right as guaranteed by the constitution of Islamic Republic Of Pakistan 1973 and the Respondents be directed to treat the appellant equally, and extended equal protection of law and rules by changing the cadre of appellant from sanitary worker to post of Naib Qasid / Attendant as extended to other colleagues

Respectfully Sheweth:-

The brief facts leading up to the filing of this Appeal are as under:-

1. That the Appellant is the permanent resident of District Charsadda village Utmanzai and serving as Sanitary Worker in District Dir Lower at Chakdara.
2. That the Appellant was initially appointed as **Sanitary Worker (BPS-2)** vide office order dated 04/03/2008 on contract basis for period of one year after due process of law and was posted in Community Development Project, Chakdara Dir (Lower) under the Ministry of Social Welfare & Special Education Islamabad, in pursuance of which he assumed the charge of his duty after completing the requisite codal formalities. It is pertinent to mention here

③

that service of the Appellant was regularized by the Federal Government vide order dated 12th July 2010 w.e.f 01/07/2010. **(Copy of Appointment Order dated 04/03/2008 is Attach as Annexure "A")**

3. That after passing the 18th Amendment Act 2010 in the Constitution of Islamic Republic of Pakistan 1973 all the Community Development Centre working under the Federal Government were devolved to the province of KPK including the Appellant ~~department~~ such as the Community Development Centre Chakdara including the staff were treated as employees of Social Welfare Department, Government of Khyber Pakhtunkhwa vide office order dated 01/04/2011. **(Copy of Notification dated 01-04-2011 is Attach as Annex "B")**

4. That thereafter the Appellant was transferred vide office order dated 21/05/2014 from Community Development Centre Chakdara to Special Education Complex Hayatabad on the post of Naib Qasid. **(Copy Of Transfer Order dated 21/05/2014 is Annex "C")**

5. That the Appellant then vide office order dated 26/09/2014 repatriated to his post from Special Education Complex Peshawar to Community Development Centre Chakdara Dir Lower and just after some months vide office order dated 27-01-2016, the Appellant was again posted as **Store Coolli (BPS-1)** in the Government School for Deaf & Dumb Children Thakhat Bhai District Mardan and after passing three months vide office order dated 17-03-2017 the Appellant was again repatriated to his post. **(Copies of Transfer Orders are Attach as Annex "D")**

6. That other colleagues of the Appellant department have been granted the relief of change of cadres but the Appellant have been refused the same on the basis of mala fide intention, ulterior motive. And treated discriminately **(Copy Of Change Of Cadre Of Other Colleagues are Attach as Annex "E")**

7. That since the Appellant is continuously performing his duty on the post of Naib Qasid therefore the Appellant then filed an application before the Respondents no 2 for change of his cadre, which was regretted vide office order dated 22/04/2014. **(Copy of Office Letter dated 22/04/2014 is attached as Annexure "F")**

8. That the Appellant then filed writ petition Before Honorable Peshawar High Court Peshawar for same relief of change of cadre but the same was disposed on the ground that the matter in essence and substance being related to the term and condition of services can well be urged before the departmental authority and then before the Service Tribunal (**Copy Of Writ Petition and Order is Attach as Annexure "G"**)
9. That thereafter the appellant filed departmental appeal before the Respondent No.02 on 14/12/2018 but the same was not responded/decided within the statutory period. **(Copy of Departmental Appeal dated 14/12/2018 is attached as Annexure "H")**
10. That the appellant being aggrieved from not responding the departmental appeal within the stipulated period, preferred the instant appeal on the following grounds

GROUNDS

- A. That the action / inaction of Respondents are based on malafidie, ulterior motive, against law & justice, therefore liable to be struck down and the Appellant is entitle for the change of cadre from the Post of Sanitary Worker to the Post of Naib Qasid/ Attendant
- B. That the Appellant is performing duty in BPS-2 which is district cadre post but the Appellant were time & again transferred from District Dir Lower to Peshawar, Takhtbhai and then retransferred to post of Sanitary Worker in District Dir.
- C. That so many employees of the department of different cadre having applied for the change of their cadre which were granted and their cadre were changed but in the Appellant case the Respondent are creating hurdle and are reluctant in the change of Cadre.
- D. That under the law there is no bar on the change of Class-IV employees cadre but the Respondents are reluctant in the change of cadre of Appellant as the Appellant is serving in very lower post/scale and the frequent transfer of Appellant from one place to another have made the life of Appellant very miserable as the Appellant is


receiving a very meager & petty salary whereon the survival of Appellant and his family is difficult and is in extreme financial crises.

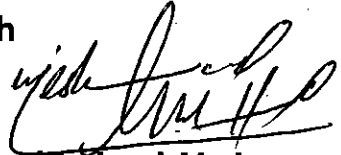
- E. That the Appellant has been discriminated in matter of change of cadre as others colleagues of the Appellant have been extended the benefits of change of cadre but the same relief has been denied to the Appellant with mala fide intention & ulterior motive.
- F. That the Appellant has not been treated in accordance with law nor extended equal protection of law which is inalienable right of the Appellant.
- G. That the change of cadre of Appellant will not brought any substantial change in the matter of salary or other allied benefits but to save the Appellant from frequent transfer from one district to another district and inconvenience in performing duty.
- H. That after devolution of Appellant department to the Province of Government of KPK, the appellant became the Provincial Employee and the Provincial Statute are applicable to the Appellant cadre/ Service, therefore the

Appellant being performing the duty on District Cadre Post which has to be filed up from locality under Rule 12 () of APT Rule 1989.

It is therefore, prayed that on acceptance of this Service Appeal the impugned action/ inaction of Respondents may kindly be declared illegal , unlawful, based on mala fide intention, ulterior motive and discriminatory having no backing of law, without lawful authority and of no legal effect and the Respondents be directed to extend the same relief of change of cadre from Sanitary worker to Naib Qasid/ Attendant as extended to others colleagues of the appellant in the interest of justice.

Any other relief which has not been asked specifically for which the Appellant is entitled may also be granted.

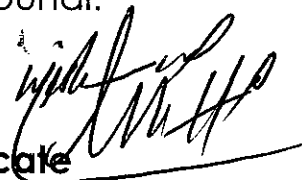

Appellant Abid Jan
Through


Muhammad Irshad Mohmand
Advocate
High Court Peshawar

Dated:- /03/2019

CERTIFICATE

As per instruction of my client no such service appeal has earlier been filed by the Appellant before this Tribunal.


Advocate

9

BEFORE THE KPK SERVICE TRIBUNAL AT PESHAWAR

Service Appeal No:- /2019

Abid Jan (Sanitary Worker) S/o Muhammad Nawaz Resident of
Utmanzai Tehsil & District Charsadda

----- (Appellant)

VERSUS

Government of Khyber Pakhtunkhwa

----- (Respondents)

AFFIDAVIT

I, **Abid Jan (Sanitary Worker)** S/o Muhammad Nawaz Resident
of Utmanzai Tehsil & District Charsadda
do hereby solemnly affirm and declare that all the contents of
the accompanied Appeal are true and correct to the best of
my knowledge and belief and nothing has been concealed or
withheld from this Honorable court.

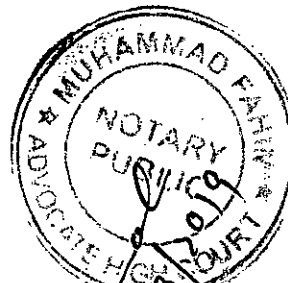
Abid Jan
DEPONENT
CNIC # 17101-0268320-3

Identified by

Muhammad Irshad Mohmand

Muhammad Irshad Mohmand
Advocate
High Court Peshawar

ATTESTED



BEFORE THE KPK SERVICE TRIBUNAL AT PESHAWAR

Service Appeal No:- /2019

Abid Jan (Sanitary Worker) S/o Muhammad Nawaz Resident of
Utmanzai Tehsil & District Charsadda

----- (Appellant)

VERSUS

Government of Khyber Pakhtunkhwa

----- (Respondents)

ADDRESSES OF PARTIES

Abid Jan (Sanitary Worker) S/o Muhammad Nawaz Resident of
Utmanzai Tehsil & District Charsadda

----- (Appellant)

VERSUS

1. **Government of Khyber Pakhtunkhwa** through Secretary
Social Welfare & Special Education KPK Peshawar
2. **Director Social Welfare & Special Education For Women
Empowerment**, Opp Islamia College Peshawar
3. **District Officer Social Welfare Dir Lower**
4. **Incharge Community Development Center Chakdara**

----- (Respondents)

Appellant Abid Jan
Through

Muhammad Irshad Mohmand
Advocate
High Court Peshawar

Dated:- /03/2019

11 Annex "A"

NO.PF. 1263(AJ) ADMIN-II
GOVERNMENT OF PAKISTAN
MINISTRY OF SOCIAL WELFARE & SPECIAL EDUCATION

Islamabad the 4th March 2008

OFFICE ORDER

Having been declared medically fit by the Civil Surgeon, Medical Centre for Federal Government Servants, Peshawar, Mr. Abid Jan S/o Mr. Muhammad Nawaz is appointed as Sanitary Worker (BS-02) on contract basis for a period one year w.e.f. 28-02-2008 on usual terms and conditions as contained in this Ministry's letter No. F. 2-3/2006/Admin-II/CDP Chakdara dated 14th February 2008 accepted by him.

2. Mr. Abid Jan, Sanitary Worker (BS-02) is posted in Community Development Project, Chakdara Dir (Lower) under the Ministry of Social Welfare & Special Education Islamabad.

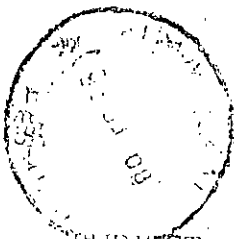
Altaf
(MUHAMMAD ALTAF)
SECTION OFFICER (ADMIN-II)

DISTRIBUTION

1. AGPR, Sub office Peshawar.
2. SWO/DDO, CDP Chakdara Dir (Lower).
3. District Account Officer Dir (Lower).
4. Official concerned.
5. Office copy.

Employee working on 11/7/2007
granted an step upgradation only - Post is
not up-graded. Mr. Abid Jan
appointed on 14.2.2008

Attested



NO.F 2-3/2006-Admin-II
 GOVERNMENT OF PAKISTAN
 MINISTRY OF SOCIAL WELFARE AND SPECIAL EDUCATION
 Opposite NORI Hospital, G-8/4, Hanna Road

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Islamabad, the 28th January 2008

SUBJECT:- TEST/INTERVIEW FOR THE POST OF SANITARY WORKER (BS-02)

With reference to his application for the subject mentioned post. He is hereby directed to appear for interview on 09-02-2008 at 11:00 A.M. in the Institute for Physically Handicapped Children, Special Education Complex, Hayatabad (Phase-V) Peshawar.

2. He is also directed to bring his original testimonials, ID Card, etc. at the time of /interview.

3. No TA/DA will be admissible

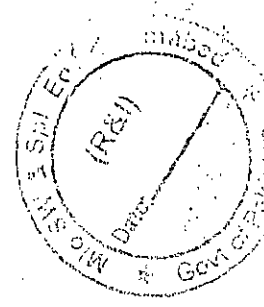


Accepted

(MUHAMMAD ALTAJ)
 SECTION OFFICER (ADMIN-II)
 PHONE NO. 051-9263282

SWP-05

ABID JAN S/O MUHAMMAD NAWAZ
 VILLAGE UTMANZAI MOHALLAH
 CHARRANG ABAD TEHSIL CHARSADDA



Accepted

No. F. 2-3/2006/Admin-II
Government of Pakistan
Ministry of Social Welfare and Special Education

(13)



Islamabad the 23rd February, 2008

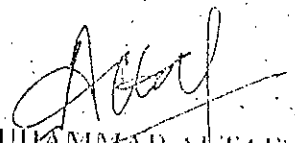
To
The Civil Surgeon
Federal Medical Centre for Federal Government Employees
Hassan Garhi, Shami Road
Peshawar

Subject: MEDICAL EXAMINATION

Sir,

I am directed to say that Mr. Abid Jan S/o Mr. Muhammad Nawaz has been selected for appointment as Sanitary Worker (BS-02) on contract basis for a period of one year in Community Development Project Chakdara, Dir (Lower) under the Ministry of Social Welfare & Special Education Islamabad.

2. You are requested to kindly examine him and submit a report to the undersigned at an early date.


(MULHAMMAD ATAF)
SECTION OFFICER (ADMIN-II)

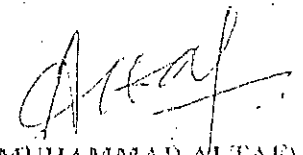


Islamabad, the 1st April, 2011

OFFICE ORDER

On transfer of Community Development Centre, Chakdara to the Government of Khyber Pakhtoon Khawa in pursuance of Constitution (Eighteenth Amendment) Act, 2010 (Act No. X of 2010), the following employees of Community Development Centre, Chakdara are transferred to the Government of Khyber Pakhtoon Khawa on deputation under Section 10 of the Civil Servants Act, 1973 on their existing post in the same Basic Scales of pay:

S. No.	Name	Designation	Pay Scale
1.	Ms. Seema Anjum	Nursery Teacher	(BS-15)
2.	Ms. Heena Rahman	Nursery Teacher	(BS-15)
3.	Ms. Nasira	LHV	(BS-09)
4.	Mr. Ajab Khan	UDC	(BS-09)
5.	Ms. Sumuyya	VPI	(BS-08)
6.	Mr. Alamgir Khan	VPI	(BS-08)
7.	Mr. Haroon Rashid	LDC	(BS-07)
8.	Mr. Abdul Sami	Driver	(BS-04)
9.	Mr. M. Gahfoor	Naib Qasid	(BS-02)
10.	Mr. Zakir Ullah	Naib Qasid	(BS-02)
11.	Ms. Nabeeda Bibi	Aya	(BS-02)
12.	Mr. Farid Ullah	Chowkidar	(BS-02)
13.	Mr. Abid Jan	Sanitary Worker	(BS-02)


(MUHAMMAD ALTAF)
Section Officer

Distribution:

1. Secretary, Inter-Provincial Coordination Division Islamabad.
2. Secretary, Finance Division, Islamabad
3. Secretary, Cabinet Division Islamabad
4. Secretary, Establishment Division, Islamabad
5. Chief Secretary, Government of Khyber Pakhtoon Khawa, Peshawar
6. Mr. M. Feroze Khan, Director General, M.S Wing, Establishment Division, Islamabad
7. Mr. Muhammad Shahid Siddique, Director General, M.S Wing, Establishment Division, Islamabad
8. Secretary, Social Welfare Department, Government of the Khyber Pakhtoon Khawa.
9. AGPR sub office Peshawar
10. Accountant General, Peshawar.
11. District Account Officer, Dir Lower
12. DDO, Community Development Centre Chakdara
13. Officer Concerned.
14. Office Copy.


Attested



(15) (12)

Annex 2

GOVERNMENT OF KHYBER PAKHTUNKHWA
DIRECTORATE OF SOCIAL WELFARE, SPECIAL EDUCATION
& WOMEN EMPOWERMENT, KHYBER PAKHTUNKHWA,
OPP: ISLAMIA COLLEGE GATE, JAMRUD ROAD, PESHAWAR.
@@@@@@@@

F No. DI-346/2013/DSW/2193-99 Peshawar the 21st May, 2014.

ORDER

With immediate effect until further orders Mr. Abid Jan Sainatory Worker (B-1) of Community Development Center Chakdara Dir (Lower) is transferred to Special Education Complex Hayatabad, Peshawar. The official will draw his salary etc against the existing vacant post of Naib Qasid (B-1) and will have no right to claim permanent retention of that post. His seniority etc will be intact in his original cadre i.e. Sainatory Worker and on arrival of the actual incumbent of the post he will be reverted to his original post.

Sd/-

(MOTASIM BILLAH SHAH)
DIRECTOR (SWSE&WE)

Copy for information to:-

1. The Accountant General Khyber Pakhtunkhwa.
2. The Director, Special Education Complex, Hayatabad Peshawar.
3. The District Account Officer, Dir (Lower).
4. The District Officer (SW) Dir Lower.
5. Social Welfare Officer CDC, Chakdara (Dir Lower).
6. PA to DSW.
7. Official Concerned.
8. Office copy.

15/05/15
(Muhammad Rauf)
Assistant Director (Estab)

Attested

13

16

Annex "D"



Government of Khyber Pakhtunkhwa
Directorate of Social Welfare, Special Education & Women Empowerment
opposite Isiamia College Jamrud road,
@@@@@@@@@@@

Dated Peshawar the 26/09/2014

ORDER

No. DI/PF-346/DSW/ 1300 With immediate effect until further orders, Mr. Abid Jan Sanitary Worker (BPS-01) presently working against the vacant post of Naib Qasid (BPS-01) at Special Education Complex Peshawar is hereby repatriated to his original place of posting i.e., Community Development Centre Chakdara Dir (Lower) as Sanitary Worker. The official is hereby directed to report for duty to the Officer In-charge Community Development Centre Chakdara Dir (Lower) immediately. No TA / DA is allowed.

2. This issue with the approval of the Director, SW, SE & WE, Khyber Pakhtunkhwa Peshawar.

*Seen
A
13/10/14*

Muhammad Rauf
(Muhammad Rauf)
Assistant Director
Establishment

Distribution

1. Accountant General Khyber Pakhtunkhwa, Peshawar.
2. District Accounts Officer, Dir (Lower).
3. Director Special Education Complex, Peshawar.
4. In-Charge Community Development Centre Chakdara.
5. District officer Social Welfare Dir (Lower).
6. PA to Director SW, SE & WE, Khyber Pakhtunkhwa.
7. Official concerned.
8. Office copy.

Attested

*File
3
13/10/14*

(17)

OFFICE OF THE DISTRICT OFFICER
SOCIAL WELFARE SPECIAL EDUCATION
& WOMEN EMPOWERMENT DEPARTMENT
DIR LOWER.

NO.DO/SWD/DL/ 2634-85
Dated Timergara, the 23/09 2015.

OFFICE ORDER.

The office of the District officer Social Welfare Special Education & Women Empowerment Department Dir Lower has been shifted to a new building of the Department.

Due to long distance of the important offices of the District, and other external and internal official duty in the office, it is not possible for one Naib Qasid to cover the overall duties.


In the light of the above mentioned problems, an internal posting/adjustment order of Mr. Abid Jan Sanitary Worker of Community Development Center Chakdara District Dir Lower is hereby made to office of the District Officer Social Welfare Special Education & Women Empowerment Department Dir Lower at Timergara with immediate effect till further order as desired by the undersigned.

DISTRICT OFFICER
SOCIAL WELFARE SPECIAL EDUCATION
& WOMEN EMPOWERMENT DEPARTMENT
DIR LOWER.

Endst: No & date As above.

Copy forwarded to

1. The Director Social Welfare Special Education & Women Empowerment Department Khyber Pakhtunkhwa Peshawar for information.
2. The Social Welfare Officer Community Development Center Chakdara, Dir Lower.
3. The official concerned, he is directed to join the duty at the office of the undersigned after receiving this letter.


DISTRICT OFFICER
SOCIAL WELFARE SPECIAL EDUCATION
& WOMEN EMPOWERMENT DEPARTMENT
DIR LOWER.

Attested

(18)



SUBSTITUTED BEARING THE SAME NO. & DATE



Government of Khyber Pakhtunkhwa
Directorate of Social Welfare, Special Education &
Women Empowerment Jamrud Road,
@@@@@@@@

Dated Peshawar the 27/01/2016

ORDER

No. DI/346/DSW/ 2103-11 With immediate effect and until further orders, Mr. Abid Jan Sanitary Worker (BPS-02) of Devolved Community Development Centre Chakdara, Dir Lower is hereby transferred to the Government School for Deaf & Dumb Children Takht Bhai District Mardan against the vacant post of Store Cooli (BPS-01) in his own pay scale and on the same terms & conditions of his services, being a devolved employee, in the best public interest.

2. The official will have no right to claim permanent retention of that post. His seniority etc; will be intact in his original cadre i.e., Sanitary Worker and on arrival of the actual incumbent of the post, he will be reverted to his original post. No TA/DA is admissible.

3. This issues with the approval of the Director Social Welfare, Special Education & Women Empowerment Khyber Pakhtunkhwa.

Copy forwarded to:

1. District Accounts Officer Mardan.
2. District Accounts Officer Dir Lower.
3. PS to Senior Minister Social welfare, Special Education & Women Empowerment Department Khyber Pakhtunkhwa for information.
4. District Officer (SW) Dir Lower.
5. District Officer (SW) Mardan.
6. Officer In-Charge Community Development Centre Chakdara Dir Lower.
7. Principal Government School for Deaf Children Takht Bhai.
8. PA to Director Social Welfare, SE & WE Peshawar.
9. Official concerned.

(Assistant Director-DI)

19

20



Government of Khyber Pakhtunkhwa
Directorate of Social Welfare, Special Education
& Women Empowerment University Road,
@@@@@@@

Peshawar the 17/03/2017

ORDER

No. DI/346/DSW/ 4415-2-0 Mr. Abid Jan Sanitary Worker (BPS-02)
Community Development Centre Chakdara Dir Lower, presently working against
the vacant post of Store Coolie (BPS-01) in Government School for Deaf & Dumb
children Thakht Bhai Mardan is hereby repatriated to his actual place of posting
i.e., Sanitary Worker, Community Development Centre Chakdara Dir Lower in the
best public interest.

--Sd--
DIRECTOR
Social Welfare, SE & WE
Khyber Pakhtunkhwa

Copy forwarded to:

1. The District Accounts Officer Mardan & Dir Lower.
2. District officers Mardan & Dir Lower.
3. The Incharge Community Development Centre Chakdara Dir Lower.
4. The Principal Government School for Deaf & Dumb children Thakht Bhai.
5. PA to Director Social Welfare SE & WE Khyber Pakhtunkhwa.
6. Official concerned.

(Assistant Director-DI)

Attested

The
curr

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Government of Khyber Pakhtunkhwa
Directorate of Social Welfare, Special Education &
Women Empowerment Jamrud Road.

No. DI/346/DSW/ 3016-18
Dated Peshawar the 14/02/2017


To
The District Officer, Social Welfare,
Mardan.

Subject: APPLICATION FOR GRANT OF (BPS-02).

1. I am directed to refer to the subject noted above and to state that Mr. Abid Jan Sanitary Worker (BPS-02) presently working against the vacant post of Store Coolie (BPS-01) in the Government School for Deaf Children Takht Bhai has requested that he was appointed in (BPS-02) but still he is drawing his salaries in (BPS-01) which is discrimination with him.

2. The official was appointed by the Federal Government on contract basis vide letter No.23/2006(Admin-II) dated 14th February 2008 (copy enclosed). Later on, his services were regularized w.e.f. 01-07-2010 vide order No.4-4/2002-Admin-II dated 12th July 2010 (copy enclosed). The official was devolved to Provincial Government w.e.f 01-04-2011 vide order No.11-19/2011-Coord dated 1st April 2011 (Copy enclosed).

3. It is, therefore, requested that the case may be examined thoroughly with the Pay bills and Service Book of the official concerned and if found any discrepancy, then the case may kindly be tackle up with the District Accounts office Mardan accordingly.


14/2/2017
(Saqib Habib)
Assistant Director-DI

Enclosed above:

Copies for information to:

1. PA to Director Social Welfare, SE & WE Khyber Pakhtunkhwa.
2. Official Concerned.

(Assistant Director-DI)

Attested

20

BETTER COPY

GOVERNMENT OF KHYBER PAKHTUNKHWA
DIRECTORATE OF SOCIAL WELFARE SPECIAL EDUCATION &
WOMEN EMPOWERMENT JAMRUD ROAD

No. DI/346/DSW/30.06.2018
Dated Peshawar the 14.02.2017

To,

The District Officer, Social Welfare
Mardan

Subject: APPLICATION FOR GRANT OF (BPS-02)

I am directed to refer to the subject noted above and to state that Mr. Abid jan Sanitary Worker (BPS-02) presently working against the vacant post of Store Cooli (BPS-01) in the Government School for Deaf Children Takht Bhai has requested that he was appointed in (BPS-02) but still he is drawing his salaries in (BPS-01) which is discrimination with him.

2. The official was appointed by the Federal Government on contract basis vide letter No. 243/2006(Admin-II) dated 14th February 2008 (Copy enclosed). Later on his services were regularized w.e.f 01.07.2010 vide order no 4-4/2002 Admin-II dated 12th July 2010 (Copy enclosed). The official was developed to Provincial Government w.e.f 01.04.2011 vide order No 11-17/2011- Coord dated 1st April 2011 (copy enclosed)

3. it is therefore requested that the case may be examined thoroughly with the Pay bills and service Book of the official concerned and if found and discrepancy, then the case may kindly be tackle up with the district Accounts Office Mardan Accordingly.

(Saqib Habib)
Assistant Director-DI

Encl: as Above.

Copy for information to:

1. PA to Director Social Welfare SE & WE Khyber Pakhtunkhwa.
2. Official Concerned.

(Assistant Director-DI)

Attested
Attested
in order



REGISTERED MAIL
Government of Khyber Pakhtunkhwa
Directorate of Social Welfare, Special Education and
Women Empowerment Jamrud Road Peshawar



Ames E

Dated Peshawar the 15/7/2016

ORDER

No. E-17/35/DSW/2016/1891-1904; In terms of Recruitment Rules Clause-12 Section-B issued vide Notification No.SDII (SWD)II-12/12/99 dated 19/10/2006 and consequent upon recommendations of the Departmental Selection Committee in its Meeting held on 23/06/2016, the cadre of the following Chowkidars is here by changed as Naib Qasid with immediate effect and posted against the vacant posts shown in column-3

S.No.	Name	New Place of Posting as Naib Qasid
1.	Mr. Sulaiman Shah, Chowkidar CMR&PHC Peshawar.	MRPH, Peshawar
2.	Mr. Ibrar Hussain, Chowkidar, DO (SW) Peshawar.	Directorate of Social Welfare
3.	Mr. Khurshid Ali, Chowkidar, DO (SW) Swat.	Rehabilitation Center for Drug Addicts, Swat
4.	Mr. Nuhammad Yasin, Chowkidar GSDC, Haripur	DC (SW) Haripur
5.	Mr. Marjan Ali, Chowkidar DO (SW) Charsadda	GIB, Mardan.
6.	Mr. Fazal Azeem, Chowkidar RCDA Peshawar.	Darul Kafala, Peshawar
7.	Mr. Sajid Ali, Chowkidar, GIB (M) Peshawar.	GIB (Male), Peshawar
8.	Mr. Waheed Murad, Chowkidar GIB Mardan	DC (SW), Mardan
9.	Mr. Kiramat Gul, Chowkidar GIB (G) Peshawar	Directorate of Social Welfare
10.	Mr. Muhammad Hissal, Chowkidar DO (SW) Peshawar	Directorate of Social Welfare

The above officials are directed to report for duty at new place of posting and submit their joining reports through their respective DDOs within seven days.

Sd/-
Director (SWSE&WE)

DISTRIBUTION:

- 1- The AG Khyber Pakhtunkhwa.
- 2- The District Accounts Officer Swat, Charsadda, Haripur and Mardan.
- 3- Deputy Director (MIS) Social Welfare Dept; BF Building Peshawar Cantt.
- 4- PS to Secretary Social Welfare, SE & WE Khyber Pakhtunkhwa.
- 5- PA to Director Social Welfare Khyber Pakhtunkhwa.
- 6- The District Officer (Social Welfare) Swat, Charsadda, Haripur, Peshawar and Mardan.
- 7- Deputy Director (F&P) Directorate of Social Welfare.
- 8- Manager MPHIC, Peshawar.
- 9- Rehabilitation Officer RCDA, Swat & Peshawar.
- 10- Principal School for Deaf, Haripur.
- 11- Superintendent GIB, Mardan & Peshawar (Male & Female).
- 12- Manager Darul Kafala, Peshawar
- 13- Officials Concerned.
- 14- Personal File.

(MUHAMMAD RAUF)
Assistant Director (Estab)

Attestal

(21)

BETTER COPY

REGISTERED MAIL
GOVERNMENT OF KHYBER PAKHTUNKHWA
DIRECTORATE OF SOCIAL WELFARE SPECIAL EDUCATION &
WOMEN EMPOWERMENT JAMRUD ROAD

Dated Peshawar the 15.07.2016

ORDER

No. E-17/35/DSW/2016/1891, 1904, in terms of recruitment Rules Clause-12 Section-B issued vide notification No. SOII (SWD)III-12/12/99 dated 19.10.2006 and consequent upon recommendations of the Department Selection committee in its Meeting held on 23.06.2016, the cadre of the following Chowkidars is hereby changed as Naib Qasid with immediate effect and posted against the vacant posts shown in column-3

S. No.	Name	New Place of Posting as Naib Qasid
1.	Mr. Sulaiman Shah, Chowkidar CMR & PHC Peshawar	MRPH, Peshawar
2.	Mr. Ibrar Hussain Chiwkidar, DO (SW) Peshawar	Directorate of Social Welfare
3.	Mr. Khurshid Ali Chowkidar DO (SW) Swat	Rehabilitation Center for Drug Addicts, Swat
4.	Mr. Muhammad Yasir, Chowkidar GSDC, Haripur	DO (SW) Haripur
5.	Mr. Marjan Ali, Chowkidar DO (SW) Charsadda	GIB Mardan
6.	Mr. Fazal Azeem Chowkidar RCDA Peshawar	Darul Kafala, Peshawar
7.	Mr. Sajid Ali, Chowkidar GIB (M) Peshawar	GIB (Male) Peshawar
8.	Mr. Waheed Murad, Chowkidar GIB Mardan	DO (SW) Mardan
9.	Mr. Kiramat Gul, Chowkidar GIB (G) Peshawar	Directorate of Social Welfare
10.	Mr. Muhammad Hilal, Chowkidar DO (SW) Peshawar	Directorate of Social Welfare

2. The above officials are directed to report for duty at new place of posting and submit their joining reports through their respective DDOs, within seven days.

Sd/-

Director (SWSE&WE)

DISTRIBUTION:

- 1- The AG Khyber Pakhtunkhwa.
- 2- The District Accounts Officer Swat, Charsadda, Haripur and Mardan
- 3- Deputy Director (MIS) Social Welfare deptt, BF Building Peshawar Cantt
- 4- PS to Secretary Social Welfare, SE & WE Khyber Pakhtunkhwa
- 5- PA to Director Social Welfare Khyber Pakhtunkhwa
- 6- The District Officer (Social Welfare) Swat, Charsadda, Haripur, Peshawar and Mardan.
- 7- Deputy Director (F&P) Directorate of Social Welfare
- 8- Manager MPHIC Peshawar
- 9- Rehabilitation Officer RCDA, Swat & Peshawar
- 10- Principal School for Deaf Haripur
- 11- Superintendent GIBB Mardan & Peshawar (Male & female)
- 12- Manager Darul kafala, Peshawar
- 13- Officials concerned.
- 14- Personal Files.

Attested

Attested

(Muhammad Rauf)
Assistant Director (Estab)

Government of Khyber Pakhtunkhwa
Directorate of Social Welfare, Special Education and
Women Empowerment, Jamrud Road Peshawar.

Dated Peshawar the 24/9/2013

ORDER

No. E-21/02/DSW/ 095-99 Mr. Muhammad Ghafoor Naib Qasid (BPS-02)
Community Development Center Chakdara Dir Lower is hereby transferred and adjusted
against the vacant post of Chowkidar (BPS-02) in Industrial Training Center Shakardara
(Social Welfare Department) District Kohat with immediate effect.

Sd/-
Director
Social Welfare, Special Education and
Women Empowerment, Khyber Pakhtunkhwa

Copy forwarded to:

- 1- The District Accounts Officers, Dir Lower & Kohat.
- 2- The District Officers, Social Welfare Dir Lower & Kohat.
- ✓ 3- Social Welfare Officer, Community Development Center
Chakdara Dir Lower.
- 4- PA to Director Social Welfare Khyber Pakhtunkhwa.
- 5- The official concerned.

Assistant Director
(Establishment)

No. 24
Dated 30/09/2013

Attested

23

GOVERNMENT OF NWFP
DIRECTORATE OF SOCIAL WELFARE
& WOMEN DEVELOPMENT DEPARTMENT
JAMRUD ROAD OPP. ISLAMIA COLLEGE
PESHAWAR

Dated Peshawar the 27/06/2006

ORDER

Consequent upon promotion of Mr. Essa Khan from the post of Naib Qasid to the post of Chowkidar, the following posting/transfer/adjustment are hereby made in the public interest with immediate effect.

S.No.	Name of official	From	To	Remarks
1.	Mr. Essa Khan, Naib Qasid	Directorate of SW & WDD Peshawar	Posted as Chowkidar in the Directorate of SW & WDD Peshawar.	Vice No.2
2.	Mr. Jehangir, Chowkidar.	Directorate of SW & WDD Peshawar.	Posted as Naib Qasid in Directorate of SW & WDD Peshawar.	Against the vacant post.
3.	Mr. Rahim Gul, Sweeper.	Artificial Limbs Workshop, Peshawar.	As Naib Qasid in Directorate of SW & WDD Peshawar.	Vice No.1

The seniority of the officials against the posts will be counted from the date of his conversion to the posts.

DIRECTOR
SOCIAL WELFARE & WOMEN
DEVELOPMENT, NWFP

No.DSW/17/35/3505-30-06

- Copy to:-
1. The Accountant General, NWFP.
 2. The Assistant Director (B&A) Directorate of SW & WDD Peshawar.
 3. The Manager, Artificial Limbs Workshop, Peshawar.
 4. The officials concerned.

DIRECTOR
SOCIAL WELFARE & WOMEN
DEVELOPMENT, NWFP

Attested

BETTER COPY

GOVERNMENT OF NWFP
DIRECTORATE OF SOCIAL WELFARE
& WOMEN EMPOWERMENT DEPARTMENT
JAMRUD ROAD OPP ISLAMIA COLLEGE
PESHAWAR

Dated Peshawar the 27.06.2006

ORDER

Consequent upon Promotion of Mr. Essa Khan from the post of Naib Qasid to the post of Chowkidar, the following posting / transfer / adjacent are hereby made in the public interest with immediate effect.

S. No	Name of Official	From	To	Remarks
1.	Mr. Essa Khan Naib Qasid	Directorate of SW & WDD Peshawar	Posted as Chowkidar in the Directorate of SW & WDD PESHAWAR	Vice No 2
2.	Mr. Jehangir Chhowkidar	Directorate of SW & WDD Peshawar	Posted as Naib Qasid in Directorate of SW & WDD Peshawar	Against the vacant post
3.	Mr. Rahim Gul, Sweeper	An Official Limbs Workshop Peshawar	As Naib Qasid in Directorate of SW & WDD Peshawar	Vice No 1

The Seniority of the officials against the posts will be courted from the date of his conversion to the posts.

**DIRECTOR
SOCIAL WELFARE & WOMEN
DEVELOPMENT, NWFP**

No. DSW/E-17/35/3525-30 (A)

Copy to:-

1. The Accountant General NWFP
2. The Assistant Director (B&A) Directorate of SW & WDD Peshawar
3. The Manager, Artificial Limbs Workshop Peshawar
4. The Officials concerned.

**DIRECTOR
SOCIAL WELFARE & WOMEN
DEVELOPMENT, NWFP**

Attested
m. John Ali

Attested

(24)

Amro 'B'



Government of Khyber Pakhtunkhwa
Directorate of Social Welfare, Special Education & Women Empowerment
Opposite Islamia Collegiate School Jamrud Road,
@@@@@@@@@@

No. DI/346/DSW/ 1551-52
Dated Peshawar the 22/04/2014

To

The District Officer (SW),
Dir (Lower).

Subject: APPLICATION FOR CHANGE OF CADRE

Reference application dated 27-3-2014 submitted by Mr. Abid Jan Sanitary Worker Community Development Centre Chakdara Dir (Lower) requested for change of cadre from sanitary worker to Naib Qasid. The competent authority has regretted the request as the change of cadre is not possible at this stage. The official concerned may be informed accordingly.

(Assistant Director)
Establishment

Copy to:

✓ Mr. Abid Jan Sanitary Worker Community Development Centre Chakdara Dir (Lower) w/r to his application for change of cadre dated 27-3-2014..

22/4/2014
(Assistant Director)

Attested

محکمات جناب ڈائری جنرل سوات سوات ڈویژن و ایف بی ڈی
ایڈمز و فین ڈیپارٹمنٹ خیبر پختونخوا ایئر لائنز

درخواست سوائے ایجاد کے ایسٹ ایئر لائنز و دیگر

جناب عالی

ہود بیان کر ارشاد ہے کہ عابد خان ولد محمد نواز سوات ڈویژن
ڈاکٹر 8 سوات ایئر لائنز ڈیپارٹمنٹ سوات ایئر لائنز
دے رہے ہیں

لہذا آپ صاحبان کے زیر نظر ایئر لائنز میں چار سرورڈ

سٹیٹل ایئر لائنز HIC میں اسٹینڈنٹ پوسٹ خالی

آپ صاحبان کے زیر نظر ایئر لائنز میں چار سرورڈ سٹیٹل

HIC میں اسٹینڈنٹ پوسٹ سوات ایئر لائنز میں

7 میں ساری 4 سوات ایئر لائنز میں دی گئی ہیں

(کمانڈ)

APAC
شمارہ 17/18
04-09-18

آرتھوڈوگرافر، ڈاکٹر عابد خان ولد محمد نواز سوات ڈویژن

ایئر لائنز ڈیپارٹمنٹ سوات ایئر لائنز

6 9 2018

Received on 17/9/18
17/9/18

Received

Attested

خدمتِ خدایا در این ملک، جلالاً و عظمتاً و بزرگواری و در این ملک

عزیز و گرامی و در این ملک، جلالاً و عظمتاً و بزرگواری و در این ملک
و در این ملک، جلالاً و عظمتاً و بزرگواری و در این ملک

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عزیز و گرامی و در این ملک، جلالاً و عظمتاً و بزرگواری و در این ملک

۶/۱۸

Attested
Attested

11/10/18 (26) Annex "G"
①

BEFORE THE HON'BLE PESHAWAR HIGH
COURT PESHAWAR



W.P No. 5268P/2018

Abid Jan (Sanitary Worker) S/o Muhammad Nawaz R/o
Utmanzai Tehsil & District Charsadda.

..... **Petitioner**

VERSUS

1. Government of Khyber Pakhtunkhwa through
Secretary Social Welfare & Special Education KPK
Peshawar.
2. Director Social Welfare Special education for Women,
Empowerment, Opp Islamia Collegiate Jamrud Road
Peshawar.
3. District Officer Social Welfare Dir Lower.
4. Incharge Community Development Centre Chakdara
5. The District Officer, Social Welfare Mardan.

..... **Respondents**

FILED TODAY
Deputy Registrar
25 OCT 2018

ATTESTED
EXAMINER
Peshawar High Court

(27)

(2)

WRIT PETITION UNDER ARTICLE 199 OF THE
CONSTITUTION OF ISLAMIC REPUBLIC OF
PAKISTAN, 1973

Respectfully Sheweth:

The brief facts leading up to the filing of this writ petition are as under:-

1. That the Petitioner is the permanent resident of District Charsadda village Utamnzai and Serving as Sanitary Worker in District Dir Lower at Chakdara.

2. That the Petitioner was initially appointed as Sanitary Worker (BPS-02) vide office order dated 04.03.2008 on Contract basis for period of one year after due process of law and was posted in community Development Project, Chakdara Dir (Lower) Respondent No 3 under the Ministry of Social Welfare & Special Education Islamabad, in pursuance of which he assumed the charge of his duty after completing the requisite codal formalities.

It is pertinent to mention here that service of the Petitioner was regularized by the Federal

FILED TODAY
Deputy Registrar
25 OCT 2018

ATTESTED
EXAMINER
Peshawar High Court

(28)

(3)

Government vide order dated 12th July 2010 w.e.f 01.07.2010. **(Copy of Appointment Order dated 05.10.1995 is attached as annexure "A")**

3. That after passing the 18th eighteen amendment in the Constitution of Islamic Republic of Pakistan 1973 all the Community Development Centre Working under the Federal Government were devolved to the province of KPK including the Petitioner's department, such as the Community Development Centre Chakdara including the staff were treated as Employee of the Government of Khyber Pakhtunkhwa vide office order dated 01.04.2011. **(Copy of Notification dated 11.04.2011 is attached as annex B)**

4. That thereafter the Petitioner was transferred vide office order dated 21.05.2014 from Community Development Centre Chakdara / Respondent No 3 to Special Education Complex Hayatabad on the post of Naib Qasid. **(Copy of Transfer Order dated 21.05.2014 is Annex "C")**

FILED TODAY
Deputy Registrar
25 OCT 2018

ATTESTED
EXAMINER
Peshawar High Court

(29)

(4)

5. That since the Petitioner is continuously performing his duty on the post of Naib Qasid therefore the Petitioner then filed an Application before the Respondent No 2 for change of his cadre, which was regretted vide office order dated 22.04.2014. **(Copy of office letter dated 22.04.2014 is attached as annex "D")**

6. That the Petitioner then vide office order dated 26.09.2014 repatriated to his post from Special Education Complex Peshawar to Community Development Centre Chakdara Dir Lower and just after some months the Petitioner was again posted as Store Cooli (BPS-01) in the Government School for Deaf & Dumb Children Takht Bhai District Mardan and after passing three months the Petitioner was again repatriated to his post. **(Copies**

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of Transfer letters are attached as Annex "E")

7. That the Petitioner then again filed an Application before the Respondent No 2 for conversion of his

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(5)

post from Sanitary Worker to Naib Qasid or Store Cooli which was referred to the Respondent No 5 for further necessary action. **(Copy of office order dated 14.02.2017 are attached as annexure F)**

8. That other colleagues of the Petitioner's department have been granted the relief of change of cadres but the Petitioner have been refused the same on the basis of malafide intention and ulterior motives: **(Copy of orders are attached as annex G)**

9. That the Petitioner being aggrieved from the impugned action / inaction of Respondents by not redressing the grievance of Petitioner regarding the change of Cadre having no other adequate remedy approach this on under the constitutional Jurisdiction on the following grounds inter alia:

GROUND:

A. That the action / inaction of Respondents are based on malafide, ulterior motive, against law & Justice

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(31)

(6)

therefor liable to be struck down and the Petitioner is entitled for the change of cadre from the post of Sanitary Worker to the post of Naib Qasid.

B. That The Petitioner is performing duty in BPS-02 which is district cadre post but the Petitioner were time and again transfer from District Dir Lower to Peshawar, Takht Bhai and Kohat and then retransferred to his original post of Sanitary Worker in District Dir Lower.

C. That so many Employees of the Department of different cadre have applied for the change of their cadre which were granted and their cadre were changed but in the Petitioner case the Respondents are creating hurdle in the change of cadre.

D. That under the law there is no bar on the change of Class-IV employees cadre but Respondents are reluctant in the change of cadre of Petitioner as the Petitioner is serving in very lower Post / Scale and the Frequent transfer of Petitioner from one place to

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another have made the life of Petitioner very miserable as the Petitioner is receiving a very meager & petty salary whereon day to day life due to price hike is difficult.

E. That the Petitioner has been discriminated in matter of change of cadre as others colleagues of the Petitioner have been extended the benefit of change of cadre but the same relief has been denied to the Petitioner with malafide and ulterior motive.

F. That the Petitioner has not been treated in accordance with law nor extended equal protection of law which is inalienable right of the Petitioner.

G. That the change of cadre of Petitioner will not brought any substandard change in the matter of salary or other allied matter but save the Petitioner from frequent transfer from one district to another district and in convinced in performing duty.

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It is, therefore, prayed that on acceptance of this writ petition the impugned action / inaction may kindly be declared illegal, unlawful, based on malafide, ulterior motive having no backing of law, without lawful authority and of no legal effect and the Respondents be declared to extend the same relief of change of cadre from Sanitary Worker to Naib Qasid as extended to others colleagues of the Petitioner in the interest of justice.

Petitioner
Through
Mohib Jan Salarzai
Mohib Jan Salarzai
Advocate, High Court
Peshawar

CERTIFICATE:

Certified on instructions of my client that petitioner has not previously moved this Hon'ble Court under Article 199 of the Constitution of Islamic Republic of Pakistan, 1973 regarding the instant matter.

Mohib Jan Salarzai
ADVOCATE

LIST OF BOOKS:

1. Constitution of Islamic Republic of Pakistan, 1973
2. Any other law books according to need

ADVOCATE
Mohib Jan Salarzai

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EXAMINER
Peshawar High Court

PESHAWAR HIGH COURT, PESHAWAR

FORM OF ORDER SHEET

Court of.....

Case No.....of.....



Serial No. of Order of Proceedings	Date of Order of Proceedings	Order or other Proceedings with Signature of Judge
1	2	3
	<p>ORDER 04.12.2018</p>	<p><u>Writ Petition No.5268-P/2018</u></p> <p>Present: Mr. Muhammad Irshad Mohmand, Adv., for Abid Jan, petitioner.</p> <p>*****</p> <p><u>SYED AFSAR SHAH, J.-</u> Abid Jan, the petitioner, through instant constitutional petition, has asked for the issuance of an appropriate writ directing the respondents to change his cadre from Sanitary Worker to Naib Qasid as was awarded / extended to his other colleagues, forthwith.</p> <p>2. We have gone through the available record carefully and considered the submissions made by the learned counsel for the petitioner.</p> <p>3. Since the matter in essence and substance being related to the terms and conditions of service can well be urged before the departmental authority in the first instance and then before the Service Tribunal,</p>

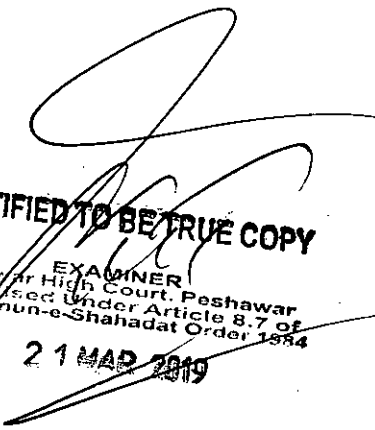
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Peshawar High Court

therefore, this Court, in view of bar contained in Article 212 of the Constitution of Islamic Republic of Pakistan, 1973 can't embark upon such like matters. This petition is, thus, dismissed in limine. However, the petitioner would be at liberty to approach the proper forum, for redressal of his grievance.

Announced.
04. 12. 2018


JUDGE


JUDGE


CERTIFIED TO BE TRUE COPY
EXAMINER
Peshawar High Court, Peshawar
Authorized Under Article 8.7 of
The Qanun-e-Shahadat Order 1984
21 MAR 2019

11865
NO. 11865
Date of Presentation of Application 25/3/19
No of Pages 10
Copying Fee
Urgent Fee 400
Total 2013/19
Date of Preparation 20/3/19
Date of Delivery of Copy 20/3/19
Received By 1182

حکومت ضاب ڈائریکٹریٹ کے سیکرٹری اور ایگزیکٹو سیکرٹری
(جو آئین) اینڈ مینڈ ڈیپارٹمنٹ کے سیکرٹری کو بخواتین کے بارے میں

درخواست نمبر 11/2008/1000/1000
تاریخ 11/2008/1000/1000

ضاب عالی! سائل حسب ذیل عرض کرتا ہے۔

یہ کہ سائل علیہ سوسل ویلفیئر حکومت پاکستان میں
محبت سینٹری اور سوسل ویلفیئر 2008-3-4 بھرتی ہوا تھا
اور علیہ سوسل ویلفیئر اور سوسل ویلفیئر حکومت پاکستان
کو منتقل ازم ہو گیا۔

ضاب عالی!

یہ کہ سائل از تقضیاتی سے قطع دیر میں فراغت کیا گیا ہے
ہے۔ اور سائل ڈیپارٹمنٹ جوائنڈ سے علیہ رہتا ہے۔ چونکہ سائل
کا پوسٹ ڈیپارٹمنٹ کیئر کا ہے۔ اور بنیاد کم اور علیہ تقضیاتی
میں سوسل ویلفیئر میں ہے۔ اس لیے سائل کو کئی دفع ایک ڈیپارٹمنٹ
سے دوسرے ڈیپارٹمنٹ کو منتقل کیا گیا جسکی وجہ سے سائل کو بنیاد
مظاہرات کا سامنا ہوا ہے۔

ضاب عالی!

یہ کہ سائل کے دیگر کم کیئر سوسل ویلفیئر کی علیہ از
سوسل ویلفیئر تا تاریخ قاعدہ تبدیل ہو چکا ہے۔ علیہ سائل
کا کیئر تبدیل کرنے میں کوئی قانونی اصول مانع نہیں ہے۔

Attested

ضراب عالی :-

میرا کہ چار سو سینکڑے انجوائنمنٹ HIC میں اسٹینڈرٹ
کا جو سٹ بھی عالی ہے۔ اور سٹل غریب گھرانے سے تعلق
رکھتا ہے۔

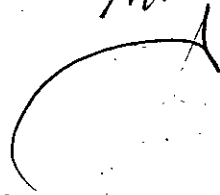
میرا کہ سٹل ساری گھراں ضراب کو دعائیں دیتا
ہے گا۔ اور ساری گھر دعا تو دے گا۔

میرا کہ سٹل ساری گھراں ضراب کو دعائیں دیتا
ہے گا۔ اور ساری گھر دعا تو دے گا۔

ایسا فرما سیرا اعلیٰ جان
سینٹری وائس چیئرمین ڈیویمنٹ سیرا

صوف 14/12/18

Attested



قیمت 50 روپے	6167	  
ایڈوکیٹ: <i>Mirshad Ali</i> بار کونسل ایسوسی ایشن نمبر: <i>bc-12-3483</i> رابطہ نمبر: <i>0300-5917744</i>		

پشاور بار ایسوسی ایشن، خیبر پختونخواہ

بعدالت جناب: *سروس میسرز پیوٹیو پرائیویٹ لمیٹڈ*

منجانب: <i>مسٹر/ایڈووکیٹ</i>	دعویٰ:
عاصمہ جان بنام حکومتِ وطنہ	علت نمبر:
	مورخہ:
	جرم:
	تھانہ:

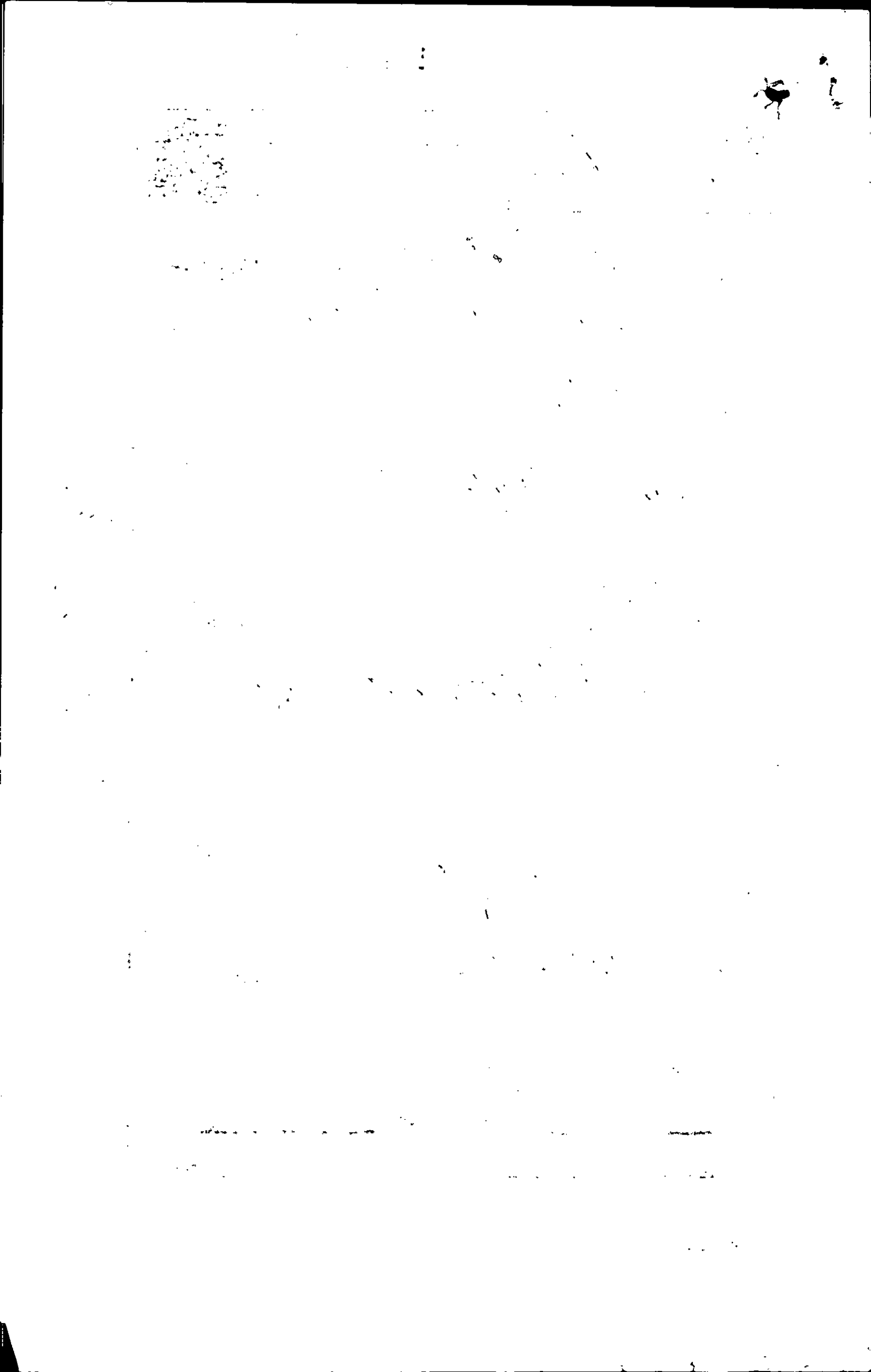
باعت تحریر آگہ

مقدمہ مندرجہ عنوان بالا میں اپنی طرف سے واسطے پیروی و جواب دہی کارروائی متعلقہ
 آن مقام *کشمور* کیلئے *محمد اسرار مسند* کو وکیل مقرر
 کر کے اقرار کیا جاتا ہے کہ صاحب موصوف کو مقدمہ کی کل کارروائی کا کامل اختیار ہوگا، نیز وکیل صاحب کو
 راضی نامہ کرنے و تقرر ثالث و فیصلہ برحلف دینے جواب دعویٰ اقبال دعویٰ اور درخواست از ہر قسم کی تصدیق
 زریں پر دستخط کرنے کا اختیار ہوگا، نیز بصورت عدم پیروی یا ڈگری یکطرفہ یا اپیل کی برآمدگی اور منسوخی، نیز
 دائر کرنے اپیل نگرانی و نظر ثانی و پیروی کرنے کا مختار ہوگا اور بصورت ضرورت مقدمہ مذکورہ کے کل یا جزوی
 کارروائی کے واسطے اور وکیل یا مختار قانونی کو اپنے ہمراہ اپنے بجائے تقرر کا اختیار ہوگا اور صاحب
 مقرر شدہ کو وہی جملہ مذکورہ با اختیارات حاصل ہوں گے اور اس کا ساختہ پر داختم منظور و قبول ہوگا
 دوران مقدمہ میں جو خرچہ ہر جانہ التوائے مقدمہ کے سبب ہوگا۔ وہی تدارک پیشی و تقاضا دورہ ہر حال میں
 باہر ہو تو وکیل صاحب پابند نہ ہوں گے کہ پیروی مذکورہ کریں، بلکہ وکالت نامہ لکھ دیا تاکہ سند رہے

Muhammad Ghouse
 المرقوم: *22-03-19*
Muhammad Ghouse
 مقام *کشمور* کے لیے منظور ہے۔

عاصمہ جان ایڈووکیٹ

17101-0268320-3



BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR.

Service appeal No. 393/2019

Abid Jan (Sanitary Worker) S/o Muhammad Nawaz Resident of Utmanzai Tehsil &
District Charsadda..... **Appellant**

VERSUS

1. Secretary to Government of Khyber Pakhtunkhwa Social Welfare, Special Education and Women Empowerment Department, Peshawar.
2. Director Social Welfare, Special Education and Women Empowerment Department Khyber Pakhtunkhwa Peshawar.
3. District Officer Social Welfare, Dir Lower.
4. Incharge Community Development Dir Lower..... **Respondents**

PRELIMINARY OBJECTIONS:

1. The appellant has got no cause of action
2. The appeal is not maintainable in its present form.
3. The appeal is based on malafide intentions.
4. The appellant has no locus standi.
5. The appeal in hand is badly time barred.
6. The appellant has not come to Honorable Tribunal with clean hands.
7. The appellant has concealed the material facts from this Honorable Tribunal, hence liable to be dismissed.
8. The appeal is liable to be dismissed for mis-joinder and non-joinder of necessary parties.
9. That this is notified order as pre-requisite of S. 4 of Khyber Pakhtunkhwa Service Tribunal Act 1974 hence the Honorable Tribunal has no jurisdiction.

PARA-WISE COMMENTS BY RESPONDENT NO. 1 & 2.

Respectfully Sheweth,

FACTS

1. No comments.
2. Pertains to record.
3. Correct.

4. Correct.
5. Pertains to record.
6. Incorrect hence denied. The appellant is appointed against the post of Sanitary Worker (BPS-2) and there are no rules for change of cadre. According to the **Annexure E** of the service appeal, the respondents have change of cadre orders are issued in favour of 10 Number of Chowkidars as per rules. According to the notified service rules of the Department (**Annex-A**) the recruitment procedure for the Niab Qasid is as under:

- a. Eighty percent by initial recruitment: and
- b. Twenty percent by transfer from amongst the Chowkidars.

Hence, order No. E-17/35/DSW/2016/2016/1891/1904 dated 15-07-2016 is legal and as per rules. Since, no rules exist for the change of cadre for the post of Sanitary Worker (PBS-2) therefore the case of the appellant cannot be considered.

7. Incorrect hence denied. As explained in para 6 above, the request of appellant for change of cadre cannot be considered due to absence of rules.
8. No comments. However, this Honorable Tribunal has no jurisdiction to adjudicate the matter.
9. Factual position has been explained in para 6 above.
10. In correct hence denied.

GROUND

- A. Incorrect hence denied. Respondents have acted in accordance with law and rules.
- B. Correct to the extent that competent authority can make transferred of any staff on need basis in the best interest of the public.
- C. Incorrect hence denied. The appellant is appointed against the post of Sanitary Worker (BPS-2) and there are no rules for change of cadre. According to the **Annexure E** of the service appeal, the respondents have change of cadre orders are issued in favour of 10 Number of Chowkidars as per rules. According to the notified service rules of the Department the recruitment procedure for the Niab Qasid is as under:
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Hence, order No. E-17/35/DSW/2016/2016/1891/1904 dated 15-07-2016 is legal and as per rules. Since, no rules exist for the change of cadre for the post of Sanitary Worker (PBS-2) therefore the case of the appellant cannot be considered.

D. Incorrect hence denied. There is no rule or law for change of cadre.

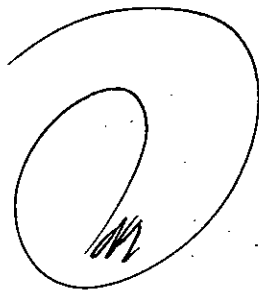
E. Incorrect hence denied. As explained in the preceding paras, the request of appellant for change of cadre cannot be considered due to absence of rules.

F. Incorrect hence denied. The appellant has been treated in accordance with the law and rules on the matter and none of the right of the appellant has been violated.

G. Incorrect hence denied. Factual position has been explained in the preceding paras.

H. That any other grounds will be furnished at the time of final arguments with the prior permission of this honorable tribunal.

In view of the above clarifications/explanations, it is therefore humbly prayed that the instant appeal may graciously be dismissed having no weight and being based on malafide intention as the appellant have concealed the material facts of the case to misguide/misleading this honorable Tribunal.



SECRETARY to
Govt. of Khyber Pakhtunkhwa for
Social Welfare, Special Education &
Women Empowerment
(Respondent No. 1)



DIRECTOR
Social Welfare, Special Education &
Women Empowerment, Peshawar
(Respondent No. 2)

EXTRAORDINARY

GOVERNMENT



REGISTERED NO. PIII

G A Z E T T E

KHYBER PAKHTUNKHWA

Published by Authority

PESHAWAR, FRIDAY, 14th DECEMBER, 2018.

GOVERNMENT OF NWFP-NORTH WEST FRONTIER PROVINCE
ZAKAT, USHR, SOCIAL WELFARE, SPECIAL EDUCATION
AND WOMEN EMPOWERMENT DEPARTMENT

NOTIFICATION

Dated Peshawar the September 21, 2006.

No. SOII (SW)II-12/99. In pursuance of the provisions contained in sub-rule (2) of Rule (3) of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion & Transfer) Rules, 1989, and in supersession of Services & General Administration, Tourism and Sports Department, Government of NWFP Notification No. SOR-II (S&GAD)2-6/78, dated 01-02-1981, the Zakat, Ushr, Social Welfare & Women Development Department, in consultation with the Establishment Department and Finance Department NWFP, hereby lays down the method of recruitment, qualification and other conditions specified in Column No. 2 to 7 of Appendix to this Notification which will be applicable to the posts in the Directorate of Social Welfare and Women Development NWFP:

Secretary to Govt. of NWFP
Zakat, Ushr, Social Welfare
& Women Dev. Department

APPOINTMENT/QUALIFICATION AND OTHER CONDITIONS APPLICABLE TO POSTS IN SOCIAL WELFARE DEPARTMENT IN NWFP

S.No	Nomenclature of post	Minimum qualification for appointment by		Age for initial recruitment		Method of recruitment
		Initial recruitment	Promotion	Minimum	Maximum	
1	Director BPS-18					By promotion on the basis of seniority-cum-fitness from amongst the holders of posts of Assistant Directors and Superintendent Institutions with at least 5 years service as such and if no suitable Assistant Director / Superintendent of Institution is available for promotion then by transfer from any other Government Department.
2	Assistant Director / Manager BPS-17					By transfer from amongst holders of the post of Social Welfare Officer B-17.
3	Superintendent Welfare Home BPS-17					By promotion on the basis of seniority-cum-fitness amongst the holder of post of Supervisor / Field Officer / Social Case Worker B-16 / Office Superintendent BS-16 with at least 5 years service as such.
4	Planning Officer B-17	Master Degree in Economic or Statistics / MBA or MPA from a recognized University		21 years	32 years	By initial recruitment
5	Social Welfare Officer B-17	Master Degree in Social Work / Sociology or Anthropology from a recognized University		21 years	32 years	i) 80% by initial recruitment. ii) 20% by promotion from amongst holder of the post of Field officer / Supervisor B-16 and Social Case Worker B-16 with at least 5 years service as such.
6	Field Officer / Supervisor B-16	Master Degree in Social Work / Sociology or Anthropology from a recognized University		21 years	32 years	iii) By initial recruitment
7	Office Superintendent B-16					By promotion on the basis of seniority-cum-fitness amongst the holder of post of Assistants and Senior Scale Stenographer in the Directorate with at least 5 years service as such. Note:- A common seniority list of Assistants and Senior Scale Stenographers for the purpose of promotion to the post of Superintendent shall be maintain on the basis of their regular continuous appointment to the respective posts.
8	Social Case Worker B-16	Master Degree in Social Work, Sociology or Anthropology from a recognized University		21 years	32 years	By initial recruitment

9	Stenographer B-15					By promotion on the basis of seniority-cum-fitness from amongst the holders of the posts of Steno Typist with at least 5 years service as such.
10	Key Punch Operator B-12	Bachelor Degree in Computer Science from a recognized University		18 years	28 years	By initial recruitment.
11	Junior Scale Stenographer B-12-	FA with 50 words per minutes --in English Short Hand and 35 words per minutes in typing and computer knowledge.		18 years	28 years	By initial recruitment
12	Assistant B-11	Bachelor degree from a recognized University		18 years	28 years	a) 25% by initial recruitment. b) 75% by promotion on the basis of seniority-cum-fitness from the holders of the post of Senior Clerk with at least 5 years service as such.
13	Investigator-B-11	Bachelor degree from a recognized University with Statistics Sociology/Social Work as one of the subject		18 years	28 years	By initial recruitment

WORKSHOP TECHNICIAN

14	Fitter B-11	a) FA or F.Sc or Poly Technique Mechanic. b) Diploma/Certificate from a recognized Orthopedic Workshop		18 years	28 years	By initial recruitment
15	Metal Mechanic B-11	a) FA or F.Sc or Poly Technique Mechanic. b) Diploma/Certificate from a recognized Orthopedic Workshop		18 years	28 years	By initial recruitment

16	Brace Maker B-11	a) FA or F.Sc or Poly Technique Mechanic b) Diploma Certificate from a recognized Orthopedic Workshop		18 years	28 years	By initial recruitment
17	Electric Platter B-11	a) FA or F.Sc or Poly Technique Mechanic. b) Diploma Certificate from a recognized Orthopedic Workshop		18 years	28 years	By initial recruitment
18	Blacksmith B-11	a) Middle. b) Certificate from a recognized Orthopedic Workshop.		18 years	28 years	By initial recruitment
19	Polisher B-11	a) Middle. b) Certificate from a recognized Orthopedic Workshop.		18 years	28 years	By initial recruitment
20	Shoe Maker B-11	a) Middle. b) Certificate from a recognized Orthopedic Workshop.		18 years	28 years	By initial recruitment
21		a) Middle. b) Certificate from a recognized Orthopedic Workshop.		18 years	28 years	By initial recruitment
22	Hostel Superintendent B-9	FA/F.Sc with 2 years experience in the relevant field		18 years	28 years	By initial recruitment

23	Lady Health Visitor B-9	a) Matriculation or equivalent qualification from a recognized Board; and b) Diploma from a recognized Public Health Institute/Qualified LHV from Nursing Council.		18 years	28 years	By initial recruitment
24	Inspector B-9					By promotion on the basis of seniority-cum-fitness from amongst of the post of Auxiliary Workers with at least 5 years service as such.
25	Instructor-Craft Instructor B-9	a) Middle Standard from a recognized School; and b) Industrial diploma from a recognized Institute.				By initial recruitment
26	Senior Clerk B-7					By promotion on the basis of seniority-cum-fitness from amongst the holders of the posts of Junior Clerk with at least two years service as such.
27	Auxiliary Worker B-6	FA/F.Sc from a recognized Board		18 years	28 years	By initial recruitment
28	Junior Clerk B-5	Matric with Typing Speed 35 words per minute and computer knowledge		18 years	28 years	a) 67% by initial recruitment. b) 33% by promotion from amongst the Matriculate Class-IV holding the post of Daftari, Gestetner Operator, Qasid / Naib Qasid and other equivalent post under 45 years of age with at least 2 years service as such.
29	Driver B-4	Preferably literate		18 years	40 years	By initial recruitment
30	Naib Qasid B-4	Preferably literate		18 years	40 years	i) 80% by initial recruitment. ii) 20% by transfer from amongst the holder of the post of Chowkidars.
31	Chowkidar B-4			18 years	40 years	By initial recruitment
32	Mali B-4			18 years	40 years	By initial recruitment
33	Sweeper B-4			18 years	40 years	By initial recruitment