

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR.

Appeal No. 901/2019

Date of Institution ... 05.07.2019

Date of Decision ... 26.06.2019

Syed Zahir Shah, Muslim Sweeper (BPS-01) DHQ Hospital, Battagram.  
... (Appellant)

VERSUS

The Director General Health Services, Khyber Pakhtunkhwa Peshawar and  
others. ... (Respondents)

Mr. Mir Zaman Safi,  
Advocate.

... For appellant

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MR. HAMID FAROOQ DURRANI,

... CHAIRMAN

JUDGMENTHAMID FAROOQ DURRANI, CHAIRMAN:-

1. The prayer of instant appeal is essentially to the effect that the respondents shall consider the appellant for promotion/adjustment against any other Class-IV post while at present the appellant is serving as Sweeper (Muslim) in BPS-01. The appellant has relied on the minutes of meeting dated 12.07.2006 regarding problems of Class-IV Paramedic employees. Inter-alia, the decision was taken in the meeting to promote the Muslim Sweepers against the existing vacancies of Ward Orderly, Chowkidar, Mali, Dai, Aya and other Class-IV posts on seniority basis and not to appoint the Muslim Sweepers against the posts of Sweeper in future. Reliance is also placed on order issued by the Secretary to Government of Khyber Pakhtunkhwa Health Department on 16.02.2017. In the order it is noted that those who were



appointed as Muslim Sweepers before 12.07.2006 were entitled for adjustment against the aforementioned posts without disturbing the quota reserved under the rules for appointment of Class-IV Government Servants etc. It was, however, provided in the order that those who were appointed as Muslim Sweepers after 12.07.2006 were not covered under the policy.

2. This Tribunal decided a number of appeals through judgment dated 13.12.2018 handed down in Appeal No. 639/2017 (Lutf-E- Hakeem Vs. the Secretary Government of Khyber Pakhtunkhwa Health Department and others) in terms that the cut-off date mentioned in the order dated 16.02.2017 and 12.07.2006 shall be treated as expunged. In the said manner the benefit of decision made on 12.07.2006 as well as order dated 16.02.2017 was to be extended to the Muslim Sweepers appointed after 12.07.2006. The issue having been settled once by this Tribunal entails the extension of benefits to employees placed similar to those whose appeals were decided, in affirmative, on 13.12.2018.

3. Learned counsel after arguing the case at some length stated that the appellant would be satisfied at present in case he is considered for promotion to a Class-IV post other than that of Sweeper by the respondents in accordance with law.

4. As the issue of promotion of Muslim Sweeper having been appointed before and after 12.07.2006 has been repeatedly settled by this Tribunal as well as the Honourable Peshawar High Court, the respondents shall consider the appellant for requisite promotion in the order of seniority and his otherwise eligibility under the rules.

5. The appeal is accordingly disposed of. File be consigned to the record room.

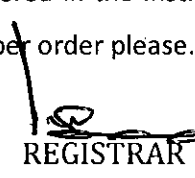

  
(HAMID FAROOQ DURRANI)  
CHAIRMAN

ANNOUNCED  
11.07.2019

Form- A  
FORM OF ORDER SHEET

Court of \_\_\_\_\_

Case No.- 901/2019

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	09/07/2019	<p>The appeal of Syed Zahir Shah resubmitted today by Mr. Noor Muhammad Khattak 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 09/07/19</p> <p>This case is entrusted to S. Bench for preliminary hearing to be put up there on <u>11/07/19</u></p> <p style="text-align: right;"> CHAIRMAN</p>
2-		

The appeal of Syed Zahir Shah Muslim Sweeper DHQ Hospital Battagram received today i.e. on 26.06.2019 is incomplete on the following score which is returned to the counsel for the appellant for completion and resubmission within 15 days.

1- Annexure-B and D of the appeal are illegible which may be replaced by legible/better one.

No. 1134 /S.T,

Dt. 27-6- /2019.

*27/6/19.*  
REGISTRAR  
SERVICE TRIBUNAL  
KHYBER PAKHTUNKHWA  
PESHAWAR.

Mr. Noor Muhammad Khattak Adv. Pesh.

*Note:*

*Sir,*

*All objections have been removed,  
hence re-submitted today dated 9/7/2019.*

*9/7/2019.*

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

APPEAL NO. 901 /2019

**SYED ZAHIR SHAH**

**VS**

**HEALTH DEPTT:**

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**APPELLANT**

**THROUGH:**

**NOOR MOHAMMAD KHATTAK**

**ADVOCATE**

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

APPEAL NO. 901 /2017

Khyber Pakhtunkhwa  
Service Tribunal

Diary No. 895

Mr. Syed Zahir Shah, Muslim Sweeper (BPS-1),  
DHQ Hospital, Battagram.....

Dated 26/6/2018

**APPELLANT**

**VERSUS**

- 1- The Government of Khyber Pakhtunkhwa through Secretary Health Department, Khyber Pakhtunkhwa, Peshawar.
- 2- The Director General Health Department, Khyber Pakhtunkhwa, Peshawar.
- 3- The District Health Officer, District Battagram.
- 4- The Medical Superintendent DHQ Hospital Battagram, District Battagram.....**RESPONDENTS**

**SERVICE APPEAL UNDER SECTION-4 OF THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL ACT 1974 AGAINST THE IMPUGNED NOTIFICATION DATED 16.02.2017 WHEREBY THE APPELLANT HAS BEEN IGNORED/EXCLUDED FROM PROMOTION/ADJUSTMENT AGAINST ANY OTHER CLASS-IV POST AND AGAINST NOT TAKING ACTION ON THE DEPARTMENTAL APPEAL OF THE APPELLANT WITHIN THE STATUTORY PERIOD OF NINETY DAYS**

**PRAYER:**

That on acceptance of this appeal the impugned Notification dated 16.2.2017 may kindly be modify to the extent that the appellant may be considered for promotion/adjustment against any other Class-IV post in light of the policy dated 25-07-2006 from the date when his other colleagues were promoted/adjusted. Any other remedy which this Honorable Tribunal deems appropriate that may also be awarded in favor of the appellant.

**R/SHEWETH:**

**ON FACTS:**

- 1- That appellant is the employee of the respondent Department and is serving as Sweeper (Muslim) for quite considerable time efficiently and upto the entire satisfaction of his superiors. Copy of the appointment order is attached as annexure ..... **A.**
- 2- That vide Notification dated 25.7.2006 the respondent Department including autonomous institutions have unanimously decided that all the Health Institutions should promote the Muslim Sweepers against the existing vacancies of Ward Orderly, Chowkidar, Mali, Dayi, Aya and other Class-IV posts on seniority basis and not to appoint Muslim

Filed to-day  
Registrar  
26/6/18  
e-submitted to-day  
and filed  
9/5/18

Sweepers against the post of sweeper in future. Copy of the policy is attached as annexure ..... **B.**

3- That appellant in light of the above mentioned Notification dated 25.7.2006 applied for his adjustment/promotion against the class-IV post other than sweeper but no reply was received from the respondent Department.

4- That other colleagues of the appellant were filed writ petition No.181-M/2013 before the Honorable Peshawar High Court Mingora Bench and the Honorable High Court converted the said writ petition into representation with the direction to Secretary Health Department to decide the said Departmental appeal/representation in light of the above mentioned Policy. Copy of the Judgment is attached as annexure.....**C.**

5- That in response to the above mentioned Judgment the respondent Department issued the impugned Notification dated 16.2.2017 where in the Secretary Health i.e. respondent No.1 issued direction to the concerned authorities to promote/adjust those Muslim Sweepers who were appointed before the issuance of the policy dated 25.07.2006. That feeling aggrieved from the impugned Notification dated 16.2.2017 the said colleagues of the appellant filed connected Service appeals before this august Tribunal in title " Lutf-e-Hakim & others vs Secretary Health & others" and the same have been allowed this august Tribunal vide judgment dated 13.12.2018. Copies of the Notification dated 16.2.2017 and judgment are attached as annexure ..... **D & E.**

6- That appellant filed Departmental appeal before the appellate authority for the same relief granted to other colleagues of the appellant but no reply has been received so far. That appellant feeling aggrieved from the inaction of the respondents by not considering the appellant for adjustment against the other class-iv posts i.e. Ward Orderly, Chowkidar, Mali, Dayi and Aya preferred the present appeal on the following grounds amongst the others. Copy of the Departmental appeal is attached as annexure.....**F.**

### **GROUND:**

A- That the impugned Notification dated 16.02.2017 is against the law, facts, norms of natural justice and materials on the record hence not tenable and liable to be modified.

B- That appellant has not been treated in accordance with law and rules by the respondent Department on the subject noted above and as such the respondents violated Article 4 and 25 of the Constitution of Islamic republic of Pakistan 1973.



C- That appellant has been discriminated by the respondents on the subject noted above and as such the respondents violated the Rules regulations of the Provincial Government.

D- That the Notification dated 16.2.2017 of the respondent Department is based on favoritism and nepotism, therefore not tenable and liable to be modified.

E- That the impugned Notification is violative of Article 38(e) of the Constitution of Pakistan 1973.

F- That the appellant is also entitle for the same relief under the principle of consistency which was granted to other colleagues of the appellant.

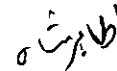
G- That the respondents acted in arbitrary and malafide manner by ignoring the appellant from promotion /adjustment on any Class-IV post in light of the policy dated 25.7.2006.

H- That the impugned Notification dated 16.2.2017 has been issued by the respondents in utter disregard of law and Rules.

I- That appellant seeks permission to advance other grounds and proofs at the time of hearing.

Dated: 21.6.2019

**APPELLANT**



**SYED ZAHIR SHAH**

**THROUGH:**

  
**NOOR MOHAMMAD KHATTAK**  
**ADVOCATE**

**(Mobile No.0345-9383141)**

OFFICE OF THE EXECUTIVE DISTRICT  
OFFICER HEALTH BATTAGRAM.

ANNEXURE 1

No. 2562 - Dated 31/12/2012

A-4

To,

Mr. Syed Zahir Shah S/O Syed Maqbool Shah  
R/O Village Ajmera Tehsil & District Battagram.

Subject: - APPOINTMENT ORDER AS SWEEPER  
Memorandum;

Reference your application no. Nil dated Nil. You are hereby appointment as (Sweeper) in BPS-01- (4800-150-9300) plus usual allowances, Against the vacant post of Sweeper at DHQ Hospital Battagram with the following terms & conditions:-

**TERMS & CONDITION.**

1. Initially you will be on probation for a period of one & half year extendable for a further period of not exceeding 6 months.
2. Your service can be dispensed with during the probation period if your work and conduct is found un-satisfactory.
3. Your appointment will be subject to provide a Medical Fitness Certificate ( Health & Age ) for Govt; service From Medical Superintendent DHQ Hospital Battagram.
4. No TA/DA for joining the duty/ Medical fitness certificate will be allowed.
5. You will be governed by such rules and orders as may be issued by the government from time to time for the category of the government servant to which you belong.
6. If you wish to resign from service, one month advance notice or to deposit two months salaries in lieu of.
7. Your services can be terminated any time without any reasons by the competent authority.
8. You will be provided the same facilities under benevolent fund as admissible to the government servants as the rates to be prescribed by the government.
9. You will not contribute to GP fund and shall not entitle for pension & gratuity benefits.
10. Where you remains absent without leave for a period of seven (7) days you shall be deemed to have violated the relevant contract provisions and shall be terminated from the posts.
11. You shall be responsible for all utility bills and other charges of the residential accommodation as is applicable to the category of staff.
12. You shall be subject to all rules of Govt; pertaining to a civil servant in respect to efficiency and discipline, conduct, Liability to criminal proceeding etc, and any special rules, Instruction issued by the Health Department specified to employee for breach of discipline or unsatisfactory service. The Health Department shall be competent to terminate the contract without notice or compensation.
13. Non-compliance of the terms and conditions would render the employee disqualified for employee; disqualified for employment not only for this post, but other emplacement in the Health Department Government of KPK.
14. If you put alternate on behalf your own place your order will be considered cancelled.
15. If you accept the offer of appointment on above terms and conditions, you should report to Incharge DHQ Hospital Battagram within 15 days from the issuance of this offer. The offer will be cancelled. If you fail to report for duty within the above - mentioned period.

1. Director General Health Services KPK Peshawar.
2. Dupty Commissioner Battagram for information please.
3. Medical Superintendent DHQ Hospital Battagram
4. Accounts Section office of the undersigned

Executive District Officer  
Health Battagram.

**ATTESTED**  
Executive District Officer  
Health Battagram.

**ATTESTED**

BETTER COPY OF PAGE-6

**GOVERNMENT OF NWFP**  
**HEALTH DEPARTMENT**

No. SOH-III/1-179/06 (Class-IV),  
Dated 25<sup>th</sup> July, 2006

- 1)- The Director General health Services, NWFP, Peshawar.
- 2)- The Chief Executives, LRH/KTH/HMC, Peshawar and ATH Abbottabad.
- 3)- Dr. Muhammad Rahim Jan, Director Admn Directorate General Health Services, NWFP, Peshawar.
- 4)- Dr. Abdus Sabooh Bacha, Medical Supdt, Hayatabad Medical Complex, Peshawar.
- 5)- Dr. Iftikhar Ahamd, Deputy Medical Supdt, Ayub Teaching Hospital, Abbottabad.
- 6)- Dr. Farman Ali, RMO, Khyber Teaching Hospital, Peshawar.
- 7)- Mr. Javed Khan, President Provl, Paramedical Association, Calss-IV Employees, NWFP, Peshawar.

Subject: **MINUTES OF MEETING REGARDING PROBLEMS OF CLASS-IV PARAMEDICS EMPLOYEES**

I am directed to refer to the subject and to enclose herewith a copy of minutes of subject meeting held on 12.07.2006, at 10:00 hours, under the chairmanship of Secretary health, duly signed by all the participants for further necessary action please.

For

Section Officer-III

Subject: MINUTES OF MEETING REGRADING PROBLEMS OF CLASS-IV PARAMEDICS EMPLOYEES

A meeting on the subject was held under the chairmanship of Secretary Health Department Committee Room of Health Deptt: on 12/07/2006 at 10:00 AM.

2- The Following attended the meeting:

- 1- The Director General health Services, NWFP, Peshawar.
  - 2)- The Chief Executives, LRH/KTH/HMC, Peshawar and ATH Abbottabad.
  - 3)- Dr. Muhammad Rahim Jan, Director Admn Directorate General Health Services, NWFP, Peshawar.
  - 4)- Dr. Abdus Sabooh Bacha, Medical Supdt, Hayatabad Medical Complex, Peshawar.
  - 5)- Dr. Iftikhar Ahamd, Deputy Medical Supdt, Ayub Teaching Hospital, Abbottabad.
  - 6)- Dr. Farman Ali, RMO, Khyber Teaching Hospital, Peshawar.
  - 7)- Mr. Javed Khan, President Provl, Paramedical Association, Calss-IV Employees, NWFP, Peshawar.
  - 8)- Mr. Naseer Khan, General Secretary, Provl, Paramedical Association, Calss-IV Employees, NWFP, Peshawar.
  - 9)- Mr. Hakim Jan, General Secretary, Provl, Paramedical Association, Calss-IV Employees, Hayat Abad Medical Complex, Peshawar.
- 3- The meeting started with recitation of the Holy Quran.
- 4- The Chair welcomed the participants.
- 5- The demands presented by the Provl, Paramedical Association, Calss-IV Employees, were discussed in detail and the following decision were taken.

- i. The Association demanded that service structure for Class-IV employees, Paramedical employees, may also be framed.

#### Decision

It was decided that the Director General Health Services NWFP will come up with a self contain case with full justification. The demand will be recommended and will be forwarded to Finance Department.

- ii. The Association demanded that Contract Policy may be implemented in Teaching and all other Health institution of the Province.

#### Decision

It was decided that the Director General Health Services and all the Chief Executives of Health Institutions may be directed to implement the Contract Policy of the Provincial Government and all other relevant instructions in letter and spirit.

- iii. The Association demanded that children of retired Class-IV paramedics employees may be given preference when appointments are made against the vacant posts in Health Institutions.

**Decision**

It was decided that instructions circulated by the Health Department vide letter No. SOHIII/7-350/95-I dated 01.11.1997, may be followed strictly. The Medical Supdt. Khyber Teaching Hospital, should submit a report within fortnight in this regard.

- iv. The Association demanded advance increments on the basis of higher qualifications for Class-IV paramedical employees.

**Decision**

It was decided that instructions of Finance Department, in this regard will be implemented strictly in all Health Institutions.

- v. The Association demanded relaxation of science subjects for admission in different health technology courses, for Class-IV paramedical employees.

**Decision**

It was decided that if any Class-IV paramedical employee has completed the required qualification for admission in different health technology courses, according to the prescribed criteria, may be allowed to participate in the examination of different health technologies, conducted by NWFP, Medical Faculty, after completion of all codal formalities.

- vi. The Association demanded that all Class-IV employees may be promoted to Class-III posts, existing in different Health Institutions.

**Decision**

It was decided that Class-IV employees may be given preference while filling the posts of promotion quota for 33% Selection Grade for Class-IV paramedical employees.

- viii. The Association demanded Dress/Washing Allowance for all Class-IV Paramedical employees.

**Decision**

It was decided that the Director General Health Services, and all Chief Executives should submit a self contained case with total strength of Class-IV paramedical employees and propose Dress/Washing Allowance for Class-IV paramedical employees required to be considered with full justification.

- ix. The Association demanded that the Muslim Sweeper in each Health Institution may be promoted to the post of Ward Orderly, Chowkidar, Mali, Dai, Aya and other Class-IV posts on seniority basis in future; only sweepers may be appointed against the posts of sweeper.

**Decision**

It was decided that all the Health Institutions should promote the Muslim Sweeper against the existing vacancy of Ward Orderly, Chowkidar, mali, Dai, Aya and other Class-IV posts, on seniority basis and not to appoint Muslim Sweeper against the post of Sweeper in future.

- x. The Association demanded that 8 hours duty may be taken from Class-IV paramedical employees as per rules and they may be granted leave according to rules.

**Decision**

It was decided that instructions of Government regarding duty hours should be implemented in letter and spirit and requests of Class-iv employees for grant of leave should also be considered on merit and according to rules. However, Heads of all the Health Institutions are advised to keep a vigilant eye on the performance of Class-IV paramedical employees.

- 6- The meeting ended with a vote of thanks by the Chair

GOVERNMENT OF NWFP  
HEALTH DEPARTMENT

No. SOH-III/1-179/06 (Class-IV)  
Dated 25<sup>th</sup> July 2006

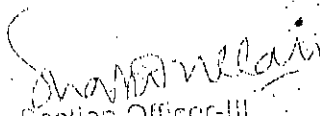
25-7-2006

B-5

- 1) The Director General Health Services, NWFP, Peshawar.
- 2) The Chief Executives, LRH/KTH/HMC, Peshawar and ATH, Abbottabad.
- 3) Dr. Muhammad Rahim Jan Afridi, Director Admn., Directorate General Health Services, NWFP, Peshawar.
- 4) Dr. Abdus Sabooh Bacha, Medical Supdt., Hayatabad Medical Complex, Peshawar.
- 5) Dr. Iftikhar Ahmad, Deputy Medical Supdt., Ayub Teaching Hospital, Abbottabad.
- 6) Dr. Farman Ali, RMO, Khyber Teaching Hospital, Peshawar.
- 7) Mr. Javed Khan, President, Provl. Paramedical Association, Class-IV Employees, NWFP, Peshawar.


Subject: MINUTES OF MEETING REGARDING PROBLEMS OF CLASS-IV PARAMEDICS EMPLOYEES.

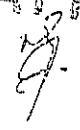
I am directed to refer to the subject and to enclose herewith a copy of minutes of subject meeting held on 12.07.2006, at 10:00 hours, under the chairmanship of Secretary Health, duly signed by all the participants, for further necessary action please.


for   
Section Officer-III


Encl: No. & Date Even.

Copy to PS to Secretary Health.

for   
Section Officer-III

ATTESTED  


ATTESTED  


ATTESTED  


Subject:

MINUTES OF MEETING REGARDING PROBLEMS  
OF CLASS-IV PARAMEDICS EMPLOYEES.

(B) (Z) (A) (6)

A meeting on the subject was held under the chairmanship of Secretary Health Department in Committee Room of Health Deptt on 12/07/2006 at 10:00 AM.

2- The following attended the meeting:

- 1) Mr. Abdus Samad Khan, Secretary to Govt. of NWFP, Health Deptt.
- 2) Prof. Abdus Samad Khan, Chief Executive, Govt. Lady Reading Hospital, Peshawar.
- 3) Dr. Muhammad Rahim Jan Afridi, Director Admn., Directorate General Health Services, NWFP, Peshawar.
- 4) Dr. Abdus Saboon Sacha, Medical Supdt., Hayatabad Medical Complex, Peshawar.
- 5) Dr. Iflikhar Ahmad, Deputy Medical Supdt., Ayub Teaching Hospital Abbottabad.
- 6) Dr. Farman Ali, RMO, Khyber Teaching Hospital Peshawar.
- 7) Mr. Javed Khan, President, Provl. Paramedical Association Class-IV Employees, NWFP, Peshawar.
- 8) Mr. Naseer Khan, General Secretary, Provl. Paramedical Association Class-IV Employees, NWFP, Peshawar.
- 9) Mr. Hakim Jan, General Secretary, Provl. Paramedical Association Class-IV Employees, Hayatabad Medical Complex, Peshawar.

3- The meeting started with recitation of the Holy Quran.

4- The Chair welcomed the participants.

5- The demands presented by the Provl. Paramedical Association Class-IV Employees, were discussed in detail and the following decisions were taken

- i) The Association demanded that service structure for Class-IV paramedical employees, may also be framed.

Decision

It was decided that the Director General Health Services NWFP will come up with a self-contained case with full justification. The demand will be recommended and will be forwarded to Finance Department.

- ii) The Association demanded that Contract Policy may be implemented in Teaching and all other Health Institution of the Province.

Decision

It was decided that the Director General Health Services, and all the Chief Executives of Health Institutions may be directed to implement the Contract Policy of the provincial Government and all other relevant instructions in letter and spirit.

18/7/06  
23  
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iii) The Association demanded that children of retired Class-IV paramedical employees may be given preference when appointments are made against the vacant posts in Health Institutions.

Decision

It was decided that instructions circulated by the Health Department vide letter No. SOH/7-350/95-I dated 01.11.1997, may be followed strictly. The Medical Supdt., Khyber Teaching Hospital, should submit a report within fortnight in this regard.

iv) The Association demanded advance increments on the basis of higher qualifications, for Class-IV paramedical employees.

Decision

It was decided that instructions of Finance Department, in this regard will be implemented strictly, in all Health Institutions.

v) The Association demanded relaxation of science subjects for admission in different health technology courses, for Class-IV paramedical employees.

Decision

It was decided that if any Class-IV paramedical employee has completed the required qualification for admission in different health technology courses, according to the prescribed criteria, may be allowed to participate in the examination of different health technologies, conducted by NWFP, Medical Faculty, after completion of all codal formalities.

vi) The Association demanded that all Class-IV employees may be promoted to Class-III posts, existing in different Health Institutions.

Decision

It was decided that Class-IV employees may be given preference while filling the posts of promotion quota as per rules.

vii) The Association demanded for 33% Selection Grade for Class-IV paramedical employees.

Decision

It was decided that the demand of 33% Selection Grade will be included in revised service structure of Class-IV paramedical employees.

viii) The Association demanded Dress/Washing Allowance for all Class-IV paramedical employees.

18/7/00

ATTESTED

[Signature]

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[Signature]

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[Signature]

Decision

(3)

It was decided that the Director General Health Services, and all Chief Executive, should submit a self contained case with total strength of Class-IV paramedical employees and propose Dress/Washing Allowance for Class-IV paramedical employees required to be considered, with full justification.

ix) The Association demanded that the Muslim Sweeper in each Health Institution may be promoted to the post of Ward Orderly, Chowkidar, Mail, Dai, Aya and other Class-IV posts, on seniority basis. In future, only sweeper may be appointed against the posts of sweeper.

Decision

It was decided that all the Health Institutions should promote the Muslim Sweeper against the existing vacancy of Ward Orderly, Chowkidar, Mail, Dai, Aya and other Class-IV posts, on seniority basis, and not appoint Muslim Sweeper against the post of Sweeper in future.

x) The Association demanded that 8 hours duty may be taken from Class-IV, paramedical employees as per rules and they may be granted leave according to rules.

Decision

It was decided that Instructions of Government regarding duty hours should be implemented in letter and spirit and requests of Class-IV employees for grant of leave should also be considered on merit and according to rules. However, Heads of all the Health Institutions are advised to keep a vigilant eye on the performance of Class-IV paramedical employees.

6- The meeting ended with a vote of thanks by the Chair.

(PROF. ABDUS SAMAD KHAN)  
Chief Executive,  
Govt. Lady Reading Hospital,  
Peshawar

(DR. MUHAMMAD RAHIM JAN AFRIDI)  
Director Adm.,  
Directorate General Health Services,  
NWFP, Peshawar

(DR. ABDUS SABOOH BACHA)  
Medical Superintendent,  
Hayatabad Medical Complex,  
Peshawar

(DR. IFTIKHAR AHMAD)  
Deputy Medical Superintendent,  
Ayub Teaching Hospital,  
Abbottabad

**ATTESTED**

**ATTESTED**

Non muslim

(a) (b) (c) (d) (e)

ATTESTED

4

ATTESTED

ATTESTED

Petitioners Muhammad Haq and 11 others in their petition bearing W.P. No. 551-M/2015 have averred that they were appointed as Muslim Sweepers in DHQ Hospital Timergara, Dir Lower and according to Government Policy of Health Department, all the Muslim Sweepers in Health

Government policy. Petitioners prayed for their promotion to the mentioned vacant posts on the basis of their seniority as per Chowkidar, Mali, Dal, Aya etc. Petitioners have promotion to 54 vacant posts of Ward Orderly, dated 25.07.2006, they are not given a chance of Department notified vide No.SOH-III/1-179/06 Government of Khyber Pakhtunkhwa Health Sharif Swat but despite clear cut policy of the Muslim Sweepers in Saidi Teaching Hospital, Saidu M/2015 have asserted that they were appointed as Similarly, petitioners in W.P. No. 450-

BV/ED/4/38/2010-II/VCE-III dated 10.04.2014. Health Department vide notification bearing No. Orderly/Attendants (BFS-2) recently created by the seeking their promotion to the 12 posts of Ward Timergara, Dir Lower in 2009 and now they are were also appointed as Sweepers in DHQ Hospital Petitioners in W.P. No. 510-M/2014

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intimation to the Additional Registrar of this Court.  
 Office is further directed to retain copies of the writ  
 petitions for record. The writ petitions are disposed  
 of accordingly.

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 13

Sd: Muzarat Hilali-J  
 Sd. Mahmood Ibrahim Khan-J

Announced.  
Dt: 24.01.2017

C.No. 475  
 Name of applicant: Sd. Muzarat Hilali  
 Name of respondent: State of Jammu & Kashmir  
 Date of filing: 26.1.17  
 Date of disposal: 31.1.17  
 Fee: 5/-  
 Order: 10/-  
 Date of disposal: 31.1.17

Office  
 27/1

Certified to be true copy

*[Signature]*  
 31/1/17

**ATTESTED**

*[Signature]*

**ATTESTED**

*[Signature]*

**ATTESTED**

Director Health Services  
FATA, Peshawar

1. All Agency Surgeons in FATA/FRS.
2. All Medical Superintendents in FATA.

Copy is forwarded to the:-

DIRECTOR ATE OF HEALTH SERVICES FATA, PESHAWAR  
 No. / 575-26 / DHS / FATA / Admn  
 Date: 28/3/2017

**ATTESTED**

(Signature)  
Section Officer (LH)

1. The Director General Health Services, Khyber Pakhtunkhwa, Peshawar.
2. The Director Health Services, FATA.
3. All Medical Superintendents of Hospitals in Khyber Pakhtunkhwa.
4. All Medical Superintendent of Hospitals of MTIs in Khyber Pakhtunkhwa.
5. All Medical Superintendent Health, Khyber Pakhtunkhwa.
6. All to Secretary Health, Khyber Pakhtunkhwa.
7. Provincial President Paramedical Class-IV Employees Association, LRH, Peshawar.

Final No. is date given.  
Copy of the above is forwarded to the:-

SECRETARY TO GOVT OF KHYB ER PAKHTUNKHWA  
HEALTH DEPARTMENT

NOW THEREFORE in pursuance of the above decision taken/judgment of the court it is sufficiently clear that those who were appointed as Muslim Sweepers before 12.07.2006 are entitled for adjustment against the aforementioned posts without disturbing the quotas reserved under the rules for appointment of Class-IV Govt. Servants and children of deceased/invalidated/deceased civil servants etc. However, those who were appointed as Muslim Sweepers after 12.07.2006 in violation of the above decision/adjustment are not covered under the policy.

AND WHEREAS the above decision was also affirmed by the Hon'ble Peshawar High Court Peshawar vide judgment dated 27.09.2013 in Writ Petition No.293-172013 - Third "Moor ul Qamar S/O Shams ul Qamar Muslim Sweeper THQ Hospital Shabqadar, District Charsadda & 9 others versus Govt of Khyber Pakhtunkhwa Health Department & others.

It was decided that all the Health Institutions should promote the Muslim Sweepers against existing vacancies of Ward Orderly, Chowkidar, Mail, Dal, Aya and other Class-IV posts, on seniority basis and not to appoint Muslim Sweepers against the post of Sweepers in future.

Whereas:

WHEREAS attention is invited to the minutes of the meeting dated 12.07.2006 held under the Chairmanship of Secretary Health Khyber Pakhtunkhwa circulated vide Govt of Khyber Pakhtunkhwa Health Department letter No. SOH-H/1-170/06 (Class-IV) dated 25.07.2006. Extract of the decision taken in the meeting is reproduced below:-

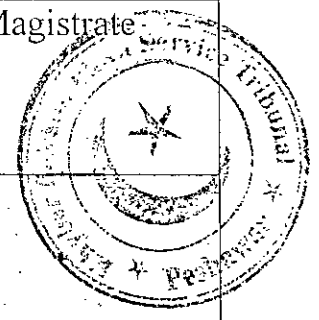
No. SOH-(LH) 1-1/2017 (Gen. Misc)  
Dated Peshawar the 16<sup>th</sup> February, 2017

GOVERNMENT OF KHYBER PAKHTUNKHWA  
HEALTH DEPARTMENT

**ORDER**

14  
 15  
 D-

E-15



Sr. No	Date of order/proceedings	Order or other proceedings with signature of Judge or Magistrate
1	2	3
	13.12.2018	<p align="center"><b><u>BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL</u></b>  <b>Service Appeal No. 639/2017</b></p> <p>Date of Institution ..... 16.06.2017  Date of Decision ..... 13.12.2018</p> <p>Mr. Luft-E-Hakeem, Muslim Sweeper (BPS-01) DHQ Hospital timer Garra, District Dir Lower.</p> <p align="right"><b>Appellant</b></p> <p align="center"><b>Versus</b></p> <ol style="list-style-type: none"> <li>The Secretary Government of Khyber Pakhtunkhwa through Secretary Health Department Khyber Pakhtunkhwa Peshawar.</li> <li>Director General Health Department Khyber Pakhtunkhwa Peshawar.</li> <li>The District Health Officer, District Dir Lower.</li> <li>The Medical Superintendent DHQ Hospital Timergara, District Dir Lower.</li> </ol> <p align="right"><b>Respondents</b></p> <p>Mr. Muhammad Hamid Mughal-----Member (J)  Mr. Ahmad Hassan-----Member (E)</p> <p align="center"><b><u>JUDGMENT</u></b></p> <p><b><u>MUHAMMAD HAMID MUGHAL, MEMBER:</u></b> - Mr. Noor Muhammad, learned counsel for appellant and Mr. Kabir Ullah Khattak learned Additional Advocate General for the respondents present.</p> <p>2. This single judgment in the above captioned appeal, shall also dispose of appeals (1). bearing No.640/2017 filed by Rab Nawaz</p>



ATTESTED

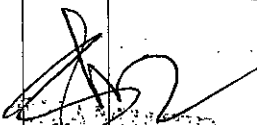
Khyber Pakhtunkhwa Service Tribunal, Peshawar

(16)

(2). bearing No.641/2017 filed by Sahib Ullah (3). bearing No. 642/2017 filed by Akhtar Rasool (4). bearing No.643/2017 filed by Dilawar Khan (5). bearing No. 644/2017 filed by Hamid ur Rehman (6). bearing No.645/2017 filed by Khyal Muhammad (7). bearing No.646/2017 filed by Siraj ud Din (8). bearing No.647/2017 filed by Bakht Shah Zeb (9). bearing No. 648/2017 filed by Bakhtiar Khan (10). bearing No.649/2017 filed by Gul Saeed Khan (11). bearing No.650/2017 filed by Kifayat Ullah (12). bearing No.651/2017 filed by Sadiq Muhammad (13). bearing No. 652/2017 filed by Said Rehman (14). bearing No.653/2017 filed by Shams ul Islam (15). bearing No.654/2017 filed by Aftab ud Din (16). bearing No. 655/2017 filed by Muhammad Haq (17). bearing No.656/2017 filed by Abdur Rehman (18). bearing No. 724/2017 filed by Ismail Shah (19). bearing No.725/2017 filed by Rehmat Ali Shah (20). bearing No. 726/2017 filed by Gohar Rehman (21). bearing No.727/2017 filed by Miraj ud Din (22). bearing No. 728/2017 filed by Habib Ullah (23). bearing No.729/2017 filed by Umar Hakim (24). bearing No.730/2017 filed by Shahid Hussain (25). bearing No.731/2017 filed by Shah Khalid being identical in nature, having arisen from the same law, facts and circumstances

3. The appellant, who was appointed as Sweeper (Muslim) at DHQ Hospital Timergra District Dir Lower in the year 2009 has filed the present service appeal u/s 4 of Khyber Pakhtunkhwa Service Tribunal Act 1974, against the order dated 16.02.2017 of the respondent No.1 whereby the respondent department accepted the

APPROVED

  
 JUDGE  
 Khyber Pakhtunkhwa  
 Service Tribunal,  
 Peshawar



right of Muslim Sweepers appointed before 12.07.2006 for their adjustment against the post of Ward Orderly, Chowkidar, Mali, Dai, Aya and other Class-IV posts on seniority basis and thereby deprived the Muslim Sweepers appointed after 12.07.2006 to be adjusted as such. Learned counsel for the appellant mainly argued that the impugned order is a sheer example of discriminatory treatment to Muslim Sweepers appointed as such after 12.07.2006.

4. On the other hand learned Additional Advocate General defended the impugned order on the ground that the appellant himself was appointed as Muslim Sweeper in violation of policy decision dated 12.07.2006.

5. Arguments heard. File perused.

6. The respondent department vide its policy decision dated 12.07.2006 decided that all the Health Institutions should promote the Muslim Sweepers against the existing vacancies of Ward Orderly, Chowkidar, Mali, Dai, Aya and other Class-IV posts, on seniority basis and not to appoint Muslim Sweeper against the post of Sweeper in future.

7. It was due to the violation of policy decision dated 12.07.2006 that many Muslim Sweepers had to knock the door of Hon'ble Peshawar High Court. The violation of policy decision led the respondent department to the issuance of fresh order dated 16.02.2017 made partially impugned in the present service appeal.

8. Upon the examination of the impugned order dated 16.02.2017, this Tribunal came to the conclusion that the same is


ATTACHED  
EXAMINER  
Khyber Pakhtunkhwa  
Service Tribunal,  
Peshawar


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also in violation of policy decision dated 12.07.2006 in as much as according to the policy decision dated 12.07.2006 gradually all the Muslim Sweepers would have to be adjusted against other Class-IV posts.

9. Impugned order dated 16.02.2017 has the effect of depriving the appellant from his adjustment against other Class-IV post just for the reason that he was appointed as Muslim Sweeper after 12.07.2006. This Tribunal is therefore of the considered opinion that discriminatory treatment was met out to the appellant.

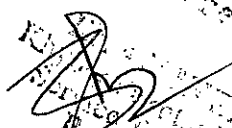
10. Resultantly this Tribunal holds that the cut off date i.e. 12.07.2006 as mentioned in the impugned order dated 16.02.2017 shall be treated as expunged. The present service appeal alongwith connected service appeals as mentioned in para-2 of this judgment are accepted in the above terms. The respondent department is directed to take strict disciplinary action against those responsible for inducting Muslim Sweepers in violation of the policy decision dated 12.07.2006. Parties are left to bear their own costs. File be consigned to the record room.

  
(Ahmad Hassan)  
Member

  
(Muhammad Hamid Mughal)  
Member

ANNOUNCED Date of Presentation of Copy 31-1-19  
 13.12.2018 Number of Words 1600  
 Copying Fee 10  
 Urgent 25  
 Total 12  
 Name of Copyist [Signature]  
 Date of Copy/Position of Copy 31-1-19  
 Date of Delivery of Copy 31-1-19

Consignment to be true copy

  
Registrar

To,

F - (19)

The Director General Health Services,  
Khyber Pakhtunkhwa, Peshawar.

Subject: DEPARTMENTAL APPEAL FOR ADJUSTMENT AGAINST  
ANY OTHER CLASS-IV POST

Respected Sir,

It is most humbly stated that I am serving as Sweeper (Muslim) before your good self at DHQ Hospital Battagram since 2012 quite efficiently and upto the entire satisfaction of my superiors. During my so many colleagues were adjusted against other class-iv posts on the directions of the Honorable Peshawar High Court, and the august Khyber Pakhtunkhwa Service Tribunal, Peshawar. Respected Sir I am the similar employee and I am also entitle for adjustment against any other class-iv post under the principle of consistency, therefore, I may also be similarly treated by adjusting against the said other class-vi post.

It is therefore, most humbly prayed that on acceptance of this Departmental appeal I may very kindly be adjusted against any other class-iv post i.e. ward orderly, chowkidar and Mali. Any other remedy which your good self deems fit that may also be awarded in favor of me.

Dated: 12.03.2019.

APPLICANT

سید زہیر شاہ

SYED ZAHIR SHAH, (Sweeper)  
DHQ Hospital Battagram

**ATTESTED**

*[Signature]*

**VAKALATNAMA**

*Before the KP Service Tribunal, Peshawar*

\_\_\_\_\_ OF 2019

*Syed Zahir Shah*

(APPELLANT)  
(PLAINTIFF)  
(PETITIONER)

**VERSUS**

*Health Department*

(RESPONDENT)  
(DEFENDANT)

I/We *Syed Zahir Shah*

Do hereby appoint and constitute **NOOR MOHAMMAD KHATTAK, Advocate, Peshawar** to appear, plead, act, compromise, withdraw or refer to arbitration for me/us as my/our Counsel/Advocate in the above noted matter, without any liability for his default and with the authority to engage/appoint any other Advocate Counsel on my/our cost. I/we authorize the said Advocate to deposit, withdraw and receive on my/our behalf all sums and amounts payable or deposited on my/our account in the above noted matter.

Dated. \_\_\_\_/\_\_\_\_/2019

*طاهر شاہ*

**CLIENT**

**ACCEPTED**

**NOOR MOHAMMAD KHATTAK**

**SHAHZULLAH KHAN YOUSAFZAI**

**MIR ZAMAN SAFI**  
**ADVOCATES**

**OFFICE:**

Flat No.3, Upper Floor,  
Islamia Club Building, Khyber Bazar,  
Peshawar City.  
Phone: 091-2211391  
Mobile No. **0345-9383141**

KHYBER PAKHTUNKWA SERVICE TRIBUNAL, PESHAWAR

No. 1425 /ST

Dated 16 / 8 / 2019

To


The District Health Officer,  
Government of Khyber Pakhtunkhwa,  
Battagram.

Subject: -

JUDGMENT IN APPEAL NO. 901/2019, MR. SYED ZAHIR SHAH.

I am directed to forward herewith a certified copy of Judgement dated 26.06.2019 passed by this Tribunal on the above subject for strict compliance.

Encl: As above

  
REGISTRAR  
KHYBER PAKHTUNKHWA  
SERVICE TRIBUNAL  
PESHAWAR.