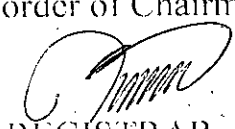


FORM OF ORDER SHEET

Court of _____

Appeal No. 238/2024

| S.No. | Date of order proceedings | Order or other proceedings with signature of judge |
|-------|---------------------------|--|
| 1 | 2 | 3 |
| 1 | 01/02/2024 | <p>The appeal of Mst. Bushra Khatoon presented today by Mr. Muhammad Arshad Khan Tanoli Advocate. It is fixed for preliminary hearing before touring Single Bench at A.Abad on</p> <p>By the order of Chairman</p> <p> REGISTRAR</p> |

BEFORE THE SERVICE TRIBUNAL KPK
PESHAWAR

Service Appeal No. 238 /2023

Bushara Khatoon D/O Muhammad Nawaz (SPST), GGPS Banda Pinukhail.

VERSUS

Government of Khyber Pakhtunkhwa,
through Secretary, Elementary & Secondary
Education, Peshawar etc...RESPONDENTS

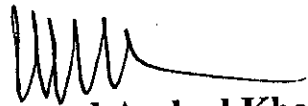
SERVICE APPEAL

| S No. | Particular of Documents | Annexure | Pages |
|-------|--|----------|-------|
| 1 | Service Appeal | | 1-12 |
| 2 | Application | | 13-14 |
| 3 | Promotion Order | A | 15-16 |
| 4 | Copies of Relevant Rules | B | 17-28 |
| 5 | Copies of Policy | C | 29 |
| 6 | Copy of Impugned Notification | D | 30 |
| 7 | Promotion Order | E | 31-33 |
| 8 | Copies of Departmental appeal | F | 34 |
| 9 | Copies of Restraining order & Relevant law | G-H | 35-36 |
| 10 | W.Nama | | |

Dated: _____/2023

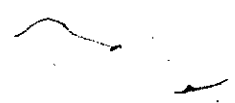
Bushara
...APPELLANT

Through


(Muhammad Arshad Khan Tana)
Advocate Supreme Court of Pakistan

&





BEFORE THE SERVICE TRIBUNAL KPK
PESHAWAR

Service Appeal No. 238 /2024

Bushara Khatoon D/O Muhammad Nawaz (SPST), GGPS Banda Pinukhail.

...PETITIONER

VERSUS

1. Government of Khyber Pakhtunkhwa, through Chief Secretary Khyber Pakhtunkhwa, Peshawar.
2. Secretary Establishment Khyber Pakhtunkhwa, Peshawar.
3. Secretary Law & Justice, Khyber Pakhtunkhwa, Peshawar.
4. Secretary Elementary & Secondary Education, Peshawar.
5. Director Elementary & Secondary Education, Peshawar.
6. District Education Officer (Female), Abbottabad.

...RESPONDENTS

**SERVICE APPEAL UNDER SECTION 4 OF KPK
SERVICE TRIBUNAL ACT, 1974 FOR
DECLARATION TO THE EFFECT THAT
IMPUGNED NOTIFICATION NO.
SO(POLICY)E&AD/1-312020, DATED 06/06/2023,
WHEREIN, RESPONDENTS' DEPARTMENT HAVE
MADE IT COMPULSORY FOR THE APPELLANT
TO GET PROMOTION TO THE NEXT RANK. AND
SHALL AVAIL HER PROMOTION, FAILING
WHICH DISCIPLINARY ACTION SHALL BE**

TAKEN AGAINST THE EMPLOYEE WHO DOES NOT AVAIL HER PROMOTION ORDER, UNDER KHYBER PAKHTUNKHWA EFFICIENCY AND DISCIPLINARY RULES 2011. IT IS FURTHER SUBMITTED THAT NO PUNISHMENT IS MENTIONED IN ORIGINAL NOTIFICATION DATED 06/08/2020. HENCE GUIDANCE/POLICY ISSUED BY THE RESPONDENT IS ULTRA VIRES, TO THE RULES AND RIGHTS OF THE EMPLOYEES AS THE SAME IS VOID AND DOES NOT COME WITHIN THE DEFINITION RULES AS PER SECTION 25 OF KP CIVIL SERVANT ACT, 1973, BESIDES, IMPUGNED NOTIFICATION DATED 06/06/2023, IS ILLEGAL AND IS TO BE STRUCT DOWN. THE PROMOTION OF THE APPELLANT WHICH PREVIOUSLY IS FOREGONE MAY BE SET-ASIDE AS THE PROMOTION OF THE EMPLOYEES IS A KIND OF APPOINTMENT WHICH IS ALWAYS OPTIONAL ON THE PART OF THE EMPLOYEES. IT IS FURTHER SUBMITTED THAT THERE IS NO CONDITION MENTIONED IN THEIR INITIAL APPOINTMENT ORDER. THE IMPUGNED NOTIFICATION DATED 06/06/2023 IS ULTRA VIRES TO THE PREVAILING RULES ON THE

AS PROMOTION ORDER DATED 29-08-2023 TO THE EXTENT OF THE APPELLANT IS TO BE SET-ASIDE.

PRAYER: ON ACCEPTANCE OF THE INSTANT SERVICE APPEAL, THE IMPUGNED NOTIFICATION NO. SO(POLICY)E&AD/1-3/2020, DATED 06/06/2023 MAY BE ORDERED TO BE STRUCK DOWN BEING VOID AND ULTRA VIRES TO THE RULES AND RIGHTS OF THE APPELLANT. IT IS FURTHER PRAYED THAT PROMOTION ORDER DATED 29/08/2023 TO THE EXTENT OF THE APPELLANT MAY BE ORDERED TO BE SET-ASIDE. ANY OTHER RELIEF WHICH THIS HONOURABLE TRIBUNAL DEEMS FIT AND PROPER IN THE CIRCUMSTANCES OF THE CASE MAY ALSO BE GRANTED TO THE APPELLANT.

Respectfully Sheweth:-

That the facts forming the back grounds of the instant service appeal are arrayed as under:-

1. That the appellant was appointed as P.S.T in the respondents' department and thereafter was

promotion order of the appellant is annexed as Annexure "A".

2. That the appellant is low paid employee and being a female teacher hardly able to serve in the far-flung mountainous hilly areas of District Abbottabad.
3. That as per K.P Appointment/ Promotion/ Transfer Rules 1989, as well as in other sister services of the other Provinces and Federation as well, availing of promotion by the employees is always optional and the employees as a matter of right may avail or foregone their promotion and the next employee in seniority list is to be promoted. Copies of the relevant rules are annexed as Annexure "B".
4. That as per notification No. SD (Policy) /EDAD/1-3/2020 dated 06/08/2020, the punishment on account of foregoing of promotion was withdrawn. Copy of notification No. SD (Policy)EV AD/1-3/2020 dated 06/08/2020 is attached as Annexure "C"

5. That some employees specifically female teachers have foregone their promotion as they could not serve in the areas where there is no facility of accommodation and no houses of their elders are available to look after them in far-flung and solitary mountainous hard areas.
6. That as per Section 25 of per KP Civil Servant Act, 1973, rules to the extent of terms and condition is framed by the Chief Minister and such promotion rules are not made applicable with retrospective effect. The rules framed are published in the Gazzet notification and part of parcel of KP Civil Servant appointment, transfer and promotion rules 1989.
7. That Government of K.P without following the rules position mentioned in para 6 above, promulgated Notification No. SO(Policy)E&AD/1 - 3/2020, dated 06/06/2023, and has been made mandatory to the employees to avail the promotion otherwise, disciplinary action shall be taken

Therefore, the impugned and void Notification is reproduced as under;

"Furthermore, those officers/officials who do not comply with promotion order of the competent authority or try to evade promotion through different means shall be proceeded against under Khyber Pakhtunkhwa Civil Servants (Efficiency & Discipline) Rules, 2011, please".

Copy of impugned and void notification is annexed as Annexure "D".

8. That the appellant has foregone her promotion to the post of PSI-IT but even than the appellant has been promoted vide order dated 29/08/2023 and posted to GGPS Kanger Paeen which is illegal. Copy of promotion order of the appellant at Serial No. 27 is annexed as Annexure "E".

9. That the petitioner feeling aggrieved, filed appeals to the respondents, but the grievances of the appellant have not so far been redressed. Copies of departmental appeals on the void notification and

10. That the appellant with other employees filed writ petition No. 973-A/2013 and 1101-A/2023 before the Honourable High Court Abbottabad Bench and obtained restraining order dated 14/09/2023 to cover the mandatory statutory period of 89 days. Copy of restraining order dated 14/09/2023 and writ petition No. 973-A/2023 and 1101-A/2023 is annexed as Annexure "G".

Hence, the instant service appeal is filed on the following grounds:-

GROUND:-

- a. That as per judgments of the superior courts, a valid Notification which confers rights is always applicable with retrospective effect whereas, Notification/ law which adversely effects the interests of the employees is always prospective. The notification/ guidance dated 06/06/2023 is void having no

notification dated 06/08/2020, hence, the said notification is liable to be set-aside.

- b. That there is no terms and conditions of service mentioned in the appointment order of the appellant wherein, availing of promotion is mandatory. It is further submitted that employees in the past, have foregone their promotion alongwith their posting. It is submitted that when domestic and other personal issues do not permit the employees/appellant to avail the promotion order and in that case, the employees who foregone their promotion were allowed not to avail the promotion for a period or 04 years and on second refusal the employees were permanently debarred from availing the facility of promotion during their entire service. Hence the employees, himself/herself forebear agonies of foregoing their promotions. As a result, junior to the appellant according to the order of seniority cum fitness are granted promotion to next rank. Relevant laws on

forgoing the promotion and self inflicted penalties are annexed as Annexure "H".

- c. That as per Civil Servant laws, promotion is a kind of appointment which is always optional to get promotion or not. The appellant's promotion order dated 29/08/2023 is void, illegal and against the law and the same to the extent of the appellant is liable to be set-aside.
- d. That it is further submitted that on account of grant of promotion, some employees who are suffering from severe medical ailment and others who are facing acute domestic issues cannot avail promotion with transfer in far-flung/hard areas. Besides, the unmarried female teachers suffer a lot therefore, no employee can be compelled to accept the promotion compulsorily which is not beneficial to the employee but if an employee does not avail and get benefit of her promotion it must be optional for the employees as to whether to avail or foregone

the benefits. Now, respondent No. 6 has promoted the appellant which is illegal and liable to be set-aside.

- e. That non-availing of promotion and foregoing thereof does not cause loss to the government exchequer and in consequence of foregoing promotion, pave way to the next employee in seniority, aspiring for promotion could be promoted.
- f. That the impugned promotion Notification dated 06/06/2023 is perverse, discriminatory, against the law, pungent and is a blunt blow of hammer on the rights of the appellant. It is not out of place to mentioned here that the appellant are lady teachers and have to look after their children as well as ailing dependent family members and in these circumstances in the presence of impugned Notification dated 06/06/2023 would not be able to serve in the department and which shall amount to the snatching of bread and butter of the poor employees.

- g. That the government has illegally imposed restriction of 55 years of age for availing retirement/benefits after rendering 25 years of service whichever is later, Therefore, the appellant is unwilling to avail benefits of promotion. Hence, the availing of promotion must be declared as optional as it was invogue prior to the impugned void Notification dated 06/06/2023. Hence impugned Notification is liable to be set-aside.
- h. That the matter in issue relates to the terms and conditions of service, hence, under Article 212 of the constitution the Honourable Tribunal has jurisdiction to entertain the instant service appeal. Besides, the appeal of the appellant is well within the time of limitation

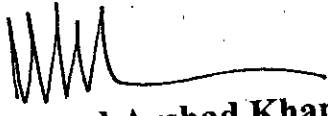
It is, therefore, humbly prayed that on acceptance of the instant service appeal, the impugned notification No. SO(policy)E&AD/ I -

struct down being void and ultra virus to the rules and rights of the appellant. It is further prayed that promotion order dated 29/08/2023 to the extent of the appellant may be ordered to be set-aside. Any other relief which this Honourable Tribunal deems fit and proper in the circumstances of the case may also be granted to the appellant.


Bushra
...APPELLANT

Through

Dated: _____/2023


(Muhammad Arshad Khan Tana)
Advocate Supreme Court of Pakistan

&


(MUHAMMAD IBRAHIM KHAN)
Advocate High Court Abbottabad

AFFIDAVIT:

I, Bushara Khatoon D/O Muhammad Nawaz (SPST), GGPS Banda Pinukhail, do hereby solemnly affirm and declare that the contents of foregoing application are true and correct to the best of my knowledge and belief and nothing has been concealed therein from this Honourable Court.



Bushra
...APPELLANT

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE
TRIBUNAL PESHAWAR**

Service Appeal No. _____ 2023

Bushara Khatoon D/O Muhammad Nawaz (SPST), GGPS Banda Pinukhail.

...PETITIONER

VERSUS

1. Government of Khyber Pakhtunkhwa through Chief Secretary Khyber Pakhtunkhwa, Peshawar. .
2. Secretary Establishment Khyber Pakhtunkhwa, Peshawar.
3. Secretary Law & Justice, Khyber Pakhtunkhwa, Peshawar.
4. Secretary Elementary & Secondary Education, Peshawar.
5. Director Elementary & Secondary Education, Peshawar.
6. District Education Officer (Female), Abbottabad.

....RESPONDENTS

**APPLICATION FOR SUSPENSION OF
IMPUGNED NOTIFICATION NO.
SO(POLICY)E&AD/1-3/2020, DATED
06/06/2023 AND PROMOTION ORDER DATED
29/08/2023 TO THE EXTENT OF
APPELLANT/APPLICANT TILL FINAL
DISPOSAL OF MAIN SERVICE APPEAL.**

Respectfully Sheweth;

1. That the instant application may be treated as part and parsal of service appeal of the appellant.
2. That the appellant has brought a good prima facie case and balance of convenience also lies in favour

3. There is likelihood of success of the appellant in the lis. The impugned notification dated 06/06/2023 is against Section 25 of KP Civil Servant Act, 1973 and promotion order dated 29/08/2023 of the appellant/applicant is also to be set-aside.

4. That valuable rights of the appellant are involved.

In view of the above it is humbly prayed that notification No. SO(POLICY)E&Ad/1-3/2020, dated 06/06/2023 and promotion order dated 29/08/2023 to the extent of appellant/applicant may graciously be ordered to be suspended till final disposal of the main service appeal.

Bushara
..APPELLANT

Through;

Dated; _____/2023

Muhammad Arshad Khan Tanoli
(Muhammad Arshad Khan Tanoli)
Advocate Supreme Court of Pakistan

&

Muhammad Ibrahim Khan
(Muhammad Ibrahim Khan)
Advocate High court

AFFIDAVIT:

I, Bushara Khatoon D/O Muhammad Nawaz (SPST), GGPS Banda Pinukhail, do hereby solemnly affirm and declare that the contents of foregoing application are true and correct to the best of my knowledge and belief and nothing has been concealed therein from this Honourable Court.



Bushara
DEPONENT

Amner A
P-15-~~11~~ 9/11/16

OFFICE OF THE DISTRICT EDUCATION OFFICER (FEMALE) ABBOTTABAD

PROMOTION OF PST (BPS-12) TO SPST (BPS-14)

Consequent upon the recommendation of the Departmental Promotion Committee (Constituted by this Office locally), The following PST'S BPS-12 are hereby promoted as SPST (BPS-14) w.e. 29/09/2016, the date of DPC meeting and further hereby adjusted in the school according to the criteria of the Enrollment, in the interest of Public Service on the usual terms and conditions.

| S# | Name | Circle | School | Adjusted to |
|----|------------------|------------|----------------------|------------------------|
| 1 | Shaheen Kousar | Abbottabad | GGPS Salhad | GGPS KUNJ |
| 2 | Manaza Andaleeb | Abbottabad | GGPS S/Bandi No 2 | GGPS S/Bandi No 2 |
| 3 | Zahida perveen | Abbottabad | GGPS City Atd | GGPS City Atd |
| 4 | Nighat Shaheen | Abbottabad | GGPS Upper Kehal | GGPS MALIKPURA NO 3 |
| 5 | Nomeena Nazneen. | Abbottabad | GGPS Banda Singlian | GGPS Banda Singlian |
| 6 | Naveeda Akram | Abbottabad | GGPS N/Shehr No 3 | GGPS N/Shehr No 3 |
| 7 | Banaris Jan | Abbottabad | GGPS No 3 M/Pura | GGPS KAKUL NO 1 |
| 8 | Irani Shahzadi | Abbottabad | GGPS S/Bandi No 2 | GGPS Balolia |
| 9 | Shabana Bibi | Abbottabad | GGPS Banda Dalazak | GGPS CHAMAK MAIRA NO 1 |
| 10 | Sheista Kausar | Abbottabad | GGPS Bainooran | GGPS Bainooran |
| 11 | Tehzeem Akhtei | Abbottabad | GGPS Upper Kehal | GGPS KARIMPURA |
| 12 | Riहत Rana | Abbottabad | GGPS Salhad | GGPS DARA SALHAD |
| 13 | Chazala Shaheen | Abbottabad | GGPS Kunj Atd | GGPS KUNJ |
| 14 | Shehnaz Lal Khan | Abbottabad | GGCMS Mirpur | GGPS Maira Mirpur |
| 15 | Taskeen Tabassum | Abbottabad | GGPS M/Pura No 1 | GGPS JABRIAN |
| 16 | Shahnaz Begum | Abbottabad | GGPS(comp)Atd | GGPS(comp)Atd |
| 17 | Kaisoom Bibi | Abbottabad | GGCMS Mirpur | JICA MIRPUR |
| 18 | Khalida Bibi | Abbottabad | GGPS Banda Dilazak | GGPS Banda Dilazak |
| 19 | Farzana Begum | Abbottabad | GGPS N/Shehr No1 | GGPS N/Shehr No1 |
| 20 | Shahnaz Akiter | Abbottabad | GGPS.Rehmatabad | GGPS Rehmatabad |
| 21 | Najam-un-Nisa | Abbottabad | GGPS Bagh Darrrah | GGPS Bagh Darrrah |
| 22 | Rizwana Shaheen | Abbottabad | GGPS Rahmatabad | GGPS CHAMAK MAIRA NO 2 |
| 23 | Yasmeen Bibi | Abbottabad | GGPS S/Bandi No 1 | GGPS NAWANSHER NO 2 |
| 24 | Shahida Bibi | Abbottabad | GGPS Thanda Choha | GGPS GARGAH |
| 25 | Rubina Nazli | Abbottabad | GGPS Naray Ghumanwan | GGPS GIUMAWAN |
| 26 | Tahzeem Akhtar | Abbottabad | GGPS.Danger | GGPS Bhuraj |
| 27 | Amna Bibi | Abbottabad | GGPS Chaty Mohri | GGPS Chaty Mohri |
| 28 | Rubina Shaheen | Abbottabad | GGPS No 3 M/Pura | GGPS No 3 M/Pura |
| 29 | Haleema Sadia | Abbottabad | GGPS Islamkote No2 | GGPS MAIRA TALL |
| 30 | Saeeda Bibi | Abbottabad | GGPS Thanda Choha | GGPS THANDA CHOHA |
| 31 | Hamida Bano | Abbottabad | GGPS Beer | GGPS MAUSA ZAI COLONY |
| 32 | Bibi Samina | Abbottabad | GGPS Balolia | GGPS Bagh Dara |
| 33 | Nazia Bibi | Abbottabad | GGPS Khokhar No2 | GGPS Khokhar No1 |
| 34 | Safina Khatoon | Birote | GGPSHothrary | GGPS HOTHARY |

Attested

MAM

| | | | | |
|-----|-------------------|--------------|---------------------|-----------------------|
| 125 | Nusrat Bibi | Nathia Gali | GGPS Malach | GGPS MALLACH |
| 126 | Zakia | Nathia Gali | GGPS Tajwal | GGPS TAJWAL |
| 127 | Saima Bibi | Qalandarabad | GGPS TARHANA | GGPS TARHANA |
| 128 | Chazala | Qalandarabad | GGPS Hill Maira | GGPS HILL MAIRA |
| 129 | Samina | Qalandarabad | GGPS Baldheri | GGPS BALDHERI |
| 130 | Salma Qureshi | Qalandarabad | GGPS Jhangi | GGPS JHANGI |
| 131 | Shazia Batool | Qalandarabad | GGPS Hari De Ban | GGPS HARI DE BAN |
| 132 | Rashida | Qalandarabad | GGPS Shamsher Nakka | File not submitted |
| 133 | Zakia Bibi | Qalandarabad | GGCMS Dherian | GGCMS DHERIAN |
| 134 | Noreen | Qalandarabad | GGPS Akhora | GGPS AKHORA |
| 135 | Bushra Khatoon | Qalandarabad | GGPS B/ Pinu Khail | GGPS BANDA PINU KHAİL |
| 136 | Anila Haider | Qalandarabad | GGCMS Dherian | DHERIAN |
| 137 | Naaila Wajib | Qalandarabad | GGPS Tarnawai | GGPS TARNWAI |
| 138 | Jameela Rabani | Qalandarabad | GGPS Ranjhan | GGPS RANJHAN |
| 139 | Shabana Bibi | Qalandarabad | CMS Chabrian | not qualified |
| 140 | Bushra Khatoon | Qalandarabad | GGPS Sajikote | GGPS SAJIKOTE |
| 141 | Perveen Akhter | Sherwan | GGPS Sherwan Kalan | GGPS SHERWAN KALAN |
| 142 | Naheeda Begum | Sherwan | GGPS Takia Hall | GGPS TAKIA HALL |
| 143 | Bibi Badar | Sherwan | GGPS Sharwan Khurd | GGPS SHERWAN KHURD |
| 144 | Zahida Perveen | Sherwan | GGPS Kangrora | GGPS KANGRORA |
| 145 | Shaheen Bahar | Sherwan | GGPS Jarral | GGPS JARRAL |
| 146 | Farzana | Sherwan | GGPS Pawa | GGPS PAWA |
| 147 | Ayesha Bibi | Sherwan | GGPS Bacha Khurd | GGPS BACHELA |
| 148 | Jameela Akhter | Sherwan | GGPS Kuthiala | GGPS KUTHIALA |
| 149 | Salma Khatoon | Sherwan | GGPS Kakote | GGPS KAKOTE |
| 150 | Naheed Akhter | Sherwan | GGPS Thora Kalan | GGPS THORA KALAN |
| 151 | Saeeda Bibi | Sherwan | GGPS Solhan Payeen | GGPS BEGAROTE |
| 152 | Parzana Bibi | Sherwan | GGPS Beri | GGPS BERI |
| 153 | Rabia Basri | Sherwan | GGPS Talhar | GGPS TALHAR |
| 154 | Shafqat Ara Begum | Sherwan | GGPS Kuthiala | GGPS KUTHIALA |
| 155 | Saeeda Sherafzal | Sherwan | GGPS Ganda | GGPS GANDA |
| 156 | Rubina Akhter | Sherwan | GGPS Jarral | GGPS JARRAL |
| 157 | Asia Bibi | Sherwan | GGPS T.A.Khan | GGPS T.A KHAN |
| 158 | Nabeela | Sherwan | GGPS Pawa | GGPS PAWA |
| 159 | Farzana Kausar | Sherwan | GGPS Bandi Phullan | GGPS BANDI PHULLAN |
| 160 | Zubida Khatoon | Sherwan | GGPS Bandi Phullan | GGPS BANDI PHULLAN |
| 161 | Wajida Bashir | Sherwan | GGPS Kummarian | GGPS KUMMARIAN |

Terms and Conditions

1. Necessary Entry to this effect should be made in their S/Books
2. An undertaking for the recovery of Over payment in the result of incorrect/undue promotion etc may be made in their S/Book
3. They will be governed by such rules and regulations as may be issued from time to time by the Government
4. They will give an undertaking to be reformed in their S/Books to the effect that if any over payments made to them in the light of this order will b recovered and if they are wrongly promoted they will be reverted

Enst No. 1084-88 /Dated A/Abad, the 23/6/2017.

- Copy to:-
1. The Director of E & SE, KPk, Peshawar.
 2. The DAO, Abbottabad.
 - 3.4. The SDEO(F) A.Abad & Havelian.
 5. ADO circles.

DISTRICT EDUCATION OFFICER(F)

ABBOTTABAD.

Attested

16 ESTA CODE [Establishment Code Khyber Pakhtunkhwa]

(10) Details of service record.

(a) Synopsis of ACR.

| Year | Overall assessment | Assessment made in the ACR about | | |
|------|--------------------|----------------------------------|-----------|-----------------------|
| | | Quantity and output of work | Integrity | Fitness for promotion |
| | | (a) | (b) | (c) |
| 1 | | 2 | | 3 |

(b) Pen picture recorded in the ACRs during last five years.

(c) Particulars of penalties imposed under the Govt. Servants (Efficiency & Discipline) Rules, 1973:-

| Name of Penalty | Grounds of Penalty | No. and date of Penalty imposing order |
|--|--------------------|--|
| (Authority; letter No.SOR-I(S&GAD)4-13/97, Dated 30.11.2000) | | |

CHAPTER - II

Statutory provision regarding Appointment.

Section 5 of Civil Servants Act, 1973 - Appointment to a civil service of the Province or to a civil post in connection with the affairs of the Province shall be made in the prescribed manner by the Governor, or by a person authorised by the Governor in that behalf.

Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989

No. SOR-I (S&GAD) 4-1/80, dated 31st January, 1989.---In exercise of the powers conferred by section 26 of the Khyber Pakhtunkhwa Civil Servants Act, 1973 (Khyber Pakhtunkhwa Act XVIII of 1973) the Governor of the Khyber Pakhtunkhwa is pleased to make the following rules, namely:-

PART-I
GENERAL

1. Short title and commencement.---(1) These rules may be called the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989.

ESTA CODE [Establishment Code Khyber Pakhtunkhwa] 17

(2) These ~~rules~~ shall come into force at once.

2. Definitions.---(1) In these rules, unless the context otherwise requires:-

(a) "Appointing Authority" in relation to a post, means the persons authorised under rule 4 to make appointment to that post;

(b) "Basic Pay Scale" means the Basic Pay Scale for the time being sanctioned by Government; in which a post or a group of posts is placed;

(c) "Commission" means the Khyber Pakhtunkhwa Public Service Commission;

(d) "Departmental Promotion Committee" means a committee constituted for making selection for promotion or transfer to such posts under a Department, or offices of Government which do not fall within the purview of the Provincial Selection Board.]

(dd) "Departmental Selection Board" means a Board constituted for the purpose of making selection for initial recruitment / appointment to posts under a Department or office of Government in Basic Pay Scale 17 not falling within the purview of the Commission.

Provided that more than one such Committee may be constituted for civil servants holding different scales of pay.]

(e) "Departmental Selection Committee" means a committee constituted for the purpose of making selection for initial appointment to posts under a department, or office of Government [in Basic Pay Scale 17 and below not falling within the purview of the Commission].

(f) "Post" means a post sanctioned in connection with the affairs of the Province; but not allocated to all Pakistan Unified Grades; and

(g) "Provincial Selection Board" means the Board constituted by Government for the purpose of selection of civil servants for promotion or transfer to posts in respect whereof the appointing authority under rule 4 is the Chief Minister and shall consist of such persons as may be appointed to it by Government from time to time.]

(2) Words and expressions used but not defined in these rules shall have the same meanings as are assigned to them in the Khyber Pakhtunkhwa Civil

1. Substituted vide Notification No. SOR-I(S&GAD)4-1/80(Vol. II), dated 14-01-1992.
2. Clause (dd) added by Notification No. SOR-III(S&GAD)2-7/86, dated 08-12-1994.
3. Substituted by Notification No. SOR-III(S&GAD)2-7/86, dated 08-12-1994.
4. Clause "(g)" substituted by Notification No. SOR-I(S&GAD)4-1/80/Vol. II dated 14-01-

Altered
MM

P

P-22

18 ESTA CODE (Establishment Code Khyber Pakhtunkhwa)

Servants Act, 1973 (N.W.F.P Act XVIII of 1973) or any other statutory order or rules of Government for the time being in force.

3. **Method of Appointment.**---(1) Appointment to posts shall be made by any of the following methods, namely:-

- (a) by promotion or transfer in accordance with the provisions contained in Part-II of these rules; and
- (b) by initial recruitment in accordance with the provisions contained in Part-III of these rules.

(2) The method of appointment, qualifications and other conditions applicable to a post shall be such as laid down by the Department concerned in consultation with the Services and General Administration Department and the Finance Department.

4. **Appointing Authority.**---The authorities competent to make appointment to posts in various basic pay scales shall be as follows:

| S.No | Posts | Appointing Authority |
|------|---|---|
| 1. | (a) Posts in Basic Pay Scale 18 and above including posts in Basic Pay Scale 17 borne on any of the following services: <ul style="list-style-type: none"> (i) Former Provincial Civil Service (Executive Branch); (ii) Former Provincial Civil Service (Judicial Branch); and (iii) Provincial Civil Secretariat Service. | Chief Minister. |
| | (b) Posts in Basic Pay Scale 17, other than those covered by (a) above and the post of Deputy Superintendent of Police; and | Chief Secretary. |
| | (c) Posts of Deputy Superintendent of Police | Provincial Police Officer / Inspector-General of Police |
| 2. | Posts in Basic Pay Scale 16 | (a) In the case of Secretariat of the Government of |

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| S.No | Posts | Appointing Authority |
|------|-------|--|
| | | Khyber Pakhtunkhwa, the Chief Secretary. |

(b) In case of High Court, the Chief Justice, and

(c) In the case of Attached Department:

(i) the Head of Attached Department concerned; and

(ii) In any other case the Secretary of the Department concerned.

3. Posts in Basic Pay Scales 3 to 15.

(a) In the case of civil Servants borne on ministerial establishment of Civil Courts subordinate to High Court, the officer authorised as such by the Chief Justice; and

(b) In other cases--
(i) an officer declared under the relevant Delegation of Powers Rules, which shall to this extent be deemed as operative; or

(ii) Where no such appointing authority has been declared, the Secretary to Government or the Head of an Attached Department/Office as the case may be.

4. Posts in Basic Pay Scale 1 and 2

Deputy Secretary in charge of Administration or office, as the case may be

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1. Substituted by Notification No. SOSRI(SR&GAD)4-1/75(Vol.I) dated 22-08-1991.
 2. Substituted for "Posts in Basic Pay Scale 17 other than those covered by (a) above" by Notification No. SOR-III(E&GAD)2(144)03, dated 22-09-2003 [PLD 2004. NWPF St. 61]
 3. Added by SOR-III(E&GAD)2(144)03, dated 22-09-2003. FPI N 2004. NWPF St. 61

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5. [Departmental Promotion and Selection Committee/Board].-- (1) In each Department or office of Government there shall be one or more Departmental Promotion Committee and Departmental Selection Committee (or, as the case may be, Departmental Selection Board), the composition of which shall be determined by the Services and General Administration Department or the Department in consultation with the Services and General Administration Department.

(2) Each such Committee (or the Board, as the case may be), shall consist of at least three members, one of whom shall be appointed as Chairman.

[6. Procedure when recommendation is not accepted.-- When an appointing authority for Basic Pay Scale 17 or below does not accept the recommendation of a Departmental Promotion or Selection Committee, or the Departmental Selection Board, as the case may be, it shall record its reasons and obtain orders of the next higher authority.]

PART-II
APPOINTMENT BY PROMOTION OR TRANSFER

7. Appointment by Promotion or Transfer.-- (1) Except as otherwise provided in any service rules for the time being in force, appointment by promotion or transfer to posts in respect whereof the appointing authority under rule 4 is the Chief Minister shall ordinarily be made on the recommendation of the Provincial Selection Board and promotion and transfer to posts other than those falling within the purview of the Provincial Selection Board shall ordinarily be made on the recommendation of appropriate Departmental Promotion Committee.]

(2) Appointment by transfer shall be made from amongst the persons holding appointment on regular basis in the same basic pay scale, in which the posts to be filled, exists.

(3) Persons possessing such qualifications and fulfilling such conditions as laid down for the purpose of promotion or transfer to a post shall be considered by the Departmental Promotion Committee or the Provincial Selection Board for promotion or transfer, as the case may be.

[4. No promotion on regular basis shall be made to posts in Basic Pay Scale 18, unless the officer concerned has completed such minimum length of service as may be specified from time to time, or, in case of posts in Basic pay Scale 19 to 21, the officer, besides having the minimum length of service for the time being required for promotion, has also attended such training and passed such departmental examination as may be prescribed from time to time.]

1. The heading substituted by Notification No. SORI(S&GAD)2-7/86, dated 08-12-1994.
2. Inserted by Notification No. SORI(S&GAD)2-7/86, dated 08-12-1994.
3. The words inserted by Notification No. SORIII(S&GAD)2-7/86, dated 08-12-1994.
4. Rule 6 substituted by Notification No. SORI(S&GAD)2-7/86, dated 08-12-1994.
5. Sub-rule (1) of rule 7 substituted by Notif. No. SORI(S&GAD)-1/80 (Vol. II), dated 14-01-1992.
6. Sub-rule 4 of Rule 7 substituted by Notif. No. SOR-I(S&GAD)4-1/80 (Vol-III) dated 30-12-1999.

[(5) If on an order of promotion or before promotion any civil servant declines in writing to accept promotion, such civil servant shall not be considered for such promotion for the next four years following the order;

Provided that if he declines to avail the benefit of promotion for the second time, then he shall stand superseded permanently for such promotion.]

8. Inter-Provincial Transfer.-- (1) Persons holding appointment in BPS 1 to 15 under Federal Government and other Provincial Government may, in deserving cases, be transferred to equivalent posts under these rules--

Provided that--

- (i) the Federal Government or the Government of the Province concerned, as the case may be, has no objection to such a transfer;
- (ii) the person seeking transfer possesses the requisite qualification and experience and the post to which his transfer is intended can, under the rules, be filled by transfer;
- (iii) the person concerned holds appointment to the post in his parent Department on regular basis;
- (iv) the person concerned is a bonafide resident of the Khyber Pakhtunkhwa;
- (v) a vacancy exists to accommodate the request of such a transfer; and
- (vi) provided further that in most deserving cases, the merit of which shall be determined on case to case basis and the decision of the Competent Authority in that behalf shall be final, Government may allow transfer of a civil servant in BPS-16 and above, subject to the aforesaid conditions.

(2) A person so transferred shall be placed at the bottom of the cadre strength which he joins for the purposes of determining his seniority vis-a-viz other members borne on the cadre.

(3) It will be the sole discretion of the appointing authority to accept or refuse a request of transfer under this rule and any decision made in this behalf shall be final and shall not be quoted as precedence in any other case.

9. Appointment on Acting Charge or current Charge Basis.--

(1) Where the appointing authority considered it to be in the public interest to fill a post reserved under the rules for departmental promotion and the most senior civil servant belonging to the cadre or service concerned, who is otherwise eligible for

1. Sub-rule (1) of Rule 7 added by Notif. No. SOR-VI(E&AD)1-3/2009/Vol-VIII dated 22-10-2011

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... does not possess the specified length of service the authority may appoint him to that post on acting charge basis¹;

Provided that no such appointment shall be made, if the prescribed length of service is short by more than ²(three years).]

³[(2) -----]

(3) In the case of a post in Basic Pay Scale 17 and above, reserved under the rules to be filled in by initial recruitment, where the appointing authority is satisfied that no suitable officer drawing pay in the basic pay scale in which the post exists is available in that category to fill the post and it is expedient to fill the post, it may appoint to that post on acting charge basis the most senior officer otherwise eligible for promotion in the organisation, cadre or service, as the case may be, in excess of the promotion quota.

(4) Acting charge appointment shall be made against posts which are likely to fall vacant for period of six months or more. Against vacancies occurring for less than six months, current charge appointment may be made according to the orders issued from time to time.

(5) Appointment on acting charge basis shall be made on the recommendations of the Departmental Promotion Committee or the Provincial Selection Board, as the case may be.

(6) Acting charge appointment shall not confer any vested right for regular promotion to the post held on acting charge basis.

**PART-III
INITIAL APPOINTMENT**

10. Appointment by Initial Recruitment.—(1) Initial appointment to posts ⁴[in various pay scales] shall be made—

- (a) if the post falls within the purview of the Commission, on the basis of Examination or test to be conducted by the Commission; or
- (b) if the post does not fall within the purview of the Commission, in the manner as may be determined by Government.

1. Full stop at the end of rule 9(1) replaced by colon and proviso added by Notification No. SOR(S&GAD)4-1/80(V.II), dated 20-10-1993.

2. Subs. for the words "one year" by Notification No. SOR(S&GAD)4-1/80(Vol.III), dated 14-03-1996.

3. Deleted by Notif. No. SOR-VI(E&AD)1-3/2009/Vol.VIII dated 22-10-2011. At the time of deletion the said sub-rule (2) of Rule 9 was as under:
(2) So long as a civil servant holds the acting charge appointment, a civil servant junior to him shall not be considered for regular promotion but may be appointed on acting charge basis to a higher post.

4. The words "in Basic Pay scale 16 to 21" substituted by Notif. No. SOR(S&GAD)1-117/91(C), dated 12-10-1993.

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¹[(2) Initial recruitment to posts which does not fall within the purview of the Commission shall be made on the recommendation of the Departmental Selection Committee, after vacancies have been advertised in newspapers;]

²[Provided that nothing contained in this sub-rule shall apply to the household staff of the Chief Minister's House Peshawar, Frontier House Islamabad, Frontier Rest House Bannu, Swat and Abbottabad, Frontier House Nathiagali and Shahi-Mehman Khana, Peshawar and any other House to be established by the Government.]
³[-----]

⁴[Provided further that the appointment in Basic Pay Scale- 1 to 4 shall be made on the recommendations of the Departmental Selection Committee through the District Employment Exchange concerned, or, where in a district the office of the Employment Exchange does not exist, after advertising the posts in the leading newspapers].

(3) A candidate for initial appointment to a post must possess the educational qualification or technical qualifications and experience and except as provided in the rules framed for the purpose of relaxation of age limit, must be within the age limit as laid down for the post, provided that—

- ⁵[(i) where recruitment is to be made on the basis of written examination, then, notwithstanding anything to the contrary contained in any other rules for the time being enforce, age shall be reckoned on 1st January of the year in which the examination is proposed to be held;]
- (ii) in other cases as on the last date fixed for submission of applications for appointment.

⁶[(4) Where a civil servant dies or is rendered incapacitated or invalidated permanently during service or retired on medical board, notwithstanding the procedure provided for in sub-rule (2), the appointing authority may appoint one of the children of such civil servant or if the child has not attained the age prescribed for appointment in Government service, the widow or wife as the case may be, of such civil servant, to a posts in any of the basic pay scales 3 to 11 in Provincial cadre post and basic pay scales 3 to 12 in District cadre posts.

1. Sub-rule (2) of rule 10 substituted by Notif. No. SOR(S&GAD)1-117/91(C), dated 12-10-1993.

2. Proviso added by Notification No. SOR-VI(E&AD)1-3/2003 (Vol.V), dated 03-07-2003.

3. The colon appearing at the end replaced by 'full stop' by Notification No. SOR-VI(E&AD)/1-3/2008, dated 09-05-2008.

4. The second proviso deleted by Notif. No. SOR-VI(E&AD)/1-3/2008, dated 09-05-2008.

5. Again added by Notification No. SOR-VI(E&AD)/1-3/2008, dated 03-11-2008.

6. Clause (i) of sub-rule(3) of rule 10 subs. by Notification No. SOR(S&GAD)4-1/80, dated 7.5.1980.

7. Substituted by Notification No. SO(R-VI)E&AD/1-3/2015, dated April 19, 2015.

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Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011

[Khyber Pakhtunkhwa Government Gazette, Extraordinary, Page No. 162-173,
16th September, 2011]

Notification No: SO(REG-VI) EBAD/2-6/2010 dated 16-09-2011.
In exercise of the powers conferred by section 26 of the Khyber Pakhtunkhwa Civil Servants Act, 1973 (Khyber Pakhtunkhwa Act No. XVIII of 1973), the Chief Minister of the Khyber Pakhtunkhwa is pleased to make the following rules, namely:

1. **Short title, application and commencement.**—(1) These rules may be called the Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011.

(2) These shall apply to every person who is a member of the civil service of the Province or is the holder of a civil post in connection with the affairs of the Province and shall also apply to or in relation to a person in temporary employment in the civil service or post in connection with affairs of the Province.

(3) These shall come into force at once.

2. **Definitions.**—(1) In these rules, unless the context otherwise requires, the following expressions shall have the meanings hereby respectively assigned to them, that is to say:

- (a) "accused" means a person in Government service against whom action is initiated under these rules;
- (b) "appellate authority" means the authority next above the competent authority to which an appeal lies against the orders of the competent authority;
- (c) "appointing authority" means an authority declared or notified as such by an order of Government under the Khyber Pakhtunkhwa Civil Servants Act, 1973 (Khyber Pakhtunkhwa Act No. XVIII of 1973) and the rules made thereunder or an authority as notified under the specific laws/rules of Government;
- (d) "charges" means allegations framed against the accused pertaining to acts of omission or commission cognizable under these rules;
- (e) "Chief Minister" means the Chief Minister of the Khyber Pakhtunkhwa;
- (f) "competent authority" means—

- (i) the respective appointing authority;

- (ii) in relation to a Government servant of a tribunal or court functioning under Government, the appointing authority or the Chairman or presiding officer of such tribunal or court, as the case may be, authorized by the appointing authority to exercise the powers of the competent authority under these rules:

Provided that where two or more Government servants are to be proceeded against jointly, the competent authority in relation to the accused Government servant senior most shall be the competent authority in respect of all the accused¹:

Provided further that where Chief Minister is the Appointing Authority, the Chief Secretary shall be the competent authority for the purpose of these rules except rules 14 & 15.]

(g) "corruption" means—

- (i) accepting or obtaining or offering any gratification or valuable thing, directly or indirectly, other than legal remuneration, as a reward for doing or for bearing to do any official act; or
- (ii) dishonestly or fraudulently misappropriating, or indulging in embezzlement or misusing Government property or resources; or
- (iii) entering into [voluntary return or] plea bargain under any law for the time being in force and returning the assets or gains acquired through corruption or corrupt practices voluntarily; or
- (iv) possession of pecuniary sources or property by a Government servant or any of his dependents or any other person, through his or on his behalf, which cannot be accounted for and which are disproportionate to his known sources of income; or
- (v) maintaining a standard of living beyond known sources of income; or
- (vi) having a reputation of being corrupt;

(h) "Governor" means the Governor of the Khyber Pakhtunkhwa;

1 For the full stop at the end of first proviso a colon was replaced and second proviso added by Notif. No. SO (Polides) EBAD/1-41/2017 dated 07.12.2017.
2 Inserted by Notif. No. SO (Polides) E & AD/2-6/2017 dated 07.12.2017

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- (j) "inefficiency" means failure to efficiently perform functions assigned to a Government servant in the discharge of his duties;
- (j) "inquiry committee" means a committee of two or more officers, headed by a convener, as may be appointed by the competent authority under these rules;
- (k) "inquiry officer" means an officer appointed by the competent authority under these rules;
- (l) "misconduct" includes-
- (i) conduct prejudicial to good order or service discipline; or
 - (ii) conduct contrary to the Khyber Pakhtunkhwa Province Government Servants (Conduct) Rules, 1987, for the time being in force; or
 - (iii) conduct unbecoming of Government servant and a gentleman; or
 - (iv) involvement or participation for gains, directly or indirectly, in industry, trade, or speculative transactions by abuse or misuse of official position to gain undue advantage or assumption of such financial or other obligations in relation to private institutions or persons as may compromise the performance of official duties or functions; or
 - (v) any act to bring or attempt to bring outside influence, directly or indirectly, to bear on the Governor, the Chief Minister, a Minister or any other Government officer in respect of any matter relating to the appointment, promotion, transfer or other conditions of service; or
 - (vi) making appointment or promotion or having been appointed or promoted on extraneous grounds in violation of any law or rules; or
 - (vii) conviction for a moral offence by a court of law; or
 - (viii) Avoiding submission of Annual Confidential Report / Performance Evaluation Report by a Government Servant, or withholding such report by the Reporting Officer or the countersigning Officer as the case may be, within the required period as provided in the instructions issued by the Government under the Khyber

For the full stop appearing at the end replaced by a semicolon and the word "or" and thereafter new clause added by Notification No. SO(REG-VI) E&AD/2-6/2017 DATED 26-05-2014

Pakhtunkhwa Civil Servants Act, 1973, from time to time.]

(2) Words and expressions used but not defined in these rules shall have the same meanings as are assigned to them in the Khyber Pakhtunkhwa Civil Servants Act, 1973 (Khyber Pakhtunkhwa Act No XVIII of 1973) or any other statutory order or rules of Government for the time being in force.

3. **Grounds for proceedings.**—A Government servant shall be liable to be proceeded against under these rules, if he is-

- (a) inefficient or has ceased to be efficient for any reason; or
- (b) guilty of misconduct; or
- (c) guilty of corruption; or
- (d) guilty of habitually absenting himself from duty without prior approval of leave; or
- (e) engaged or is reasonably believed to be engaged in subversive activities, or is reasonably believed to be associated with others engaged in subversive activities, or is guilty of disclosure of official secrets to any un-authorized person, and his retention in service is prejudicial to national security; or
- (f) entered into [voluntary return or] plea bargaining under any law for the time being in force and has returned the assets, or gains acquired through corruption or corrupt practices voluntarily.

4. **Penalties.**—(1) The following are the minor and the major penalties, namely:

- (a) Minor penalties:
 - (i) censure;
 - (ii) withholding, for a specific period, promotion or increment subject to a maximum of three years, otherwise than for unfitness for promotion or financial advancement, in accordance with the rules or orders pertaining to the service or post.

Provided that the penalty of withholding increments shall not be imposed on a Government servant who has reached the maximum of his pay scale.
 - (iii) recovery of the whole or any part of any pecuniary loss caused to Government by negligence or breach of order;

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(b) Major penalties:

- (i) reduction to a lower post or pay scale or to a lower stage in a time scale for a maximum period of five years:

Provided that on restoration to original pay scale or post, the penalized Government servant will be placed below his erstwhile juniors promoted to higher posts during subsistence of the period of penalty.]

- (ii) compulsory retirement;
- (iii) removal from service; and
- (iv) dismissal from service.

(2) Dismissal from service under these rules shall disqualify a Government servant from future employment under Government.

(3) Any penalty under these rules shall not absolve a Government servant from liability to any other punishment to which he may be liable for an offence, under any other law, committed by him while in service.

5. **Initiation of proceedings.**—(1) If on the basis of its own knowledge or information placed before it, the competent authority is of the opinion that there are sufficient grounds for initiating proceedings against a Government servant under these rules it shall either:

- (a) proceed itself against the accused by issuing a show cause notice under rule 7 and, for reasons to be recorded in writing, dispense with inquiry;

Provided that no opportunity of showing cause or personal hearing shall be given where—

- (i) the competent authority is satisfied that in the interest of security of Pakistan or any part thereof, it is not expedient to give such an opportunity; or
- (ii) a Government servant has entered into plea bargain under any law for the time being in force or has been convicted on the charges of corruption which have led to a sentence of fine or imprisonment; or
- (iii) a Government servant is involved in subversive activities; or

1. Subs. by Notification NO. SO(RES-VI)E&GAD/2-6/2010, dated 18-07-2012, for the following.

(i) reduction to a lower post or pay scale or to a lower stage in a time scale.

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- (iv) it is not reasonably practicable to give such an opportunity to the accused; or

- (b) get an inquiry conducted into the charge or charges against the accused, by appointing an inquiry officer or an inquiry committee, as the case may be, under rule 11:

— Provided that the competent authority shall dispense with the inquiry where—

- (i) a Government servant has been convicted of any offence other than corruption by a court of law under any law for the time being in force; or
- (ii) a Government servant is or has been absent from duty without prior approval of leave;

— Provided that the competent authority may dispense with the inquiry where it is in possession of sufficient documentary evidence against the accused or, for reasons to be recorded in writing, it is satisfied that there is no need to hold an inquiry.

(2) The charge sheet or statement of allegations or the show cause notice, as the case may be, shall be signed by the competent authority.

6. **Suspension.**—A Government servant against whom action is proposed to be initiated under rule 5 may be placed under suspension for a period of ninety days, if in the opinion of the competent authority, suspension is necessary or expedient, and if the period of suspension is not extended for a further period of ninety days within thirty days of the expiry of initial period of suspension, the Government servant shall be deemed to be reinstated:

Provided that the competent authority may, in appropriate case, for reasons to be recorded in writing, instead of placing such person under suspension, require him to proceed on such leave as may be admissible to him, from such date as may be specified by the competent authority.

7. **Procedure where inquiry is dispensed with.**—If the competent authority decides that it is not necessary to hold an inquiry against the accused under rule 5, it shall—

- (a) inform the accused by an order in writing, of the grounds for proceeding against him, clearly specifying the charges therein, along with apportionment of responsibility and penalty or penalties proposed to be imposed upon him;
- (b) give him a reasonable opportunity of showing cause against the proposed action, within seven days of receipt of the order or within such extended period, as the competent authority may determine;

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- (c) on receipt of reply of the accused within the stipulated period or after the expiry thereof, if no reply is received, determine whether the charge or charges have been proved against the accused or not;

Provided that after receipt of reply to the show cause notice from the accused, the competent authority, except where the Chief Minister himself is the competent authority, shall decide the case within a period of ninety days, excluding the time during which the post held by the competent authority remained vacant due to certain reasons;

Provided further that if the case is not decided by the competent authority within the prescribed period of ninety days, the accused may file an application before the appellate authority for early decision of his case, which may direct the competent authority to decide the case, within a specified period;

- (d) afford an opportunity of personal hearing before passing any order of penalty under clause (f), if it is determined that the charge or charges have been proved against him;
- (e) exonerate the accused by an order in writing, if it is determined that the charge or charges have not been proved against him; and
- (f) impose any one or more penalties mentioned in rule 4, by an order in writing, if the charge or charges are proved against the accused;

Provided that where charge or charges of grave corruption are proved against an accused, the penalty of dismissal from service shall be imposed, in addition to the recovery, if any.

8. Action in case of conviction or plea bargain under any law.—Where a Government servant is convicted by a court of law on charges of corruption or moral turpitude or has entered into plea bargain and has returned the assets or gains acquired through corruption or corrupt practices, or has been acquitted by a court of law as a result of compounding of an offence involving moral turpitude under any law for the time being in force, the competent authority, after examining facts of the case, shall—

- (a) dismiss the Government servant where he has been convicted on charges of corruption or moral turpitude or has entered into plea bargain and has returned the assets or gains acquired through corruption or corrupt practices voluntarily;

Provided that dismissal in these cases shall be with effect from the date of conviction by a court of law; and

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- (b) proceed against the Government servant under rule 5, where he has been convicted of charges other than corruption or moral turpitude.

9. Procedure in case of wilful absence.—Notwithstanding anything to the contrary contained in these rules, in case of wilful absence from duty by a Government servant for seven or more days, a notice shall be issued by the competent authority through registered acknowledgement on his home address directing him to resume duty within fifteen days of issuance of the notice. If the same is received back as undelivered or no response is received from the absentee within stipulated time, a notice shall be published in at least two leading newspapers directing him to resume duty within fifteen days of the publication of that notice, failing which an *ex-parte* decision shall be taken against the absentee. On expiry of the stipulated period given in the notice, major penalty of removal from service may be imposed upon such Government servant.

10. Procedure to be followed by competent authority where inquiry is necessary.—(1) If the competent authority decides that it is necessary to hold an inquiry against the accused under rule 5, it shall pass an order of inquiry in writing, which shall include—

- (a) appointment of an inquiry officer or an inquiry committee, provided that the inquiry officer or the inquiry committee, as the case may be, shall be of a rank senior to the accused and where two or more accused are proceeded against jointly, the inquiry officer or the convener of the inquiry committee shall be of a rank senior to the senior most accused;
- (b) the grounds for proceeding, clearly specifying the charges along with apportionment of responsibility;
- (c) appointment of the departmental representative by designation; and
- (d) direction to the accused to submit written defense to the inquiry officer or the inquiry committee, as the case may be, within reasonable time which shall not be less than seven days and more than fifteen days of the date of receipt of orders.

(2) The record of the case and the list of witnesses, if any, shall be communicated to the inquiry officer or the inquiry committee, as the case may be, along with the orders of inquiry.

(3) In a case where preliminary or fact finding inquiry was conducted, and the competent authority decides to hold formal inquiry, the inquiry officer or the inquiry committee for the purpose of conducting formal inquiry shall be different from the inquiry officer or the inquiry committee which conducted the preliminary inquiry.

11. Procedure to be followed by inquiry officer or inquiry committee.—(1) On receipt of reply of the accused or on expiry of the stipulated period, if no reply is received from the accused, the inquiry officer or the inquiry

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1. The word "immediate" deleted by Notification NO. SO(REG-VI) E&GAD/2-6/2010 dated 12-07-2012.

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committee, as the case may be, shall inquire into the charges and may examine such oral or documentary evidence in support of the charges or in defense of the accused as may be considered necessary and where any witness is produced by one party, the other party shall be entitled to cross-examine such witness.

(2) If the accused fails to furnish his reply within the stipulated period, the Inquiry officer or the Inquiry committee, as the case may be, shall proceed with the inquiry ex-parte.

(3) The Inquiry officer or the Inquiry committee, as the case may be, shall hear the case on day to day and no adjournment shall be given except for reasons to be recorded in writing, in which case it shall not be of more than seven days.

(4) Statements of witnesses and departmental representative(s), if possible, will be recorded in the presence of accused and vice versa.

(5) Where the Inquiry officer or the Inquiry committee, as the case may be, is satisfied that the accused is hampering or attempting to hamper the progress of the inquiry, he or it shall administer a warning and if, thereafter, he or it is satisfied that the accused is acting in disregard to the warning, he or it shall record a finding to that effect and proceed to complete the inquiry in such manner as may be deemed expedient in the interest of justice.

(6) If the accused absents himself from the inquiry on medical grounds, he shall be deemed to have hampered or attempted to hamper the progress of the inquiry, unless medical leave, applied for by him, is sanctioned on the recommendations of a Medical Board; provided that the competent authority may, in its discretion, sanction medical leave up to seven days without such recommendations.

(7) The Inquiry officer or the Inquiry committee, as the case may be, shall submit his or its report, to the competent authority within thirty days of the initiation of inquiry.

Provided that the inquiry shall not be vitiated merely on the grounds of non-observance of the time schedule for completion of the inquiry.

12. Powers of the inquiry officer or Inquiry committee—(1) For the purpose of an inquiry under these rules, the Inquiry officer or the Inquiry committee, as the case may be, shall have the powers of a Civil Court trying a suit under the Code of Civil Procedure, 1908 (Act No. V of 1908), in respect of the following matters, namely:

- (a) summoning and enforcing the attendance of any person and examining him on oath;
- (b) requiring the discovery and production of documents, and receiving evidence on affidavits; and
- (c) issuing commissions for the examination of witnesses or documents.

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(2) The proceedings under these rules shall be deemed to be the judicial proceedings within the meaning of sections 193 and 228 of the Pakistan Penal Code, 1860 (Act No. XLV of 1860).

13. Duties of the departmental representative.—The departmental representative shall perform the following duties, namely:

- (a) render full assistance to the inquiry officer or the Inquiry committee, as the case may be, during the proceedings where he shall be personally present and fully prepared with all the relevant record relating to the case, on each date of hearing;
- (b) cross-examine the witnesses produced by the accused, and with the permission of the inquiry officer or Inquiry committee, as the case may be, may also cross-examine the prosecution witnesses; and
- (c) rebut the grounds of defense offered by the accused before the Inquiry officer or the Inquiry committee, as the case may be.

14. Order to be passed on receipt of report from the inquiry officer or Inquiry committee.—(1) On receipt of report from the inquiry officer or Inquiry committee, as the case may be, the competent authority, shall examine the report and the relevant case material and determine whether the inquiry has been conducted in accordance with the provisions of these rules.

(2) If the competent authority is satisfied that the inquiry has been conducted in accordance with the provisions of these rules, it shall further determine whether the charge or charges have been proved against the accused or not.

(3) Where the charge or charges have not been proved, the competent authority shall exonerate the accused by an order in writing, or it shall follow the procedure as given in sub-rule (6) of this rule.

(4) Where the charge or charges have been proved against the accused, the competent authority shall issue a show cause notice to the accused by which it shall—

- (a) inform him of the charges proved against him and the penalty or penalties proposed to be imposed upon him;
- (b) give him reasonable opportunity of showing cause against the penalty or penalties proposed to be imposed upon him and to submit as to why one or more of the penalties as provided in rule 4 may not be imposed upon him and to submit additional defense in writing, if any, within a period which shall not be less than seven days and more than fifteen days from the day the charge or charges have been communicated to him; provided that the accused shall, in his reply to show cause notice, indicate as to whether he wants to be heard in person or not;

(c) provide a copy of the inquiry report to the accused; and

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(d) direct the departmental representative to appear, with all the relevant record, on the date of hearing.

~~(5) After affording personal hearing to the accused the competent authority shall, keeping in view the findings and recommendations of the inquiry officer or inquiry committee, as the case may be, facts of the case and defense offered by the accused during personal hearing, by an order in writing-~~

- (i) exonerate the accused if charges had not been proved; or
- (ii) impose any one or more of the penalties specified in rule 4 if charges have been proved.

(6) Where the competent authority is satisfied that the inquiry proceedings have not been conducted in accordance with the provisions of these rules or the facts and merits of the case have been ignored or there are other sufficient grounds, it may, after recording reasons in writing, either remand the inquiry to the inquiry officer or the inquiry committee, as the case may be, with such directions as the competent authority may like to give, or may order a de novo inquiry through different inquiry officer or inquiry committee [subject to sub-rule (7) of rule 11].

(7) After receipt of reply to the show cause notice and affording opportunity of personal hearing, the competent authority shall decide the case within a period of fifteen days, excluding the time during which the post held by the competent authority remained vacant due to certain reasons.

(8) If the case is not decided by the competent authority within the prescribed period of fifteen days, the accused may submit an application before the appellate authority for early decision of his case, which may direct the competent authority to decide the case within a specified period.

15. **Personal hearing.**—The competent authority may, by an order in writing, call the accused and the departmental representative, along with relevant record of the case, to appear before him, for personal hearing on the fixed date and time.

16. **Procedure of inquiry against Government servant lent to other governments or organizations etc.**—(1) Where the services of Government servant to whom these rules apply are transferred or lent to any other government, department, corporation, corporate body, autonomous body, authority, statutory body or any other organization or institution, hereinafter referred to as the borrowing organization, the competent authority for the post against which such Government servant is posted in the borrowing organization may-

- (a) suspend him under rule 6; and
- (b) initiate proceedings against him/her under these rules:

~~Provided that the borrowing organization shall forthwith inform the authority which has lent his services, (hereinafter referred to as the lending organization) of the circumstances leading to the order of his suspension or the initiation of the proceedings, as the case may be.~~

Provided further that the borrowing organization shall obtain prior approval of the competent authority in the lending organization before taking any action under these rules against a Government servant holding a post in basic pay scale 17 or above.

(2) If, in the light of findings of the proceedings taken against the accused in terms of sub-rule (1), the borrowing organization is of the opinion that a penalty may have to be imposed on him, it shall transmit the record of the proceedings to the lending organization, and the competent authority in the lending organization shall thereupon take action against the accused under rule 14.

(3) Notwithstanding anything to the contrary contained in sub-rules (1) and (2), the Chief Minister may, in respect of certain Government servant or class of Government servants to whom these rules apply, authorize any officer or authority in the borrowing organization to exercise all the powers of the competent authority under these rules.

17. **Departmental appeal and review.**—(1) An accused who has been awarded any penalty under these rules may, within thirty days from the date of communication of the order, prefer departmental appeal to the appellate authority.

Provided that where the order has been passed by the Chief Minister, the accused may, within the aforesaid period, submit a review petition directly to the Chief Minister.

(2) The authority empowered under sub-rule (1) shall call for the record of the case and comments on the points raised in the appeal from the concerned department or office, and on consideration of the appeal or the review petition, as the case may be, by an order in writing-

- (a) uphold the order of penalty and reject the appeal or review petition; or
- (b) set aside the orders and exonerate the accused; or
- (c) modify the orders or reduce the penalty.

(3) An appeal or review petition preferred under these rules shall be made in the form of a petition, in writing, and shall set forth concisely the grounds of objection in impugned order in a proper and temperate language.

18. **Appearance of counsel.**—No party to any proceedings under these rules at any stage of the proceedings, except proceedings under rule 19, shall be represented by an advocate.

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19. Appeal before Khyber Pakhtunkhwa Province Service Tribunal.—(1) Notwithstanding anything contained in any other law or rules for the time being in force, any Government servant aggrieved by any final order passed under rule 17 may, within thirty days from the date of communication of the order, prefer an appeal to the Khyber Pakhtunkhwa Province Service Tribunal established under the Khyber Pakhtunkhwa Province Service Tribunals Act, 1974 (Khyber Pakhtunkhwa Act No. 1 of 1974).

(2) If a decision on a departmental appeal or review petition, as the case may be, filed under rule 17 is not communicated within period of sixty days of filing thereof, the affected Government servant may file an appeal in the Khyber Pakhtunkhwa Province Service Tribunal within a period of [ninety] days of the expiry of the aforesaid period, whereafter, the authority with whom the departmental appeal or review petition is pending, shall not take any further action.

20. Exception.—Notwithstanding anything to the contrary contained in these rules; in cases where Government servants collectively strike work, wilfully absent themselves from duty or abandon their official work, the competent authority in respect of senior most accused may serve upon them through newspapers or any other mean, such notice as may be deemed appropriate to resume duty and in the event of failure or refusal to comply with the directive contained in the notice, impose upon the defaulting Government servants any of the major penalties prescribed in these rules.

21. Indemnity.—No suit, prosecution or other legal proceedings shall lie against the competent authority or any other authority for anything done or intended to be done in good faith under these rules or the instructions or directions made or issued there under.

[22.]

23. Repeal.—(1) The Khyber Pakhtunkhwa government servants (Efficiency & Discipline) Rules, 1973 are hereby repealed.

(2) Notwithstanding the repeal of the aforesaid rules, all proceedings pending immediately before the commencement of these rules against any Government servant under repealed rules shall continue under these rules.

(3) Notwithstanding the repeal of the aforesaid rules, all proceedings pending immediately before the commencement of these rules against any employee under the said repealed rules or under the Khyber Pakhtunkhwa Civil

1. Subs: for the word "thirty" by Notification NO. SO(REG-VI) E&GAD/2-5/2010 dated 18-07-2012.

2. Rule 22 deleted by Notification NO. SO(REG-VI) E&GAD/2-5/2010 dated 18-07-2012. At the time of deletion the said rule 22 was as under:-

22. Jurisdiction barred.—Save as provided under these rules, no order made or proceedings taken under these rules shall be called in question in any court and no injunction shall be granted by any court in respect of any decision so made or proceedings taken in pursuance of any power conferred by, or under these rules.

Servants Act, 1973 and rules made thereunder, or any other law and rules shall continue under that law and rules, in the manner provided thereunder.

Khyber Pakhtunkhwa Civil Servants Revised Leave Rules, 1981

[Gazette of Khyber Pakhtunkhwa, Part I, Page No. 151-160, 23rd December, 1981]

No. FD. SO (SR-IV) 5-54 / 80 (Vol:II) dated 17-12-1981.—In exercise of the powers conferred by section 26 of the Khyber Pakhtunkhwa Civil Servants Act, 1973 (Khyber Pakhtunkhwa Act XVIII of 1973) and in supersession of this Department's Notification No. FD.SO(SR-IV) 1-17/78, dated the 20th November, 1979, the Governor of the Khyber Pakhtunkhwa is pleased to make the following rules namely:—

1. Short title, commencement and application.—(1) These rules may be called the Khyber Pakhtunkhwa Civil Servants Revised Leave Rules, 1981.

(2) They shall come into force at once.

(3) They shall apply to all Civil Servants under the rule making authority of the Governor except those who opted not to be governed by the Khyber Pakhtunkhwa Civil Servants Leave Rules, 1979.

2. Admissibility of Leave of Civil Servant.—Leave shall be applied for, expressed and sanctioned in terms of days and shall be admissible to a civil servant at the following rate and scale:—

(i) A civil servant shall earn leave only on full pay. It shall be calculated at the rate of four days for every calendar month of the period of duty rendered and credited to the leave account as "leave on full pay" duty period of 15 days or less in a calendar month being ignored and those of more than 15 days being treated as a full calendar month, for the purpose. If a civil servant proceeds on leave during a calendar month and returns from it during another calendar month and the period of duty in either month is more than 15 days, the leave to be credited for both the incomplete months will be restricted to that admissible for one full calendar month only.

(ii) The provisions of clause (i) will not apply to vacation departments. A civil servant of a vacation department may earn leave on full pay as under:—

(a) When he avails himself of vacation in a calendar year. At the rate of one day of every calendar month of duty rendered.

(b) When during any year he As for a civil servant in

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**THE ¹KHYBER PAKHTUNKHWA CIVIL SERVANTS
(APPOINTMENT, PROMOTION & TRANSFER) RULES, 1989**

PART-I

GENERAL

1. Short title and commencement: - (1) These rules may be called the ²[Khyber Pakhtunkhwa] Civil Servants (Appointment, Promotion and Transfer) Rules, 1989.

(2) They shall come into force at once.

2. Definitions:-(1) In these rules, unless the context otherwise requires:-

(a) "Appointing Authority" in relation to a post, means the persons authorized under rule 4 to make appointment to that post;

(b) "Basic Pay Scale" means the Basic Pay Scale for the time being sanctioned by Government, in which a post or a group of posts is placed;

(c) "Commission" means the ³[Khyber Pakhtunkhwa] Public Service Commission;

⁴(d) "Departmental Promotion Committee" means a committee constituted for making selection for promotion or transfer to such posts under a Department, or offices of Government, which do not fall within the purview of the Provincial Selection Board;

⁵(dd) "Departmental Selection Board" means a Board constituted for the purpose of making selection for initial recruitment /appointment to posts under a Department or office of Government in Basic Pay Scale 17 not falling within the purview of the Commission:

Provided that more than one such committees may be constituted for civil servants holding different scales of pay".

(e) "Departmental Selection Committee" means a committee constituted for the purpose of making selection for initial appointment to posts under a department, or office of Government [in Basic Pay Scale 17 and below not falling within the purview of the Commission];

(f) "Post" means a post sanctioned in connection with the affairs of the Province, but not allocated to all Pakistan Unified Grades ; and

¹ For the words "NWFP" or "North-West Frontier Province", wherever occurred, the words "Khyber Pakhtunkhwa" substituted by the Khyber Pakhtunkhwa Laws (Amendment) Act, 2011 (Khyber Pakhtunkhwa Act No. IV of 2011) published in the Khyber Pakhtunkhwa Government Gazette Extraordinary dated 2nd April, 2011

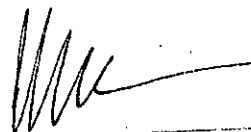
² Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

³ Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

⁴ Substituted by Clause (d) of sub-rule (1) of Rule 2 vide Notification No. SOR-I (S&GAD) 4-1/80 (Vol-II) dated 14-01-92.

⁵ Clause (dd) added by Notification No. SOR-III (S&GAD) 2-7/86, dated 8-12-1994

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¹⁶6. **Procedure when recommendation is not accepted:-** When an appointing authority for Basic Pay Scale 17 or below does not accept the recommendation of a Departmental Promotion or Selection Committee, or the Departmental Selection Board, as the case may be, it shall record its reasons and obtain order of the next higher authority.

PART-II

APPOINTMENT BY PROMOTION OR TRANSFER

7. **Appointment by Promotion or Transfer.** ¹⁷(1) Except as otherwise provided in any service rules for the time being in force, appointment by promotion or transfer to posts in respect whereof the appointing authority under rule 4 is the Chief Minister shall ordinarily be made on the recommendation of the Provincial Selection Board and promotion and transfer to posts other than those falling within the purview of the Provincial Selection Board shall ordinarily be made on the recommendation of appropriate Departmental Promotion Committee".

(2) Appointment by transfer shall be made from amongst the persons holding appointment on regular basis in the same basic pay scale, in which the posts to be filled, exist.

(3) Persons possessing such qualifications and fulfilling such conditions as laid down for the purpose of promotion or transfer to a post shall be considered by the Departmental Promotion Committee or the Provincial Selection Board for promotion or transfer, as the case may be.

(4) No promotion on regular basis shall be made to posts in Basic Pay Scale 18 to 21 unless the officer concerned has completed such minimum length of service as may be specified from time to time.

¹⁸(5) If on an order of promotion or before promotion any civil servant declines in writing, to accept promotion, such civil servant shall not be considered for such promotion for the next four years following order.

Provided that if he declines to avail the benefit of promotion for the second time, then he shall stand superseded permanently for such promotion.

8. **Inter-Provincial Transfer:-**(1) Persons holding appointment in BPS 1 to 15 under Federal Government and other Provincial Government may, in deserving cases, be transferred to equivalent posts under these rules:-

Provided that:-

- (i) the Federal Government or the Government of the Province concerned, as the case may be, has no objection to such a transfer;
- (ii) the person seeking transfer possesses the requisite qualification and experience and the post to which his transfer is intended can, under the rules, be filled by transfer;
- (iii) the person concerned holds appointment to the post in his parent Department on regular basis;

¹⁶ Rule-6 substituted by Notification No. SOR-III(S&GAD)2-7/86, dated 8-12-1994

¹⁷ Sub rule (1) substituted by Notification No. SOR-I(S&GAD)4-1/80/II, dated 14-01-1992.

¹⁸ Sub rule (5) inserted by Notification No. SOR-VI(E&AD)1-3/2009/Vol-VIII, dated 22-10-2011.

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**GOVERNMENT OF
KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT
(REGULATION WING)**

NOTIFICATION

Dated Peshawar the, 06 / 8 / 2020

SCD/Policy/E&AD/1-3/2020: In exercise of the powers conferred by section 26 of the Khyber Pakhtunkhwa Civil Servants Act, 1973 (Khyber Pakhtunkhwa Act No. XVIII of 1973) the Chief Minister of Khyber Pakhtunkhwa is pleased to direct that in the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules 1989, the following further amendment shall be made, namely:

AMENDMENT

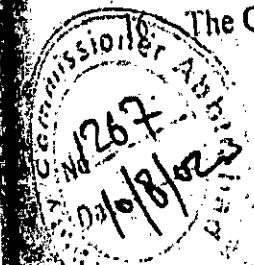
In rule 7, sub-rule (5) shall be deleted.

**CHIEF SECRETARY
GOVERNMENT OF THE KHYBER PAKHTUNKHWA**

ENDST: NO & EVEN DATE

Copy is forwarded to:-

1. Additional Chief Secretary, Govt. of Khyber Pakhtunkhwa. Planning & Development Department.
2. The Senior Member Board of Revenue, Khyber Pakhtunkhwa.
3. All Administrative Secretaries to Govt. of Khyber Pakhtunkhwa.
4. The Principal Secretary to Governor, Khyber Pakhtunkhwa.
5. The Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
6. All Divisional Commissioners in Khyber Pakhtunkhwa.
7. All Heads of Attached Departments in Khyber Pakhtunkhwa.
8. All Autonomous/Semi Autonomous Bodies in Khyber Pakhtunkhwa.
9. All Deputy Commissioners in Khyber Pakhtunkhwa.
10. The Registrar Peshawar High Court, Peshawar.
11. The Registrar, Khyber Pakhtunkhwa Service Tribunal, Peshawar.
12. The Secretary, Khyber Pakhtunkhwa Public Service Commission, Peshawar.
13. The Deputy Director (IT), E&A Department.
14. All Section Officers in Establishment & Administration Department.
15. The Section Officer (Admn), Administration Department with the request to arrange 20 gazette copies.
16. The Caretaker, Administration Department.



**(WARDAH LATIF)
DEPUTY SECRETARY (POLICY)**

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GOVERNMENT OF KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT
No. SO(Policy)E&AD/1-3/2020
Dated Peshawar the June 06, 2023

To: The Government of Khyber Pakhtunkhwa,
Elementary & Secondary Education Department.

Subject: **GUIDANCE REGARDING DELETION OF RULE 7(S) IN THE KHYBER PAKHTUNKHWA CIVIL SERVANTS (APPOINTMENT, PROMOTION AND TRANSFER) RULES, 1989.**

Dear Sir,

I am directed to refer to your letter No. SO(Policy-MY)E&AD/2-2/Appointment/2023 dated 18.04.2023 on the subject noted above and to state that Sub-Rule (S) of Rule-7 of Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989 stands deleted vide this department notification dated 08.08.2020; thus, no provision exists to decline or forgo promotion.

2. The basic rationale behind the deletion of the said rule is aimed at preventing a civil servant from temptation for illicit gain by sticking to a single lucrative post/position or to prevent those who tend to forgo promotion to evade posting/transfer or show lack of capacity to tackle higher responsibilities in case of promotion. Therefore, it is obligatory upon every civil servant to accept promotion in every condition.

3. Furthermore, those officers/officials who do not comply with promotion order of the competent authority or try to evade promotion through different means shall be proceeded against under Khyber Pakhtunkhwa Civil Servants (Efficiency & Discipline) Rules, 2011, please.

Yours faithfully,

(Signature)
(Isha Mulyammad Khan)
Section Officer (Policy)

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(Signature)
7/6

Encl. Of even No & date

Copy forwarded to the:-

1. PS to Special Secretary (Reg), Establishment Department.
2. PA to Additional Secretary (Reg-II), Establishment Department.
3. PS to Deputy Secretary (Policy), Establishment Department.

(Signature)
Section Officer (Policy)

(Signature)

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OFFICE OF THE DISTRICT EDUCATION

OFFICER (FEMALE) ABBOTTABAD

PH# No. 0992-342533 FAX:0992-342314
E-mail: deofemale_abbottabad@yahoo.com

NOTIFICATION:

Consequent upon the recommendation of the Departmental Promotion Committee dated 22-03-2023, the following female SPSTs BPS-14 are promoted to the post of PSHT BPS-15 @ Rs. (23920-1980-83320) plus usual allowances as admissible on regular basis are hereby adjusted in the school noted against their names with immediate effect in the best public interest.

| S.No | Sen # | Name | Father name | Present School | Remarks/ Place of Posting |
|------|-------|-----------------|------------------|--------------------|---------------------------|
| 1 ✓ | 5 | SHAZIA NISAR | NISAR AHMED | GGPS M/Pura No 2 | GGPS HABIB ABAD |
| 2 ✓ | 7 | NAGINA GHAFDOR | ABDUL GHAFDOR | GGPS No 3 M/Pura | GGPS KANGRORA |
| 3 ✓ | 11 | RUBINA BIBI | ABDUL AZIZ | GGPS Dhamtour | GGPS PHELWAN |
| 4 | 12 | SHAZIA KOUSAR | M.BASHIR ABASSI | GGPS Bandi Phulan | GGPS BAGH DARA |
| 5 ✓ | 13 | NASREEN BIBI | M.RAFIQUE | GGPS Thanda Choha | GGPS MAKRILA BOI |
| 6 | 14 | NAGINA BIBI | MUHAMMAD JAN | GGPS Paswal Mian | GGPS CHATTY MOHRI |
| 7 ✓ | 16 | SAEEDA | M.SABIR | GGPS Mahmuda | GGPS SIAL |
| 8 ✓ | 17 | BUSHRA PERVEEN | M.URFAN | GGPS Choona Kari | GGPS TARKOT |
| 9 ✓ | 18 | NAZIA SADDIQUE | M.SIDDIQUE | GGPS Hav/ Village | GGPS NAGRI PAYEEN |
| 10 | 19 | TAHIRA SHAHEEN | ROSHAN DIN | GGPS Jhangra | GGPS PATHIAN |
| 11 | 21 | NADIA ANJAM | KHANI ZAMAN | GGPS M/Pura No 1 | GGPS DARRA DALOLA |
| 12 | 23 ✓ | FARZANA BIBI | S.ALI AKHTER | GGPS(comp) Atd | GGPS PAMSER TAJWAL |
| 13 | 26 ✓ | MAJIDA PARVEEN | WALI SULTAN | GGCMS Barwal | GGPS CHINJA |
| 14 | 28 ✓ | ANSA SHAHEEN | M.NAZEER | GGPS N/Shehr No 2 | GGPS HOTHLA |
| 15 | 34 ✓ | NAZIA MUSHTAQ | M.MUSHTAQ | GGPS AKHREELA | GGPS LAHOOR KAS |
| 16 | 35 | REHANA ZEB | SARDAR AURANGZEB | GGPS Sultan Pur | GGPS KASORIAN |
| 17 | 39 ✓ | ABIDA BATOOL | HAQ NAWAZ KHAN | GGPS Batala | GGPS MUNDRIAN |
| 18 | 40 ✓ | NAILA BIBI | RASHID AHMED | GGPS Comprehensive | GGPS NOSHERA TAJWAL |
| 19 | 42 | SHAMA MEHBOOB | MEHBOOB ELAHI | GGCMS Mirpur | GGPS BACHA SANI |
| 20 | 43 ✓ | JAVERIA ASHRAF | MUHAMMAD ASHRAF | GGPS B/ Jalal Khan | GGPS BAMOCHI |
| 21 | 44 | ABIDA BIBI | HUKAM DAD | GGPS Jhangi | GGPS UPPER TAJWAL |
| 22 | 45 ✓ | RUKSHANDA HAFEZ | M HAFEZ KHAN | GGPS Nawasher no 1 | GGPS MOHRA BIROTE |
| 23 | 48 | SAJJIDA YASEEM | KHAWAJA MUHAMMAD | GGPS Hav/Stat | GGPS HIRLAN |

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|----|-----|-----------------|--------------------|--------------------------|------------------------|
| 24 | 49 | RAHILA ZEB | SARDAR AURANGZEB | GGPS Sultan Pur | GGPS SUMBAL DARA |
| 25 | 50 | SADIA SITTAR | ABDUL SATTAR | GGPS Nawansher no 3 | GGPS JARRAL |
| 26 | 51 | ABIDA NIAZ | M.NIAZ | GGPS Sangal | GGPS Sangal |
| 27 | 53 | BUSHRA KHATOON | MUHAMMAD NAWAZ | GGPS BANDA PINUKHAIL | GGPS KANGER PAEEN |
| 28 | 60 | SHAHIDA BIBI | M.ZAMAN | GGPS Garga | GGPS SURMA GALI |
| 29 | 76 | NIAZMEEN | NOOR AHMED | GGPS Pattan Khurd | GGPS DAWATTA |
| 30 | 81 | SHAMIM ABBASI | ALI ASGHAR | GGPS Bagla Patan | GGPS BANDI CHAMYALI |
| 31 | 87 | SOBIA BASHIR | MUHAMAD BASHIR | GGPS Hav/ Village | GGPS DANA NORAL |
| 32 | 91 | RUBINA SHAHEEN | AKBAR DIN | GGPS Solan | GGPS PALKOT |
| 33 | 102 | SHAISTA BIBI | M.SHARIF KHAN | GGPS Chatter Nath | GGPS KUTLI NAMLI MAIRA |
| 34 | 108 | SHAZIA BATOOL | RASOOL SHAH | GGPS Hari De Ban | GGPS TAKIA HALL |
| 35 | 109 | NOREEN BIBI | FARQZ DIN | GGPS Akhora | GGPS BERRI |
| 36 | 123 | TAHIRA BANO | MATLOOB KHAN | GGPS Dhamtour | GGPS SANGRARI |
| 37 | 124 | ZAHANAT BIBI | ALLAH DAD | GGPS Kholi Kehal | GGPS TALKANDI |
| 38 | 125 | RIZWANA JABEEN | KALA KHAN | GGPS Malik Pura No.3 | GGPS KANTHIALI |
| 39 | 126 | SHAHIDA | WALI MUHAMMAD KHAN | GGPS Tundi Dheri | GGPS DARWAZA |
| 40 | 127 | NAZISH BIBI | NAJEEB UR REHMAN | GGPS TAROR | GGPS DHARRA |
| 41 | 128 | FOZIA AYUB | MUHAMMAD AYUB | GGPS Malikpura No.2 | GGPS GARANG NO.1 |
| 42 | 129 | YASMEEN GUL | FAZAL UR REHMAN | GGPS Hav/ Village | GGPS MAJUHAN |
| 43 | 130 | SHAMSHAD NAZEER | M.NAZEER | GGPS Upper Kehal | GGPS NAKKA BOI |
| 44 | 131 | ABIDA PARVEEN | MUHAMMAD DAUD | GGPS Kutli Bagh | GGPS KUTLI BAGH |
| 45 | 132 | SOMIA BIBI | ZARDAD KHAN | GGPS Lunday | GGPS LASSAN |
| 46 | 133 | SUMAIRA SALEEM | M. SALEEM | GGPS Sheik ul Bandi no.1 | GGPS BANDI MATRACH |
| 47 | 134 | SUMAIRA BIBI | RAZA MUHAMMAD | GGPS Banda Saib khan | GGPS KANGAR HOTTER |
| 48 | 135 | GHAZALA BIBI | MOHD SIDDIQUE | GGPS Sarbana | GGPS PAGAR KHAN KALAN |
| 49 | 137 | SAIMA BIBI | SHAMRAIZ | GGPS Tharida Pani | GGPS MAIRA MASSAH |
| 50 | 138 | FOZIA BIBI | M.AMAN | GGPS SERI BAGNOTAR | GGPS NAMLI MAIRA HILL |
| 51 | 139 | RIFFAT HAMEED | ABDUL HAMEED | GGPS KHURI BANDA | GGPS JASWARA |
| 52 | 140 | FOQIA JAVED | JAVED KHAN | GGPS M.B.Behan | GGPS GHORA |
| 53 | 141 | HUMAIRA MASOOD | MASOOD AKHTER | GGPS Pangran | GGPS PIRKOT |
| 54 | 142 | IRAM SHAHZADI | MUHAMMAD ANWAR | GGPS Deesal | GGPS DANNA ALI ABAD |
| 55 | 143 | SHAMIM ABBASI | KHANI ZAMAN ABBASI | GGPS TARLA KHAITER | GGPS BARWALLA |

| | | | | | |
|-----|-----|---------------------|-----------------|-----------------------|-------------------|
| 121 | 209 | KHADIJA HAKAMDAD | MUKAM DAD | GGPS KERI REKI | GGPS MAKOL DANA |
| 122 | 210 | SHABANA YOUSIF | M. YOUSIF | GGPS Dhunian | GGPS DHUNIAN |
| 123 | 211 | SHAHEEN AKHTAR | SHERZAMAN | GGPS Saikot | GGPS KHOKHIALA |
| 124 | 212 | SADIA BIBI | M. SAEED | GGPS AKHREELA | GGPS KHOI SAMBI |
| 125 | 213 | NAIMA TAHIR | M. TAHIR | GGPS Manu-De-Ban | GGPS HAZERA |
| 126 | 214 | BIBI SAJJIDA | MUHAMMAD ADDESS | GGPS City Aid | GGPS LOWER TAJWAI |
| 127 | 215 | ZAHIDA BIBI | MUHAMMAD SARWAR | GGPS Chankot | GGPS CHANKOT |
| 128 | 216 | NAILA BIBI | MUHAMMAD MUBIN | GGPS LOWER MALKOTE | GGPS HILL BIROTE |
| 129 | 217 | SHAMI NAZ | MUHAMMAD AZEEM | GGPS PRAN GOOT | GGPS PRAN GOOT |

TERMS AND CONDITIONS.

1. They would be on probation for a period of one year.
2. They will be governed by such rules & regulations as may be issued from time to time by the Government.
3. Their service can be terminated at any time, in case their performance is found unsatisfactory during probation period. In case of misconduct she shall be proceeded under the rules framed time to time.
4. Charge report should be submitted to all concerned.
5. Their Inter- se seniority on lower post will remain intact.
6. No TA/DA is allowed for joining their duty.
7. They will give an undertaking to be recorded in their service book to the effect that if any over payment is made to them in light this order will be recovered and if she is wrongly promoted she will be reversed.
8. They should join their post within 15 days of the issuance of this notification. In case of failure to join their post within 15 days of the issuance of this notification, their promotion will expire automatically and no subsequent appeal will be entertained.
9. To all concerned for strict compliance of letter No. SO(Policy)E&AD/1-3/2020 dated June 6, 2023, that it is obligatory upon every Civil Servant to accept promotion in every condition in the one who do not comply with promotion order shall be proceeded under Khyber Pakhtunkhwa Civil Servant efficiency and discipline rule 2011.
10. Before handing over charge their documents may be checked if they have not required the relevant qualification as per rules they may not handed over the charge of posts.

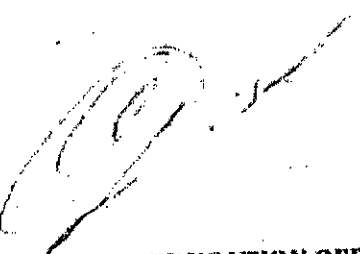
**DISTRICT EDUCATION OFFICER
(FEMALE) ABBOTTABAD**

Dated: **29/08/2023**

Endst: No. **7717-25** /Promotion SPSTs to PSHTs

Copy for information to the:

1. Director Elementary & Secondary Education Khyber Pakhtunkhwa Peshawar.
2. District Monitoring Officer, IMU Abbottabad.
3. District Accounts Officer Abbottabad.
4. All SDEOs (Abbottabad, Havellan, Lower Tanawal & Lora).
5. Budget & Accounts Officer Local Office.
6. Concerned Head teachers.
7. Teachers Concerned.
8. Office File.



**DISTRICT EDUCATION OFFICER
(FEMALE) ABBOTTABAD**

Mesher

لوٹیفیکیشن محررہ 8 جون 2023ء جو کہ غیر قانونی ہے اور قابل منسوخی ہے
جناب عالی!

مؤدیانہ گذارش ہے کہ میں اپیلانٹ گورنمنٹ گرنز پرائمری سکول
بانڈہ پنوخیل میں خرائض منصبی سرانجام دے رہی ہوں اور اپیلانٹ کو
SPST پوسٹ سے PSHT میں پرموشن بذریعہ غیر قانونی چھٹی نمبر 25-7717
محررہ 29 اگست 2023ء کو کر دی گئی ہے۔ اور میں اپیلانٹ کو گورنمنٹ گرنز
پرائمری سکول بانڈہ پنوخیل سے گورنمنٹ گرنز پرائمری سکول کننگر پائی پاش
میں ٹرانسفر کر دیا ہے جو کہ اپیلانٹ کے گھر سے میلوں دور ہے۔ اور وہاں پر
باضابطہ ریٹرنس کا بندوبست نہ ہونے کی وجہ سے اپنی ڈیوٹی سرانجام
دینا ناممکن ہے۔

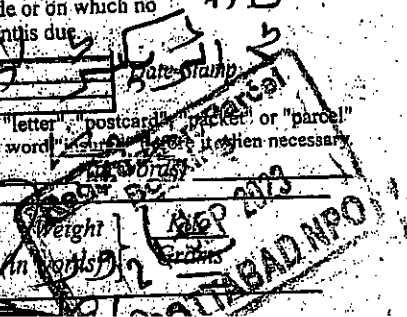
اور یہ کہ میں اپیلانٹ قبل ازیں باضابطہ طور پر ہر دفعہ پرموشن کو Forgo
کرتی رہی ہے۔ اور اس کے باوجود اپیلانٹ کو پرموٹ کر کے تبدیل کرنا خلاف
قانون ہے۔ اور اسی طرح لوٹیفیکیشن محررہ 60 جون 2023ء غیر قانونی ہے۔
اور قابل منسوخی ہے۔ کیونکہ مذکورہ لوٹیفیکیشن سول سروسٹ ایکٹ 1973ء
کی سیکشن 26 کے منافی ہے۔

لہذا آپ سے استدعا ہے کہ ہر دو لوٹیفیکیشن کو منسوخ کیا جائے
عین نوازش ہوگی
بشری خالقون SPST گورنمنٹ گرنز پرائمری سکول بانڈہ پنوخیل
کاپی 1-1۔ چیف سیکرٹری صاحب خیرختون خواہ پشاور
2۔ سیکرٹری ایجوکیشن

Blade
14/09/2023

No. 127
RAD00509880
For Insurance Notices see reverse.
Stamp use of
RGL116738229
Do not more than
the initial weight prescribed in the
Post Office Guide or on which no
acknowledgement is due.
Received a registered
addressed to
Write here "letter", "postcard", "packet" or "parcel"
with the word "insured" where it is necessary
Initials of Receiving Officer
(Insured for Rs. (in figures)
Insurance fee Rs. Ps. in words
Name and

Handwritten signature and initials.



E [Establishment Code Khyber Pakhtunkhwa]

Departmental Promotion and Selection
[].-- (1) In each Department or office of Government there shall be a Departmental Promotion Committee and Departmental Selection Board, the composition of which shall be determined by the Services and General Administration Department of the Government in consultation with the Services and Selection Commission.

Each such Committee [or the Board, as the case may be], shall consist of three members, one of whom shall be appointed as Chairman.

Procedure when recommendation is not accepted.---When an officer of grade 17 or below does not accept the recommendation of a Departmental Promotion or Selection Committee, or the Selection Board, as the case may be, it shall record its reasons and forward them to the next higher authority.]

PART-II
APPOINTMENT BY PROMOTION OR TRANSFER

Appointment by Promotion or Transfer.---[(1) Except as provided in any service rules for the time being in force, appointment by transfer to posts in respect whereof the appointing authority under rule 11 shall ordinarily be made on the recommendation of the Selection Board and promotion and transfer to posts other than those mentioned in the Provincial Selection Board shall ordinarily be made on the recommendation of appropriate Departmental Promotion Committee.]

Appointment by transfer shall be made from amongst the persons available on regular basis in the same basic pay scale, in which the posts are vacant.

Persons possessing such qualifications and fulfilling such conditions as may be specified in the rules for the purpose of promotion or transfer to a post shall be considered for the purpose by the Departmental Promotion Committee or the Provincial Selection Board, as the case may be.

No promotion on regular basis shall be made to posts in Basic Pay Scale 17 or below if the officer concerned has completed such minimum length of service as may be specified from time to time, or, in case of posts in Basic pay Scale 17 or below, besides having the minimum length of service for the time being specified, has also attended such training and passed such examination as may be prescribed from time to time.]

Substituted by Notification No. SORI(S&GAD)2-7/86, dated 08-12-1994.
Substituted by Notification No. SORI(S&GAD)2-7/86, dated 08-12-1994.
Substituted by Notification No. SORIII(S&GAD)2-7/86, dated 08-12-1994.
Substituted by Notification No. SORIII(S&GAD)2-7/86, dated 08-12-1994.
Substituted by Notif. No. SORI(S&GAD)4-1/80(Vol.II), dated 14-10-1980.
Rule 7 substituted by Notif. No. SOR-IV(S&GAD)4-1/80 (Vol-III) dated 14-10-1980.

Annex-H
ESTA CODE [Establishment Code Khyber Pakhtunkhwa]

P-36

[(5) If on an order of promotion or before promotion an officer declines in writing, to accept promotion, such civil servant shall not be eligible for such promotion for the next four years following the order:

Provided that if he declines to avail the benefit of promotion at the time, then he shall stand superseded permanently for such promotion.

8. Inter-Provincial Transfer.---(1) Persons holding posts in BPS 1 to 15 under Federal Government and other Provincial Government, in deserving cases, be transferred to equivalent posts under these rules:

Provided that:-

- (i) the Federal Government or the Government of Khyber Pakhtunkhwa, as the case may be, has no objection to the transfer;
- (ii) the person seeking transfer possesses the requisite qualifications and experience and the post to which his transfer is made, under the rules, be filled by transfer;
- (iii) the person concerned holds appointment to the post in the Department on regular basis;
- (iv) the person concerned is a bonafide resident of Khyber Pakhtunkhwa;
- (v) a vacancy exists to accommodate the request of the person concerned and
- (vi) provided further that in most deserving cases, the transfer shall be determined on case to case basis and the decision of the Competent Authority in that behalf shall be final, G.O. shall allow transfer of a civil servant in BPS-16 and above subject to the aforesaid conditions.

(2) A person so transferred shall be placed at the bottom of the list of members of the cadre on the basis of seniority which he joins for the purposes of determining his seniority in the cadre.

(3) It will be the sole discretion of the appointing authority to grant or refuse a request of transfer under this rule and any decision made shall be final and shall not be quoted as precedence in any other case.

9. Appointment on Acting Charge or current Charge

(1) Where the appointing authority considered it to be in the public interest to place a person on acting charge or current charge of a post reserved under the rules for departmental promotion and the person concerned is a civil servant belonging to the cadre or service concerned, who is other than the incumbent of the post, the following provisions shall apply:

1. Sub-rule (5) of Rule 7 added by Notif. No. SOR-VI(E&AD)1-3/2009/A dated 22-10-2011

کورٹ فیس

وکالت نامہ

Service Tribunal WPKR Peshawar

بشوارا اچالوور نامہ Govt of WPKR

Appellant

نوعیت مقدمہ:

باعث تحریر آئنگہ

مقدمہ مندرجہ میں اپنی طرف سے واسطے پیروی و جواب دہی کل کاروائی متعلقہ آں مقام

M. Arshad Khan Tanoli Asst @ M. Ibrahim Khan

مقرر کے اقرار کرتا ہوں کہ صاحب موصوف کو مقدمہ کی کل کاروائی کا اختیار ہوگا کیونکہ

صاحب موصوف کو کرنے راضی نامہ و تقرر ثالث و فیصلہ برحلف و دینے اقبال دعویٰ اور بصورت دیگر ڈگری

کرنے اجراء وصولی چیک روپیہ و عرضی دعویٰ کی تصدیق اور اس پر دستخط کرنے کا اختیار ہوگا اور بصورت

ضرورت مقدمہ مذکور کی کل یا کسی جزوی کاروائی کے لئے کسی اور وکیل یا مختار صاحب قانونی کو اپنے ہمراہ اپنی

بجائے تقرر کا اختیار بھی ہوگا اور صاحب مقرر شدہ کو بھی وہی اور ویسے ہی اختیارات ہوں گے اور اس کا

ساختہ پرداختہ مجھ کو منظور و قبول ہوگا۔ دوران مقدمہ جو خرچہ و ہرجانہ التوائے مقدمہ کے سبب ہوگا اس کے

مستحق وکیل صاحب ہوں گے۔ نیز بقایا رقم وصول کرنے کا بھی اختیار ہوگا۔ اگر کوئی پیشی مقام دورہ پر ہو یا

حد سے باہر ہو تو وکیل صاحب موصوف پابند ہوں گے کہ پیروی مقدمہ مذکورہ کریں اور اگر مختار مقرر کردہ میں

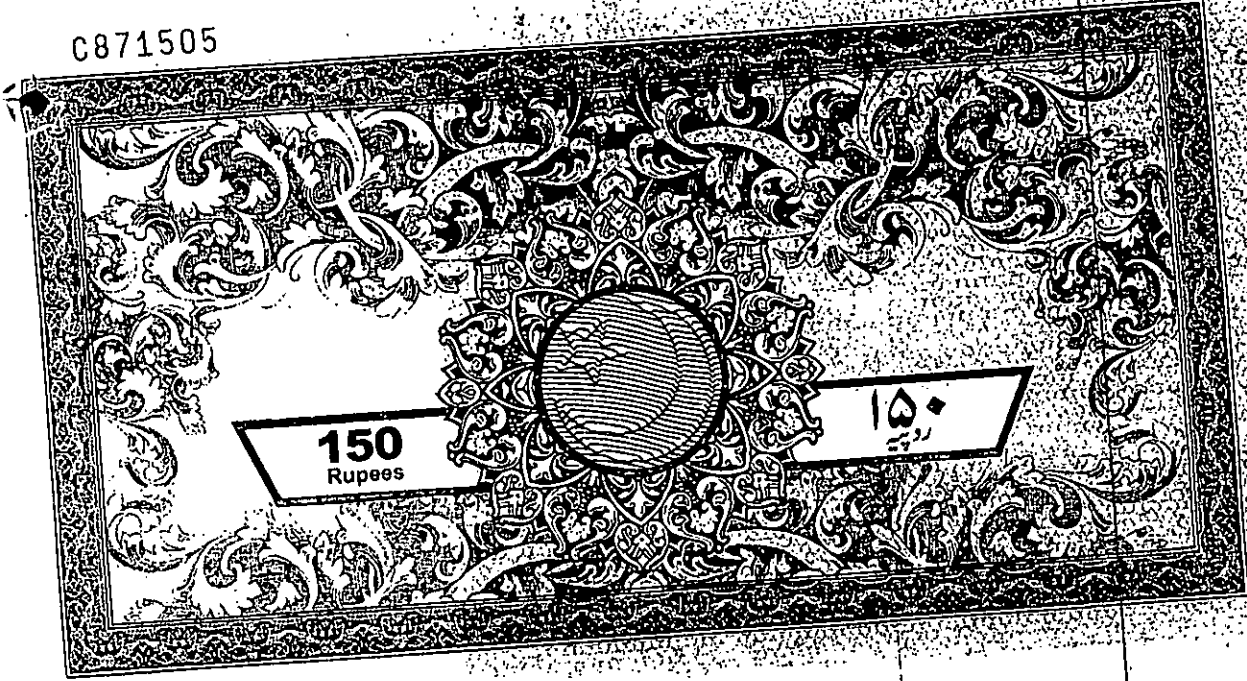
کوئی جزو بقایا ہو تو وکیل صاحب موصوف مقدمہ کی پیروی کے پابند نہ ہوں گے۔ نیز درخواست براد

استجارت نالاش بھینچہ مفلسی کے دائرہ کرنے اور اس کی پیروی کا بھی صاحب موصوف کو اختیار ہوگا۔

لہذا وکالت نامہ تحریر کیا تاکہ سند رہے۔

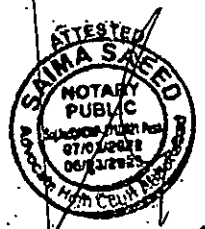
Ibrahim Khan
المقوم

بمقام:



بیان حلفی

مناہات کستری خاتون زوج اظہر جن
 سکون پانڈو ٹھکانہ منجے اپنی تیار حال محمد حسن ناون اپنی تیار
 حلفاً بیان ہوں کہ من حقہ رقم لقمہ میں بطور SPST
 گورنمنٹ لرنرز ایمری سکول بانڈہ عبدال خان بیٹو ضلع ایف پی
 سیکس 14 میں اپنی قدماں سرانجام داری ہوں
 حلفاً یہاں ہوں کہ میری بھی بیمار سے چل نہیں سکتی
 برآمدہ اسکا دیکھو یہاں لرنرز والد ڈیگر کوئی نہ
 بدین و من حقہ سیکس 15 میں پرورش نہیں
 لینا چاہتی ہوں من حقہ جس جگہ سیکس 14 میں اپنی قدماں
 سرانجام دینی ہوں جو ادھر اپنی قدماں سرانجام دے گی اجازت
 دیا جا میں حقہ نہیں سیکس 15 نہیں لینا چاہتی ہوں



14/07/23

بیان حلفی 14/07/23

13302-0462403-9

کستری خاتون - SPST - گورنمنٹ لرنرز ایمری سکول
 بانڈہ عبدال خان بیٹو ضلع ایف پی