

13.08.2015

Counsel for the appellant (Zafar Tahir Kheli, Advocate), Addl. Government Pleader (Mr. Muhammad Adeel Butt) with Muqarrab Khan, SO for the official respondents and counsel for private respondents No. 5, 6, 12 to 15, 17, 19 and 21 (Mr. Ijaz Anwar, Advocate) present. Arguments heard. Record perused. Vide our detailed judgment of to-day in connected Service Appeal No. 871/2013, titled "Mst. Shaheen Gul Versus Government of Khyber Pakhtunkhwa through Chief Secretary, Civil Secretariat Peshawar etc.", this appeal is also decided in the terms as spelled out in the said judgment. Parties are left to bear their own costs. File be consigned to the record.

ANNOUNCED

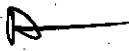
13.08.2015

  
MEMBER

  
MEMBER

18.05.2015

Counsel for the appellant, Addl: A.G for official respondents and counsel for private respondents present. In order to facilitate the parties and reach to the just conclusion, the Tribunal is of the view that Performa duly filled in respect of each of the appellant as well private respondents are handed over to both the respective parties for cross checking/verification and resubmission. To come up for arguments on 10.6.2015. Till then status-quo is extended.

  
Member

  
Member.

10.06.2015

Counsel for the appellant, Addl: AG for official respondents and Counsel for private respondents present. Performa on behalf of the appellant submitted copy of which handed over to the private respondents. Counsel for private respondents requested for time to submit the requisite performa. To come up for further proceedings/requisite record on 06.08.2015. Till then status-quo is extended.

  
MEMBER

  
MEMBER

06.08.2015

Mst. Shaheen Gul, Co-appellant present. Addl. AG with Muqarab Khan, SO and Riaz Ali, AD (Litigation) for the official respondents and counsel for private respondents No. 5, 6, 12 to 15, 17, 19 and 21 present. Copy of the requisite proforma to the extent of appellant and some of the private respondents was presented which is placed on file. However, the proforma is not cross verified by respective opposite party. Learned counsel for the appellant is not available to-day, hence case is adjourned to 13.8.2015 for further arguments and order. Notice to other private respondents be also issued for the date fixed. Till then status quo is extended.

  
MEMBER

  
MEMBER

16.04.2015

Counsel for the appellant (Muhammad Zafar Tahir Kheli, Advocate), Mr. Muhammad Adeel Butt, Addl. AG with Muqarrab Khan, SO for the official respondents and private respondent No. 5 with counsel for private respondents No. 5, 6, 12 to 15, 17, 19 and 21 (Mr. Ijaz Anwar, Advocate) present. Arguments heard. To come up for order on 20.4.2015. Till then status quo is extended.

  
MEMBER

  
MEMBER

21.04.2015

Counsel for the appellant, Addl. A.G for official respondents and Counsel for private respondents No. 5, 6, 12 to 15, 17, 19 and 21 present. The learned Executive Member is on leave. However counsel for the parties are directed to produce the date of regular promotion in BPS-19 and seniority position in the disputed seniority list of the appellant as well as private respondents on the next date. To come up for order on 6.5.2015. Till then status-quo is extended.

  
MEMBER

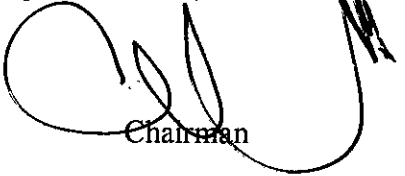
06.5.2015

Counsel for the appellant, Addl. AG with Muqarrab Khan, SO for the official respondents and counsel for private respondents present. Requisite information submitted by counsel for the parties. The learned Member (Judicial) is on leave, therefore, case is adjourned to 18.5.2015 for order.

  
MEMBER

24.7.2014

Counsel for the appellant, Mr. Bukhari Shah, SO for official respondents No. 1 to 3 with Mr. Ziaullah, GP and private respondent No. 5 with counsel for private respondents present. Arguments could not be heard due to incomplete bench. To come up for arguments on application for interim relief as well as merits of the appeal alongwith connected appeals on 30.9.2014. Status-quo, as before, till then.

  
Chairman

30.09.2014

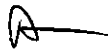
Clerk of counsel for the appellant, M/S Muqarab Khan, SO and Muhammad Bashir, AD for official respondents No. 1 to 3 with Mr. Muhammad Adeel Butt, AAG and private respondent No. 5 in person present. Arguments could not be heard due to strike of the Bar. To come up for arguments on application for interim relief as well as merits of the appeal alongwith connected appeals on 26.02.2015. Status-quo, as before, till then.



Member

26.2.2015

Counsel for the appellant, Addl. AG for the official respondents present. Counsel for private respondents also present and requested for time. To come up for arguments on 16.4.2015. Status quo as before till then.



MEMBER

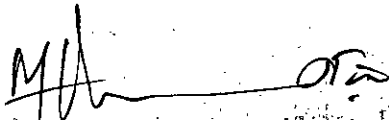


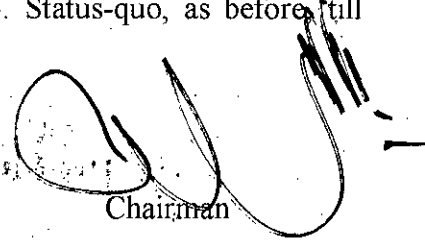
MEMBER

884/13

21.3.2014

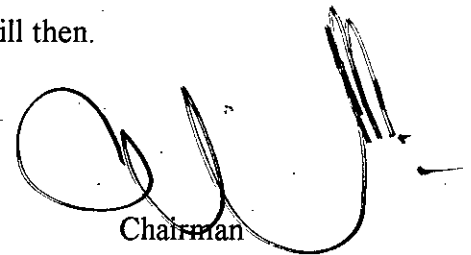
Appellant with counsel, Mr. Bukhari Shah, S.O for official respondents No.1 to 3 with AAG and private respondent No.5 with counsel for private respondents present. Arguments on application for interim relief heard. To come up for further proceedings/arguments alongwith connected appeals on 4.4.2014. Status-quo, as before, till then.

  
Member

  
Chairman

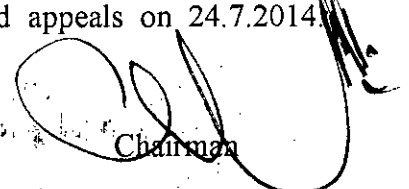
4.4.2014

Counsel for the appellant, Mr. Bukhari Shah, S.O for official respondents No.1 to 3 with AAG and private respondent No. 5 in person with Mr. Sajid Amin, Advocate present. Rejoinder by the appellant to the written reply on behalf of official respondents No. 1 to 3 received in appeal No. 871/2013, and learned counsel for the appellant requested for further time to file rejoinder in this case. Rejoinder in this case be filed in the meantime, with copies for the opposite side. To come up for arguments alongwith connected appeals on 29.5.2014. Status-quo, as before, till then.

  
Chairman

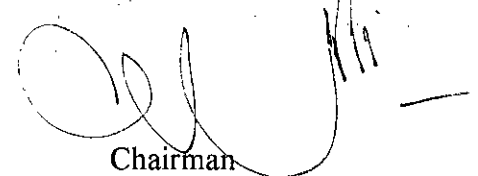
29.5.2014

Counsel for the appellant, Mr. Bukhari Shah, SO for official respondents No. 1 to 3 with AAG and private respondent No. 5 with counsel (Mr. Sajid Amin, Advocate) for private respondents No. 5,6,12 to 15, 17,19 and 21 present. Rejoinder received. Arguments on application for interim relief could not be heard due to pre-occupation of learned counsel for private respondents (Mr. Ijaz Anwar, Advocate) in the august Supreme Court of Pakistan, Islamabad, and request for adjournment made on his behalf. To come up for arguments on application for interim relief as well as merits of the appeal alongwith connected appeals on 24.7.2014. Status-quo, as before, till then.

  
Chairman

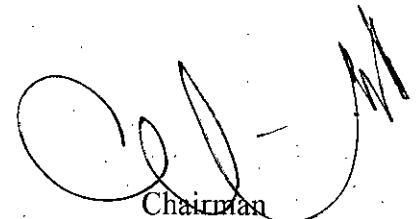
24.12.2013

Counsel for the appellant, AAG for official respondents No.1 to 3 and private respondent No.5 with counsel for private respondents No. 5,6,12 to 15, 17,19 and 21 present. Written reply on behalf of official respondents has not been received so far, and learned AAG requested for further time. Another chance is given for written reply/comments on behalf of official respondents, positively, on the next date. Both the learned counsel for the appellant and private respondents stated at the Bar that since no case for promotion was under process, there is no urgency for disposal of application for interim relief, and that the appeal can be decided on merits after receipt of written reply on behalf of official respondents and rejoinder on behalf of the appellant. To come up for written reply/comments on behalf of official respondents No.1 to 3, and rejoinder, if any, on behalf of the appellant on 26.2.2014. Status-quo, as before, till then.

  
Chairman

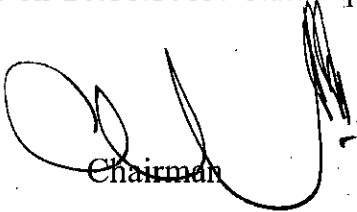
26.2.2014

Counsel for the appellant (Mr. Ansarullah Khan, Advocate), Mr. Bukhari Shah, SO for official respondents No. 1 to 3 with AAG and private respondent No. 5 with counsel for private respondents present. Written reply/para-wise comments received on behalf of official respondents No. 1 to 3, copy whereof is handed over to the learned counsel for the appellant for rejoinder. Arguments on application for interim relief could not be heard due to non-availability of senior counsel for the appellant (Mr. Muhammad Zafar Tahir Kheli, Advocate). To come up for arguments on application for interim relief alongwith connected appeals on 21.3.2014. Status-quo, as before, till then.

  
Chairman

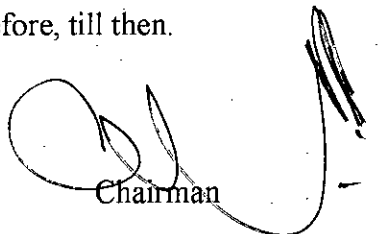
Contd.  
31.10.13

explanation of the concerned staff to be made available within 3 days for further appropriate action. The copies of appeals and applications for interim relief in all the 29 appeals be handed over to the representative of the official respondents as well as learned counsel for private respondents for written reply/comments and reply to application for interim relief on 26.11.2013. Status quo, as before, till then.

  
Chairman


26.11.2013

Counsel for the appellant, Mr. Bukhari Shah, SO on behalf of official respondents No. 1 to 3 with AAG and private respondent No. 5 with clerk of counsel for private respondents No. 5, 6, 12 to 15, 17, 19 and 21 present. Separate replies to application for interim relief on behalf of official as well as the said private respondents received. Written reply/para-wise comments also received on behalf of the said private respondents. Written reply has not been received on behalf of official respondents, and they requested for further time. Copies of replies to application for interim relief as well as written reply/comments on behalf of private respondents be handed over to the learned counsel for the appellant for rejoinder, arguments on application for interim relief and written reply on behalf of official respondents on 24.12.2013. Status-quo, as before, till then.

  
Chairman

2.9.2013

The Hon'ble Bench is on tour. Therefore, case is adjourned to 27.9.2013 for further proceedings.

  
Reader

27.9.2013

Counsel for the appellant and Mr. Bukhari Shah, SO for respondents No. 1 and 2 with AAG for official respondents No. 1 to 3 present. Mr. Sajid Amin, Advocate is present on behalf of some of the respondents and filed Wakalat Nama on behalf of private respondents No. 5,6,12 to 15, 17,19 and 21. Fresh notices be issued to remaining private respondents No. 4,7 to 11, 16,18 and 20 for written reply/comments and reply to application for interim relief and arguments thereon on 31.10.2013. Status-quo, as before, till then.

  
Chairman

31.10.2013

Counsel for the appellant (Mr. Ansarullah Khan, Advocate) and Mr. Bukhari Shah, SO for respondents No. 1 to 3, private respondent No. 5 with counsel for private respondents No. 5, 6, 12 to 15, 17, 19 and 21 present. Notices issued to the remaining private respondents No. 4, 7 to 11, 16, 18 and 20 have been served through registered post, but none is present on their behalf, therefore, they are proceeded against ex-parte. Written reply on behalf of official respondents No. 1 to 3 has been prepared in only one case as, according to representative of the official respondents, the respondent-department has received copy of the appeal alongwith notice in only one case (Shaheen Gul Versus Government of Khyber Pakhtunkhwa through Chief Secretary, Peshawar etc.). Therefore, the learned Sr.GP requested for further time with a request for provision of copies of other connected appeals for written reply/commenets on behalf of the official respondents. Like-wise reply to application for interim relief has also not been prepared in the other connected appeals.

The office has adopted a novel way of issuing notices in only one case instead of all the connected cases. Call for the




02.08.2013

Appellant with counsel present and heard on preliminary. Contended that the appellant has not been treated in accordance with the law/rules. Appellant was promoted vide notification dated 26.05.2010 as associate professor (BPS-19) on regular basis. Whereas the respondents No.4 to 21 were selected through initial recruitment in (BPS-19) on 17.09.2010 after the promotion of the appellant. Points raised need consideration. The appeal is admitted to regular hearing subject to all legal objections. The appellant is directed to deposit the security amount and process fee within 10 days. Thereafter, notice be issued to the respondents. Case adjourned to 02.09.2013 for submission of written reply. Appellant also submitted an application for restraining the respondent department from further promotion on the basis of impugned seniority list. Notice of application should also be issued to the respondents for reply/arguments on the date fixed till then status quo be maintained.

  
Member.

02.8.2013



This case be put before the Final Bench  for further proceedings.

  
Chairman.

Form- A  
FORM OF ORDER SHEET

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

Case No. 884/2013

S.No.	Date of order Proceedings	Order or other proceedings with signature of judge or Magistrate
1	2	3
1	13/05/2013	<p>The appeal of Mst. Jahan Ara presented today by Mr. Muhammad Zafar Tahirkheli Advocate, may be entered in the Institution Register and put up to the Worthy Chairman for preliminary hearing.</p> <p style="text-align: right;"> REGISTRAR</p>
2	15-7-2013	<p>This case is entrusted to Primary Bench for preliminary hearing to be put up there on <u>2-8-2013</u>.</p> <p style="text-align: right;"> CHAIRMAN</p>

**BEFORE THE SERVICE TRIBUNAL, KHYBER PUKHTOONKHWA**  
**PESHAWAR**

Service Appeal No. 884/2013

Jahan Ara d/o S. Haider Hussain,

**V**ERSUS


Govt of Khyber Pakhtunkhwa etc.

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**I N D E X**

S.No	Particulars	Annexure	Pages
1	Memo of Petition	-	1-4
2	Notification dated 26-05-10	"A"	5-9
3	Notification dated 09-06-09	"B"	10-11
4	Letter dated 07-11-09 & Working Paper (PSB-1)	"C&C1"	12-13
5	Rules / Notification dated 17-03-11	"D"	14-18
6	Advertisement dated 03-09-2009	"E"	19-20
7	Impugned Seniority List dated 01-03-2013	"F"	21-33
8	Departmental Appeal dated 15-03-13	"G"	34-35
9	Refusal Order dated 15-04-2013	"H"	36
10	Interim Relief	-	37
11	Seniority List dated 05-10-2010	"J"	38-47
12	Vakalatnama	-	48

Date:- 8/5 May, 2013

  
**(Muhammad Zafar Tahirkheli)**  
Advocate,  
High Court Peshawar

①

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

Service Appeal No. 884 /2013

Jahan Ara d/o S. Haider Hussain,  
Associate Professor, GGC, Hangu

.....Appellant

**V**ERSUS

~~SECRET~~  
914  
~~13-5-13~~

1. Government of Khyber Pakhtunkhwa through Chief Secretary, Civil Secretariat, Peshawar.
2. Secretary Higher Education, Government of Khyber Pakhtunkhwa.
3. Secretary Establishment Department Government of Khyber Pakhtunkhwa, Peshawar.
4. Saima Khaliq d/o Abdul Khaliq, GGDC, Jamrud
5. Dr. Sabiha Nazli d/o Nameer Khan, GGDC, Mathra, Peshawar
6. Rukhsana Anwar d/o Haq Nawaz Khan, GGDC, Hayatabad
7. Rana Tabbassum d/o Ghulam Sarwar, GGDC, Mandian, Abbottabad
8. Tasneem Rahman d/o Khalil ur Rehman, GGDC, Tank
9. Nabeela Rehman d/o Muhammad Abdur Rehman, GGDC, Khawaza Khela (Swat)
10. Bakht Shahida Gillani d/o S.Imdad-ud-Din, Frontier College (Women), Peshawar
11. Nadia Ashraf d/o Muhammad Ashraf, GGDC, Thall
12. Samina Iffat d/o Haji Muhammad Yousaf, GGDC, Tajo Bibi, Charsadda
13. Salma Ghani d/o Sher Ghani, GGDC, Sheikh Maltoon Mardan
14. Nighat Shaheen d/o Malik Ghulam Nabi, GGDC, Haripur
15. Bushra Fatima d/o Mir Subhan ud Din, Frontier College (Women), Peshawar
16. Shabnam Tabinda d/o Haji Masood ur Rehman, GGDC, Charsadda 1
17. Rozina Rehman d/o Mir Rahman Khan, GGDC, Col. Sher Khan, Swabi
18. Imrana Ghafoor d/o Abdul Ghafoor, Dte of Higher Education Peshawar
19. Gul Naz d/o Murtaza Khan, Frontier College (Women), Peshawar
20. Ghazala Kiran Awan d/o Muhammad Sabir, GGDC Havailan, Abbottabad
21. Seema Gul d/o Musanif Shah, GGDC, Marghuaz, Swabi, .....Respondents

~~SECRET~~  
13/5/13

(2)

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**APPEAL U/S 4 OF SERVICE TRIBUNAL ACT 1974,**

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- Prayer:**
- (a) By accepting this appeal and setting aside the impugned seniority list dated 01-03-2013 (Annex "E") of Associate Professors (Female, BPS-19) and placing the appellant at her proper place of seniority, below Akhtar Nagina d/o Muhammad Mir (S.No.79) and above Respondent No.4.
  - (b) Any other relief deemed appropriate may also be granted in addition to the relief prayed above.

**RESPECTFULLY SHEWETH**

1. Being qualified and eligible, the appellant was selected and appointed as Lecturer (BPS-17) on 23-01-1988. She was promoted as Assistant Professor (BPS-18) on 21-02-2004. She was then granted promotion to (BPS-19) as Associate Professor on 26-05-2010. (Copy annexed hereto **marked "A"**).
2. That the posts of Associate Professors (B-19) were lying vacant since 2009, as evident from the notification No. SO (COLLEGES) XI-11/2009, dated 09-06-2009. (Copy annexed hereto **marked "B"**).

The Directorate of Higher Education through letter dated 07-11-2009, requisition the total strength / number of vacancies available with the Higher Education Department for promotion of Assistant Professors (BPS-18) to the post of Associate Professors (BPS-19). Resultantly, on the basis of the availability of strength, working paper for Provincial Selection Board was prepared. (Copies annexed hereto **marked "C" & "C1"**).

3. The appellant was lawfully entitled to be promoted as Associate Professor (BPS-19) since the date of the availability of substantive vacancy i.e., 09-06-2009. She was however promoted vide notification dated 26-05-2010 with immediate effect against the 80% quota reserved for the promotions to the post of Associate Professors (BPS-19) in accordance with the service rules notified vide No. SO (AO) HE/XIII-1/06/SSRC dated 17-03-2011. (Copy annexed hereto **marked "D"**).
4. That the higher Education Department advertised posts of Associate Professors (BPS-19), vide advertisement No. 07/2009 (S.No. 28) through Public Service Commission. Resultantly respondents' No. 04 to 21 were selected and appointed as Associate Professors. (Copies are annexed hereto **marked "E"**).
5. The respondent department issued final seniority list dated 01-03-2013 of Associate Professors (BPS-19) (Female College Teachers) as it stood on 31-10-2012 (Copy annexed "F"). That prior to the impugned seniority list, a final seniority list of Associate Professors (BPS-19) was issued and circulated vide notification number SO(FC)HE/4-1/06 dated 15-10-2010 (Copy annexed "J" ). That Akhtar Nagina was placed at S.No.96 of the said seniority list and the Associate Professors promoted along with the appellant were placed right below her. The department has placed the Respondents No.4 to 21 between Mst Akhtar Nageena S.No.96 and the appellants' batch with malafide intent without prior notice and showing any sufficient cause and in complete violation of the seniority rules detailed in Section 17 of "The North-West Frontier Province Civil Servants (Appointment, Promotion & Transfer) Rules, 1989.

The appellant was arbitrarily placed below the respondents' No. 04 to 21, at serial No. 114, in complete violation of rules, without issuing prior notice or showing any valid cause or reason.

6. That immediately after having the knowledge about the impugned seniority list, the appellant submitted her departmental appeal dated 15-03-2013, requesting the authority to grant her seniority at her proper place. (Copy annexed hereto **marked "G"**).

The appellant's departmental appeal was regretted vide impugned order dated 15-04-2013. (Copy annexed hereto **marked "H"**).

Feeling aggrieved and finding no other remedy, the appellant has been constrained to approach the Hon'ble Service Tribunal for the redress of her grievance, respectfully granting her the seniority at her proper place, above all the respondents No.4 to 21, inter-alia, for the following.

### Grounds:

- (a) The respondent department has acted in haste full and arbitrary manner while issuing the impugned seniority list dated 01-03-2013. The appellant being promoted as Associate Professor (B-19) on 26-05-2010 was lawfully entitled to be placed above all those who were appointed directly through Public Service Commission.
- (b) The respondent No.4 was appointed through initial recruitment in BPS-19 on 17-9-2010 after the promotion of the petitioner i.e. 26-05-2010. Similarly rests of the respondents were initially recruited on different dates in the year 2011, as evident from the impugned seniority list. (Annex "G").

The petitioner being promoted prior to the selection of the respondents was required to be placed senior to them in the impugned seniority list, under the law and rules regulating the service.

- (c) The appellant was entitled to be promoted w.e.f the date of availability of vacant post i.e. 07-11-2009 (Annex "B"). The superior courts had laid down the dictum in 1985 SCMR 1158, 1988 SCMR 88, PLD 1993 SC 10, 1993 SCMR 2258 and 1994 SCMR 1957, that the promotees shall be considered for promotion from the date when vacancies in their quota became available and there after a joint seniority list of officer directly recruited and those promoted shall be issued according to the rules. The department has failed to follow the instructions issued by the Supreme Court regarding the matter in question.

The Supreme Court has further held in 1990 SCMR 1623 that, the question whether promotees could be considered and appointed on a promotion post from the date when the vacancies occurred was final and binding and not open to questioning.

- (d) The Supreme Court of Pakistan vide its decision reported in PLD 1990 SC 447 has held, that amongst appointees of same year, irrespective of the fact whether it is against substantive vacancy or temporary, the promotee has been given preference over the direct recruits.

The respondent department in order to accommodate some blue eyed officials has completely over looked the law and rules' regarding the fixation of seniority of promotees and directly recruited officials, which is subject to correction by this Hon'ble Tribunal.

- (e) The appellant was promoted against the 80% quota reserved for promotion of Assistant Professor (B-18) to the post of Associate Professor (B-19) in view of the service rules (Annex "D"). The appellant was entitled and to be placed senior to the Associate Professor (B-19) appointed by initial recruitment, however she was denied of her legal right.
- (f) The appellant has served the department honestly and diligently during her entire period of service to the utmost satisfaction of her superiors at different places of postings. Neither any adverse remarks have ever been communicated to her, nor were any disciplinary proceedings initiated against her. The appellant has a clean and continuous service record till date.
- (g) The impugned omission on the part of respondent department is arbitrary, discriminatory against the principle of equity, justice and propriety, which requires immediate attention and interference by this Hon'ble Tribunal.

In view of the above, it is requested that by accepting this service appeal, the appellant may be granted her seniority by placing at her proper place of seniority w.e.f the date of her promotion as Associate Professor (BPS-19), 26-05-2010, below Akhtar Nagina (S.No.79) and above Respondent No.4.

Any other relief deemed appropriate may also be granted in addition to the relief prayed above.

*Jabbar*  
*ara*  
Appellant

Through,

Peshawar, dated  
*07/5* / May, 2013

*[Signature]*  
(Muhammad Zafar Tahirkheli)  
Advocate High Court, Peshawar

*[Signature]*  
(Ansar Ullah Khan)  
Advocate

**Affidavit**

I, the Appellant, stated on Oath that contents of the above appeal are true and correct to the best of my knowledge and belief, and nothing has been kept concealed from this Hon'ble Tribunal.

*[Signature]*  
Khalid Wahab Yousafzai  
Notary Public  
Advocate High Court  
Peshawar.  
*8/5/13*

*Jabbar*  
*ara*  
DEPONENT

5

A

**GOVERNMENT OF KHYBER PAKHTUNKHWA  
HIGHER EDUCATION, ARCHIVES &  
LIBRARIES DEPARTMENT**

Dated Peshawar: the 26<sup>th</sup> May, 2010.

**NOTIFICATION**

**No. SO(FC)HE/4-1/09/Promotion BS-18 TO BS-19.** The Competent Authority on recommendation of the Provincial Selection Board (PSB) has been pleased to promote the following Assistant Professors (BS-18) to the post of Associate Professor (BS-19) on regular basis of College cadre of Higher Education Department with immediate effect, and to post them in the Colleges noted against each. They will remain on probation for a period of one year in terms of Section 6(2) of Khyber Pakhtunkhwa Civil Servant Act, 1973 read with Rule-15 (1) of Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion & Transfer) Rules, 1989.

S#	NAME & DESIGNATION/ADDRESS	PROPOSED POSTING /ADJUSTMENT	REMARKS
1.	Mst. Khial Jan Afridi, Assistant Professor of Arabic, GFC(W) Peshawar	GGC Takht Bahi (Mardan)	Against Vacant post
2.	Mst. Shaheen Gul, Assistant Professor of Urdu, GGC No.1 Abbottabad	GGC Serai Saleh (Haripur)	-do-
3.	Mst. Shafqat Yasmeen, Assistant Professor of Geography, GGC No. 1 D.I.Khan	GGC No.1 D.I.Khan	-do-
4.	Mst. Iffat Ara, Assistant Professor of Physics, GGC NO.1 Abbottabad	GGDC No.1 Abbottabad	-do-
5.	Mst. Bazma, Assistant Professor of Economics, GGC No. 1 Mansehra	GGC No.1 Mansehra	-do-
6.	Mst. Tabassam Naheed, Assistant Professor of Maths, GCGC Peshawar	GGC Marghuz (Swabi)	-do-
7.	Mst. Shahnaz Fatima, Assistant Professor of Chemistry, GGC No.1 D.I.Khan	GGC Lakki Marwat	-do-
8.	Mst. Salima Bano, Assistant Professor of Pashto, GGC Gulshan Rehman Peshawar	GGC No.2 Charsadda	-do-
9.	Mst. Hamida Bano, Assistant Professor of Islamiyat, GGC Hayatabad Peshawar	Services placed at disposal of Director Education (FATA)	---



10.	Mst. Gul Afshan, Assistant Professor of Islamiyat, GGC Bannu.	GGC Bannu	Against Vacant post
11.	Mst. Mumtaz Bibi, Assistant Professor of Botany, GPGC Mardan	GPGC Mardan	-do-
12.	Mst. Rukhsana Naheed, Assistant Professor of Zoology, GGC Haripur	GGC Haripur	-do-
13.	Mst. Zahida Parveen, Assistant Professor of Maths, GGC Nawansher (Abbottabad)	GGC Mansehra	-do-
14.	Mst. Mehr Afzoon, Assistant Professor of Persian, GGC Kohat	GGC Kohat	-do-
15.	Mst. Talat Qamar, Assistant Professor of Urdu, GGC Saidu Sharif (Swat)	GGC Saidu Sharif (Swat)	-do-
16.	Mst. Riffat Halimi, Assistant Professor of Pashto, GGC Nowshera	GGC Manki (Swabi)	-do-
17.	Mst. Jehan Ara, Assistant Professor of Islamiyat, GPGC Kohat	GGC Thall	-do-
18.	Mst. Dilshad Begum, Assistant Professor of Stats, GPGC Mardan	As Principal GGC Lund Khwar (Mardan)	-do-
19.	Mst. Shakeela Khatoon, Assistant Professor of Zoology, GFC(W) Peshawar	GGC No. 2 Charsadda	-do-
20.	Mst. Farhat Nasreen, Assistant Professor of English, GGC No.1 Abbottabad	GGC Kalabat Township (Haripur)	-do-
21.	Mst. Bibi Zohra Rauf, Assistant Professor of Physics, GGC Pabbi	GGC Lund Khwar Mardan	-do-
22.	Mst. Jehan Ara, Assistant Professor of Statistics, GCGC Peshawar	GGC No.2 Charsadda	-do-
23.	Dr. Jamila Begum, Assistant Professor of Chemistry, GPGC Mardan	GGC Marghuz (Swabi)	-do-
24.	Mst. Nasreen Begum, Assistant Professor of Political Science, GGC Dargai	GGC Dargai	-do-
25.	Mst. Nasima Akhtar, Assistant Professor of History/Civics, GGC Maneri (Swabi)	Incharge Principal GGC Maneri (Swabi)	-do-
26.	Mst. Shabnum Darakhsan, Assistant Professor of English, GPGC Kohat	GGC Thall	-do-

27.	Mst. Qaisara Parvin, Assistant Professor of Chemistry, GGC No.1 Abbottabad	GGC Kalabat Township (Haripur)	Against Vacant post
28.	Mst. Imtiaz Bibi, Assistant Professor of Arabic, GPGC Kohat	GGC Thall	-do-
29.	Mst. Sakina Tariq, Assistant Professor of Pak Studies, GGPGC Mardan	GGC Saidu Sharif (Swat)	-do-
30.	Mst. Bibi Fatima Zohra, Assistant Professor of Islamiyat, GGC Maneri (Swabi)	GGC Maneri	-do-
31.	Mst. Bibi Imtiaz, Assistant Professor of Geography, GGC No.1 Abbottabad	GGC No.2 Mansehra	-do-
32.	Mst. Naila Ambrian, Assistant Professor of Home Economics, GCGC Peshawar	GGC Takht Bahi (Mardan)	-do-
33.	Mst. Robina Zaman, Assistant Professor of Sociology, GGC Haripur	GGC Haripur	-do-
34.	Mst. Farida Begum, Assistant Professor of History, GGC Tank	Principal GGC Tank	-do-
35.	Mst. Tahira, Assistant Professor of Islamiyat cum Arabic, GGC Nowshera	GGC Manki (Swabi)	-do-
36.	Mst. Nighat Afza, Assistant Professor of Physics, GPGC Mardan	GGC Maneri (Swabi)	-do-
37.	Mst. Imrana Ghafoor, Assistant Professor of Zoology, GGC, Dara Adam Khel	Principal GGC Eakka Ghund (Mohamand Agency)	Directly selected through NWFP PSC in BS-19 and already posted as Principal GGC Eakka Ghund
38.	Dr. Sabiha Nazli, Assistant Professor of Chemistry, GFC(W) Peshawar	GGC Lund Khwar (Mardan)	Promoted on acting charge basis (AVP)
39.	Mst. Nafeesa Bibi, Assistant Professor of History/Civics, GGC Haripur	Principal GGC Ghazi	-do-
40.	Mst. Farhat Jabeen, Assistant Professor of Economics, GGC Havelian	GGC Havelian	-do-
41.	Mst. Najmul Sahar, Assistant Professor of English, GCGC Peshawar	GGC Saidu Sharif (Swat)	-do-

8

42.	Mst. Shaheen Begum, Assistant Professor of Urdu, GFC(W) Peshawar	GGC No.1 Charsadda	Promoted on acting charge basis (AVP)
43.	Mst. Sajida Parvin, Assistant Professor of Urdu, GGC Hayatabad Peshawar	Services placed at disposal of Director Education (FATA)	-do-
44.	Mst. Anwar Bibi, Assistant Professor of History/Civics, GGC Saidu Sharif (Swat)	GGC Daggar (Buner)	-do-
<b>ADJUSTMENT</b>			
S#	Name, Designation & Present Posting	Proposed at	Remarks
1.	Mst. Zaibun Nisa, Assistant Professor of History, GGC Karnal Sher Khan Killi	GGC Gulshan Rehman Colony Kohat Road Peshawar	Vice S.No. 8
2.	Mst. Nafeesa Nasir-ud-Din, Assistant Professor of Maths, GGC Karnal Sher Khan Killi	GPGC Mardan	Vice S.No. 18
3.	Mst. Shandana, Assistant Professor of Pak: Studies, GGC Swat	GGC Hayatabad Peshawar	Vice S.No. 43
4.	Mst. Nowsheen Kanwal, Assistant Professor of History, GGC Lund Khwar (Mardan)	GGC Takht Bhai (Mardan)	AVP
5.	Mst. Hussan Bano, Assistant Professor of Islamiyat, GGC Khalabat Township (Haripur)	GGC No.1 Abbottabad	Vice S.No. 20
6.	Mst. Nighat Shaheen, Assistant Professor of Botany, GGC Khalabat Township (Haripur)	GGDC Haripur	Vice S.No. 12
7.	Mst. Nusrat Shaheen, Assistant Professor of Islamiyat, GGC Karak	GCGC Peshawar	Vice S.No. 6
8.	Mst. Bus Jehan, Assistant Professor of Economics, GGC Manki (Swabi)	GGC Pabbi	Vice S.No. 21
9.	Mst. Faryal Shah, Assistant Professor of Botany, GGC Pir Piai	GFC(W) Peshawar	Vice S.No. 19
10.	Mst. Saman Begum, Assistant Professor of Botany, GGC Dargai	GGC Pir Piai	Vice S.No. 09 of Adjustment
11.	Mst. Azra, Associate Professor of Pak; Studies, GGDC No. 1 Abbottabad	Principal GGC Serai Saleh	Against Vacant Post
12.	Mst. Shah Guloon, Assistant Professor of Zoology, GGC No.2 Charsadda	GCGC Peshawar	Vice S.No. 22

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13.	Mst. Huma Iqbal, Assistant Professor of Chemistry, GGC Havelian	GGDC No. 1 Abbottabad	Vice S.No. 27
14.	Mst. Sajida Masjood, Principal GGC Serai Saleh	GGC Haripur (As Associate Professor)	AVP

SECRETARY TO GOVT. OF KHYBER PAKHTUNKHWA  
HIGHER EDUCATION DEPARTMENT

**Endst: No. & Date Even**

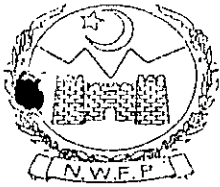
Copy forwarded to the:-

1. Secretary to Governor, Khyber Pakhtunkhwa.
2. Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
3. Accountant General Khyber Pakhtunkhwa Peshawar.
4. Director Higher Education, Khyber Pakhtunkhwa Peshawar.
5. Director Education (FATA), Civil Secretariat Warsak Road Peshawar.
6. District Accounts Officers concerned.
7. Principals of the Colleges concerned.
8. A & C FATA Education Wing, Civil Secretariat (FATA) Warsak Road, Peshawar.
9. Deputy Director (IT) Planning Cell, Higher Education Deptt:
10. Manager, Govt. Printing Press, Khyber Pakhtunkhwa, Peshawar.
11. P.S to Chief Secretary Govt. of Khyber Pakhtunkhwa,
12. P.S to Secretary, Establishment Department, Peshawar.
13. P.S to Minister of Education, Khyber Pakhtunkhwa.
14. P.S to Secretary, Higher Education Department, Khyber Pakhtunkhwa Peshawar.
15. Officers Concerned.

*Zubia*  
(ZUBIA QAMAR)  
SECTION OFFICER (Female Colleges)

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172

**ANNEXURE B**  
**GOVERNMENT OF NWFP**  
**HIGHER EDUCATION ARCHIVES &**  
**LIBRARIES DEPARTMENT**

Dated Peshawar the 09.06.2009.

## NOTIFICATION

**NO. 50(COLLEGES)XI-11/2009.** Sanction of the Govt. of NWFP is hereby accorded to the revision of service structure of college teachers (General Cadre) on the basis of up-gradation of 4-Tier Formula and to fix the strength of cadre posts at the ratio of 1:15:34:50 w.e.f. 01.07.2009 as under: -

### "A" MALE SIDE

BPS #	Existing total NO. of posts	Revised total No. of posts	Difference between existing & revised posts
BPS-20	24	28	+ 04 @ 1 %
BPS-19	379	420	+ 41 @ 15 %
BPS-18	851	952	+ 101 @ 34 %
BPS-17	1547	1401	- 146 @ 50 %
<b>Total</b>	<b>2801</b>	<b>2801</b>	<b>0</b>

### "B" FEMALE SIDE

BPS #	Existing total NO. of posts	Revised total No. of posts	Difference between existing & revised posts
BPS-20	08	12	+ 04 @ 1 %
BPS-19	138	183	+ 45 @ 15 %
BPS-18	327	416	+ 89 @ 34 %
BPS-17	749	611	- 138 @ 50 %
<b>Total</b>	<b>1222</b>	<b>1222</b>	<b>0</b>

In order to attain the ratio 1:15:34:50, the Finance Department further agrees to the creation of the following 284 posts while abolishing an equal number of posts on gender basis as under:-

BPS / Designation	No. of posts to be created w.e.f. 01.07.2009			No. of post to be abolished w.e.f. 01.07.2009			
	Male	Female	Total	BPS Designation	Male	Female	Total
Professor (B-20)	04	04	08	Lecturer-17	146	138	284
Associate Professor (B-19)	41	45	86				
Assistant Professor (B-18)	101	89	190				
<b>Total</b>	<b>146</b>	<b>138</b>	<b>284</b>		<b>146</b>	<b>138</b>	<b>284</b>

Continued at page 2

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Break-up of college-wise / District-wise distribution of the revised strength shall be undertaken by the Higher Education Department according to the existing set-up and requirements in various colleges.

SECRETARY TO GOVT. OF NWFP  
HIGHER EDUCATION DEPARTMENT

Endst: No. BO-IX/FD/1-20/2008-09

dated: Peshawar the 09.06.2009.

A copy forwarded to the Accountant General, NWFP and all District / Agency Accounts Officers in NWFP, for information and necessary action.

BUDGET OFFICER-IX  
FINANCE DEPARTMENT

NO. SO(COLLEGES)XI-11/2009.

Dated Peshawar the 09.06.2009

Copy forwarded for information and necessary action to the:-

- ✓ 1. Director Higher Education NWFP Peshawar.
2. Budget Officer-IX, Govt. of NWFP, Finance Department.

  
(WAJID ALI)

SECTION OFFICER (COLLEGES)

12

**ANNEXURE** **C**

**DIRECTORATE OF HIGHER EDUCATION**  
**N.W.F.P, KHYBER ROAD PESHAWAR**

Phone # 091-9210242, 9211025/Fax # 9210215

No. 26306 / CA-I/Estt. Branch/

Dated Peshawar the 7 / 11 / 2009

To

The Section Officer (FC)  
Govt. of NWFP, Higher Education  
Department Peshawar.

SUBJECT

PROMOTION CASE OF ASSISTANT PROFESSOR (B-18)  
TO POST OF ASSOCIATE PROFESSOR (BPS-19) FEMALE  
OF COLLEGE CADRE OF HIGHER EDUCATION  
DEPARTMENT.

Memo:

I am directed to refer to the subject cited above and to send herewith the promotion case of Assistant Professor (B-18) to post of Associate Professor (B-19) (Female) of College cadre of Higher Education Department for further necessary action, please.

*[Signature]*  
DY: DIRECTOR (ESTABLISHMENT)  
HIGHER EDUCATION N.W.F.P,

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*[Signature]*

WORKING PAPER FOR PROVINCIAL SELECTION BOARD

Department: - HIGHER EDUCATION DEPARTMENT NWFP, PESHAWAR.

- 1. Nomenclature of the post / Basis Scale
- 2. Service / Group / Cadre.
- 3. Sanctioned strength of the cadre.
- 4.

Associate Professor BPS-19  
 College Cadre  
188

		DIRECT	PROMOTION	TRANSFER
(I)	Percentage of share.	20%	80%	Nil
(II)	No. of posts allocated to each category	<u>38</u>	<u>150</u>	Nil
(III)	Present occupancy position	38	104	Nil
(IV)	No. of vacancies in each category	--	<u>46</u>	Nil

(V) How did the vacancy(ies) under Promotion quota occur and since when?

Creation of posts and by virtue of Retirement/ death (**Annexure-I**)

(VI) Recruitment Rules.

By Promotion on the basis of selection on merit from amongst the person holding the post in BPS-19 in the college cadre. (**Annexure-II**)

(VII) Required length of service.

7 Years

(VIII) Whether to be promoted on regular basis or appointed on acting charge basis ?

Regular Basis

(IX) Mandatory training, if any

Nil

(X) Minimum required score on EI.

60

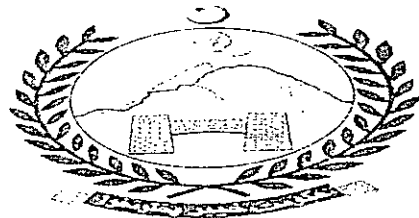
SECRETARY TO GOVT; OF NWFP  
HIGHER EDUCATION DEPARTMENT

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ANNEXURE 2



GOVERNMENT OF  
KHYBER PAKHTUNKHWA  
HIGHER EDUCATION, ARCHIVES & LIBRARIES  
DEPARTMENT

ANNEXURE

D

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Dated Peshawar the 17/03/2011

NOTIFICATION

NO.SO(AO)HE/XIII-1/06/SSRC. In exercise of powers conferred under Sub-Rule (2) of Rule-3 of the NWFP Civil Servants (Appointment, Promotion & Transfer) Rules-1989. the Secretary Higher Education, Archives & Libraries Department in consultation with Establishment Department, Finance Department & Law Departments has been pleased to revise / substitute the Service Rules for initial recruitment / promotion of college cadre teachers from BPS-17 to BS-20 of Higher Education Department Khyber Pakhtunkhwa issued vide Notification No. SO(Colleges)XI-11 /2000 dated 30.01.2002, as follow :-

S.No.	Nomenclature of Post	Minimum qualification for appointment by initial recruitment or by transfer.	Age limit	Minimum qualification for appointment by promotion	Method of Recruitment
1	2	3	4	5	6
1.	Director Higher Education	-	-	-	By Transfer, from amongst the persons holding the posts of Professor (BS-20) / Principal in the Postgraduate /Degree Colleges
2.	Principal Postgraduate Degree College	-	-	-	By transfer from amongst the persons holding the post of Professor (BS-20) in the Higher Education Department.


Contd. on Page-2

S.No.	Nomenclature of Post	Minimum qualification for appointment by initial recruitment or by transfer.	Age limit	Minimum qualification for appointment by promotion	Method of Recruitment
1	2	3	4	5	6
3.	Professor (BS-20)			<p>i. By promotion, on the basis of seniority-cum-fitness from amongst the persons holding the post in (BPS-19) in the College Cadre. Higher Education Department. with at least Seventeen (17) years service in BPS-17 and above; provided that in case of persons initially appointed in BPS-18 or BPS-19, the length of service for promotion in their cases shall at least be Twelve (12) years in BPS-18 and above or Five (05) years in BPS-19, as the case may be.</p> <p>ii. <i>Successful completion of mandatory training prescribed by the Govt. for college teachers in BPS-19 from time to time.</i></p>	
4.	Principal Degree Colleges (BPS-19)				By transfer from amongst persons holding the post of Associate Professor (BPS-19) in the Higher Education Department.

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S.No.	Nomenclature of Post	Minimum qualification for appointment by initial recruitment or by transfer.	Age limit	Minimum qualification for appointment by promotion	Method of Recruitment
1	2	3	4	5	6
5.	Associate Professor (BPS-19)	i. Ph.D or equivalent qualification in the relevant subject with nine (09) years teaching/research experience in a recognized College/ University or Professional experience in the relevant field in a national or international organization and distinguished research publication as a principal author in a standard journal recognized by the University / University Grant Commission; OR ii. M.Phil in the relevant subject with eleven years teaching / research experience in a recognized College/University or Professional experience in the relevant field in a national or international organization and distinguished research work with at least 4-research publications as a principal author in a standard journal recognized by the University / University Grants Commission. OR iii. 2 <sup>nd</sup> Class Master Degree in the relevant subject from a recognized University with 12-years teaching experience and / or research in the recognized College / University	30 - 45	i. 20% by initial recruitment and ii. 80% by promotion, on seniority-cum-fitness basis, from amongst the persons holding the post of Assistant Professors with at least Twelve (12) years service in BPS-17 and above; provided that in case of person initially appointed in BPS-18, the minimum length of service for promotion in their cases shall be Seven (07)years. iii. <del>Successful completion of mandatory training prescribed by the Govt. for college teachers in BPS-18 from time to time.</del>	TRUE COPY 

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S.No.	Nomenclature of Post	Minimum qualification for appointment by initial recruitment or by transfer.	Age limit	Minimum qualification for appointment by promotion	Method of Recruitment
1	2	3	4	5	6
6.	Assistant Professor (BPS-18)	i. Ph.D in the relevant subject from a recognized University with two (02) years teaching/research experience in a recognized College / University. OR ii. M.Phil in the relevant subject from a recognized University with five (05) years teaching / research experience in a College / University. OR iii. Second class Master degree in the relevant subject from a recognized University with seven (07) years teaching experience in a College / University or in Education Administration Management.	25 - 40	i. 20% by initial recruitment and ii. 80% by promotion , on seniority-cum-fitness basis, from amongst the persons holding the post of lecturers having at least Five (05) years service in Basic Pay Scale 17 as such. iii. <i>Successful completion of mandatory training prescribed by the Govt. for college teachers in BPS-17 from time to time.</i>	TRUE COPY
7.	Lecturer (BPS-17)	i. Second class Master's Degree in the relevant subject or equivalent qualification from a recognized University. ii. Third class Master's Degree in English from a recognized University for teaching English subject with Postgraduate Diploma in English Language from Allama Iqbal Open University. iii. Second Class L.L.B. Degree from a recognized University for Lecturer in Law.	21 - 30	i. By initial recruitment. ii. <i>Successful completion of mandatory pre-service training prescribed for the purpose by the Govt. from time to time.</i>	

17

Note :-

It is also clarified for information of all concerned that the mandatory training portion for promotion of college teachers from BPS-17 to BS-20 mentioned in Column-5 will be effective from 01-01-2013.

SECRETARY TO GOVT. OF KHYBER PAKHTUNKHWA  
HIGHER EDUCATION DEPARTMENT

Endst: No. & Date as above.

Copy for information to the:-

1. Accountant General Khyber Pakhtunkhwa, Peshawar.
2. Director Higher Education, Khyber Pakhtunkhwa, Peshawar.
3. P.S. to Chairman Khyber Pakhtunkhwa Public Service Commission, 02-Fort Road, Peshawar Cantt.
4. P.S. to Secretary Establishment Deptt. Khyber Pakhtunkhwa, Peshawar.
5. P.S. to Secretary Finance Department Khyber Pakhtunkhwa, Peshawar.
6. P.S. to Secretary Law Department Khyber Pakhtunkhwa, Peshawar.
7. P.S. to Secretary Higher Education Khyber Pakhtunkhwa, Peshawar.
8. P.A. to Additional Secretary Higher Education Khyber Pakhtunkhwa, Peshawar.
9. P.A. to Deputy Secretary (Admn:) Higher Education Khyber Pakhtunkhwa, Peshawar.
10. P.A. to Deputy Secretary-II Higher Education Khyber Pakhtunkhwa, Peshawar.
11. Section Officer (Colleges) Higher Education Department Khyber Pakhtunkhwa, Peshawar.
12. Section Officer (F.C) Higher Education Department Khyber Pakhtunkhwa Peshawar.
13. Manager, Govt. Printing Press, Khyber Pakhtunkhwa, Peshawar: for publication in the next issue of Govt. Gazette.

  
(PIR MUHAMMAD KHAN)  
SECTION OFFICER (A.O)

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ANNEXURE  
ANNEX "E"

## NWFP PUBLIC SERVICE COMMISSION

2- Fort Road Peshawar Cantt:

Website: [www.nwfppsc.gov.pk](http://www.nwfppsc.gov.pk)

Tele: Nos. 091-9214131, 9213563, 9213750, 9212897

Dated: 03-09-2009

### ADVERTISEMENT No. 07 / 2009.

Applications, on prescribed form, are invited for the following posts from Pakistani citizens having domicile of N.W.F.P / F.A.T.A by 03-10-2009 (candidates applying from abroad by 17-10-2009). Incomplete applications and applications without supporting documents required to prove the claim of the candidates shall be rejected without intimation to the candidates

<b><u>AGRICULTURE LIVESTOCK &amp; CO-OPERATIVE DEPTT:</u></b>	
1.	<b>ONE (01) POST OF LIVE STOCK ECONOMIST IN LIVE STOCK &amp; DAIRY DEVE: DEPARTMENT</b>  <b><u>QUALIFICATION:</u></b> (i) Master's Degree in Agriculture Economics/ Economics or (ii) Master in Business Administration with basic Degree of DVM / B.Sc (H) Animal Husbandry from recognized University with five years experience in Govt / Semi Govt organization in the relevant field and Registered with Pakistan Veterinary Medical Council. <b><u>AGE LIMIT:</u></b> 30 to 35 years. <b><u>PAY SCALE:</u></b> BPS-18 <b><u>ELIGIBILITY:</u></b> Both Sexes. <b><u>ALLOCATION:</u></b> Merit. <b>Note:</b> - candidates who have already applied in response to this Commission Advt: No.6/2009 (S.No. 1) need not apply afresh.
2.	<b>ONE (01) POST OF FEED MILL MANAGER ADMINISTRATIVE OFFICER</b>  <b><u>QUALIFICATION:</u></b> Two Years MBA (HRM/Marketing) from a recognized University. <b><u>AGE LIMIT:</u></b> 22 to 32 years. <b><u>PAY SCALE:</u></b> BPS-17 <b><u>ELIGIBILITY:</u></b> Both Sexes. <b><u>ALLOCATION:</u></b> Merit.
3.	<b>ONE (01) POST OF BIO-CHEMIST.</b>  <b><u>QUALIFICATION:</u></b> Doctor of Veterinary Medicine or equivalent qualification in Veterinary Sciences with M.Sc in Biochemistry or M.Sc (Hons) in Animal Nutrition recognized by PVMC. <b><u>AGE LIMIT:</u></b> 25 to 32 years. <b><u>PAY SCALE:</u></b> BPS-17 <b><u>ELIGIBILITY:</u></b> Both Sexes. <b><u>ALLOCATION:</u></b> Merit.
4.	<b>ONE (01) POST OF RESEARCH OFFICER FODDER IN L &amp; DD DEPTT:</b>  <b><u>QUALIFICATION:</u></b> M.Sc (Agriculture) or B.Sc (Hons) Agriculture in Agronomy, Plant Breeding & Genetics, Plant Pathology (obtained after 4 Years instructions after F.Sc from recognized University). <b><u>AGE LIMIT:</u></b> 21 to 32 years. <b><u>PAY SCALE:</u></b> BPS-17 <b><u>ELIGIBILITY:</u></b> Both Sexes. <b><u>ALLOCATION:</u></b> Merit.

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College/ University or Professional experience in the relevant field in a national or international organization and distinguished research work at least 4 research publication as a principal author in a standard journal recognized by the University/ Higher Education Commission  
**OR**

c) Second Class Master Degree in the relevant subject from recognized University with 12 years experience of teaching and / or research in a recognized College/University.

**AGE LIMIT:** 30 to 45 years. **PAY SCALE:** BPS-19 **ELIGIBILITY:** Male.  
**ALLOCATION:** Merit.

**28. THIRTY SEVEN (37) POSTS OF FEMALE ASSOCIATE PROFESSOR. FOUR (04) EACH IN ENGLISH, URDU & STATISTICS, THREE (03) EACH IN MATHS, ISLAMIYAT, HISTORY-CUM-CIVICS & ECONOMICS; TWO (02) EACH IN PHYSICS, CHEMISTRY, BOTANY, ZOOLOGY, POLITICAL SCIENCE & HOME ECONOMICS; ONE (01) TO ARABIC.**

**QUALIFICATION:** a) Ph.D or equivalent qualification in the relevant subject with nine years teaching/ research experience in a recognized College/University or Professional experience in the relevant field in a national or international organization and distinguished research publication as a principal author in a standard journal recognized by the University / Higher Education Commission.

**OR**

b) M.Phil in the relevant subject with eleven years teaching/ research experience in a recognized College/ University or Professional experience in the relevant field in a national or international organization and distinguished research work at least 4 research publication as a principal author in a standard journal recognized by the University/ Higher Education Commission

**OR**

c) Second Class Master Degree in the relevant subject from recognized University with 12 years experience of teaching and / or research in a recognized College/University.

**AGE LIMIT:** 30 to 45 years. **PAY SCALE:** BPS-19 **ELIGIBILITY:** Female.  
**ALLOCATION:** Merit.

**29. EIGHT (08) POSTS OF FEMALE LECTURERS IN VARIOUS SUBJECT IN HIGHER EDUCATION DEPARTMENT.**

**QUALIFICATION:** 2<sup>nd</sup> Class Master Degree in relevant subject or equivalent qualification from a recognized University.

**AGE LIMIT:** 21 to 30 years. **PAY SCALE:** BPS-17 **ELIGIBILITY:** Female.

**ALLOCATION:**

S.No	Subject	No. of Posts	Allocation					
			Merit	Zone-1	Zone-2	Zone-3	Zone-4	Zone-5
1 (06/08)	Home Economics	04	-	02	-	-	-	02
2 (01/09)	History	02	-	-	-	-	-	02
3 (1/09)	Physics	02	-	02	-	-	-	-

**30. ONE (01) POST OF MALE LECTURER BIOLOGY.**

**QUALIFICATION:** 2<sup>nd</sup> Class Master Degree in Botany or Zoology provided that the other subject has been studied at graduate level.

**AGE LIMIT:** 21 to 30 years. **PAY SCALE:** BPS-17 **ELIGIBILITY:** Male.

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GOVT. OF KHYBER PAKHTUNKHWA  
HIGHER EDUCATION ARCHIVES & LIBRARIES  
DEPARTMENT

Dated Peshawar the 01-03-2013

ANNEXURE F

**NOTIFICATION.**

**NO.SC No.SO(C-D)/HE/1-12/13/S.List. B-19(F).** In exercise of Power conferred under sub-section (1) of Section-8 of the Khyber Pakhtunkhwa Civil Servant Act, 1973 read with Rule, 4(1), (b), and Rule-17 of the Khyber Pakhtunkhwa Civil Servants (A, P&T) Rules 1989, the Competent Authority is pleased to approve the following seniority list of 165-Female Associate Professors (BPS-19) of College Cadre, Higher Education Department as it stood on 31-10-2012.

**FINAL SENIORITY LIST OF ASSOCIATE PROFESSORS (BPS-19) (FEMALE COLLEGE TEACHERS) UPTO 31.12.2012**

S.No	Name of Officers with Qualification	Date of Birth Domicile	Date of 1st Entry in to Govt. Service	1st Regular Appointment to the service/cadre			Regular/Promotion to the present post		
				Date	BPS	Method of App:	Date	BPS	Mode of App:
1	Mst. Dilshad Begum M.A Islamiyat, Maneri (Swabi)	16.02.1953 Peshawar	18.10.1984	06.04.1987 18-10-1994	17 18	Selectee Selectee	26.05.1999	19	Initial
2	Mst. Sarwat Begum M.A Pol:Science Principal GGC, Sheikh Maltoon	04.12.1956 Mardan	02.09.1980 SET 11.10.1980 Lect:	18.11.1982 25.5.1992	17 18	Selectee Promotion	26.05.1999	19	Initial
3	Shagufta Kanwal D/O Muhammad Nasim, Iqbal, M.Sc Stats, GGC Kalabat Town Ship	08.02.1954 D.I.Khan	31.1.1978	25.5.78 25.5.1992	17 18	Selectee Promotion	15.02.2003	19	Promotion
4	Shahida Nasreen D/O Mirza Abdur Rehman, M.Sc Maths, GGC, Pirpai (Nowshera)	24.10.1953 Peshawar	22.06.1978	22.06.78 25.5.1992	17 18	Selectee Promotion	15.02.2003	19	Promotion
5	Naghma Sherin D/O Sahibzada Razaq Noor, M.A Urdu, GGC, Mardan	01.01.1954 Kohat	29.04.1980	29.04.80 25.5.1992	17 18	Selectee Promotion	3.11.2004	19	Promotion
6	Shabnam D/O Ghulam Mohyud Din M.Sc Maths, Gulshan Rehman Peshawar.	12.03.1956 Peshawar	17.12.1978	27.11.80 25.5.92	BPS-17 BPS-18	Selectee Promotion	13.10.2006	19	Promotion
7	Hafsa Nisar D/O Muhammad Ibrahim M.A Pol:Sc Principal GGC Lakki Marwat	29.09.1955 D.I.Khan	23.12.1978	27.11.80 25.5.92	BPS-17 BPS-18	Selectee Promotion	13.10.2006	19	Promotion
8	Shahida Begum D/O Abdul Aziz Khan M.Sc Stats, GGC, Kalabat Town Ship (Haripur)	02.02.1955 Kohat	30.12.1978	27.11.80 25.5.92	BPS-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
9	Shahida Parveen D/O H.Afzal Khan M.A English, GGC No.2 D.I.Khan	14.06.1955 D.I.Khan	15.03.1980	27.11.80 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion

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21/11



S.No	Name of Officers with Qualification	Date of Birth Domicile	Date of 1st Entry in to Govt. Service	1st Regular Appointment to the service/cadre			Regular/Promotion to the present post.		
				Date	BPS	Method of App:	Date	BPS	Mode of App:
10	Anjum Nishat D/O Sahibzada Raziq Noor, M.Sc Maths, GGC, Kohat.	10.04.1955 Hangu	13.10.1980	07.03.81 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
11	Tahira Anjum D/O Muhammad Yousaf, M.Sc Stats, GGC No.2 D.I.Khan	19.06.1956 D.I.Khan	30.03.1981	30.03.81 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
12	Ismat Shamim Anwar D/O Muhammad Rafiq Anwar, M.A Pol:Sc GGC Haripur	18.06.1953 Haripur	15.03.1981	15.03.81 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
13	Hajira Masroor D/O Alaf Khan Jafari M.A Pol:Sc GGC, Kohat.	16.01.1955 Kohat	13.10.1981	13.10.81 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
14	Jamila Kausar D/O Muhammad Younis M.Sc Chemistry, GCGC, Peshawar	10.12.1955 Peshawar	14.10.1981	14.10.81 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
15	Shabana Kausar D/O Abdul Wahid M.Sc Chemistry, Principal GGC No.2 A/Abad	20.08.1956 Haripur	13.10.1981	13.10.81 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
16	Tasleem Akhtar D/O Shahi Khan M.A Economics GFC W, Peshawar	22.05.1955 Charsadda	16.11.1982	16.11.82 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
17	Farukh Rashid D/O Abdur Rashid M.A Urdu, GGC Mansehra.	22.02.1954 Peshawar	21.11.1982	21.11.82 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
18	Farzana Habib D/O Habibullah Khan M.Sc Maths GCGC, Peshawar	25.10.1956 Bannu	21.04.1981	03.08.83 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
19	Safia Gul D/O S. Gohar Rehman M.Sc Zoology, GCGC, Peshawar.	16.06.1957 Peshawar	30.08.1983	30.08.83 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion

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S.No	Name of Officers with Qualification	Date of Birth Domileite	Date of 1st Entry in to Govt. Service	1st Regular Appointment to the service/cadre			Regular/Promotion to the present post		
				Date	BPS	Method of App.	Date	EPS	Mode of App.
20	Tasleem Begum D/O Abdur Rehman M.Sc Stats, GGC, Thal Hangu	01.05.1957 Kohat	02.12.1981	03.08.83 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
21	Tasnim Sultana D/O Muhammad Din M.A English, Principal GGC Tank	02.11.1954 D.I.Khan	13.10.1981	03.08.83 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
22	Musserat Sultan D/O S. Sultan Hussain Shah, M.Sc Stats, GGC Daggar	19.09.1955 Peshawar	06.08.1983	06.08.83 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
23	Irshad Begum D/O Kala Khan M.A Islamiyat, GGC, Mansehra.	04.03.1953 Mansehra	09.09.74 SET 06.10.1981	27.02.84 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
24	Zeenat Mahjabeen D/O Amjadud Din M.Sc Chemistry, GGC, Nowshera.	06.12.1957 Nowshera	01.09.1982	28.02.84 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
25	Ishrat Naheed D/O Ghulam Mehmood M.A Pashto, Principal GGC, No. 1 Charsadda	10.04.1955 Peshawar	28.02.1984	28.02.84 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
26	Fehmeeda Begum D/O Muhammad Shafi, M.A Islamiyat, GGC, Hangu.	05.03.1954 Kohat	10.03.1984	10.03.84 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
27	Bashirun Nisa D/O Khan Mir Khan M.A Islamiyat, GGC Miranshah	15.09.1955 Miranshah	02.12.1980	27.02.84 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
28	Noor-Ul-Basar D/O Nasruminullah M.Sc Chemistry, GGC No.1 A/Abad	10.01.1958 Mardan	03.12.1982	21.01.87 18.10.94	B-17 B-18	Adhoc/Regularized Promotion	13.10.2006	19	Promotion
29	Rahat Begum D/O Umar Shah M.A Pol:Sc: GGC Mardan	01.03.1959 Mardan	12.10.1983	12.10.83 18.10.94	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion

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Sl. No.	Name of Officers with Qualification	Date of Birth Domicile	Date of 1st Entry in to Govt. Service	1st Regular Appointment to the service/cadre			Regular/Promotion to the present post.		
				Date	BPS	Method of App:	Date	BPS	Mode of App:
30	Yasmeen Bahadar D/O Bahadar Khan M.A Eco: GGC, Dargai	10.02.1959 Moh:Agency	22.10.1986	23.01.88 18.10.94	B-17 B-18	Adhoc/Regularized Promotion	13.10.2006	19	Promotion
31	Zil-e-Huma D/O S.M.Raza Zaidi M.Sc Stats, GGC, Nowshera	22.12.1962 Peshawar	24.01.1987	23.01.88 18.10.94	B-17 B-18	Adhoc/Regularized Promotion	13.10.2006	19	Promotion
32	Kausar Mushtaq D/O M.A Rashid Khan, M.Sc Stats, Principal GGC Hayatabad	01.07.1954 Abbottabad	04.10.1981	02.12.84 18.10.94	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
33	Surriya Jabeen D/O Abdul Ghafar M.Sc Physics, Principal GGC, KDA Kohat	01.01.1956 Kohat	13.11.1982	17.07.84 18.10.94	B-17 B-18	Adhoc/Regularized Promotion	13.10.2006	19	Promotion
34	Azra Khurshid D/O Muhammad Afzal Khan, M.Sc Zoology, GFC(W) Pesh:	18.10.1959 Peshawar	26.05.1985	26.05.85 12.4.95	B-17 B-18	Adhoc/Regularized Selectee	13.10.2006	19	Promotion
35	Ghulam Zainab Bano D/O Abdul Aziz Qureshi, M.A Islamiyat, No. 2 Charsadda.	05.01.1953 Peshawar	01.12.1983	01.12.83 12.9.96	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
36	Nighat Naz D/O Muhammad Aslam Khan, M.A:Arabic-GGC, Haripur	29.04.1958 Bannu	25.10.1983	25.10.83 12.9.96	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
37	Bibi Sarfaraz D/O Syed Mumtaz Shah M.A P/Studies, GGC, No.1 Abbottabad	21.08.1953 Abbottabad	13.10.1981	10.10.83 12.9.96	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
38	Sohaila Batool D/O S.Karam Hussain Shah, M.A English, GGC Ghazi	04.05.1959 D.I.Khan	01.12.1982	10.10.83 12.9.96	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
39	Liaqat Begum D/O S.Abdul Jabbar M.A Pak Studies, GGC Nowshera.	27.02.1954 Nowshera	05.10.1984	25.10.83 23.5.97	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
40	Neelofar Sadozai D/O Muhammad Ibrahim, M.Sc Chem:GGC No.2 D.I.Khan	30.04.1954 D.I.Khan	08.12.1983	11.08.84 23.5.97	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion

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18

24/11

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S.No	Name of Officers with Qualification	Date of Birth Domicile	Date of 1st Entry in to Govt. Service	1st Regular Appointment to the service/cadre			Regular/Promotion to the present post.		
				Date	BPS	Method of App:	Date	BPS	Mode of App:
41	Parveen Begum D/O Muhammad Azim M.A Pol:Science, GGC, Karnal Sher Kill (Swabi)	15.09.1955 Mardan	05.10.1981	19.07.84 23.5.97	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
42	Nazakat Sullana D/O Muhammad Nabi M.A Pak Studies/Political Science, GGC, Mardan.	04.09.1958 Mardan	4.11.81/Teach 23.7.84/Lect	23.07.84 23.5.97	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
43	Sadaqat Kausar D/O Sifat Ullah M.A History, GGC Nowshera	10.08.1955 Nowshera	28.07.1984	28.07.84 23.5.97	B-17 B-18	Selectee Promotion	14.5.2008	19	Promotion
44	Nusrat Begum D/O Lawang Shah M.Sc Physics, GGC, Karak	12.04.1954 Kohat	02.09.1984	02.09.84 23.5.97	B-17 B-18	Selectee Promotion	14.5.2008	19	Promotion
45	Ghazala Rohi D/O Karim Bakhsh M.A English, GGC, No.1 Charsdda	01.05.1958 Peshawar	03.03.1982	19.07.84 23.5.97	B-17 B-18	Selectee Promotion	14.5.2008	19	Promotion
46	Reshida Hussain D/O Muhammad Hussain, M.A Arabic GFC(W) Peshawar	6.6.1956 Kohat	23.07.1984	23.7.84 23.5.97	B-17 B-18	Selectee Promotion	14.5.2008	19	Promotion
47	Khaki Mina D/O Shahzad Gul M.Sc Botany, GGC Thana	01.01.1958 Mardan	11.12.1984	11.12.84 23.5.97	B-17 B-18	Selectee Promotion	14.5.2008	19	Promotion
48	Yasmin Bibi D/O Muhammad Ayub M.Sc Zoology, GGC Mansehra	19.1.1959 Mansehra	12.12.1984	12.12.84 23.5.97	B-17 B-18	Selectee Promotion	14.5.2008	19	Promotion
49	Najma Sahir D/O Muhammad Akram Khan, M.Sc Stats, GGC Manki	12.05.1956 D.I.Khan	09.02.1984	02.12.84 23.5.97	B-17 B-18	Selectee Promotion	14.5.2008	19	Promotion
50	Shahnaz Jabeen D/O Haji Ali Ahmad M.A Urdu, GCGC, Peshawar	05.05.1959 Peshawar	03.12.1984	03.12.84 23.5.97	B-17 B-18	Selectee Promotion	14.5.2008	19	Promotion
51	Dr. Sughra Bibi D/O S.Abdul Jabbar Shah, History(Ph.D) Principal GGC, Nawansher (Abbot)	30.07.1958 Mansehra	19.05.1985	19.5.85 23.5.97	B-17 B-18	Selectee Promotion	14.5.2008	19	Promotion
52	Naheed Gul D/O Gul Daraz Khan Qureshi, M.A Pol:Sc GGC Mandan (Bannu)	28.02.1961 Bannu	11.08.1986	11.08.86 23.5.97	B-17 B-18	Selectee Promotion	14.5.2008	19	Promotion
53	Samia Batool D/O S.Dilawar Shah M.A Pak Studies, Principal GGC, No.2 Manshera	31.12.1958 Haripur	28.04.1986	08.8.86 23.5.97	B-17 B-18	Selectee Promotion	14.5.2008	19	Promotion
54	Kaniz Rabia Selhi D/O Abdul Wadood Selhi, M.Sc Maths, GFC(W), Peshawar	05.05.1961 Peshawar	22.12.1988	22.12.88 10.11.97	B-17 B-18	Selectee Selectee	14.5.2008	19	Promotion
55	Yasmin Latif D/O Muhammad Yousaf M.Sc Maths, GGC, Pabbi (Nowshera)	14.08.1958 Peshawar	15.11.1986	15.11.86 29.4.2000	B-17 B-18	Selectee Promotion	14.5.2008	19	Promotion

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5/12

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S.No	Name of Officers with Qualification	Date of Birth Domicile	Date of 1st Entry in to Govt. Service	1st Regular Appointment to the service/cadre			Regular/Promotion to the present post.		
				Date	BPS	Method of App:	Date	BPS	Mode of App:
56	Rashida Bano D/O Ghulam Muhammad M.Sc Physics, GGC Kohat.	23.04.1959 Kohat	07.11.1984	02.08.86 29.4.2000	B-17 B-18	Selectee Promotion	11.11.2009	19	Promotion
57	Shaheen Kausar D/O Abdul Khaliq M.A Islamiyat, GGC Takht Bhai	28.10.1957 Kohat	27.10.1986	27.10.86 29.4.2000	B-17 B-18	Selectee Promotion	11.11.2009	19	Promotion
58	Shakira Shaheen D/O Hafiz Mohammad Sadiq, M.A English, GFC(W) Peshawar.	19.02.1960 Peshawar	24.04.1986	04.01.87 29.4.2000	B-17 B-18	Selectee Promotion	11.11.2009	19	Promotion
59	Shagufta Mohy-ud-Din D/O Ghulam Mohyud Din, Principal GGC, Pabbi	06.10.1956 Peshawar	05.01.1987	05.01.87 29.4.2000	B-17 B-18	Selectee Promotion	11.11.2009	19	Promotion
60	Nasra Bano D/O Ghulam Hussain M.Sc Maths, GGC, Mankrai (Haripur)	01.05.1959 Abbottabad	22.01.1987	22.01.87 29.4.2000	B-17 B-18	Selectee Promotion	11.11.2009	19	Promotion
61	Farhat Shaheen D/O Alhaj Mian Fazal Din, M.Sc Geography, GGC, Gulshan Rehman Pesh	24.4.1956 Peshawar	04.10.1981	21.01.87	B-17 B-18	Selectee Promotion	11.11.2009	19	Promotion
62	Gul Humaira D/O Bul Bul Khan M.A English, GGC, Chitral	12.10.1956 Chitral	07.07.1982	21.01.87	B-17 B-18	Selectee Promotion	11.11.2009	19	Promotion
63	Mumtaz Gillani D/O S.Imd-ud-Din Gillani, M.A Pol:Sc: GGC No.1A/Abad	18.04.1954 MKD Agency	06.10.1982	21.01.87	B-17 B-18	Selectee Promotion	11.11.2009	19	Promotion
64	Tasnim Kausar D/O Abdul Khaliq M.A Islam: GGC Tank	04.06.1955 Abbottabad	16.10.1982	21.01.87 29.4.2000	B-17 B-18	Selectee Promotion	11.11.2009	19	Promotion
65	Yasmin D/O Dost Muhammad M.A Eco: Principal GGC Thana	27.04.1958 MKD Agency	23.04.1983	21.01.87 29.4.2000	B-17 B-18	Selectee Promotion	11.11.2009	19	Promotion
66	Faiza Rafiq D/O Muhammad Rafiq M.Sc Geog: GFC(W) Peshawar	22.04.1958 Hazara	17.11.1983	21.01.87 29.4.2000	B-17 B-18	Selectee Promotion	11.11.2009	19	Promotion
67	Farhat Maqbool D/O Maqbool Ahmad M.A H.Eco: GGC, Sheikh Maltoon (Mardan)	13.07.1956 Mardan	19.11.1983	21.01.87 29.4.2000	B-17 B-18	Selectee Promotion	11.11.2009	19	Promotion
68	Robina Shaheen D/O Abdul Latif M.A H.Eco: GFC(W), Peshawar	06.06.1958 Peshawar	10.12.1983	21.01.87 29.4.2000	B-17 B-18	Selectee Promotion	11.11.2009	19	Promotion
69	Shaheen Hassan D/O Sher Hassan Khan, M.A Persian GGC Pabbi	10.03.1958 Bannu	06.03.1985	21.01.87 29.4.2000	B-17 B-18	Selectee Promotion	11.11.2009	19	Promotion
70	Nasreen Kausar D/O Allaf Hussain Sethi M.Sc Stats, GGC, Sheikh Maltoon (Mardan)	19.01.1954 Peshawar	10.03.1985	21.01.87 29.4.2000	B-17 B-18	Selectee Promotion	11.11.2009	19	Promotion
71	Rukhsana Nazneen D/O Muhammad Sharif, M.A Eng: GGC, Hayatabad	16.08.1954 Peshawar	08.01.1986	21.01.87 29.4.2000	B-17 B-18	Selectee Promotion	11.11.2009	19	Promotion

26/11

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S.No	Name of Officers with Qualification	Date of Birth Domicile	Date of 1st Entry in to Govt. Service	1st Regular Appointment to the service/cadre			Regular/Promotion to the present post.		
				Date	BPS	Method of App:	Date	BPS	Mode of App:
				21.01.87	B-17	Selectee	11.11.2009	19	Promotion
				29.4.2000	B-18	Promotion			
72	Azra Yasmin D/O Abdul Halim Khattak M.A Pak Study, GGC Sari Saleh	02.04.1961 Karak	08.01.1986	21.01.87	B-17	Selectee	11.11.2009	19	Promotion
				29.4.2000	B-18	Promotion			
73	Naseem Murtaza D/O Muhammad Ashraf, M.Sc Psychology, GGC Havelian	16.12.1959 Haripur	09.01.1986	21.01.87	B-17	Selectee	11.11.2009	19	Promotion
				29.4.2000	B-18	Promotion			
74	Fakhra Gul Shan D/O Riaz Ahmad M.Sc Maths, GCGC, Peshawar	11.08.1958 Peshawar	11.10.1986	21.01.87	B-17	Selectee	11.11.2009	19	Promotion
					B-18	Promotion			
75	Tanzeem Bibi D/O Abdul Majid M.Sc Maths, GGC No.1 Charsadda	19.09.1966 Kohat	18.04.1992	18.4.92	B-17	Selectee	11.11.2009	19	Promotion
				1.4.2003	B-18	Selectee			
76	Nusrat Begum D/O Fazal Wahab M.A Islamiyat, GGC Dargai.	20.12.1958 Malakand	14.01.1986	21.01.1987	B-17	Selectee	11.11.2009	19	Promotion
				21.2.2004	B-18	Promotion			
77	Mamoona D/O Abdul Hakim M.Sc Physics, GGC No.2 Abbottabad	04.12.1960 Mardan	01.03.1986	21.01.1987	B-17	Selectee	11.11.2009	19	Promotion
				21.2.2004	B-18	Promotion			
78	Parveen Akhtar D/O Noor Ullah Jan M.Sc Chemistry, GGC Bannu	30.04.1966 Bannu	23.04.1986	21.01.1987	B-17	Selectee	11.11.2009	19	Promotion
				21.2.2004	B-18	Promotion			
79	Akhtar Nagina D/O Muhammad Mir Aslam, M.Sc Phys. GGC, Hayatabad.	27.05.1958 Peshawar	24.04.1986	21.01.1987	B-17	Selectee	17.09.2010	19	Initial recruitment
				21.2.2004	B-18	Promotion			
80	Saima Khaliq D/O Abdul Khaliq M.A H/Eco:	25.12.1971 Peshawar	21.8.1995	21.8.1995	BPS-17	Selectee	22.01.2011	19	Initial recruitment
				21.02.2007	BPS-18	Promotion			
81	Dr. Sabiha Nazli D/O Nameer Khan M.Sc Chemistry, GGC, Lund Khwar	18.07.1959 Swabi	06.04.1998	06.04.1998	BPS-17	Selectee	29.01.2011	19	Initial recruitment
				28.05.2005	BPS-18	Selectee			
82	Rukhsana Anwar D/O Haq Nawaz Khan M.Sc Botany, GGC, Hayatabad	29.01.1964 Peshawar	10.08.1991	10.08.1991	BPS-17	Selectee	20.01.2011	19	Initial recruitment
				21.02.2007	BPS-18	Promotion			
83	Rana Tabbassum D/O Ghulam Sarwar M.A History, GGC No.2 Manshera	16.12.1965 Abbottabad	30.11.1992	30.11.1992	BPS-17	Selectee	17.05.2010	19	Initial not joined
				21.02.2007	BPS-18	Promotion			
84	Tasneem Rahman D/O Khalil Ur Rehman MA English GGC, Tank	Peshawar	20.03.1993	-	-	Selectee	28.05.2011	19	initial recruitment
						Promotion			
85	Nabeela Rehman D/O Muhammad Abdur Rehman GGC, Khawaza Khela (Swat)	Peshawar	24.05.1992	24.05.1992	BPS-17	Selectee	10.06.2011	19	Initial recruitment
				13.05.2006	BPS-18	Promotion			
86	Bakht Shahida Gillani D/O S. Imdad-ud- Din, M.A H/Econ: GGC, Maneri Swabi	10.04.1967 M.K.D	26.08.1995	26.08.1995	BPS-17	Selectee	10.06.2011	19	Initial recruitment
				21.02.2007	BPS-18	Promotion			

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S.No	Name of Officers with Qualification	Date of Birth Domicile	Date of 1st Entry In to Govt. Service	1st Regular Appointment to the service/cadre			Regular/Promotion to the present post.		
				Date	BPS	Method of App:	Date	BPS	Mode of App:
87	Nadia Ashraf D/O Muhammad Ashraf M.A History Cum Civics GGC Thall	02.05.1975 Kohat	4.1.2003	4.1.2003 17.05.2008	BPS-17 BPS-18	Selectee Selectee	20.01.2011 ✓	19	Initial recruitment
88	Samina Iffat D/O Haji Muhammad Yousaf, M.Sc Stats, GCGC, Peshawar	01.12.1956 Peshawar	30.10.1988	30.10.1988 21.02.2007	BPS-17 BPS-18	Selectee Promotion	28.05.2011	19	Initial recruitment
89	Salma Ghani D/O Sher Ghani M.A English, GGC, Sheikh Maltoon Mardan	17.03.1971 Peshawar	12.08.1995	12.08.1995 21.02.2007	B-17 BPS-18	Selectee Promotion	17.05.2010 ✓	19	Initial recruitment
90	Nighat Shaheen D/O Malik Ghulam Nabi, M.Sc Botany, GGC, Haripur	10.12.1969 Mansehra	03.02.1994	03.02.1994 30.04.2005	BPS-17 BPS-18	Selectee Selectee	29.01.2011 ✓	19	Initial recruitment
91	Bushra Fatima D/O Mir Subhan ud Din M.A English GFC(W) Peshawar.	3.7.1968 Chitral	1.12.1997	1.12.1997 21.02.2007	B-17 B-18	Selectee Promotion	17.05.2010 ✓	19	Initial recruitment
92	Shabnam Tabinda D/O Haji Masoodur Rehman M.Sc. Statistics GGC, Kamal Sher Swabi	13.3.1975 Abbottabad	17.4.2000	17.4.2000 18.05.2007	BPS-17 BPS-18	Selectee Selectee	21.06.2011 ✓	19	Initial recruitment
93	Rozina Rehman D/O Mir Rahman Khan M.A English, GGC, Kamal Sher Khan	15.03.1967 Nowshera	11.02.1995	11.02.1995 21.02.2007	BPS-17 BPS-18	Selectee Promotion	17.05.2010 ✓	19	Initial recruitment
94	Imrana Ghafoor D/O Abdul Ghafoor M.Sc Zoology, GGC, Mardan.	25.04.1968 Khy: Agency	19.05.1999	19.05.1999	BPS-17 BPS-18	Selectee Promotion	01.04.2010	19	Initial recruitment
95	Gul Naz D/O Murtaza Khan M.Sc Chemistry, GGC, No. 1 Charsadda	06.06.1966 Peshawar	30.04.1998	30.04.1998 21.02.2007	BPS-17 BPS-18	Selectee Promotion	22.01.2011 ✓	19	Initial recruitment
96	Ghazala Kiran Awan D/O Muhammad Sabir, M.Sc Maths, GGC Havelian Abbottabad	10.04.1974 Abbottabad	31.03.2000	31.03.2000 24.02.2009	BPS-17 BPS-18	Selectee Promotion	22.01.2011	19	Initial recruitment
97	Seema Gul D/O Musanif Shah M.Sc Zoology, GGC, Marghuz.	09.04.1970 Nowshera	15.07.2001	15.07.2001 28.07.2008	BPS-17 BPS-18	Selectee Selectee	01.04.2010	19	Initial recruitment
98	Khial Jan Afridi D/O M.Esa Khan M.A Arabic, GGC, Takht Bhai Mardan	01.01.1962 Kohat	26.04.1986	21.01.1987 21.2.2004	B-17 B-18	Selectee Promotion	26.5.2010	19	Promotion
99	Shaheen Gul D/O Mir Abdullah M.A Urdu, GGC, No. 1 Abbottabad	23.10.1961 Abbottabad	26.10.1986	20.09.1987 21.2.2004	B-17 B-18	Selectee Promotion	26.5.2010	19	Promotion
100	Shafqat Yasmeen D/O Abdul Ghaffar Khan, M.Sc Geog: GGC No.1 D.I.K	06.06.1961 D.I.Khan	26.10.1986	20.09.1987 21.2.2004	B-17 B-18	Selectee Promotion	26.5.2010	19	Promotion
101	Iffat Ara D/O Safdar Khan M.Sc Physics, GGC No.1 Abbottabad.	03.02.1959 Haripur	10.01.1987	20.09.1987 21.2.2004	B-17 B-18	Selectee Promotion	26.5.2010	19	Promotion

28/11

S.No	Name of Officers with Qualification	Date of Birth Domicile	Date of 1st Entry in to Govt. Service	1st Regular Appointment to the service/cadre			Regular/Promotion to the present post.		
				Date	BPS	Method of App:	Date	BPS	Mode of App:
							26.5.2010	19	Promotion
102	Bazma D/O Masihullah M.A Economics, GGC, Mansehra	25.04.1960 Mansehra	22.10.1986	23.01.1988 21.2.2004	B-17 B-18	Adhoc / Regularised Promotion	26.5.2010	19	Promotion
103	Tabassam Naheed D/O Abdul Wali M.Sc Maths, GGC, Marghuz.	30.10.1956 Peshawar	22.10.1986	23.01.1988 21.2.2004	B-17 B-18	Adhoc / Regularised Promotion	26.5.2010	19	Promotion
104	Shahnaz Fatima D/O Faziur Rehman M.Sc Chemistry, GGC No.1 D.I.Khan	31.08.1957 D.I.Khan	23.10.1986	23.01.1988 21.2.2004	B-17 B-18	Adhoc / Regularised Promotion	26.5.2010	19	Promotion
105	Salima Bano D/O Khan Zarin M.A Pashto, GGC No.2 Charsadda	15.02.1959 Dir	23.10.1986	23.01.1988 21.2.2004	B-17 B-18	Adhoc / Regularised Promotion	26.5.2010	19	Promotion
106	Hamida Bano D/O Biland Khan M.A Islamiyat, GGC, Bajawar	08.03.1959 Mohd: Agency	23.10.1986	23.01.1988 21.2.2004	B-17 B-18	Adhoc / Regularised Promotion	26.5.2010	19	Promotion
107	Gul Afshan D/O Sher Nawaz M.A Islamiyat, GGC Surrani	11.11.1960 Bannu	23.10.1986	23.01.1988 21.2.2004	B-17 B-18	Adhoc / Regularised Promotion	26.5.2010	19	Promotion
108	Mumtaz Bibi D/O Abdul Qadar M.Sc Botany, GGC, Mardan	02.06.1962 Mohd: Agency	23.10.1986	23.01.1988 21.2.2004	B-17 B-18	Adhoc / Regularised Promotion	26.5.2010	19	Promotion
109	Rukhsana Naheed D/O Muhammad Rashid, M.Sc Zoology, GGC Haripur	19.09.1963 Peshawar	23.10.1986	23.01.1988 21.2.2004	B-17 B-18	Adhoc / Regularised Promotion	26.5.2010	19	Promotion
110	Zahida Parveen D/O Ghulam Rasool M.Sc Maths, GGC No.1 Manshera	19.06.1957 D.I.Khan	25.10.1986	23.01.1988 21.2.2004	B-17 B-18	Adhoc / Regularised Promotion	26.5.2010	19	Promotion
111	Mehr Afzoon D/O Kundal Khan M.A Persian, GGC, Kohat.	30.10.1957 Kohat	25.10.1986	23.01.1988 21.2.2004	B-17 B-18	Adhoc / Regularised Promotion	26.5.2010	19	Promotion
112	Talat Qamar D/O Akhlaq Ahmad Khan M.A Urdu, GGC, S/Sharif Swat.	10.04.1960 Swat	25.10.1986	23.01.1988 21.2.2004	B-18	Adhoc / Regularised Promotion	26.5.2010	19	Promotion
113	Riffat Halimi D/O Tasnimul Haq M.A Pashto, GGC, Manki Swabi.	26.01.1958 Mardan	01.11.1980 CT 26.10.1986 Lect.	23.01.1988 21.2.2004	B-18	Adhoc / Regularised Promotion	26.5.2010	19	Promotion
114	Jehan Ara D/O S. Haider Hussain Yousaf, M.A Islam: GGC, Hangu.	05.09.1962 Kohat	27.10.1986	23.01.1988 21.2.2007	B-17 B-18	Selectee Promotion	26.5.2010	19	Promotion
115	Asifa Sarwar D/O Ghulam Sarwar M.Sc Stats, GGC, Dagar	01.12.1953 D.I.Khan	12.11.1987	23.01.1988	BPS-17	Adhoc/ Regularized Promotion (Seniority fixed Vide Notification No. SO(C-III)/HE/1-8/ 87/Asif Sarwar dated 8-3-2012)	26.5.2010	19	Promotion
116	Dilshad Begum D/O Sheikh Abdul Wahid, M.Sc Stats, GGC, Lund Khwar	15.09.1956 Kohat	28.10.1986	23.01.1988 21.2.2004	B-17 B-18	Selectee Promotion	26.5.2010	19	Promotion

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11/2





S.No	Name of Officers with Qualification	Date of Birth Domicile	Date of 1st Entry in to Govt. Service	1st Regular Appointment to the service/cadre			Regular/Promotion to the present post		
				Date	BPS	Method of App:	Date	BPS	Mode of App:
133	Tahira D/O S.Mehbood Ali Shah M.A Islam:Cum Arabic, GGC, Manki (Swabi)	08.02.1965 Swabi	13.08.1995	13.08.1995	B-17	Selectee	25.5.2010	19	Promotion
				28.5.2005	B-18	Selectee			
134	Nighat Afza D/O Mian Anwar Ahmad M.Sc. Physics, GGC, Mardan	01.09.1967 Mardan	10.08.1991	10.08.1991	B-17	Selectee	25.5.2010	19	Promotion
				30.4.2005	B-18	Selectee			
135	Farida Khanum D/O Nathu Khan M.A Pak Study, GGC, No. 2 D.I.Khan	20.11.1959 Bannu	01.11.1986	23.01.1988	BPS-17	Selectee	25.11.2011	19	Promotion
				2/21/2004	BPS-18	Selectee			
136	Nafeesa Bibi D/O Ghulam Sarwar M.A Hist./Civics, GGPGC, Haripur	21.07.1964 Haripur	20.06.1990	20.06.1990	BPS-17	Selectee	25.11.2011	19	Promotion
				7/23/2005	BPS-18	Selectee			
137	Farhat Jabeen D/O Abdul Wajid M.Sc Econ: GGC, Nawan Shehr (Abbottabad)	28.10.1963 Abbottabad	25.07.1992 S.S 01.01.1998 Lect:	01.01.1998	BPS-17	Selectee	25.11.2011	19	Promotion
				23.7.2005	BPS-18	Selectee			
138	Najmul Sahar D/O Habibur Rehman Sahar M.A English, GGC, Saidu Sharif Swat.	20.02.1970 Swat	30.06.1994 S.S 31.08.1995 Lect:	31.08.1995	BPS-17	Selectee	25.11.2011	19	Promotion
				23.7.2005	BPS-18	Selectee			
139	Shaheen Begum D/O Muhammad Umar M.A Urdu, Principal GGC, Chagarmatti	25.01.1967 Charsadda	21.10.1992	21.10.1992	BPS-17	Selectee	25.11.2011	19	Promotion
				23.7.2005	BPS-18	Selectee			
140	Sajida Parvin D/O Attaullah Khan Wazir, M.A Urdu, GGC, Gulshan Rehman Peshawar	05.12.1959 Swabi	19.11.1987	23.01.1988	BPS-17	Adhoc/Regularized	25.11.2011	19	Promotion
				21.2.2007	BPS-18	Promotion			
141	Anwar Bibi D/O Sahib Noor Khan MA History/Civics, Principal GGC, Khawaza Khela	10.12.1961 D.I.Khan	06.01.1988	23.01.1988	BPS-17	Adhoc/Regularized	25.11.2011	19	Promotion
				21.2.2007	BPS-18	Promotion			
142	Syeda Kokab Almas D/O Syed Muhammad Qayum, M.A H/Econm: GGC, Panjpir (Swabi)	25.04.1964 Peshawar	07.01.1988	23.01.1988	BPS-17	Adhoc/Regularized	25.11.2011	19	Promotion
				21.2.2007	BPS-18	Promotion			
143	Farzana Samin D/O Sanaud Din MA Islam:/Arabic,GGC, Timergara	11.10.1957 Peshawar	09.01.1988	23.01.1988	BPS-17	Adhoc/Regularized	25.11.2011	19	Promotion
				21.2.2007	BPS-18	Promotion			
144	Farhat Sultana D/O Raja Sultan Bahadar, M.Sc Maths, GGPGC, Haripur	15.04.1962 Haripur	12.01.1988	23.01.1988	BPS-17	Adhoc/Regularized	25.11.2011	19	Promotion
				21.2.2007	BPS-18	Promotion			
145	Kulsoom Bibi D/O Abdul Ghaffar M.Sc Chemistry, GGC, Kanjua (Swat)	15.11.1959 Dir	30.01.1988	30.01.1988	BPS-17	Adhoc/Regularized	25.11.2011	19	Promotion
				21.2.2007	BPS-18	Promotion			
146	Jamila Abida D/O Raham Dil Khan M.A English, GGPGC, Bannu	05.04.1963 Bannu	08.06.1988	08.06.1988	BPS-17	Adhoc/Regularized	25.11.2011	19	Promotion
				21.2.2007	BPS-18	Promotion			
147	Naseem Jabbar D/O Abdul Jabbar M.Sc Pol:Sc, GFC (W) Peshawar.	29.02.1955 Swat	03.11.1988	03.11.1988	BPS-17	Adhoc/Regularized	25.11.2011	19	Promotion
				21.2.2007	BPS-18	Promotion			

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31

S.No	Name of Officers with Qualification	Date of Birth Domicile	Date of 1st Entry in to Govt. Service	1st Regular Appointment to the service/cadre			Regular/Promotion to the present post.		
				Date	BPS	Method of App:	Date	BPS	Mode of App:
148	Rukhsana Bano D/O Mehbood Alam Khan, M.Sc Geog: GGC Sarai Saleh Haripur	05.01.1956 Haripur	21.11.1988	21.11.1988 21.2.2007	BPS-17 BPS-18	Adhoc/Regularized Promotion	25.11.2011	19	Promotion
149	Tahireen Akhtar D/O Muhammad Sarwar, M.Sc Stats, GGC Ghazi	06.05.1959 Abbottabad	19.12.1982/Demon: L 6-12-88 Lect.	06.12.1988 21.2.2007	BPS-17 BPS-18	Adhoc/Regularized Promotion	25.11.2011	19	Promotion
150	Tanveer Gohar D/O Tasneem -e- Haq M.A Pol: Sc GGC, Saidu Sharif (Swat)	25.01.1956 Nowshera	07.12.1988	07.12.1988 21.2.2007	BPS-17 BPS-18	Adhoc/Regularized Promotion	25.11.2011	19	Promotion
151	Saira Khatoon D/O Taj Muhammad M.A Urdu, Principal GGC, Battagram	01.04.1963 Mansehra	07.12.1988	07.12.1988 21.2.2007	BPS-17 BPS-18	Adhoc/Regularized Promotion	25.11.2011	19	Promotion
152	Bus Jehan D/O Sharif Gul M.A Economics, Principal GGC, Julagram	27.08.1963 Nowshera	07.12.1988	07.12.1988 12.09.1989	BPS-17 BPS-18	Adhoc/Regularized Promotion	25.11.2011	19	Promotion
153	Tahira Sagheer Dar D/O Sagheer Ahmad Dar, M.A Urdu GGC, Daggar Peshawar	30.01.1964 Peshawar	07.12.1988	7.12.1988 12.09.1989	BPS-17 BPS-18	Adhoc/Regularized Promotion	25.11.2011	19	Promotion
154	Rahila Anjum D/O M.Qasim Farooqi M.S Psychology, Principal GGC, Dir Peshawar	30.10.1964 Peshawar	07.12.1988	07.12.1988 21.2.2007	BPS-17 BPS-18	Adhoc/Regularized Promotion	25.11.2011	19	Promotion
155	Saeeda Neelofar Jabeen D/O S.Lal Hussain, M.A Islam: GGPGC, Haripur	01.01.1958 Abbottabad	08.12.1988	08.12.1988 12.09.1989	BPS-17 BPS-18	Adhoc/Regularized Promotion	25.11.2011	19	Promotion
156	Mussarat Shaheen D/O Ghulam Hussain, M.Sc. Stats, Principal GGC, Kulachi	10.02.1961 D.I.Khan	08.12.1988	08.12.1988 21.2.2007	BPS-17 BPS-18	Adhoc/Regularized Promotion	25.11.2011	19	Promotion
157	Shahana Tabassum D/O Syed Laiq Shah, M.A Pol: Sc/LLB, GGPGC, Kohat	04.09.1961 Kohat	08.12.1988	08.12.1988 21.2.2007	BPS-17 BPS-18	Adhoc/Regularized Promotion	25.11.2011	19	Promotion
158	Nighat Fatima D/O Abdul Ghaffar M.Sc Stats, GGC Surrani	09.03.1963 D.I.Khan	08.12.1988	08.12.1988 21.2.2007	BPS-17 BPS-18	Adhoc/Regularized Promotion	25.11.2011	19	Promotion
159	Razia Sultana Lodhi D/O Abdul Manan Lodhi, M.A History, GGC, Ghazi Abbottabd	15.04.1962 Abbottabd	08.12.1988	08.12.1988 21.2.2007	BPS-17 BPS-18	Adhoc/Regularized Promotion	25.11.2011	19	Promotion
160	Summaira Riffat D/O Muhammad Ramzan Khan, M.Sc Stats, GGC, No.1 D.I.Khan	18.04.1962 D.I.Khan	08.12.1988	08.12.1988 21.2.2007	BPS-17 BPS-18	Adhoc/Regularized Promotion	25.11.2011	19	Promotion
161	Nighat Tabassum D/O Said Badshah M.A Islam: GGC, Lund Khwar (Mardan)	01.01.1962 Charsadda	08.12.1988	08.12.1988 21.2.2007	BPS-17 BPS-18	Adhoc/Regularized Promotion	25.11.2011	19	Promotion
162	Nasreen Jabeen D/O Ghulam Rasool M.A Islamiyat, GGC, Khalabat Town Ship Haripur	01.03.1964 D.I.Khan	08.12.1988	08.12.1988 21.2.2007	BPS-17 BPS-18	Adhoc/Regularized Promotion	25.11.2011	19	Promotion

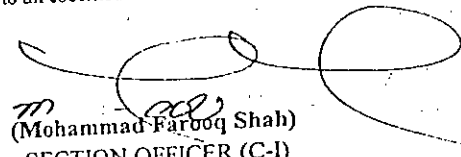
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32

S.No	Name of Officers with Qualification	Date of Birth Domicile	Date of 1st Entry in to Govt. Service	1st Regular Appointment to the service/cadre			Regular/Promotion to the present post.		
				Date	BPS	Method of App:	Date	BPS	Mode of App:
163	Nagina Parveen Bakhsh D/O Mohammad Bakhsh M.A Pol:Sc, No. 2 Mansehra	08.08.1965 Abbottabad	28.04.1993	23.04.1993	BPS-17	Selectee	10.05.2011	19	Initial recruitment
				21.02.2007	BPS-18	Promotion			
164	Jamila Khanum D/O Fazal Karim Khan M.A Pol:Sc, GPGGC, Kohat	14.03.1964 Kohat	12.10.1989	12.10.1989	BPS-17	Selectee	18.10.2011	19	Initial recruitment
				21.02.2007	BPS-18	Promotion			
166	Rani Gul D/O Abdus Sattar M.A Pol:Sc GGC, Saidu Sharif Swat	18.06.1973 Peshawar	18.7.2001	18.07.2001	BPS-17	Selectee	18.10.2011	19	Initial recruitment
				24.02.2009	BPS-18	Promotion			

SECRETARY TO GOVT. OF KHYBER PAKHTUNKHWA  
HIGHER EDUCATION DEPARTMENT

Endst. Number & Date as Above.  
Copy of the above is forwarded to the Director Higher Education, Khyber Pakhtunkhwa, with the advice that a copy of the same may be circulated to all concerned.

  
(Mohammad Farooq Shah)  
SECTION OFFICER (C-1)

34

**ANNEXURE**

'9'

Date: 15-3-2013

To

The Chief Secretary,  
Govt. of Khyber Pakhtunkhwa,  
Peshawar.

Through Proper Channel

Subject: FINAL SENIORITY LIST OF ASSOCIATE PROFESSORS BPS 19 (FEMALE)  
ISSUED ON 1-3-2013

With due respect and humble submission I beg to lay down the following few lines as a representation/objections against the subject sited final seniority list issued by the Higher Education Department vide SO(C-1/HE/1-12/13/S.list B-19(F) dated 1-3-2013..

- A. That in accordance with the provision of the Khyber Pakhtunkhwa Higher Education Archives and Libraries Department Service Rules as Notified vide No. SO (Colleges)XI-II/2000 dated, 10.1.2002, 80% posts of Associate Professor B-19 are reserved for promotion from amongst the Assistant Professors B-18 while 20% of the posts are allocated to the initial recruitment quota.
- B. That while the cases of Promotion were processed through the Provincial Selection Board during the year 2009 simultaneously a requisition for initial recruitment was sent to the Khyber Pakhtunkhwa Public Service Commission to meet the requirement of the Service Rules.
- C. That while the Provincial Selection Board considered the cases of forty four Assistant Professors for promotion against 80 % quota, the Public Service Commission advertised thirty seven posts of Associate Professors B-19 in different subjects vide their advertisement No.07/2009 against 20% quota for initial recruitment.
- D. That the Government of Khyber Pakhtunkhwa Higher Education Department on the recommendations of Provincial Selection Board notified the promotion of forty four Associate Professors on regular basis vide Notification No. SO (FC) HE/4-1/09/ Promotees – BS-18 -19 dated, 26<sup>th</sup> May 2010.
- E. That in the tentative seniority list Associate Professors BPS-19 (female) corrected upto 31st August, 2012 the appellant was placed on serial No. \_\_\_\_\_ senior to the initial selectees against the post of Associate Professors. The appellant was amazed and astonished to note that in the final seniority list of Associate Professors B-19 as stood on 31st December, 2012 and notified vide No. SO(C-1)HE/1-12/13/S.listB-19(F) dated 1-3-2013 where in all the initial selectees of Associate Professors have been placed senior to the promotees and as a consequence the appellant has been relegated to seniority No. \_\_\_\_\_.
- F. That the appellant is at last to understand that which yardstick has been applied by the Department in placing the promotees junior to the initial recruits. That in accordance with the procedure in vogue in Federal Government and the Provincial Government the share,

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of initial recruits and promotees are worked out in accordance with the provision of the rules. The vacancies falling to the share of initial recruits are referred to the Public Service Commission through proper requisition while the cases of promotees are processed through the Department and the Provincial Selection Board.

- G. That the cases of promotees were finalized by PSB on 9-3-2010 while the Public Service Commission sent their recommendation in bits and pieces subject to communication of their final seniority list subsequently.
- H. That a perusal of the seniority list will reveal that certain Associate Professors though appointed earlier yet in the overall seniority of initial recruits stood junior.
- I. That in order to protect the seniority rights of the promotees as well as initial selectees govt. issued proper rules where in it has been clearly mentioned that the vacancies of initial recruits and promotees in a calendar year will be calculated in accordance with their share and the promotees will rank senior to the initial recruits.
- J. That since these vacancies occurred during the year 2009 and the cases were processed accordingly, the promotees as a class will stand senior to the entire batch of the initial recruits irrespective of their joining the post which is quite immaterial and irrelevant.
- K. That the entire exercise of placing the promotees junior to the initial recruits is motivated with the consideration to extend undue and unreasonable favour to the direct recruits in the likely promotions of B-20 in the four tier formula expected soon. Therefore, it will be just, fair and equitable that future promotions to B-20 against the post of Professors in the case of female cadre may be kept pending till the decision is taken on our seniority case as a class.

In view of the foregoing it is requested that the final seniority list may kindly be corrected by placing the promotees senior to the initial recruits as a batch.

Yours obediently,

- CC:
- 1. In advance to the Chief Secretary to Govt. Khyber Patkhtunkhwa Govt, Peshawar.
  - 2. To the Secretary Higher Education to Govt. of Khyber Patkhtunkhwa, Peshawar.
  - 3. To the Secretary Establishment to Govt. of Khyber Patkhtunkhwa, Peshawar.
  - 4. To the Director Higher Education to Govt. of Khyber Patkhtunkhwa, Peshawar.

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36

ANNEXURE

H

DIRECTORATE OF HIGHER EDUCATION  
KHYBER PAKHTUNKHWA PESHAWAR

Phone #091-9211025, 091-9210242, Fax # 091-9210242

No. 8101-218

Dated Peshawar the 15/11 /2013.

To

- 1) Ms.Saleema Bano Assoc: Professor GTBGC, Charsadda.
- 2) Ms.Shakeela Khatoon Assoc: Professor GTBGC, Charsadda.
- 3) Ms.Nasreen Begum Assoc: Professor GGC, Dargai
- 4) Ms.Shaheen Begum Assoc: Professor/Principal GGC, Chagharmatti Peshawar.
- 5) Ms.Nafisa Bibi Assoc: Professor GGC, Haripur.
- 6) Ms.Robina Zaman Assoc: Professor GPGGC, Haripur.
- 7) Ms.Bibi Imtiaz Assoc: Professor GGC No.1 Abbottabad.
- 8) Ms.Qaisra Parveen Assoc: Professor GGC, Mandian Abbottabad.
- 9) Ms.Talat Noureen Assoc: Professor GGC No.1 Abbottabad.
- 10) Ms.Zahida Parveen Assoc: Professor/Principal GGC, Qalandarabad
- 11) Ms.Rukhsana Naheed Assoc: Professor GGC, Haripur.
- 12) Ms.Hameeda Bano Assoc: Professor/Principal GGC, Ekka Ghund.
- 13) Ms.Shafiqat Yameen Assoc: Professor GGC No.1 DIKhan.
- 14) Ms.Shahnaz Fatima Assoc: Professor GGC No.1 DIKhan.
- 15) Ms.Farida Khanum Assoc: Professor GGC No.1 DIKhan.
- 16) Ms.Hifat Ara Assoc: Professor GGC No.1 Abbottabad.
- 17) Ms.Shaheen Gul Assoc: Professor GGC No.1 Abbottabad.
- 18) Ms.Gul Afshan Principal GGC, Surraji
- 19) Ms.Jehan Ara Assoc: Professor GGC(W), Peshawar.
- 20) Ms.Mumtaz Bibi Assoc: Professor GPGGC, Mardan.
- 21) Ms.Sakina Tariq Assoc: Professor GPGGC, Mardan.
- 22) Ms.Jehan Ara Assoc: Professor GGC, Ilangu.
- 23) Ms.Meher Afzoon Principal GGC, Karak.
- 24) Ms.Bazma Assoc: Professor GGC No.1 Manshehra.
- 25) Ms.Farhat Jabeen Assoc: Professor GGC, Nawanshehr (Abbottabad)

Subject: - APPEALS/REPRESENTATIONS AGAINST FINAL SENIORITY LIST OF FEMALE ASSOCIATE PROFESSOR (BPS-19) ISSUED ON 01.03.2013.

Memo.

I am directed to refer to the subject noted above and to inform you that the seniority list of Associate Professor (BPS-19) has been approved by the Provincial Govt. according to Rules-4(1) (6) and Rules 17 of the Khyber Pakhtunkhwa Civil Servant (AP & T) Rules 1989.

*Dubai*  
DEPUTY DIRECTOR (FEMALE)

Endst.No. \_\_\_\_\_

Copy of the above is forwarded to the Section Officer (C-1) Govt. of Khyber Pakhtunkhwa, Higher Education Department Peshawar w/r to his No. SO(C-1) HE/1-2/12/Seniority B-19(F) dated 02.04.2013.

DEPUTY DIRECTOR (FEMALE)

*Jehan Ara to be included*  
*AP to be included*  
*Meher Afzoon*  
*Self*

*16/04/2013*

*Dubai*  
*16.04.2013*

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**BEFORE THE SERVICE TRIBUNAL, KHYBER PUKHTOONKHWA**  
**PESHAWAR**

Service Appeal No. \_\_\_\_\_ / 2013

Jahan Ara d/o S. Haider Hussain

**V**ERSUS

Govt of Khyber Pakhtunkhwa etc.

=====  
**PETITION FOR INTERIM RELIEF**  
\_\_\_\_\_

**Respectfully Sheweth**

1. That the above titled appeal is being filed before this Hon'ble Tribunal, in which date of hearing is yet to be fixed.
2. That the contents of the accompanying appeal may kindly be read as part and parcel of the present petition.
3. The petitioner / Appellant has got a good prima facie case on merits and is sanguine about her success. The impugned seniority list dated 01-03-2013 (Annex "F") has been issued arbitrarily whereby Respondents 4 to 21 have been placed seniors to the petitioner / appellant without showing any valid cause or lawful justification.
4. The Respondents 4 to 21 were appointed after the promotion of the appellant / petitioner as Associate Professor (BPS-19), and therefore, have been wrongly placed above the petitioner in the impugned seniority list. The further promotion, if any, on the basis of impugned seniority list would be discriminatory and against the principles of equity and justice.
5. It is the petitioner who will suffer irreparable harm if in case, the reserved sanctioned strength of quota for promotion is transferred to the quota reserved for direct appointments. The Respondent department may kindly be restrained from making further promotions to BPS-20 on the basis of impugned seniority list.

It is therefore, most humbly prayed that the respondent department may kindly be directed to set aside the impugned seniority list dated 01-03-2013 and restrain from making further promotions to BPS-20.

*Jahan Ara*  
Petitioner,

Through,

*[Signature]*  
**(MUHAMMAD ZAFAR TAHIRKHELI)**  
Advocate

Peshawar, dated  
07 / May, 2013

**Affidavit**

I, the Petitioner, stated on Oath that contents of the above petition are true and correct to the best of my knowledge and belief, and nothing has been kept concealed from this Hon'ble Tribunal.

*[Signature]*  
Notary  
Advocate High  
Peshawar  
8/5/13

*Jahan Ara*  
DEPONENT



# ANNEXURE

GOVT. OF KHYBER PAKHTUNKHWA  
HIGHER EDUCATION ARCHIVES & LIBRARIES  
DEPARTMENT

PSB-IV

Dated Peshawar the 5-10-2010

Notification :- SO(FC)HE/4-1/06

In exercise of Power conferred under sub-section (1) of Section-8 of the Khyber Pakhtunkhwa Civil Servant Act, 1973 read with Rule, 4(1), (b), and Rule-17 of the NWFP Civil Servants (A, P&T) Rules 1989, the Competent Authority is pleased to approved the following Seniority List of 102 Female Associate Professor (B-19) of College Cadre under Higher Education Department as it stood on 30-9-2010

UPDATED SENIORITY LIST OF ASSOCIATE PROFESSORS BPS-19(COLLEGE CADRE).  
(FEMALE SECTION) CORRECTED UPTO 31.8.2010 (Total Sanctioned Posts= 197 )

S.No	Name of Officers with Qualification	Date of Birth Domicile	Date of 1st Entry in to Govt. Service	1st Regular Appointment to the service/cadre			Regular Promotion to the present post.			Remarks
				Date	BPS	Method of App.	Date	BPS	Mode of App.	
1	Mst. Rubina Qazi M.Sc Chemistry, GFC(W) Peshawar.	24.04.1956 Mardan	19.10.1981	19.10.1981 14.5.1985	17 18	PSC PSC	26.03.1999	19	Promotion	
2	Mst. Dilshad Begum M.A Islamiyat, GFC (W), Peshawar.	16.02.1953 Peshawar	24.11.1984	06.04.1987 18.10.1984	17 18	PSC PSC	26.05.1999	19	PSC	
3	Mst. Sarwat Begum M.A Pol.Science Principal GGC, Sheikh Maltoon	04.12.1955 Mardan	02.09.1980 SET 11.10.1980 Lect.	18.11.1982 25.5.1992	17 18	PSC Promotion	26.05.1999	19	PSC	
4	Mst. Yahya Nasreen M.A English, GGC, Saidu Sharif Swat	02.10.1952 D.I.Khan	10.02.1976	10.02.1973 18.7.1991	17 18	PSC Promotion	20.12.1999	19	Promotion	
5	Shabana Khilji D/O Haji Abdul Aziz, M.A English, GGC, Mardan.	23.02.1954 Peshawar	07.03.1992	07.03.92	B-18	PSC	15.02.2003	19	Promotion	
6	Khalida Raheed Yousef D/O Agha Muhammad Yousef Khan History GGC Peshawar	01.01.1955 Peshawar	01.09.1977	01.09.77 25.5.1992	17 18	PSC Promotion	15.02.2003	19	Promotion	
7	Shagufta Kanwal D/O Muhammad Nasim Iqbal, M.Sc Stats, GGC Haripur	08.02.1954 D.I.Khan	31.1.1978	25.5.73 25.5.1992	17 18	PSC Promotion	15.02.2003	19	Promotion	
8	Shahida Nasreen D/O Mirza Abdur Rehman, M.Sc Maths, Principal GGC, Barikot.	24.10.1953 Peshawar	22.05.1978	22.05.78 25.5.1992	17 18	PSC Promotion	15.02.2003	19	Promotion	
9	Asmin Fatima D/O Akhter Hussain M.A Econ: GGC, No. 1 Abbottabad.	14.06.1951 Abbottabad	01.02.1978	20.06.78 25.5.1992	17 18	PSC Promotion	15.02.2003	19	Promotion	

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10	Nasir Akhtar Afridi D/O Sher Afzal M.A Urdu GGC, Gulshan Rehman Peshawar.	15.04.1953	22.06.1978	22.06.78 25.5.1992	17 18	PSC Promotion	3.11.2004	19	Promotion
11	Naghma Sherin D/O Sahibzada Razaq Noor, M.A Urdu, GGC, Mardani	14.04.1954	29.04.1980	29.04.80 25.5.1992	17 18	PSC Promotion	3.11.2004	19	Promotion
12	Shabnam D/O Ghulam Mohyud Din M.Sc Maths, Gulshan Rehman Peshawar.	12.03.1956	17.12.1978	27.11.80 25.5.92	BPS-17 BPS-18	Selectee Promotion	13.10.2006	19	Promotion
13	Hafsa Nisar D/O Muhammad Ibrahim M.A Pol:Sc GGC No.1, D.I.Khan	29.09.1955	23.12.1978	27.11.80 25.5.92	BPS-17 BPS-18	Selectee Promotion	13.10.2006	19	Promotion
14	Shahida Begum D/O Abdul Aziz Khan M.Sc.Stats. GFC(W) Peshawar.	02.02.1955	30.12.1978	27.11.80 25.5.92	BPS-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
15	Nighat Shahnaz D/O Ghafoor Rehman M.A English, GGC, Nowshera.	10.11.1952	10.01.1980	28.11.80 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
16	Shahida Parveen D/O H.Afzal Khan M.A English, GGC No.2 D.I.Khan	14.06.1955	15.03.1980	27.11.80 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
17	Anjum Nishat D/O Sahibzada Raziq Noor, M.Sc Maths, GGC, Kohat.	10.04.1955	13.13.1980	07.03.81 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
18	Tahira Anjum D/O Muhammad Yousaf, M.Sc Stats, GGC No.2 D.I.Khan	19.06.1956	30.03.1981	30.03.81 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
19	Ismat Shamim Anwar D/O Muhammad Rafiq Anwar, M.A Pol:Sc GGC Haripur.	13.06.1953	15.03.1981	15.03.81 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
20	Hajira Masroor D/O Alaf Khan Jafari M.A Pol:Sc GGC, Kohat.	16.01.1955	13.10.1981	13.10.81 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion

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21	Jan Kausar D/O Muhammad Younis M.Sc Chemistry, GGC, Maneri (Swabi).	10.12.1955 Peshawar	14.10.1981	14.10.81 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
22	Shabana Kausar D/O Abdul Wahid. M.Sc Chemistry, Principal GGC No 2 A/Abad.	20.08.1955 Haripur	13.10.1981	13.10.81 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
23	Farzana Tareen D/O Abdur Rehman Tareen, M.A Pol.Sc, GFC(W) Pesh.	27.02.1955 Peshawar	23.04.1981	15.11.82 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
24	Tasleem Akhtar D/O Shahi Khan M.A Econo: GFC (W), Peshawar	22.05.1955 Charsadda	16.11.1982	16.11.82 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
25	Riffat Jehan Ara Begum D/O Arshad Karim, M.A Urdu, GGC, Kohat.	03.03.1951 Kohat	08.01.74 SET 28.11.82 Lec:	28.11.82 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
26	Farukh Rashid D/O Abdur Rashid M A Urdu, GGC Mansehra.	22.02.1954 Peshawar	21.11.1982	21.11.82 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
27	Farzana Habib D/O Habibullah Khan M.Sc Maths GGC, Charsadda.	25.10.1956 Bannu	21.04.1981	03.03.83 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
28	Saeeda Begum D/O Obaidur Rehman. M.A History, GGC Nawan Shere (Abbottabad).	05.05.1952 Abbottabad	29.08.1983	29.03.83 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
29	Safia Gul D/O S. Goher Rehman M.Sc Zoology, GCGC, Peshawar.	18.08.1957 Peshawar	30.08.1983	30.03.83 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
30	Tasleem Begum D/O Abdur Rehman M.Sc Stats, GGC, Thall Hangu	01.05.1957 Kohat	02.12.1981	03.03.83 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
31	Tasnim Sultana D/O Muhammad Din M.A English, Principal GGC Tank	02.11.1954 D.I.Khan	13.10.1981	03.03.83 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
32	Mussarat Sultana D/O S. Sultan Hussain Shah, M.Sc Stats, GGC Dagger	19.09.1955 Peshawar	06.08.1983	06.03.83 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion

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33	Saiba Bano D/O Ghulam Muhammad M.Sc Stats.	02.02.1955	07.08.1983	07.08.83 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
34	Shahida Tasleem D/O Hafiz Mohammad Ashraf Khattak, M.A Islamiyat, GGC, D.I.Khan	27.09.1952	24.12.74 SET 17.10.1981	27.02.84 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
35	Irshad Begum D/O Kala Khan M.A Islamiyat, GGC, Mansehra.	04.03.1953	09.09.74 SET 06.10.1981	27.02.84 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
36	Zeenat Mahjabeen, D/O Amjadud Din M.Sc Chemistry, GGC, Nowshera.	06.12.1957	01.09.1982	28.02.84 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
37	Ishrat Naheed D/O Ghulam Mehmood M.A Pashto, Principal GGC, Timergara.	10.04.1955	28.02.1984	28.02.84 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
38	Fahmeeda Begum D/O Muhammad Shafi, M.A Islamiyat, GGC, Hangu.	05.03.1954	10.03.1984	10.03.84 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
39	Bashirun Nisa D/O Khan Mir Khan M.A Islamiyat, GGC No.2 Abbottabad	15.09.1955	02.12.1980	27.02.84 25.5.92	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
40	Noor-Ul-Basar D/O Nasruminullah M.Sc Chemistry, GGC No.1 A/Abad	10.01.1958	03.12.1982	21.01.87 18.10.94	B-17 B-18	Regular	13.10.2006	19	Promotion
41	Rahat Begum D/O Umar Shah M.A Pol.Sc: GGC Mardan	01.03.1959	12.10.1983	12.10.83 18.10.94	B-17 B-18	Selectee	13.10.2006	19	Promotion
42	Yasmeen Bahadar D/O Bahadar Khan M.A Eco: Deputation to F/Govt.	10.02.1959	22.10.1986	23.01.88 18.10.94	B-17 B-18	Regular	13.10.2006	19	Promotion Deputation to F/Govt.
43	Zil-e-Huma D/O S.M.Raza Zaidi M.Sc Stats, GGC, Nowshera	22.12.1952	24.01.1987	23.01.88 18.10.94	B-17 B-18	Regular Promotion	13.10.2006	19	Promotion
44	Kausar Mushtaq D/O M.A Rashid Khan, M.Sc Stats, Principal GGC, Gulshan Rehman Abbottabad.	01.07.1954	04.10.1981	02.12.84 18.10.94	B-17 B-18	"	13.10.2006	19	Promotion
45	Shamim Riaz D/O Fazluminullah M.Sc Biology, Ph.D, GGC Manki	02.02.1952	25.10.1994	25.10.94 18.10.94	B-17 B-18	"	13.10.2006	19	Promotion
46	Surriya Jabeen D/O Abdul Ghafar M.Sc Physics, Principal GGC Lakki Marwat.	01.01.1956	13.11.1982	17.07.84 18.10.94	B-17 B-18	"	13.10.2006	19	Promotion

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47	Azra Nurshid D/O Muhammad Afzal Khan, M.Sc Zoology, GFC(W) Pesh:	18.10.1959	25.05.1985	26.05.85 12.4.95	B-17 B-18		13.10.2006	19	Promotion
48	Nuzhat Perveen D/O Shehi Khan M.A Pashto, Principal GGC Pirpai	11.12.1952	27.04.80/ SET 15.09.82/ Lect.	26.11.83 12.9.96	B-17 B-18		13.10.2006	19	Promotion
49	Ghulam Zainab Bano D/O Abdul Aziz Qureshi, M.A Islamiyat, No. 2 Charsadda	05.01.1953	01.12.1983	01.12.83 12.9.96	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
50	Saeeda Begum D/O Abdul Wahid M.Sc Physics, Principa GGC, Karak.	18.09.1955	15.10.1980	10.10.83 12.9.96	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
51	Nighat Naz D/O Muhammad Aslam Khan, M.A Arabic-GGC, Haripur	29.04.1958	25.10.1983	25.10.83 12.9.96	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
52	Bibi Sarfaraz D/O Syed Muntaz Shah M.A P/Studies.GGC, No.1 Abbottabad	21.08.1953	13.10.1981	10.10.83 12.9.96	B-17 B-18	Promotion Selectee	13.10.2006	19	Promotion
53	Sohaila Batool D/O S.Karam Hussain Shah, M.A English, GGC Ghazi	04.05.1959	01.12.1982	10.10.83 12.9.96	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
54	Liaqat Begum D/O S.Abdul Jabbar M.A Pak Studies, GGC Nowshera.	27.02.1954	05.10.1981	25.10.83 23.5.97	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
55	Neelofar Sadozai D/O Muhammad Ibrahim, M.Sc Chem.GGC No.2 D.I.Khan	30.04.1954	08.12.1983	11.08.84 23.5.97	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
56	Parveen Begum D/O Muhammad Azim M.A Pol:Science, GGC, Kernal Sher Kili (Swabi)	15.09.1955	05.10.1981	19.07.84 23.5.97	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
57	Nazakat Sultana D/O Muhammad Nabi M.A Pak Studies, GGC, Mardan.	04.09.1958	4.11.81/Teach 23.7.84/Lect.	23.07.84 23.5.97	B-17 B-18	Selectee Promotion	13.10.2006	19	Promotion
58	Sadaqat Kausar D/O Sifat Ullah M.A History, GGC Nowshera	10.08.1955	28.07.1984	28.07.84 23.5.97	B-17 B-18	Selectee Promotion	14.5.2008	19	Promotion
59	Nusrat Begum D/O Lawang Shah M.Sc Physics, Marghuz Swabi	12.04.1954	02.09.1984	02.09.84 23.5.97	B-17 B-18	Selectee Promotion	14.5.2008	19	Promotion
60	Ghazala Rohi D/O Kenim Bakhsh M.A English, GFC (W) Peshawar	01.05.1958	03.03.1982	19.07.84 23.5.97	B-17 B-18	Selectee Promotion	14.5.2008	19	Promotion

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61	Ratna Hussain D/O Muhammad Hussain, M.A Arabic GGC, Bannu	6.6.1956 Kohat	23.07.1984	23.7.84 23.5.97	B-17 B-18	Selectee Promotion	14.5.2008	19	Promotion
62	Khaki Mina D/O Shahzad Gul M.Sc Botany, GGC Thana	01.01.1958 Mardan	11.12.1984	11.12.84 23.5.97	B-17 B-18	Selectee Promotion	14.5.2008	19	Promotion
63	Yasmin Bibi D/O Muhammad Ayub M.Sc Zoology, GGC Mansehra	19.1.1959 Mansehra	12.12.1984	12.12.84 23.5.97	B-17 B-18	Selectee Promotion	14.5.2008	19	Promotion
64	Najma Sahir D/O Muhammad Akram Khan, M.Sc Stats, GGC Manki	12.05.1956 D.I.Khan	09.02.1984	02.12.84 23.5.97	B-17 B-18	Selectee Promotion	14.5.2008	19	Promotion
65	Shahnaz Jabeen D/O Haji Ali Ahmad M.A Urdu, GGC Jamrud (Khyber Agency)	05.05.1959 Peshawar	03.12.1984	03.12.84 23.5.97	B-17 B-18	Selectee Promotion	14.5.2008	19	Promotion
66	Iqbal Begum D/O H.Abdur Rahman M.A Urdu GGC, Mardan	05.09.1952 D.I.Khan	08.03.1984	02.12.84 23.5.97	B-17 B-18	Selectee Promotion	14.5.2008	19	Promotion
67	Dr. Sughra Bibi D/O S.Abdul Jabbar Shah, M.A History(Ph.D) GGC Mansehra	30.07.1958 Mansehra	19.05.1985	19.5.85 23.5.97	B-17 B-18	Selectee Promotion	14.5.2008	19	Promotion
68	Naheed Gul D/O Gul Daraz Khan Qureshi, M.A Pol.Sc GGC Bannu.	28.02.1961 Bannu	11.08.1986	11.08.86 23.5.97	B-17 B-18	Selectee Promotion	14.5.2008	19	Promotion
69	Samia Batool D/O S.Dilawar Shah M.A Pak Studies, GGC No.1 A/Abad	31.12.1958 Haripur	28.04.1986	08.8.86 23.5.97	B-17 B-18	Selectee Promotion	14.5.2008	19	Promotion
70	Kaniz Rabia Sethi D/O Abdul Wadood Sethi, M.Sc Maths, GFC(W), Peshawar	05.05.1961 Peshawar	22.12.1988	22.12.88 10.11.97	B-17 B-18	Selectee	14.5.2008	19	Promotion
71	Yasmin Latif D/O Muhammad Yousaf M.Sc Maths, GGC, Kanju Swat.	14.03.1958 Peshawar	15.11.1983	15.11.86 29.4.2000	B-17 B-18	Selectee	14.5.2008	19	Promotion
72	Rashida Bano D/O Ghulam Muhammad M.Sc Physics, GGC Kohat	23.04.1959 Kohat	07.11.1984	02.08.86 29.4.2000	B-17 B-18	Selectee Promotion	27.6.2009	19	Promotion
73	Shaheen Kausar D/O Abdul Khaliq M.A Islamiyat, GGC Maneri.	28.10.1957 Kohat	27.10.1986	27.10.86 29.4.2000	B-17 B-18	Selectee Promotion	27.6.2009	19	Promotion
74	Shakira Shaheen D/O Hafiz Mohammad Sadiq, M.A English, GFC(W) Peshawar.	19.02.1960 Peshawar	24.04.1986	04.01.87 29.4.2000	B-17 B-18	Selectee Promotion	27.6.2009	19	Promotion

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75	Sh. Ra Mohy-ud-Din D/O Ghulam Mohyud Din, M.Sc Stats, GFC(W) Peshawar	05.10.1956 Peshawar	05.01.1987	05.01.87 29.4.2000	B-17 B-18	Selectee Promotion	27.6.2009	19	Promotion
76	Nasra Bano D/O Ghulam Hussein M.Sc Maths, GGC, Haripur	01.05.1958 Abbottabad	22.01.1987	22.01.87 29.4.2000	B-17 B-18	Selectee Promotion	27.6.2009	19	Promotion
77	Tehsin Akhtar D/O Muhammad Ramzan M.A Urdu, GGC No.1 D.I.Khan	11.9.1951 D.I.Khan	30.01.1978	21.01.87	B-17 B-18	Selectee Promotion	27.6.2009	19	Promotion
78	Farhat Shaheen D/O Alhaj Mian Fazal Din, M.Sc Geography, GGC, Nowshera	24.4.1956 Peshawar	04.10.1981	21.01.87	B-17 B-18	Selectee Promotion	27.6.2009	19	Promotion
79	Gul Humaira D/O Bul Bul Khan M.A English, GGC, Chitral	12.10.1956 Chitral	07.07.1982	21.01.87	B-17 B-18	Selectee Promotion	27.6.2009	19	Promotion
80	Mumtaz Gillani D/O S.Imd-ud-Din Gillani, M.A Pol:Sc: GGC No.1A/Abad	18.04.1954 MKD Agency	06.10.1982	21.01.87	B-17 B-18	Selectee Promotion	27.6.2009	19	Promotion
81	Tasnim Kausar D/O Abdul Khaliq M.A Islam: GGC No.1 D.I.Khan	04.05.1955 Abbottabad	16.10.1982	21.01.87 29.4.2000	B-17 B-18	Selectee Promotion	27.6.2009	19	Promotion
82	Yasmin D/O Dost Muhammad M.A Eco: GGC Thana	27.04.1958 MKD Agency	23.04.1983	21.01.87 29.4.2000	B-17 B-18	Selectee Promotion	27.6.2009	19	Promotion
83	Faiza Rafiq D/O Muhammad Rafiq M.Sc Geog: GFC(W) Peshawar	22.04.1958 Hazara	17.11.1983	21.01.87 29.4.2000	B-17 B-18	Selectee Promotion	27.6.2009	19	Promotion
84	Farhat Maqbool D/O Maqbool Ahmad M.A H.Eco: GGC, Mardan.	13.07.1955 Mardan	19.11.1983	21.01.87 29.4.2000	B-17 B-18	Selectee Promotion	27.6.2009	19	Promotion
85	Robina Shaheen D/O Abdul Latif M.A H.Eco: GGC Nowshera.	06.06.1958 Peshawar	10.12.1983	21.01.87 29.4.2000	B-17 B-18	Selectee Promotion	27.6.2009	19	Promotion
86	Shaheen Hassan D/O Sher Hassan Khan, M.A Persian GGC Pesh:City.	10.03.1958 Bannu	06.03.1985	21.01.87 29.4.2000	B-17 B-18	Selectee Promotion	27.6.2009	19	Promotion
87	Nasreen Kausar D/O Altaf Hussain Sethi M.Sc Stats, GGC, Peshawar.	19.01.1954 Peshawar	10.03.1985	21.01.87 29.4.2000	B-17 B-18	Selectee Promotion	27.6.2009	19	Promotion
88	Rukhsana Nazneen D/O Muhammad Sharif, M.A Eng: GFC (W) Peshawar.	15.03.1954 Peshawar	08.01.1986	21.01.87 29.4.2000	B-17 B-18	Selectee Promotion	27.6.2009	19	Promotion

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			21.01.87 29.4.2000	B-17 B-18	Selectee Promotion	27.6.2009	19	Promotion
89	Azra Yasmin D/O Abdul Halim Khattak M.Sc Study, GGC Haripur.	02.04.1961 08.01.1986						
			21.01.87 29.4.2000	B-17 B-18	Selectee Promotion	27.6.2009	19	Promotion
90	Naseem Murtaza D/O Muhammad Ashraf, M.Sc Psychology, GGC No.1 Abbottabad	16.12.1959 09.01.1986						
			21.01.87 29.4.2000	B-17 B-18	Selectee Promotion	27.6.2009	19	Promotion
91	Fakhra Gul Shan D/O Riaz Ahmad M.Sc Maths, GFC (W) Peshawar	11.08.1958 11.10.1986						
			21.01.87 29.4.2000	B-17 B-18	Selectee Promotion	27.6.2009	19	Promotion
92	Tanzeem Bibi D/O Abdul Majid M.Sc Maths, GGC Maneri (Swabi)	19.09.1966 18.04.1992	18.4.92 1.4.2003	B-17 B-18	Selectee Selectee	27.6.2009	19	Promotion
			21.01.1987 21.2.2004	B-17 B-18	Selectee Promotion	27.6.2009	19	Promotion
93	Nusrat Begum D/O Fazal Wahab M.A Islamiyat, GGC Dargai.	20.12.1958 14.01.1986						
			21.01.1987 21.2.2004	B-17 B-18	Selectee Promotion	27.6.2009	19	Promotion
94	Mamoon D/O Abdul Hakim M.Sc Physics, GGC No.1 Abbottabad	04.12.1960 01.03.1986						
			21.01.1987 21.2.2004	B-17 B-18	Selectee Promotion	27.6.2009	19	Promotion
95	Parveen Akhtar D/O Noor Ullah Jan M.Sc Chemistry, GGC Bannu	30.04.1966 23.04.1986						
			21.01.1987 21.2.2004	B-17 B-18	Selectee Promotion	27.6.2009	19	Promotion
96	Akhtar Nagina D/O Muhammad Mir Aslam, M.Sc Phys:GGC City College Pesh.	27.05.1958 24.04.1986						
			21.01.1987 21.2.2004	B-17 B-18	Selectee Promotion	27.6.2009	19	Promotion
97	Khalid Jan Afridi D/O M. Esa Khan M.A Arabic, GFC(W), Peshawar.	01.01.1962 26.04.1986						
			21.01.1987 21.2.2004	B-17 B-18	Selectee Promotion	26.5.2010	19	Promotion
98	Shaheen Gul D/O Mir Abdullah M.A Urdu, GGC. No. 1 Abbottabad.	23.10.1961 26.10.1986						
			20.09.1987 21.2.2004	B-17 B-18	Selectee Promotion	26.5.2010	19	Promotion
99	Shafqat Yasmeen D/O Abdul Ghaifar Khan, M.Sc Geog: GGC No.1 D.I.K	05.06.1961 26.10.1986						
			20.09.1987 21.2.2004	B-17 B-18	Selectee Promotion	26.5.2010	19	Promotion
100	Iffat Ara D/O Safdar Khan M.Sc Physics, GGC No.1 Abbottabad.	03.02.1959 10.01.1987						
			20.09.1987 21.2.2004	B-17 B-18	Selectee Promotion	26.5.2010	19	Promotion
101	Bezma D/O Masihullah M.A Economics, GGC, Mansehra	25.04.1960 22.10.1986						
			23.01.1988 21.2.2004	B-17 B-18	Regularised Promotion	26.5.2010	19	Promotion
102	Tabassam Naheed D/O Abdul Wali M.Sc Maths, GGC, Marghuz.	30.10.1956 22.10.1986						
			23.01.1988 21.2.2004	B-17 B-18	Promotion	26.5.2010	19	Promotion
103	Shahnaz Fatima D/O Faziur Rehman M.Sc Chemistry, GGC No.1 D.I.Khan	31.08.1957 23.10.1986						
			23.01.1988 21.2.2004	B-17 B-18	Promotion	26.5.2010	19	Promotion

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104	Saliha Bano D/O Khan Zarin M.A Pashto, GGC Gulshan Rehman Peshawar	15.02.1959	23.10.1986	23.01.1988 21.2.2004	B-17 B-18	" Promotion	26.5.2010	19	Promotion
105	Hamida Bano D/O Bilal Khan M.A Islamiyat, GFC(W), Peshawar City	08.03.1959	23.10.1986	23.01.1988 21.2.2004	B-17 B-18	" Promotion	26.5.2010	19	Promotion
106	Gul Afshan D/O Sher Nawaz M.A Islamiyat, GGC Bannu.	11.11.1960	23.10.1986	23.01.1988 21.2.2004	B-17 B-18	" Promotion	26.5.2010	19	Promotion
107	Mumtaz Bibi D/O Abdul Qadar M.Sc Botany, GGC, Sheikhmulton (Mardan)	06.03.1962	23.10.1986	23.01.1988 21.2.2004	B-17 B-18	" Promotion	26.5.2010	19	Promotion
108	Rukhsana Naheed D/O Muhammad Rashid, M.Sc Zoology, GGC Haripur	19.09.1963	23.10.1986	23.01.1988 21.2.2004	B-17 B-18	" Promotion	26.5.2010	19	Promotion
109	Zahida Parveen D/O Ghulam Rasool M.Sc Maths, GGC No.1 Abbottabad.	19.06.1957	25.10.1986	23.01.1988 21.2.2004	" B-18	" Promotion	26.5.2010	19	Promotion
110	Mehr Afzoon D/O Kundal Khan M.A Persian, GGC, Kohat.	30.10.1957	25.10.1986	23.01.1988 21.2.2004	" B-18	" Promotion	26.5.2010	19	Promotion
111	Talat Qamar D/O Akhlaq Ahmad Khan M.A Urdu, GGC, S/Sharif Swat.	10.04.1960	25.10.1986	23.01.1988 21.2.2004	" B-18	" Promotion	26.5.2010	19	Promotion
112	Rifat Halimi D/O Tasnimul Haq M.A Pashto, GGC, Manki Swabi	26.01.1958	01.11.1980 CT 26.10.1986 Lect.	23.01.1988 21.2.2004	" B-18	" Promotion	26.5.2010	19	Promotion
113	Jehan Ara D/O S. Heider Hussain Yousef, M.A Islam, GGC, Karak.	05.09.1962	27.10.1986	23.01.1988 21.2.2007	B-17 B-18	Selectee Promotion	26.5.2010	19	Promotion
114	Dilshad Begum D/O Sheikh Abdul Wahid, M.Sc Stats, GGC, Mardan	15.09.1956	28.10.1986	23.01.1988 21.2.2004	B-17 B-18	Selectee Promotion	26.5.2010	19	Promotion
115	Shakeela Khatoon D/O Muhammad Azim Khan, M.Sc Zoology, GFC(W) Pesh.	12.03.1962	29.10.1986	23.01.1988 21.2.2004	B-17 B-18	Selectee Promotion	26.5.2010	19	Promotion
116	Farhat Nasreen D/O Sardar Mohammad Asghar, M.A English, GGC, No.1 Abbottabad	14.01.1963	2.11.1986	23.01.1988 21.2.2004	B-17 B-18	Selectee Promotion	26.5.2010	19	Promotion
117	Bibi Zehra Rauf D/O Abdur Rezaq Khan, M.Sc Physics, GFC(W) Pesh.	12.08.1959	29.11.1986	23.01.1988 21.2.2004	B-17 B-18	Selectee Promotion	26.5.2010	19	Promotion
118	Jehan Ara D/O Khan Bahadar M.Sc Stats, GGC, Peshawar.	06.01.1962	04.12.1986	23.01.1988 21.2.2004	B-17 B-18	Selectee Promotion	26.5.2010	19	Promotion
119	Dr. Jamila Begum D/O Abdul Hamid Khan, M.Sc Chemistry, Ph.D GGC Nowshera	20.11.1958	08.01.1987	23.01.1988 21.2.2004	B-17 B-18	Selectee Promotion	26.5.2010	19	Promotion

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120	Narayan Begum D/O Muhammad Shaukat Khan, M.A Pol:Sc GGC Thana	01.09.1960 Malakand	10.01.1987	23.01.1988 21.2.2004	B-17 B-18	Selectee Promotion	26.5.2010	19	Promotion
121	Nasim Akhtar D/O Khan Sadiq M.A History/Civics, GGC Maneri (Swabi)	15.01.1956 Peshawar	11.01.1987	23.01.1988 21.2.2004	B-17 B-18	Selectee Promotion	26.5.2010	19	Promotion
122	Shabnam Darakhsan D/O Muhammad Karim Shah, MA English, GGC Kohat	16.06.1962 Kohat	17.01.1987	23.01.1988 21.2.2004	B-17 B-18	Selectee Promotion	26.5.2010	19	Promotion
123	Qaisara Parvin D/O Muhammad Hussain, M.Sc Chemistry, GGC Mansehra	01.04.1960 Abbottabad	19.03.1987	23.01.1988 21.2.2004	B-17 B-18	Selectee Promotion	26.5.2010	19	Promotion
124	Imtiaz Bibi D/O Akhtar Khan M.A Arabic GGC Kohat	01.01.1960 Kohat	21.05.1987	23.01.1988 21.2.2004	B-17 B-18	Selectee Promotion	26.5.2010	19	Promotion
125	Sakina Tariq D/O Chan Badshah M.A Pak Study, GGC, Mardan.	01.06.1960 Peshawar	21.05.1987	23.01.1988 21.2.2004	B-17 B-18	Selectee Promotion	26.5.2010	19	Promotion
126	Bibi Fatimuz Zohra D/O Haji Niaz Muhammad, M.A Islam: GGC Marghuz.	15.04.1962 Mardan	21.05.1987	23.01.1988 21.2.2004	B-17 B-18	Selectee Promotion	26.5.2010	19	Promotion
127	Bibi Imtiaz D/O Khan Zaman Khan M.Sc Geog: GGC, No. 1 Abbottabad.	01.05.1954 Mansehra	01.06.1987	23.01.1988 21.2.2004	B-17 B-18	Selectee Promotion	26.5.2010	19	Promotion
128	Naila Ambarin D/O Abdus Salam M.A H/Economics, GGCC Peshawar	18.05.1964 Peshawar	11.11.1987	23.01.1988 21.2.2004	B-17 B-18	Selectee Promotion	26.5.2010	19	Promotion
129	Robina Zaman D/O Muhammad Zaman, M.A Sociology, GGC Haripur	08.06.1962 Kohat	12.11.1987	23.01.1988 21.2.2004	B-17 B-18	Selectee Promotion	26.5.2010	19	Promotion
130	Farida Begum D/O Syed Sahib Shah M.A History, GGC Tank	01.10.1962 S.W.Agency	15.11.1987	23.01.1988 21.2.2004	B-17 B-18	Selectee Promotion	25.5.2010	19	Promotion
131	Tahira D/O S.Mehbood Ali Shah M.A Islam: Cum Arabic, GGC, Nowshera	08.02.1955 Swabi	13.08.1995	13.08.1995 28.5.2005	B-17 B-18	Selectee Selectee	25.5.2010	19	Promotion
132	Salma Ghani D/O Sher Ghani M.A English, GGC, Mardan	17.03.1971 Peshawar	12.08.1995	12.08.1995 21.2.2007	B-17 B-18	Selectee Promotion		19	Directe Selectee
133	Imrana Ghafoor D/O Abdul Ghafoor M.Sc Zoology, GGC, Mardan.	25.04.1968 Khy. Agency	19.05.1999	19.05.1999			BPS-18	23.7.2005	Initial Promoted to B-19 on acting charge basis.
84	Rana Tabbassum D/O Ghulam Sarwar M.A History, GGC No 2 Mansehra	16.12.1955 Abbottabad	30.11.1992	30.11.1992	BPS-17	Initial	BPS-18	21-2-2007	Promotion
164	Nadia Ashraf D/O Muhammad Ashraf M.A History Cum Civics GGC Thall	02.05.1975 Kohat	4.1.2003	4.1.2003	BPS-17	Initial recruitment	BPS-18	17.5.2009	Initial recruitment
99	Saima Khaliq D/O Abdul Khaliq M.A H/Eco:	25.12.1971 Peshawar	21.8.1995	21.8.1995	BPS-17	Initial	BPS-18	21-2-2007	Promotion
157	Tabassum Nasir D/O M.Naseer Murad, M.Sc Phy: GGC No.2 D.I.K	07.09.1964 D.I.Khan	11.12.1989	11.12.1989	BPS-17	Initial recruitment	BPS-18	21-2-2007	Promotion

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# VAKALATNAMA

In the Court of K.P Service Tribunal  
Peshawar

No. \_\_\_\_\_ of 2013

Jehan Ara

Petitioner  
Plaintiff  
Applicant  
Appellant  
Complainant  
Decree-Holder

**V**ERSUS

Govt of K.P

Respondent  
Defendant  
Opponent  
Accused  
Judgment-Debtor

I / We Jehan Ara the above  
noted Govt of K.P do hereby appointed and constitute, **Muhammad Zafar  
Tahirkheli & Ansar Ullah Khan, Advocates High Court**, to appear, plead, act, compromise, withdraw or refer  
to arbitration for me / us as my / our counsels / advocates in the above noted matter, without any liability for his default  
and with the authority to engage any other Advocate / Counsel at my / our cost.

The Client / Litigant will ensure his presence before the Court on each and every date of hearing and the counsel  
would not be responsible if the case is proceeded ex-parte or is dismissed in default of appearance. All cost awarded  
in favour shall be the right of Counsel or his nominee, and if awarded against shall be payable by me/us.

I / We authorize the said Advocates to withdraw and receive on my / our behalf all sums and amounts payable or  
deposited on my / our account in the above noted matter.

Jehan Ara  
Client

Dated 09th May 13

[Signature]  
Attested & Accepted (Advocates)

Office **ATIQ LAW ASSOCIATES,**  
87, Al-Falah Street, Besides State Life Building,  
Peshawar Cantt, Phone: 091-5279523  
E-mail : zafark.advocate@gmail.com

[Signature]

POWER OF ATTORNEY

In the Court of KPK Service Tribunal Peshawar  
Jehan Ara

} For  
} Plaintiff  
} Appellant  
} Petitioner  
} Complainant

VERSUS

Govt of KPK and others

} Defendant  
} Respondent 5, 6, 12, 13  
} Accused 14, 15, 17, 19, 21

Appeal/Revision/Suit/Application/Petition/Case No. 884 of 213  
Fixed for \_\_\_\_\_

I/W, the undersigned, do hereby nominate and appoint

IJAZ ANWAR ADVOCATE, SUPREME COURT OF PAKISTAN

and Sajid Amin Adil my true and lawful attorney, for me  
in my name and on my behalf to appear at Peshawar to appear, plead, act and  
answer in the above Court or any Court to which the business is transferred in the above  
matter and is agreed to sign and file petitions. An appeal, statements, accounts, exhibits.  
Companies or other documents whatsoever, in connection with the said matter or any  
matter arising there from and also to apply for and receive all documents or copies of  
documents, depositions etc, and to apply for and issue summons and other writs or sub-  
poena and to apply for and get issued and arrest, attachment or other executions, warrants  
or order and to conduct any proceeding that may arise there out; and to apply for and  
receive payment of any or all sums or submit for the above matter to arbitration, and to  
employee any other Legal Practitioner authorizing him to exercise the power and  
authorizes hereby conferred on the Advocate wherever he may think fit to do so, any other  
lawyer may be appointed by my said counsel to conduct the case who shall have the same  
powers.

AND to all acts legally necessary to manage and conduct the said case in all  
respects, whether herein specified or not, as may be proper and expedient.

AND I/we hereby agree to ratify and confirm all lawful acts done on my/our behalf  
under or by virtue of this power or of the usual practice in such matter.

PROVIDED always, that I/we undertake at time of calling of the case by the  
Court/my authorized agent shall inform the Advocate and make him appear in Court, if the  
case may be dismissed in default, if it be proceeded ex-parte the said counsel shall not be  
held responsible for the same. All costs awarded in favour shall be the right of the counsel  
or his nominee, and if awarded against shall be payable by me/us

IN WITNESS whereof I/we have hereto signed at Peshawar  
the \_\_\_\_\_ day to \_\_\_\_\_ the year \_\_\_\_\_  
Executant/Executants \_\_\_\_\_  
Accepted subject to the terms regarding fee \_\_\_\_\_

Ijaz Anwar

Advocate High Courts & Supreme Court of Pakistan

ADVOCATES, LEGAL ADVISORS, SERVICE & LABOUR LAW CONSULTANT  
FR 3, Posh Plaza, Fubon Plaza, Saddar Road, Peshawar Cantt  
Ph: 991-5272154 Mobile: 0333-9167225

No. 5  
(Dr. Dabho)

No. 6  
(Jahan Ara)

No. 12  
(S. S. S.)

No. 13  
(S. Ghans)

No. 14  
(N. Shabeen)

No. 15  
(Green)

No. 17  
(H. J. J.)

No. 19  
(Gul Naz)

No. 21  
(S. S.)

**BEFORE THE KHYBER PAKHTUNKWA**  
**SERVICE TRIBUNAL PESHAWAR**

In the matter of  
Appeal No. 884/2013

*Jahan Ara*

(Appellant)

V E R S U S

Govt of Khyber Pakhtunkhwa through Chief Secretary, Civil  
Secretariat, Peshawar and 20 others.

(Respondents)

**PARA WISE COMMENTS ON BEHALF**  
**OF THE RESPONDENTS NO 5, 6, 12 to 15, 17, 19, 21**

Respectfully Sheweth:-

**Preliminary Objections:-**

1. That the Appellant has no locus standi to file the Appeal in hand.
2. That the appeal in hand is not maintainable.
3. That the appellant on her promotion issued vide notification dated 26.5.2010 never agitated for ante-dation of her promotion nor objected on it or made any representation against it, thus she has waived her right and thus estopped by her conduct to question the final seniority list at this stage.
4. That the appeal in hand is hopelessly barred by time, when time is calculated from the notification dated 26.5.2010.
5. That in accordance with section 8 of the Khyber Pakhtunkhwa Civil Servant Act, 1973 read with Rule 17 of the Khyber Pakhtunkhwa Civil Servants (Appointments, Promotions & Transfer) Rules, 1989 " The Inter-se-Seniority of the Civil Servants appointed to a service, cadre or post shall be determined:- (a) In the case of persons appointed by initial recruitment, in accordance with the order of merit assigned by the Commission ....., thus the replying respondents are senior to the appellant in all respects.

6. That initiation of promotion / appointment process always takes time and it can under no circumstances be claimed promotion from the date when the post was available, the same principle is equally applicable to the case of the replying respondents.
7. That the replying respondents having been recommended for appointment prior in time similarly were issued appointment on the recommendation of the Public Service Commission prior in time would be considered senior; any appointment order issued later in time to the appellant was on account of the Govt and it was not the fault of the replying respondents since they belong to same batch their seniority would be determined in the order of merit and would rank senior to the appellant.

ON FACTS:

1. Contents of Para 1 need no reply. It is however added that the appellant felt herself satisfied with the promotion and never asked for ante-dation of her promotion.
2. Contents of Para 2 and misleading and incorrect. It may be submitted that the 4-tier formula of the College Teachers was upgraded vide Notification dated 09.06.2009 and the total number of new posts of (BPS-19) was raised from 379 to 420. It is however added that the requisition for appointment to the Public Service Commission was sent much prior, similarly the vacant posts were available for the direct recruit.
3. Contents of Para 3 and misleading and incorrect. The Appellant was not entitled to promotion to the post of Associate Professor (BPS-19) wef 09.06.2009, the date from which the 4-tier formula has been upgraded. Promotion to these new posts was to be made in the prescribed manner as provided in the Khyber Pakhtunkhwa Civil Servant (Appointment, Promotion & Transfer) Rules, 1989. The process of placing the promotion cases before Provincial Selection Board is time consuming job and the regular promotion could be made only in consultation with the Provincial Selection Board, and after the approval of the Competent Authority. It is only therefore that the Notification of Promotion is issued with prospective / immediate effect. The Appellant has rightly been promoted wef on 26.05.2010.
4. Contents of Para 4 need no reply.
5. Contents of Para 5 and misleading. The Final Seniority List of Associate Professors (BPS-19) has been issued on 01.03.2013 as it stood on 31.10.2012. However, it is stated that no Final Seniority List as alleged has been issued on 05.10.2010.

Furthermore, no Final Seniority List can be issued without prior approval of the Establishment Department. The Final Seniority List issued on 01.03.2013 according to Law / Rules and without any irregularity. Thus no malafide is reflected at all. The selectees of the Public Service Commission have been placed from S No 80 to 98 of the Seniority List as it stood on 31.10.2012. The selectees of the Public Service Commission have arrived and appointed vide various Notification ie M/S Ghazal Kiran Awan vide Notification No SO (FC)HE/3-2/Recruitment of F Association Professor dated 22.01.2010, M/S Imrana Ghafoor and Seema Gul vide Notification No SO (FC)HE/3-9/Recruitment of Associate Professor dated 01.04.2010, M/S Tasneem Tahman,, M/S Salma Ghani, Bushra Fatima and M/S Rozeena Rahman SO (FC) HE / 3-9 / Recruitment of Associate Professor dated 17.05.2010 and other selectees vide Notification No SO (FC)HE/3-9/Recruitment of Associate Professor dated 18.08.2010, No SO (FC)HE/3-10/Recruitment of F Association Professor dated 22-01-211, No SO (FC)HE/3-9/Recruitment of F Association Professor dated 28.05.2011, No SO (FC)HE/3-9/Recruitment of Associate Professor dated 21.06.2011, No SO (FC)HE/3-10/Recruitment of Associate Professor dated 20.01.2010 and No SO (FC)HE/3-10/Recruitment of Associate Professor dated 29.01.2011. The revised Inter-se-Merit of the Female Associate Professors (BPS-19) in various subjects was furnished on 28.06.2012 vide letter No SR-VII-No 03479, dated 02.07.2012. It is pertinent to be mentioned that M/S Ghazala Kiran Awan, M/S Imrana Gahafoor and Seema Gul, M/S Tasneem Rahman, M/S Salma Ghani, Bushra Fatima and M/S Rozeena Rahman have been appointed earlier than the other selectees and promotes, but they have been placed at S No 5, 10, 12, 15. 17. 19 and 20 of the Inter-se-Seniority List furnished by the Public Service Commission. Accordingly the names of the selectee Associate Professors (BPS-19) have been correctly placed / inserted at S No 80 below Akhtar Nagina at S No. 79 of the Seniority List, which is in accordance with the spirit of Rule 17 (I) (a) Part-VI and Explanation-III Para (2) of the Khyber Pakhtunkhwa Civil Servant (Appointment, Promotion and Transfer) Rules, 1989. Thus the seniority list so finalized is in accordance with law and rule governing seniority.

6. Contents of Para 6 misleading and incorrect, the appeal is false, based on concealment of facts hence denied. It may be submitted that the Directorate of Higher Education letter No 8104-28 dated 15.04.2013 was substituted by another letter vide letter No 9042-66, dated 25.04.2013, whereby the appellant has been informed that her appeal regarding Seniority list has been sent to the Provincial Govt for necessary action.

**GROUNDS OF APPEAL: -**

The grounds taken in Writ Petition are legal and in view of the above narrated facts will be replied at the time of arguments.

- a. Contents incorrect. The Seniority List issued on 01.03.2013 is in line with the provision of Explanation-III Para (2) of Rule 17 Part-IV of the Khyber Pakhtunkhwa Civil Servant (Appointment, Promotion and Transfer) Rules, 1989 and the appellant does not have any edge over the Respondents who have been recruited / selected directly.
- b. Contents incorrect. The Respondent No 4 and others have been recruited on the recommendation of the Public Service Commission in response to advertisement No 07/2009 and Inter-se-Seniority List of the recruited Associate Professors Supra has been furnished by the Public Service Commission as explained in Para 5 above. Consequently, Respondents No 4 to 21 have been appointed by initial recruitment on different dates prior to the promotion of the appellant. The Inter-se-Seniority List of the recruited / selected Associate Professors has been correctly maintained in accordance with the provision of sub Rule 17 of the Khyber Pakhtunkhwa Civil Servant (Appointment, Promotion and Transfer) Rules, 1989. No exception could be taken against the seniority list maintained in this Department. It may further be submitted that the Inter-se-Seniority List prepare by the Public Service Commission cannot be disturbed under the Rule.
- c. Contents incorrect. The promotion always take effect from the date of promotion, ante dation can only be claimed if the civil servant is deferred for promotion at any stage, which is not the case in hand, thus the appellant has rightly been placed in the seniority list. The judgment so referred have no application to the case in hand.
- d. Contents incorrect. The Judgment of the Supreme Court of Pakistan is distinguished from the case of the appellant and is not attracted to the case in hand. The judgment of the apex Court in respect of Federal Civil Servants and it has relief upon the rule 6 of the Civil Servants (Seniority) Rules, 1993, however in this province section 8 of the Khyber Pakhtunkhwa Civil Servant Act, 1973 read with rule 17 of the Khyber Pakhtunkhwa Civil Servants (Appointments, Promotions & Transfer) Rules, 1989



govern the principles of seniority, thus the judgment so referred is not attracted to the case in hand.

- e. Contents incorrect, hence denied. As explained in reply to Ground D above.
- f. Contents vague and misleading. The same is the case of the replying respondents, however it is stated with respect that seniority is governed under the law and rules and not upon performance.
- g. Contents misleading and incorrect. The replying respondents were allowed seniority in accordance with law.

It is therefore prayed that on acceptance of this para-wise comments the appeal in hand be dismissed with costs.

*Gul Nasir*

Respondents 5, 6, 12 to 15, 17, 19, 21

Through

*Ijaz Anwar*

**IJAZ ANWAR,**  
Advocate, Peshawar.

6

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

In the matter of  
Service Appeal No. 884/2013

*Jahan Ara*

(Appellant)

V E R S U S

Govt of Khyber Pakhtunkhwa through Chief Secretary, Civil  
Secretariat, Peshawar and 20 others.

(Respondents)

**REPLY TO APPLICATION**

Preliminary Objections:

- A. That the Petitioner has got no cause of action.
- B. That the relief asked in this application is in fact the main relief prayed in the appeal, and allowing the relief at this stage will amount to decision of the case before its trial.
- C. That the staying the promotion process without there being any such initiation of the process is uncalled for and the application in hand is thus pre-mature.
- D. That the necessary ingredient for the grant of interim relief is lacking in the instant case, hence the application is liable to summary rejection.

ON FACTS: -

1. Contents of Para 1 is Correct.
2. Contents of Para 2 The Comments of accompanying Para-wise Comments may kindly be read as part and parcel of this reply.
3. Contents of Para 3 Incorrect and misleading. The Respondents No 4 to 21 have been correctly placed senior to the Appellants in view of Rules 17 (I) (a) Part-IV and Explanation-III Para (2) of the Khyber Pakhtunkhwa Civil Servant (Appointment, Promotion & Transfer) Rules, 1989. Hence the Appellants have no Prima facie case.

- 7
4. Contents of Para 3 Incorrect and misleading. The Respondent No 20 Mst Ghazala Kiran has been promoted vide Notification dated 22.01.2010 whereas, Respondents No 18 & 21 have been promoted vide Notification dated 01.04.2010, Respondents No 8, 13, 15 and 17 have been appointed vide Notification dated 17.05.2010. It may further be submitted that the revised Inter Se Merit of the Respondents Female Associate Professors have been furnished by the Public Service Commission on 02.07.2012. It is pertinent to be mentioned that M/S Ghazala Kiran Awan, M/S Imrana Ghafoor and Seema Gul, M/S Tasneem Rahman, M/S Salma Ghani, Bushra Fatima and M/S Rozeena Rahman have been appointed earlier than the other selectees and promotes, but they have been placed at S No 5, 10, 12, 15, 17, 19 and 20 of the Inter-Seniority List furnished by the Public Service Commission. Accordingly the names of the selectee Associate Professors (BPS-19) have been correctly placed / inserted at S No 80 below Akhtar Nagina at S No 79 of the Seniority List, which is in accordance with the spirit of Rule 17 (I) (a) Part-VI and Explanation-III Para (2) of the Khyber Pakhtunkhwa Civil Servant (Appointment, Promotion and Transfer) Rules, 1989.
5. Contents of Para 3 Incorrect and misleading, hence denied. The Appellants have not raised the question of balance of convenience in their applications, which is one of the 03 pre-requisites for maintaining an application for status quo, hence the application in hand is not maintainable and cannot be granted under the law.

Prayer

In view of the above submission, it is humbly prayed that the application in hand may graciously be dismissed and the interim status quo already granted may please be vacated.

*Gul Naz*  
Respondents No. 5, 6, 12 to 15,  
17, 19, 21

Through

*Ijaz Anwar*  
**IJAZ ANWAR**  
Advocate Peshawar

**IN THE PESHAWAR HIGH COURT PESHAWAR**

In the matter of  
Appeal No. 884/2013

*Jahan Ara*

(Appellant)

**V E R S U S**

Govt of Khyber Pakhtunkhwa through Chief Secretary, Civil  
Secretariat, Peshawar and others.

(Respondents)

**AFFIDAVIT**

I, do hereby Solemnly affirm on this 26<sup>th</sup> day of November, 2013 at Peshawar on oath that, the contents of the *Parawise Comments as well reply to the application* are true and correct to the best of my knowledge and belief nothing has been concealed or kept back from this Honourable Tribunal.

*Gul Naz*  
Deponent

Identified by

*[Signature]*

**IJAZ ANWAR**  
Advocate Peshawar



BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,  
PESHAWAR.

Application in Service Appeal No.884/2013  
Jahan Ara d/o S. Haider Hussain..... (Appellant)

VERSUS

Government of Khyber Pakhtunkhwa though Chief Secretary and 20  
others..... (Respondents)

Reply to Application in Service Appeal No. 884.

Respectfully Sheweth: -

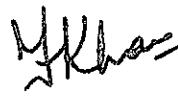
1. Correct.
2. The Comments of accompanying Para-wise Comments may kindly be read as part and parcel of this Reply.
3. Incorrect. The Respondents No. 4 to 21 have been correctly placed senior to the Appellants in view of Rule 17(I)(a) Part-VI and Explanation-III Para (2) of the Khyber Pakhtunkhwa Civil Servant (Appointment, Promotion & Transfer) Rules, 1989 (Annex-A). Hence the Appellant have no Prima Facie case.
4. Incorrect. The Respondent No. 20 Mst. Ghazala Kiran has been promoted vide Notification dated 22-01-2010 (Annex-B) whereas, Respondents No. 18 & 21 have been promoted vide Notification dated 01-04-2010 (Annex-C), Respondents No. 8, 13, 15 and 17 have been appointed vide Notification dated 17-05-2010 (Annex-D). It may further be submitted that the revised Inter Se Merit of the Respondents Female Associate Professors have been furnished by the Public Service Commission on 02-07-2012 (Annex-E). It is pertinent to be mentioned that M/S Ghazala Kiran Awan, M/S. Imrana Ghafoor and Seema Gul, M/S Tasneem Rahman, M/S Salma Ghani, Bushra Fatima and M/S Rozeena Rahman have been appointed earlier than the other selectees and promotees, but they have been placed at S.No. 5, 10, 12, 15, 17, 19, and 20 of the Inter Se Seniority List furnished by the Public Service Commission. Accordingly the names of the selectees Associate Professors (BPS-19) have been correctly placed/inserted at S. No. 80 below Akhtar Nagina at S. No. 79 of the Seniority List, hence the Seniority of the Selectee has come in the aforesaid block, which cannot be disturbed. The Inter Se Seniority List furnished by Public Service Commission is to be kept intact and cannot be disturbed under Rule 17(I)(a) Part-VI and Explanation-III Para (2) of the Khyber Pakhtunkhwa Civil Servant (Appointment, Promotion & Transfer) Rules, 1989 (Annex-A) supra.
5. Incorrect, hence denied.


for status quo, hence the Application in hand is not maintainable and cannot be granted under the law.

Prayer: -

In view of the above submissions, it is humbly prayed that the Application in hand may graciously be dismissed and the interim status quo already granted may please be vacated.

*for*   
Chief Secretary  
(Respondent No. 1)

  
Secretary Higher Education Department  
(Respondent No. 2)

  
Secretary Establishment Department  
(Respondent No. 3)

## 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.

THE NORTH-WEST FRONTIER PROVINCE  
CIVIL SERVANTS (APPOINTMENT, PROMOTION &  
TRANSFER) RULES, 1989.

## PART-I

## GENERAL

1. Short title and commencement: - (1) These rules may be called the North-West Frontier Province 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 North West Frontier Province Public Service Commission;

<sup>29</sup>(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;

<sup>30</sup>(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

<sup>31</sup>(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

<sup>29</sup> 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.

<sup>30</sup> Clause (dd) added by Notification No. SOR-III (S&GAD) 2-7/86, dated 2-1-1994

<sup>31</sup> Clause (g) substituted by Notification No. SOR-I(S&GAD) 4-1/80/II, dated 14-01-1992.

Annex-A  
[PP 3-6]

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 North-West Frontier Province Civil 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-I 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"> <li>(i) Former Provincial Civil Service (Executive Branch);</li> <li>(ii) Former Provincial Civil Service (Judicial Branch); and</li> <li>(iii) Provincial Civil Secretariat Service.</li> </ul>	Chief Minister
	(b) Posts in Basic Pay Scale 17 other than those covered by (a) above.	Chief Secretary
2.	Posts in Basic Pay Scale 16.	<ul style="list-style-type: none"> <li>(a) In the case of Secretariat of the Government of NWFP, the Chief Secretary.</li> <li>(b) In case of High Court, the Chief Justice; and</li> <li>(c) In the case of Attached Department:</li> </ul>



⑤

## PART-V

## PROBATION AND CONFIRMATION

5. **Probation.** ---- (1) Persons appointed to posts by initial recruitment, promotion or transfer shall be on probation for a period of one year.

(2) The appointing authority, if considers necessary, may extend the probation period for one year as may be specified at the time of appointment.

(3) On the successful completion of probation period; the appointing authority shall, by specific order, terminate the probation:

Provided that if no specific order is issued on the expiry of the first year of probation period, the period of probation shall be deemed to have been extended under sub-rule (2):

Provided further that if no specific order is issued on the expiry of the extended period of probation, the period of probation shall be deemed to have been successfully completed.

16. **Confirmation:**-After satisfactory completion of the probationary period, a civil servant shall be confirmed; provided that he holds a substantive post, provided further that a civil servant shall not be deemed to have satisfactorily completed his period of probation, if he has failed to pass an examination, test or course or has failed to complete successfully a training prescribed within the meaning of sub-section (3) of Section 6 of the North West Frontier Province Civil Servants Act, 1973:

## PART-VI

## SENIORITY

17. **Seniority** :- (1) the seniority inter se of civil servants <sup>55</sup>(appointed to a service, cadre or post) shall be determined:-

- (a) in the case of persons appointed by initial recruitment, in accordance with the order of merit assigned by the Commission <sup>56</sup>[or as the case may be, the Departmental Selection Committee;] provided that persons selected for appointment to post in an earlier selection shall rank senior to the persons selected in a later selection; and
- (b) in the case of civil servants appointed otherwise, with reference to the date of their continuous regular appointment in the post; provided that civil servants selected for promotion to a higher post in one batch shall, on their promotion to the higher post, retain their inter se seniority as in the lower post.

**Explanation-I:-** If a junior person in a lower post is promoted to a higher post temporarily in the public interest, even though continuing later permanently in the higher

<sup>54</sup> Rule-15 substituted vide Notification No. SOR-VI/E&AD/1-3/2009/Vol-VIII dated 16-2-2010.

<sup>55</sup> Substituted for the words appointment to a post in the same basic pay scale in a cadre by Notification No. SOR-I(S&GAD)4-1/80, dated 17-05-1989.

<sup>56</sup> The words inserted by Notification No. SOR-I(S&GAD)4-1/80/II, dated 04-02-1996.

post, it would not adversely effect the interest of his seniors in fixation of his seniority in the higher post.

**Explanation-II:-** If a junior person in a lower post is promoted to a higher post by superseding a senior person and subsequently that senior person is also promoted the person promoted first shall rank senior to the person promoted subsequently; provided that junior person shall not be deemed to have superseded a senior person if the case of the senior person is deferred for the time being for want of certain information or for incomplete record or for any other reason not attributing to his fault or demerit.

**Explanation-III:-** A junior person shall be deemed to have superseded a senior person only if both the junior and the senior persons were considered for the higher post and the junior person was appointed in preference to the senior person.

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

<sup>57</sup>(3) In the event of merger/restructuring of the Departments, Attached Departments or Subordinate Offices, the inter-se seniority of civil servants affected by the merger/restructuring as aforesaid shall be determined in accordance with the date of their regular appointment to a cadre or post.

<sup>58</sup>(4) The inter-se-seniority of civil servants in a certain cadre to which promotion is made from different lower posts, carrying the same pay scale shall be determined from the date of regular appointment/promotion of the civil servants in the lower post.

Provided that if the date of regular appointment of two or more civil servants in the lower post is the same, the civil servant older in age, shall be treated senior.

**18. General Rules:-** In all matters not expressly provided for in these rules, civil servants shall be governed by such rules as have been or may hereafter be prescribed by Government and made applicable to them.

**19. Repeal:-** The North-West Frontier Province Civil Servants (Appointment, Promotion and Transfer) Rules, 1975, are hereby repealed.

<sup>57</sup> Sub-rule (3) of Rule 17 added vide Notification No. SOR-I(E&AD)4-1/80/IV, dated 28-5-2002.  
<sup>58</sup> Sub-rule (4) of Rule 17 added vide Notification No. SOR-VI (E&AD) 1-3/2008 dated 19<sup>th</sup> November, 2009.



GOVERNMENT OF KHYBER PAKHTUNKHWA  
HIGHER EDUCATION, ARCHIVES &  
LIBRARIES DEPARTMENT

Annex-B

[PP-7-8]

Dated Peshawar: the 22.01, 2011.

NOTIFICATION

No. SO(FC)HE/3-2/10/Recruit. Of F. Associate Prof. Consequent upon the recommendation of Public Service Commission, Khyber Pakhtunkhwa the Competent Authority is pleased to appoint the following recommendees as female Associate Professors (BS-19) in College Cadre of Higher Education Department with immediate effect and to post them in the Colleges noted against each:-

S #	Name/Father's Name/Designation/Address	Subject	Proposed at	Remarks
1.	Mst. Sabiha Nazli, D/O Nameer Khan Assitant Professor of Chemistry (BS-18). Postal Address: H/.No 1268/4 Khwaja Building Kali Bari Peshawar cantt. Permanent Address: As above	Chemistry	GGC Lund Khwar (Mardan) already promoted to BS-19 and posted at the said college.	Already occupied by her
2.	Mst.Gul Naz D/O Murtaza Khan, Assitant Professor of Chemistry (BS-18). Postal Address: Flat No.1 Shahab Flats,Dhora Road,Kohat Road Peshawar. Permanent Address: As Above.	-do-	Assoc;prof. GGC No.1 Charasadda	AVP

TERMS AND CONDITIONS:

- i. They shall, for all intents and purposes be Civil Servants, both the officers will be allowed to retain the benefit of pension and gratuity as per their option/willingness.
- ii. They will have all rights/privillages contained in Khyber Pakhtunkhwa Civil Servants Act, 1973 with all amendments made therein including Khyber Pakhtunkhwa, Civil Servants (Amendment) Act.2005 and Rules made there under.
- iii. In case of resignation, the officers will have to give one month prior notice. In absence of such notice their one month's pay/allowances shall be forfeited to Government.
- iv. The selectees should join their posts within 30-days of the issue of this notification. The Director Higher Education Khyber Pakhtunkhwa,

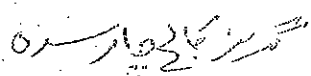
joined the post or otherwise, after one month of the issue of this notification.

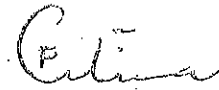
- v. They will get pay in BPS-19 including usual allowances as admissible under the rules. They will be entitled to annual increment like other Civil Servants.
- vi. In case of disciplinary matters, Khyber Pakhtunkhwa, Civil Servants Act.1973 and Khyber Pakhtunkhwa, Civil Servants Removal from service (Special Powers) Ordinance 2000 shall be applicable.

SECRETARY TO GOVT. OF KHYBER PAKHTUNKHWA  
HIGHER EDUCATION DEPARTMENT

Endst: No. & Date Even

Copy forwarded to the:-

1. Secretary, Public Service Commission, Khyber Pakhtunkhwa Peshawar.
2. Secretary to Govt. of Khyber Pakhtunkhwa, Establishment Department, Peshawar.
3. Director Higher Education, Khyber Pakhtunkhwa Peshawar.
4. District Accounts Officers concerned.
5. Principals of the Colleges concerned: 
6. Deputy Director (IT) Planning Cell, Higher Education Deptt:
7. P.S to Minister for Education, Khyber Pakhtunkhwa.
8. P.S to Secretary, Higher Education Department, Khyber Pakhtunkhwa Peshawar.
9. Officers Concerned.



(BIBI FATIMA)

SECTION OFFICER (Female Colleges)

GOVERNMENT OF N.-W.F.P  
HIGHER EDUCATION, ARCHIVES  
AND LIBRARIES DEPARTMENT

Dated Peshawar the 01-04-2010

**NOTIFICATION:**

No.SO(FC)HE/3-2/09/Recruit of F.Associate Pro. Consequent upon the recommendation of NWFP Public Service Commission, the Competent Authority is pleased to appoint the following recommendees as female Associate Professors (BS-19) in College Cadre of Higher Education Department with immediate effect and to post them in the Colleges noted against each:-

S. #	Name / FATHER'S NAME / ADDRESS	SUBJECT	PROPOSED AT	REMARKS
1.	Mst Imrana Ghafoor D/O Abdul Ghafoor Postal Address: House #115, Street # 8, Sector H-3, Phase-2, Hayatabad Peshawar. Permanent Address: Village Zangae Terah Post Office Bara Khyber Agency.	Zoology	At disposal of FATA Directorate	
2.	Mst. Seema Gul D/O Musanif Shah Postal Address: College Road, Marghuz Tehsil & District Swabi. Permanent Address: As above.	Zoology	GGC Marghuz (Swabi)	Against vacant post of Principal BS-19

**TERMS AND CONDITIONS:**

- i) They shall, for all intents and purposes be Civil Servants, except for the purpose of Pension and Gratuity. In lieu of the same, they shall be entitled to receive Contributory Provident Fund.
- ii) They will have all rights/privileges contained in NWFP Civil Servants Act, 1973 with all amendments made therein including NWFP, Civil Servants (Amendment) Act.2005 and Rules made there under.
- iii) In case of resignation, the officers will have to give one month prior notice. In absence of such notice their one month's pay/allowances shall be forfeited to Government.

- 10
- iv) The selectees should join their posts within 30-days of the issue of this notification otherwise it shall be presumed that the selectee has no intentions of joining the service and options of joining the service after expiry of one month shall stand forfeited.
  - v) In case of disciplinary matters, NWFP, Civil Servants Act.1973 and NWFP, Civil Servants Removal from service (special Powers) Ordinance 2000 shall be applicable.
  - vi) The selectee will remain on probation for a period of 02 years which may be extended up to 03 years.

SECRETARY TO GOVT. OF NWFP  
HIGHER EDUCATION DEPARTMENT

Endst: NO. & Dated Even

Copy is forwarded to the:-

1. Secretary, Public Service Commission, Peshawar.
2. The Accountant General NWFP.
3. Secretary to Government of NWFP, Establishment Department.
4. Director Higher Education, NWFP, Peshawar.
5. Director Education, FATA.
6. Deputy Director (IT) Planning Cell, Higher Education Department.
7. Principals of the Colleges concerned.
8. District Account Officer concerned.
9. P.S to Minister Higher Education NWFP, Peshawar.
10. P.S to Secretary Higher Education Arch: & Lib:, Deptt: NWFP.
11. Officers concerned.

SECRETARY  
A.O  
5/4/10

Zubia  
(ZUBIA QAMAR)  
SECTION OFFICER (Female Colleges)

1665  
6-4-2010

Annex-D  
[PP-11-12]

GOVERNMENT OF KHYBER PAKHTUNKHWA  
HIGHER EDUCATION, ARCHIVES &  
LIBRARIES DEPARTMENT

Dated Peshawar: the 17<sup>th</sup> May, 2010.

**NOTIFICATION**

No. SO(FC)HE/3-2/09/Recruit. Of F. Associate Pro. Consequent upon the recommendation of Public Service Commission, Khyber Pakhtunkhwa the Competent Authority is pleased to appoint the following recommendees as female Associate Professors (BS-19) in College Cadre of Higher Education Department with immediate effect and to post them in the Colleges noted against each:-

S #	Name/Father's Name/Address	Subject	Proposed at	Remarks
1.	Mst. Tasnim Rahman D/O Khalil ur Rahman Postal Address: # 11, Prof.Munir Road, Risalpur Cantt, Nowshera Distt. Permanent Address: # 1036, Sector D-4, Phase-I Hayatabad, Peshawar.	English	GGC Tank	AVP
2.	Mst. Salma Ghani D/O Sher Ghani Khan Postal Address: House No. 251, Sector D Sheikh Maltoon Town Mardan. Permanent Address: As Above.	-do-	GGDC Sheikh Maltoon (Mardan)	-do-
3.	Mst. Bushra Fatima D/O Mir Subhan ud Din Postal Address: 1-A/1 Fort Road Peshawar Cantt. Permanent Address: 66, Iqbal Road Abbottabad Cantt.	-do-	GGC No.1 Charsadda	Vice S.No. 1 of below adjustment
4.	Mst. Rozina Rehman D/O Mir Rehman Khan Postal Address: Govt. Girls Degree College The Mall, Nowshera Cantt. Permanent Address: Village Adam Zai Distt Nowshera Mohallah Chan Khail.	-do-	GGDC Kernal Sher Khan Killi (Swabi)	AVP
<b>ADJUSTMENT</b>				
1.	Mst. Rani Gul, Assistant Professor of Political Science, GGC No. 1 Charsadda working against BS-19	Political Science	GFC(W) Peshawar	AVP

**TERMS AND CONDITIONS:**

- i. They shall, for all intents and purposes be Civil Servants, they may be allowed for the benefit of pension and gratuity as per their option/willingness.

- 12
- ii. They will have all rights/privillages contained in Khyber Pakhtunkhwa Civil Servants Act, 1973 with all amendments made therein including Khyber Pakhtunkhwa, Civil Servants (Amendment) Act.2005 and Rules made there under.
  - iii. In case of resignation, the officers will have to give one month prior notice. In absence of such notice their one month's pay/allowances shall be forfeited to Government.
  - iv. The selectees should join their posts within 30-days of the issue of this notification. The Director Higher Education Khyber Pakhtunkhwa, Peshawar should furnish a certificate to the effect that the selectee has joined the post or otherwise, after one month of the issue of this notification.
  - v. In case of disciplinary matters, Khyber Pakhtunkhwa, Civil Servants Act.1973 and Khyber Pakhtunkhwa, Civil Servants Removal from service (Special Powers) Ordinance 2000 shall be applicable.

SECRETARY TO GOVT. OF KHYBER PAKHTUNKHWA  
HIGHER EDUCATION DEPARTMENT

Endst: No. & Date Even

Copy forwarded to the:-

1. Secretary, Public Service Commission, Khyber Pakhtunkhwa Peshawar.
2. Accountant General Khyber Pakhtunkhwa Peshawar.
3. Secretary to Govt. of Khyber Pakhtunkhwa, Establishment Department, Peshawar.
4. Director Higher Education, Khyber Pakhtunkhwa Peshawar.
5. District Accounts Officers concerned.
6. Principals of the Colleges concerned.
7. Deputy Director (IT) Planning Cell, Higher Education Deptt:
8. P.S to Minister for Education, Khyber Pakhtunkhwa.
9. P.S to Secretary, Higher Education Department, Khyber Pakhtunkhwa Peshawar.
10. Officers Concerned.

*Zubia*  
(ZUBIA QAMAR)  
SECTION OFFICER (Female Colleges)

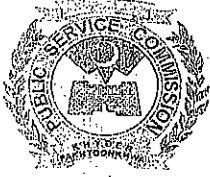


Annex-E

{PP-13-14}

CONFIDENTIAL

Telephone: 9213563



Khyber Pakhtunkhwa  
Public Service Commission  
2 Fort Road Peshawar. Cantt Near  
Governor House  
SR-VII- No. 034749  
Dated: 02/07/2012

To

The Secretary to  
Govt: of Khyber Pakhtunkhwa,  
Higher Education Department Peshawar.

Subject: - REVISED INTER-SE-MERIT OF FEMALE ASSOCIATE  
PROFESOR IN VARIOUS SUBJECTS (BPS-19) IN HIGHER  
EDUCATION DEPARTMENT (ADVT: NO. 07/2009, 04/2010 &  
07/2010).

Dear Sir,

I am directed to refer to your letter No SO(C-1)/HE/1-12/12/S.List  
Female (BPS-19) dated 19.06.2012 on the subject noted above and to enclose  
herewith revised Inter-Se-Seniority of Female Associate Professor (BPS-19)  
appointed in 2009 and 2010 for your record and necessary action.

Yours Faithfully

  
(FAZAL BADSHAH)

DIRECTOR RECRUITMENT

28.6.2012

14/6  
2/7

DS/C  
SO/C-1

26  
3/7

718  
3/7/12

Amir  
P-14

Khyber Pakhtunkhwa Public Service Commission

Inter-Se-Merit List of Female Associate Professors in various subjects (BPS-19)  
(Advertisement No.07/2009)


S. No	Name with Father Name	Subject	Domicile/Zone
1.	Saima Khaliq D/O Abdul Khaliq	Home Economics	Peshawar/2
2.	Sabiha Nazli D/O Namer Khan	Chemistry	Swabi/2
3.	Rukhsana Anwar D/O Haq Nawaz Khan	Botany	Peshawar/2
4.	Raana Tabassum D/O Ghulam Serwar	History Cum Civics	Abbottabad/5
5.	Tasneem Rahman D/O Khalil Ur Rahman	English	Peshawar/2
6.	Nabeela Rehman D/O M.Abdur Rehman	Statistics	Peshawar/2
7.	Bakht Shahida Guillani D/O Imdad Ud Din	Home Economics	Malakand/3
8.	Nadia Ashraf D/O Muhammad Ashraf	History Cum Civics	Kohat/4
9.	Samina Iffat D/O Haji Muhammad Yousaf Awan	Statistics	Peshawar/2
10.	Salma Ghani D/O Sher Ghani Khan	English	Peshawar/2
11.	Nigahat Shaheen D/O Malik Ghulam Nabi	Botany	Mansehra/5
12.	Bushra Fatima D/O Subhan Ud Din	English	Abbottabad/5
13.	Shabnam Tabinda D/O Masoud Ur Rehman	Statistics	Abbottabad/5
14.	Rozina Rehman D/O Mir Rehman Khan	English	Nowshera/2
15.	Imrana Ghafoor D/O Abdul Ghafoor	Zoology	Khyber Agy/1
16.	Gul Naz D/O Murtaza Khan	Chemistry	Peshawar/2
17.	Ghazala Kiran Awan D/O Muhammad Sabir	Maths	Abbottabad/5
18.	Seema Gul D/O Musnaf Shah	Zoology	Nowshera/2

Merit List of Female Associate Professors in various subjects (BPS-19)  
(Advertisement No. 4/2010)

S. No	Name with Father Name	Subject	Domicile/Zone
1	Nagina Perven D/O Muhammad Bakhsh	Islamiate	Abbottabad/5

Merit List of Female Associate Professors in various subjects (BPS-19)  
(Advertisement No.07/2010)

S. No	Name with Father Name	Subject	Domicile/Zone
1	Jamila Khanum D/O Fazle Karim Khattak	Political Science	Kohat/4
2	Rani Gul D/O Abdus Sattar	Political Science	Peshawar/2

  
 (FAZAL BADSHAH)  
 DIRECTOR RECRUITMENT  
 28.6.2012

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 North-West Frontier Province Civil 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.

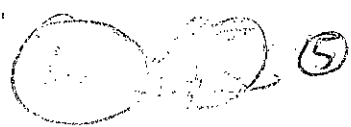
3. **Method of Appointment:-** (1) Appointment to posts shall be made by any of the following methods, namely:-

- (a) by promotion or transfer in accordance with the provisions contained in Part-I 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
321.	(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"> <li>(i) Former Provincial Civil Service (Executive Branch);</li> <li>(ii) Former Provincial Civil Service (Judicial Branch); and</li> <li>(iii) Provincial Civil Secretariat Service.</li> </ul>	Chief Minister
	(b) Posts in Basic Pay Scale 17 other than those covered by (a) above.	Chief Secretary
2.	Posts in Basic Pay Scale 16.	(a) In the case of Secretariat of the Government of NWFP, the Chief Secretary. (b) In case of High Court, the Chief Justice; and (c) In the case of Attached Department:



## PART-V

## PROBATION AND CONFIRMATION

15. Probation. ----- (1) Persons appointed to posts by initial recruitment, promotion or transfer shall be on probation for a period of one year.

(2) The appointing authority, if considers necessary, may extend the probation period for one year as may be specified at the time of appointment.

(3) On the successful completion of probation period; the appointing authority shall, by specific order, terminate the probation:

Provided that if no specific order is issued on the expiry of the first year of probation period, the period of probation shall be deemed to have been extended under sub-rule (2):

Provided further that if no specific order is issued on the expiry of the extended period of probation, the period of probation shall be deemed to have been successfully completed.

16. Confirmation:-After satisfactory completion of the probationary period, a civil servant shall be confirmed; provided that he holds a substantive post, provided further that a civil servant shall not be deemed to have satisfactorily completed his period of probation, if he has failed to pass an examination, test or course or has failed to complete successfully a training prescribed within the meaning of sub-section (3) of Section 6 of the North West Frontier Province Civil Servants Act, 1973.

## PART-VI

## SENIORITY

17. Seniority :- (1) the seniority inter se of civil servants <sup>55</sup>(appointed to a service, cadre or post) shall be determined:-

- (a) in the case of persons appointed by initial recruitment, in accordance with the order of merit assigned by the Commission <sup>56</sup>[or as the case may be, the Departmental Selection Committee;] provided that persons selected for appointment to post in an earlier selection shall rank senior to the persons selected in a later selection; and
- (b) in the case of civil servants appointed otherwise, with reference to the date of their continuous regular appointment in the post; provided that civil servants selected for promotion to a higher post in one batch shall, on their promotion to the higher post, retain their inter se seniority as in the lower post.

Explanation-I:- If a junior person in a lower post is promoted to a higher post temporarily in the public interest, even though continuing later permanently in the higher

<sup>54</sup> Rule-15 substituted vide Notification No. SOR-VI/E&AD/1-3/2009/Vol-VIII dated 16-2-2010.

<sup>55</sup> Substituted for the words appointment to a post in the same basic pay scale in a cadre by Notification No. SOR-I(S&GAD)4-1/80, dated 17-05-1989.

<sup>56</sup> The words inserted by Notification No. SOR-I(S&GAD)4-1/80/11, dated 04-02-1996.

post, it would not adversely effect the interest of his seniors in fixation of his seniority in the higher post.

**Explanation-II:-** If a junior person in a lower post is promoted to a higher post by superseding a senior person and subsequently that senior person is also promoted the person promoted first shall rank senior to the person promoted subsequently; provided that junior person shall not be deemed to have superseded a senior person if the case of the senior person is deferred for the time being for want of certain information or for incomplete record or for any other reason not attributing to his fault or demerit.

**Explanation-III:-** A junior person shall be deemed to have superseded a senior person only if both the junior and the senior persons were considered for the higher post and the junior person was appointed in preference to the senior person.

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

<sup>57</sup>(3) In the event of merger/restructuring of the Departments, Attached Departments or Subordinate Offices, the inter se seniority of civil servants affected by the merger/restructuring as aforesaid shall be determined in accordance with the date of their regular appointment to a cadre or post.

<sup>58</sup>(4) The inter-se-seniority of civil servants in a certain cadre to which promotion is made from different lower posts, carrying the same pay scale shall be determined from the date of regular appointment/promotion of the civil servants in the lower post.

Provided that if the date of regular appointment of two or more civil servants in the lower post is the same, the civil servant older in age, shall be treated senior.

18. **General Rules:** - In all matters not expressly provided for in these rules, civil servants shall be governed by such rules as have been or may hereafter be prescribed by Government and made applicable to them.

19. **Repeal:-** The North-West Frontier Province Civil Servants (Appointment, Promotion and Transfer) Rules, 1975, are hereby repealed.

<sup>57</sup> Sub-rule (3) of Rule 17 added vide Notification No. SOR-I(E&AD)4-1/80/IV, dated 28-5-2002.  
<sup>58</sup> Sub-rule (4) of Rule 17 added vide Notification No. SOR-VI (E&AD) 1-3/2008 dated 19<sup>th</sup> November, 2009.

nyber Pakhtunkhwa,



Annex-B

[PP-7-8]

GOVERNMENT OF KHYBER PAKHTUNKHWA  
HIGHER EDUCATION, ARCHIVES &  
LIBRARIES DEPARTMENT

Dated Peshawar: the 22.01, 2011.

**NOTIFICATION**

**No. SO(FC)HE/3-2/10/Recruit. Of F. Associate Prof.** Consequent upon the recommendation of Public Service Commission, Khyber Pakhtunkhwa the Competent Authority is pleased to appoint the following recommendees as female Associate Professors (BS-19) in College Cadre of Higher Education Department with immediate effect and to post them in the Colleges noted against each:-

S #	Name/Father's Name/Designation/Address	Subject	Proposed at	Remarks
1.	Mst. Sabiha Nazli, D/O Nameer Khan Assitant Professor of Chemistry (BS-18). Postal Address: H/.No 1268/4 Khwaja Building Kali Bari Peshawar cantt. Permanent Address: As above	Chemistry	GGC Lund Khwar (Mardan) already promoted to BS-19 and posted at the said college.	Already occupied by her
2.	Mst.Gul Naz D/O Murtaza Khan, Assitant Professor of Chemistry (BS-18). Postal Address: Flat No.1 Shahab Flats,Dhora Road,Kohat Road Peshawar. Permanent Address: As Above.	-do-	Assoc;prof. GGC No.1 Charasadda	AVP

**TERMS AND CONDITIONS:**

- i. They shall, for all intents and purposes be Civil Servants, both the officers will be allowed to retain the benefit of pension and gratuity as per their option/willingness.
- ii. They will have all rights/privillages contained in Khyber Pakhtunkhwa Civil Servants Act, 1973 with all amendments made therein including Khyber Pakhtunkhwa, Civil Servants (Amendment) Act.2005 and Rules made there under.
- iii. In case of resignation, the officers will have to give one month prior notice. In absence of such notice their one month's pay/allowances shall be forfeited to Government.
- iv. The selectees should join their posts within 30-days of the issue of this notification. The Director Higher Education Khyber Pakhtunkhwa,

joined the post or otherwise, after one month of the issue of this notification.

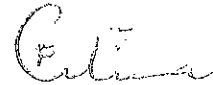
- v. They will get pay in BPS-19 including usual allowances as admissible under the rules. They will be entitled to annual increment like other Civil Servants.
- vi. In case of disciplinary matters, Khyber Pakhtunkhwa, Civil Servants Act.1973 and Khyber Pakhtunkhwa, Civil Servants Removal from service (Special Powers) Ordinance 2000 shall be applicable.

SECRETARY TO GOVT. OF KHYBER PAKHTUNKHWA  
HIGHER EDUCATION DEPARTMENT

**Endst: No. & Date Even**

Copy forwarded to the:-

1. Secretary, Public Service Commission, Khyber Pakhtunkhwa Peshawar.
2. Secretary to Govt. of Khyber Pakhtunkhwa, Establishment Department, Peshawar.
3. Director Higher Education, Khyber Pakhtunkhwa Peshawar.
4. District Accounts Officers concerned.
5. Principals of the Colleges concerned.
6. Deputy Director (IT) Planning Cell, Higher Education Deptt:
7. P.S to Minister for Education, Khyber Pakhtunkhwa.
8. P.S to Secretary, Higher Education Department, Khyber Pakhtunkhwa Peshawar.
9. Officers Concerned.



(BIBI FATIMA)

SECTION OFFICER (Female Colleges)



Annex-C

[PP-9-10]

GOVERNMENT OF N.-W.F.P  
HIGHER EDUCATION, ARCHIVES  
AND LIBRARIES DEPARTMENT

Dated Peshawar the 01-04-2010

**NOTIFICATION:**

No.SO(FC)HE/3-2/09/Recruit of F.Associate Pro. Consequent upon the recommendation of NWFP Public Service Commission, the Competent Authority is pleased to appoint the following rcommendees as female Associate Professors (BS-19) in College Cadre of Higher Education Department with immediate effect and to post them in the Colleges noted against each:-

S. #	Name / FATHER'S NAME / ADDRESS	SUBJECT	PROPOSED AT	REMARKS
1.	Mst Imrana Ghafoor D/O Abdul Ghafoor Postal Address: House #115, Street # 8, Sector H-3, Phase-2, Hayatabad Peshawar. Permanent Address: Village Zangae Terah Post Office Bara Khyber Agency.	Zoology	At disposal of FATA Directorate	
2.	Mst. Seema Gul D/O Musanif Shah Postal Address: College Road, Marghuz Tehsil & District Swabi. Permanent Address: As above.	Zoology	GGC Marghuz (Swabi)	Against vacant post of Principal BS-19

**TERMS AND CONDITIONS:**

- i) They shall, for all intents and purposes be Civil Servants, except for the purpose of Pension and Gratuity. In lieu of the same, they shall be entitled to receive Contributory Provident Fund.
- ii) They will have all rights/privileges contained in NWFP Civil Servants Act, 1973 with all amendments made therein including NWFP, Civil Servants (Amendment) Act.2005 and Rules made there under.
- iii) In case of resignation, the officers will have to give one month prior notice. In absence of such notice their one month's pay/allowances shall be forfeited to Government.



- 10
- iv) The selectees should join their posts within 30-days of the issue of this notification otherwise it shall be presumed that the selectee has no intentions of joining the service and options of joining the service after expiry of one month shall stand forfeited.
  - v) In case of disciplinary matters, NWFP, Civil Servants Act.1973 and NWFP, Civil Servants Removal from service (special Powers) Ordinance 2000 shall be applicable.
  - vi) The selectee will remain on probation for a period of 02 years which may be extended up to 03 years.

SECRETARY TO GOVT. OF NWFP  
HIGHER EDUCATION DEPARTMENT

Endst: NO. & Dated Even

Copy is forwarded to the:-

1. Secretary, Public Service Commission, Peshawar.
2. The Accountant General NWFP.
3. Secretary to Government of NWFP, Establishment Department.
4. Director Higher Education, NWFP, Peshawar.
5. Director Education, FATA.
6. Deputy Director (IT) Planning Cell, Higher Education Department.
7. Principals of the Colleges concerned.
8. District Account Officer concerned.
9. P.S to Minister Higher Education NWFP, Peshawar.
10. P.S to Secretary Higher Education Arch: & Lib:, Deptt: NWFP.
11. Officers concerned.

SECRETARY  
A.O  
5/4/10  
M

Zubia  
(ZUBIA QAMAR)  
SECTION OFFICER (Female Colleges)

1665  
6-4-2010

Annex-D  
[PP-11-12]

**GOVERNMENT OF KHYBER PAKHTUNKHWA  
HIGHER EDUCATION, ARCHIVES &  
LIBRARIES DEPARTMENT**

Dated Peshawar: the 17<sup>th</sup> May, 2010.

**NOTIFICATION**

**No. SO(FC)HE/3-2/09/Recruit. Of F. Associate Pro.** Consequent upon the recommendation of Public Service Commission, Khyber Pakhtunkhwa the Competent Authority is pleased to appoint the following recommendees as female Associate Professors (BS-19) in College Cadre of Higher Education Department with immediate effect and to post them in the Colleges noted against each:-

S #	Name/Father's Name/Address	Subject	Proposed at	Remarks
1.	Mst. Tasnim Rahman D/O Khalil ur Rahman Postal Address: # 11, Prof.Munir Road, Risalpur Cantt, Nowshera Distt. Permanent Address: # 1036, Sector D-4, Phase-I Hayatabad, Peshawar.	English	GGC Tank	AVP
2.	Mst. Salma Ghani D/O Sher Ghani Khan Postal Address: House No. 251, Sector D Sheikh Maltoon Town Mardan. Permanent Address: As Above.	-do-	GGDC Sheikh Maltoon (Mardan)	-do-
3.	Mst. Bushra Fatima D/O Mir Subhan ud Din Postal Address: 1-A/1 Fort Road Peshawar Cantt. Permanent Address: 66, Iqbal Road Abbottabad Cantt.	-do-	GGC No.1 Charsadda	Vice S.No. 1 of below adjustment
4.	Mst. Rozina Rehman D/O Mir Rehman Khan Postal Address: Govt. Girls Degree College The Mall, Nowshera Cantt. Permanent Address: Village Adam Zai Distt Nowshera Mohallah Chan.Khail.	-do-	GGDC Kernal Sher Khan Killi (Swabi)	AVP
<b>ADJUSTMENT</b>				
1.	Mst. Rani Gul, Assistant Professor of Political Science, GGC No. 1 Charsadda working against BS-19	Political Science	GFC(W) Peshawar	AVP

**TERMS AND CONDITIONS:**

- i. They shall, for all intents and purposes be Civil Servants, they may be allowed for the benefit of pension and gratuity as per their option/willingness.

- 12
- ii. They will have all rights/privillages contained in Khyber Pakhtunkhwa Civil Servants Act, 1973 with all amendments made therein including Khyber Pakhtunkhwa, Civil Servants (Amendment) Act.2005 and Rules made there under.
  - iii. In case of resignation, the officers will have to give one month prior notice. In absence of such notice their one month's pay/allowances shall be forfeited to Government.
  - iv. The selectees should join their posts within 30-days of the issue of this notification. The Director Higher Education Khyber Pakhtunkhwa, Peshawar should furnish a certificate to the effect that the selectee has joined the post or otherwise, after one month of the issue of this notification.
  - v. In case of disciplinary matters, Khyber Pakhtunkhwa, Civil Servants Act.1973 and Khyber Pakhtunkhwa, Civil Servants Removal from service (Special Powers) Ordinance 2000 shall be applicable.

SECRETARY TO GOVT. OF KHYBER PAKHTUNKHWA  
HIGHER EDUCATION DEPARTMENT

Endst: No. & Date Even

Copy forwarded to the:-

1. Secretary, Public Service Commission, Khyber Pakhtunkhwa Peshawar.
2. Accountant General Khyber Pakhtunkhwa Peshawar.
3. Secretary to Govt. of Khyber Pakhtunkhwa, Establishment Department, Peshawar.
4. Director Higher Education, Khyber Pakhtunkhwa Peshawar.
5. District Accounts Officers concerned.
6. Principals of the Colleges concerned.
7. Deputy Director (IT) Planning Cell, Higher Education Deptt:
8. P.S to Minister for Education, Khyber Pakhtunkhwa.
9. P.S to Secretary, Higher Education Department, Khyber Pakhtunkhwa Peshawar.
10. Officers Concerned.

*Zubia*  
(ZUBIA QAMAR)  
SECTION OFFICER (Female Colleges)

Annex-E

(PP-13-14)

CONFIDENTIAL

Telephone: 9213563



Khyber Pakhtunkhwa  
Public Service Commission  
2 Fort Road Peshawar. Cantt Near  
Governor House  
SR-VII- No. 034749  
Dated: 02/07/2012

To

The Secretary to  
Govt: of Khyber Pakhtunkhwa,  
Higher Education Department Peshawar.

Subject: - REVISED INTER-SE-MERIT OF FEMALE ASSOCIATE  
PROFESSOR IN VARIOUS SUBJECTS (BPS-19) IN HIGHER  
EDUCATION DEPARTMENT (ADVT: NO. 07/2009, 04/2010 &  
07/2010).

Dear Sir,

I am directed to refer to your letter No SO(C-1)/HE/1-12/12/S.List  
Female (BPS-19) dated 19.06.2012 on the subject noted above and to enclose  
herewith revised Inter-Se-Seniority of Female Associate Professor (BPS-19)  
appointed in 2009 and 2010 for your record and necessary action.

Yours Faithfully

  
(FAZAL BADSHAH)

DIRECTOR RECRUITMENT

28.6.2012

MK  
2/7

SO(C-1)  
3/7/12

MK  
3/7

718  
3/7/12

~~Amir~~  
P-14

**Khyber Pakhtunkhwa Public Service Commission**

**Inter-Se-Merit List of Female Associate Professors in various subjects (BPS-19)**  
**(Advertisement No.07/2009)**

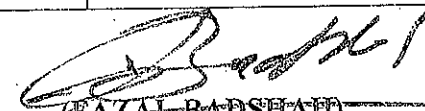
S. No	Name with Father Name	Subject	Domicile/Zone
1.	Saima Khaliq D/O Abdul Khaliq	Home Economics	Peshawar/2
2.	Sabiha Nazli D/O Namer Khan	Chemistry	Swabi/2
3.	Rukhsana Anwar D/O Haq Nawaz Khan	Botany	Peshawar/2
4.	Raana Tabassum D/O Ghulam Serwar	History Cum Civics	Abbottabad/5
5.	Tasneem Rahman D/O Khalil Ur Rahman	English	Peshawar/2
6.	Nabeela Rehman D/O M.Abdur Rehman	Statistics	Peshawar/2
7.	Bakht Shahida Guillani D/O Imdad Ud Din	Home Economics	Malakand/3
8.	Nadia Ashraf D/O Muhammad Ashraf	History Cum Civics	Kohat/4
9.	Samina Iffat D/O Haji Muhammad Yousaf Awan	Statistics	Peshawar/2
10.	Salma Ghani D/O Sher Ghani Khan	English	Peshawar/2
11.	Nigahat Shaheen D/O Malik Ghulam Nabi	Botany	Mansehra/5
12.	Bushra Fatima D/O Subhan Ud Din	English	Abbottabad/5
13.	Shabnam Tabinda D/O Masoud Ur Rehman	Statistics	Abbottabad/5
14.	Rozina Rehman D/O Mir Rehman Khan	English	Nowshera/2
15.	Imrana Ghafoor D/O Abdul Ghafoor	Zoology	Khyber Agy/1
16.	Gul Naz D/O Murtaza Khan	Chemistry	Peshawar/2
17.	Ghazala Kiran Awan D/O Muhammad Sabir	Maths	Abbottabad/5
18.	Seema Gul D/O Musnaf Shah	Zoology	Nowshera/2

**Merit List of Female Associate Professors in various subjects (BPS-19)**  
**(Advertisement No. 4/2010)**

S. No	Name with Father Name	Subject	Domicile/Zone
1	Nagina Perven D/O Muhammad Bakhsh	Islamiate	Abbottabad/5

**Merit List of Female Associate Professors in various subjects (BPS-19)**  
**(Advertisement No.07/2010)**

S. No	Name with Father Name	Subject	Domicile/Zone
1	Jamila Khanum D/O Fazle Karim Khattak	Political Science	Kohat/4
2	Rani Gul D/O Abdus Sattar	Political Science	Peshawar/2

  
(FAZAL BADSHAH)  
DIRECTOR RECRUITMENT  
28.6.2012

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

Application in Service Appeal No.884/2013

Jahan Ara d/o S. Haider Hussain..... (Appellant)

**VERSUS**

Government of Khyber Pakhtunkhwa through Chief Secretary and 20 others..... (Respondents)

**Reply to Application in Service Appeal No. 884.**

Respectfully Sheweth: -


1. Correct.
2. The Comments of accompanying Para-wise Comments may kindly be read as part and parcel of this Reply.
3. Incorrect. The Respondents No. 4 to 21 have been correctly placed senior to the Appellants in view of Rule 17(I)(a) Part-VI and Explanation-III Para (2) of the Khyber Pakhtunkhwa Civil Servant (Appointment, Promotion & Transfer) Rules, 1989 (**Annex-A**). Hence the Appellant have no Prima Facie case.
4. Incorrect. The Respondent No. 20 Mst. Ghazala Kiran has been promoted vide Notification dated 22-01-2010 (**Annex-B**) whereas, Respondents No. 18 & 21 have been promoted vide Notification dated 01-04-2010 (**Annex-C**), Respondents No. 8, 13, 15 and 17 have been appointed vide Notification dated 17-05-2010 (**Annex-D**). It may further be submitted that the revised Inter Se Merit of the Respondents Female Associate Professors have been furnished by the Public Service Commission on 02-07-2012 (**Annex-E**). It is pertinent to be mentioned that M/S Ghazala Kiran Awan, M/S Imrana Ghafoor and Seema Gul, M/S Tasneem Rahman, M/S Salma Ghani, Bushra Fatima and M/S Rozeena Rahman have been appointed earlier than the other selectees and promotees, but they have been placed at S.No. 5, 10, 12, 15, 17, 19, and 20 of the Inter Se Seniority List furnished by the Public Service Commission. Accordingly the names of the selectees Associate Professors (BPS-19) have been correctly placed/inserted at S. No. 80 below Akhtar Nagina at S. No. 79 of the Seniority List, hence the Seniority of the Selectee has come in the aforesaid block, which cannot be disturbed. The Inter Se Seniority List furnished by Public Service Commission is to be kept intact and cannot be disturbed under Rule 17(I)(a) Part-VI and Explanation-III Para (2) of the Khyber Pakhtunkhwa Civil Servant (Appointment, Promotion & Transfer) Rules, 1989 (**Annex-A**) *supra*.
5. Incorrect, hence denied.

The Appellant have not raised the question of balance of convenience in their applications, which is one of the 03 pre-requisites for maintaining an application for status quo, hence the Application in hand is not maintainable and cannot be granted under the law.

Prayer: -

In view of the above submissions, it is humbly prayed that the Application in hand may graciously be dismissed and the interim status quo already granted may please be vacated.

*for*   
Chief Secretary  
(Respondent No. 1)

  
Secretary Higher Education Department  
(Respondent No. 2)

Secretary Establishment Department  
(Respondent No. 3)

*Value*  
*among all the relevant*  
*documents*  
*M. Khan*  
*22-11-2017*

**Add: Advocate General  
(Service Tribunal) K.P.K  
Peshawar.**

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

Application in Service Appeal No.884/2013

Jahan Ara d/o S. Haider Hussain..... (Appellant)

**VERSUS**

Government of Khyber Pakhtunkhwa through Chief Secretary and 20 others..... (Respondents)

**INDEX**

S. No.	Description of Documents	Annexure	Pages
1.	Reply to Application		1-2
2.	Khyber Pakhtunkhwa Civil Servant (Appointment, Promotion & Transfer) Rules, 1989	(Annex-A)	3-6
3.	No. SO (FC)HE/3-2/10/Recruitment of F Associate Prof: dated 22-01-2010	(Annex-B)	7-8
4.			
5.	Notification No. SO (FC)HE/3-2/09/Recruitment of F Associate Prof: dated 01-04-2010;	(Annex-C)	9-10
6.	No. SO (FC)HE/3-2/9/Recruitment of F Associate Prof: dated 17-05-2010	(Annex-D);	11-12
7.	letter No. SR-VII-No. 034749 dated 02-07-2012	(Annex-E);	13-14

Respondents



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

Application in Service Appeal No.884/2013

Jahan Ara d/o S. Haider Hussain..... (Appellant)

**VERSUS**

Government of Khyber Pakhtunkhwa through Chief Secretary and 20 others..... (Respondents)

**Reply to Application in Service Appeal No. 884.**

Respectfully Sheweth: -

1. Correct.
2. The Comments of accompanying Para-wise Comments may kindly be read as part and parcel of this Reply.
3. Incorrect. The Respondents No. 4 to 21 have been correctly placed senior to the Appellants in view of Rule 17(I)(a) Part-VI and Explanation-III Para (2) of the Khyber Pakhtunkhwa Civil Servant (Appointment, Promotion & Transfer) Rules, 1989 (**Annex-A**). Hence the Appellant have no Prima Facie case.
4. Incorrect. The Respondent No. 20 Mst. Ghazala Kiran has been promoted vide Notification dated 22-01-2010 (**Annex-B**) whereas, Respondents No. 18 & 21 have been promoted vide Notification dated 01-04-2010 (**Annex-C**), Respondents No. 8, 13, 15 and 17 have been appointed vide Notification dated 17-05-2010 (**Annex-D**). It may further be submitted that the revised Inter Se Merit of the Respondents Female Associate Professors have been furnished by the Public Service Commission on 02-07-2012 (**Annex-E**). It is pertinent to be mentioned that M/S Ghazala Kiran Awan, M/S Imrana Ghafoor and Seema Gul, M/S Tasneem Rahman, M/S Salma Ghani, Bushra Fatima and M/S Rozeena Rahman have been appointed earlier than the other selectees and promotees, but they have been placed at S.No. 5, 10, 12, 15, 17, 19, and 20 of the Inter Se Seniority List furnished by the Public Service Commission. Accordingly the names of the selectees Associate Professors (BPS-19) have been correctly placed/inserted at S. No. 80 below Akhtar Nagina at S. No. 79 of the Seniority List, hence the Seniority of the Selectee has come in the aforesaid block, which cannot be disturbed. The Inter Se Seniority List furnished by Public Service Commission is to be kept intact and cannot be disturbed under Rule 17(I)(a) Part-VI and Explanation-III Para (2) of the Khyber Pakhtunkhwa Civil Servant (Appointment, Promotion & Transfer) Rules, 1989 (**Annex-A**) *supra*.
5. Incorrect, hence denied.

The Appellant have not raised the question of balance of convenience in their applications, which is one of the 03 pre-requisites for maintaining an application for status quo, hence the Application in hand is not maintainable and cannot be granted under the law.

**Prayer: -**

In view of the above submissions, it is humbly prayed that the Application in hand may graciously be dismissed and the interim status quo already granted may please be vacated.

*M Khan*

*for* Chief Secretary  
(Respondent No. 1)

*M Khan*

Secretary Higher Education Department  
(Respondent No. 2)

*M Khan*  
Secretary Establishment Department  
(Respondent No. 3)

Annex-A  
[PP 3-6]

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.

THE NORTH-WEST FRONTIER PROVINCE  
CIVIL SERVANTS (APPOINTMENT, PROMOTION &  
TRANSFER) RULES, 1989.

PART-I

GENERAL

1. **Short title and commencement:** - (1) These rules may be called the North-West Frontier Province 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 North West Frontier Province Public Service Commission;
  - <sup>29</sup>(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;
  - <sup>30</sup>(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
  - <sup>31</sup>(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

<sup>29</sup> 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.

<sup>30</sup> Clause (dd) added by Notification No. SOR-III (S&GAD) 2-7/86, dated 8-12-1994

<sup>31</sup> Clause (g) substituted by Notification No. SOR-I(S&GAD) 4-1/80/II, dated 14-01-1992.