

KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Service Appeal No. 549/2022

BEFORE: MRS. RASHIDA BANO ... MEMBER (J)
MR. MUHAMMAD AKBAR KHAN ... MEMBER (E)



Noor Shahi Din S/O Noor Ul Abrar R/O Village Shogram P/O Rashun,
Tehsil Mulkhaw Torkhow, District Chitral Upper currently serving at
Government High School, Rashun Chitral Upper. (Appellant)

VERSUS

1. Government of Khyber Pakhtunkhwa through Chief Secretary, Civil Secretariat, Peshawar.
2. Secretary Education, Government of Khyber Pakhtunkhwa, Civil Secretariat, Peshawar.
3. Director of Education (Male), Government of Khyber Pakhtunkhwa, Peshawar.
4. Director, Elementary & Secondary Education Department (Establishment), Khyber Pakhtunkhwa, Peshawar.
5. District Education Officer (Male), Booni District Chitral Upper. (Respondents)

Mr. Hidayat ur Rehman
Advocate

... For appellant

Mr. Muhammad Jan
District Attorney

... For respondents

Date of Institution.....14.04.2022
Date of Hearing.....11.12.2023
Date of Decision.....11.12.2023

JUDGMENT

RASHIDA BANO, MEMBER (J): The instant service appeal has been instituted under section 4 of the Khyber Pakhtunkhwa Service Tribunal, Act 1974 with the prayer copied as below:

“It is, therefore, humbly prayed that, on acceptance
of the instant appeal may be pleased to;

EXAMINER
KHYBER PAKHTUNKHWA
SERVICE TRIBUNAL
PESHAWAR

1. Declare the impugned order and deferring the appellant from the list of promotion by the respondents as illegal, unlawful, without lawful authority and void-ab-initio and to be set-aside.
2. Direct the respondents to promote the appellant from STT to SST (G) as per the first promotion list will all back benefits from the year 2021.
3. Any other relief may also be kindly be granted in the circumstances of the appellant's case."

2. Through this single judgment we intends to dispose of the instant service appeal as well as connected Service Appeals bearing No. 550/2022 titled "Hidayat Ullah Vs. The Government Khyber Pakhtunkhwa through Chief Secretary, Civil Secretariat Peshawar and four others".

3. Brief facts of the case, as given in the memorandum of appeal, are that appellant was appointed as Arabic Teacher BPS-09 in the respondent department vide order dated 05.01.2004 and was promoted to the post of Senior Arabic Teacher BPS-16 vide order dated 18.04.2014. Appellant prefer appeal to the District Education Officer (M), Chitral Upper for his promotion upon which promotion committee was constituted wherein he was recommend for promotion to the post of SST General but his promotion case was deferred without any reason. Appellant again approach respondent for his promotion on 24.11.2021 who again recommended appellant for promotion to the post of SST General, but again he was deferred without any reason. Feeling aggrieved, he filed departmental appeal, which was not responded, hence, hence the instant service appeal.

4. Respondents were put on notice who submitted written replies/comments on the appeal. We have heard the learned counsel for the appellant as well as the learned District Attorney for the respondents and perused the case file with connected documents in detail.

ATTESTED

EXAMINER
Khyber Pakhtunkhwa
Service Tribunal
Peshawar

5. Learned counsel for the appellant argued that the appellant has not been treated in accordance with law and rules and respondents violated Article 4 and 25 of the Constitution of Islamic Republic of Pakistan 1973. He further argued that deferment of the appellant from his due right of promotion is against the law, facts and against the rules and regulation, without lawful authority thus liable to be set aside. He further argued that deferment of appellant from his due promotion, which was based on seniority-cum-fitness is against the policy given by Higher Education Commission in the year 2011 and 2017 and against the verdicts of apex court. He contended that on the same criteria, respondents promoted other teachers who belongs to other districts and appellant was discriminated.

6. Conversely, learned Deputy District Attorney argued that appellant has been treated in accordance with law and rules. He further argued that the appellant was recommended by the respondents and his documents were forwarded for promotion from Senior Arabic Teacher to Secondary School Teacher (General) BPS-16 and at the time of Departmental Promotion Committee, it was sought out by the respondents that there were total eleven vacant posts of Secondary School Teacher (General) in Chitral Upper, no share was available in 4% share for promotion from SAT to SST (G), that's why the appellant was not considered for promotion, while eligible teachers of other cadres were promotion.

7. Perusal of record reveals that appellant done his Shahadat-ul-Alia Fil Uloom-ul-Islamia Wal Arabia (Bachelor of Arts) and Shahadat-Ul-Alamia Fil Uloom ul Islamia wal Arabia from Wifaqul Madaris Arabia Pakistan (Master in Arts). Appellant also done his MA (Arabic) Bachelor of Education and Shahadat Ul Alamia Degree. That appellant on the basis of above mention qualification was appointed by Executive District Officer Establishment

ATTESTED
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 Peshawar

Secondary Education District Chitral Vide order dated 06.06.2007 as Theology Teacher (BPS-14) and now working as Senior Theology Teacher (BPS-16) in Government High School (Male) Rashan Chitral.

8. Appellant filed application to the DEO (Male) Chitral for his promotion upon which promotion committee was constituted by respondent wherein promotion case of the appellant was consider after perusal of entire record of the appellant, recommended the appellant for the post of SST (General) but promotion committee deferred promotion of the appellant without any plausible reason. Appellant again approach respondent for his promotion on 24.11.2021 who again recommended appellant for promotion to the post of SST General, but respondent No.3 is reluctant to promote appellant. Appellant seek his promotion to the post of SST General in BPS-16 regular from SAT in accordance with appendix to the notification dated 29.10.2021, wherein 4% quota is reserved for promotion to the post of SST (G). The relevant quota details are as under;

"Secondary School Teacher BPS-16, total eleven seats are vacant out of which 25% will be reserved for initial recruitment i.e. 2.75 while remaining 75% i.e. 8.25 seats will be distributed among different cadres including cadre of the appellant."


9. Respondents in this written reply admitted that appellant was recommended for promotion by the departmental promotion committee but as no seat falls in the share of SAT cadre, therefore, he was not promoted. It is admitted fact that their share was kept intact in previous year, which became double this time. Respondent treat the appellant discriminately as all other categories/cadre share were observed/respected and teacher from it were promoted but Senior Arabic Teachers were ignored. Now appellant is promoted on vide order dated 20.03.2023. Appellant seek ante-dation of


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promotion which was denied by the respondents, therefore, it will be in the fitness of things that let respondent themselves decide the matter in fitness of antedating of appellant promotion because respondents/authority twice recommend appellant for promotion.

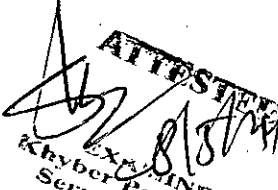
10 For what has been discussed above, we send the case of the appellants to the respondent department to decide the question of ante-dation of the appellant having regard to percentage of their share by treating them at par with other district employees promotion with percentage of like appellants. Costs shall follow the event. Consign.

11. *Pronounced in open court in Peshawar and given under our hands and seal of the Tribunal on this 11th day of December, 2023.*


(MUHAMMAD AKBAR KHAN)
Member (E)


(RASHIDA BANO)
Member (J)

*Kaleemullah


ATTESTED
EXAMINER
Khyber Pakhtunkhwa
Service Tribunal
Peshawar


ORDER


11.12.2023

1. Learned counsel for the appellan present. Mr. Muhammad Jan learned District Attorney for the respondents present.

2. Vide our detailed judgment of today placed on file, we send the case of the appellants to the respondent department to decide the question of ante-dation of the appellant having regard to percentage of their share by treating them at par with other district employees promotion with percentage of like appellants. Costs shall follow the event. Consign.

3. *Pronounced in open court in Peshawar and given under our hands and seal of the Tribunal on this 11th day of December, 2023.*


(Muhammad Akbar Khan)
Member (E)


(Rashida Bano)
Member (J)


ORDER


11.12.2023

1. Learned counsel for the appellant present. Mr. Muhammad Jan learned District Attorney for the respondents present.

2. Vide our detailed judgment of today placed on file in service appeal No. 549/2022 titled "Noor Shah Din Vs. Education Department", we send the case of the appellant to the respondent department to decide the question of ante-dation of the appellant having regard to percentage of their share by treating them at par with other district employees promotion with percentage of like appellants. Costs shall follow the event. Consign.

3. *Pronounced in open court in Peshawar and given under our hands and seal of the Tribunal on this 11th day of December, 2023.*


(Muhammad Akbar Khan)
Member (E)


(Rashida Bano)
Member (J)

SCANNED
KPST
Peshawar
*Kaleemullah


3

16.08.2023

1. Learned counsel for the appellant present. Mr. Fazal Shah Mohmand learned Additional Advocate General for the respondents present.

2. Due to summer vacations D.B is not available, therefore, case is adjourned. To come up for arguments on 11.12.2023 before D.B. P.P given to parties.

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Peshawar


(Rashida Bano)
Member (J)

KaleemUllah

SA 550/22

05th April, 2023

Counsel for the appellant present. Mr. Asad Ali Khan, Asstt. A.G alongwith Rahmat Ali Khan, A.D.O for the respondents present.

Representative of the respondents submitted reply which is placed on file and a copy whereof handed over to learned counsel for the appellant. Representative of the respondents requested for time to deposit cost amounting to Rs. 2000/- as ordered on 16.02.2023. Request is accepted. To come up for rejoinder, if any, arguments and cost on 22.05.2023 before the D.B. Parcha Peshi given to the parties.

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Peshawar

(Fareeha Paul)
Member(E)

22nd May, 2023

1. Clerk of counsel for the appellant present. Mr. Fazal Shah Mohmand, Additional Advocate for the respondents present.

2. Counsel are on strike, therefore, the case is adjourned. Office is directed to notify the next date on the website as well as on the noticeboard. To come up for arguments on 16.08.2023 before D.B. P.P given to the parties.

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KPST
Peshawar

(Fareeha Paul)
Member (E)

(Kalim Arshad Khan)
Chairman


Kaleem Ullah

12.01.2023

Counsel for the appellant present. Mr. Muhammad Adeel Butt, Additional Advocate General for the respondent present.

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Peshawar

Reply/comments on behalf of the respondents not submitted. Learned AAG sought further time. Last opportunity is granted. To come up for written reply/comments on 16.02.2023 before the S.B.


(FAREEHA PAUL)
Member (E)

16.02.2023

Counsel for the appellant present. Muhammad Riaz Khan Paindakhel learned Assistant Advocate General for respondents present.

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Peshawar


Written reply/comments not submitted. Learned AAG requested for time to submit reply. Last opportunity is extended on payment of cost of Rs.2000/-. Adjourned. To come up for written reply/comments on 05.04.2023 before S.B.


(Rozina Rehman)
Member (J)

24th Oct., 2022

Clerk of counsel for the appellant present. Kabirullah Khattak, Addl. AG for the respondents present. Lawyers are on strike today.

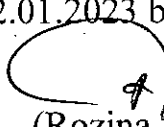
Learned AAG seeks adjournment in order to contact the respondents and submit reply/comments. Granted. To come up for reply/comments on main appeal as well as reply/arguments on the application on 02.12.2022 before S.B.


(Fareeha Paul)
Member(E)

02.12.2022

Counsel for the appellant present. Muhammad Jan learned District Attorney alongwith Naseer Uddin Shah Superintendent and Rahmat Ali Assistant for respondents present.

Reply not submitted. Representative of the respondents requested for time to submit reply. Last chance is given. To come up for written reply/comments 12.01.2023 before S.B.


(Rozina Rehman)
Member (J)

SCANNED
KPST
Peshawar

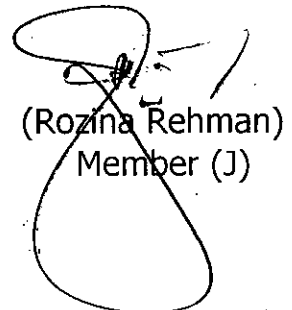
15.04.2021

Appellant present through counsel. Preliminary arguments heard. Record perused.

Points raised need consideration. Instant appeal is admitted for regular hearing subject to all legal objections. The appellant is directed to deposit security and process fee within 10 days. Thereafter, notice be issued to respondents for submission of written reply/comments. To come up for reply/comments on 07.07.2022 before S.B.

Rs-700/-
Appellant Deposited
Security & Process Fee

A. J. J. 15/4/22



(Rozina Rehman)
Member (J)

07th July, 2022

Appellant present in person. Mr. Muhammad Adeel Butt, Addl. AG for the respondents present.

Respondents have not submitted reply/comments. Learned AAG seeks adjournment. Last opportunity is granted. Appellant submitted an application for the correction of the heading of Service Appeal. Notice of application be given to the respondents. To come up for written reply/comments on main appeal as well as reply/arguments on the application on 12.09.2022 before S.B.

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Eshwar


(Kalim Arshad Khan)
Chairman

12.09.2022

The worthy Chairman is on leave, therefore, the case is adjourned to 24.10.2022 for the same.



Reader

Form- A

FORM OF ORDER SHEET

Court of _____

Case No. - 550 /2022

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	14/04/2022	<p>The appeal of Mr. Hidayatullah presented today by Mr. Hidayat-ur-Rehman Advocate may be entered in the Institution Register and put up to the Worthy Chairman for proper order please.</p> <p style="text-align: right;"> REGISTRAR</p>
2-		

BEFORE THE KYBER PAKHTUNKHAW SERVICE

TRIBUNAL, PESHAWAR

Hidayat Ullah

SCANNED
KPST
Peshawar

Appeal **VERSUS** *no. 550/2022*

Government of Khyber Pakhtunkhwa and others

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3	Copy of the appointment order	"B"	9
4	Copy of Notification of Promotion dated 18-04-2014 from AT to SATs	"C"	10-11
5	Copy of Check list for Departmental Promotion and the case of promotion	"D"	12-14
6	Copy of Application/Appeal Dated: 24/11/2021	"E"	15
7	Copy of Recommendation letter/ Appeal	"F"	16
8	Copy of application dated 24/03/2022	"G"	17
9	Copy of promotion Notification of Upper Chitral Teachers	"H"	18-21
10	Copy of the promotion Notification of Dir Upper Teachers	"I"	22-28
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12	Notices to Respondents		
13	Wakalatnama		

Through

Appellant

Hidayat Ullah
HIDAYAT ULLAH
Advocate High Court

(1)

**BEFORE THE KYBER PAKHTUNKHAW SERVICE
TRIBUNAL, PESHAWAR**

Service Appeal No. 550 /2022

Khyber Pakhtunkhwa
Service Tribunal

Diary No. 575

Dated 14-4-2022

Hidayat ullah S/o Sharafud Din R/o Village
Warijun Mulkhaw P/O Drasun, Tehsil
Mulkhaw Torkhow, District Chitral Upper
Currently Serving at Government High School,
Warijun Chitral Upper.

..... Appellant

VERSUS

- 1) Government of Khyber Pakhtunkhwa,
Through Chief Secretary, Civil Secretariat,
Peshawar.
- 2) Secretary Education Khyber Pakhtunkhwa,
Civil Secretariat, Peshawar.
- 3) Director of Education (Male) Khyber
Pakhtunkhwa, Peshawar.
- 4) Director, Elementary & Secondary
Education Department (Establishment),
Khyber Pakhtunkhwa, Peshawar.
- 5) District Education Officer (Male) District
Chitral Upper Booni.

..... Respondents

Filed to-day

14/4/2022
Registrar

**SERVICE APPEAL U/S 4 OF THE KHYBER
PAKHTUNKHWA SERVICE TRIBUNAL ACT,
1974 AGAINST THE IMPUGNED ORDER DATED
30.11.2021 WHEREBY, THE DEPARTMENTAL
APPEAL OF THE APPELLANT DATED
09.03.2021 REGARDING THE PROMOTION OF
THE APPELLANT HAS BEEN REJECTED.**

(2)

Respectfully Sheweth: -

- 1) **That** the appellant belongs to a respectable and religious family of District Chitral Upper and holds a Degrees / Sanads of Shahadat ul Alia Fil Uloom ul Islamia Wal Arabia (Bachelor of Arts) and also hold Shahadat ul Alamia Fil Uloom ul Islamia Wal Arabia from Rbitat ul Madaris Arabia, Pakistan (MA).

(Copy of CNIC and Pay slip are attached herewith marked "A").

- 2) **That** on the basis of his qualification, the appellant done his MA (Arabic), Bachelor of Education and S-Alimia Degree.
- 3) **That** on the same qualification mentioned in para-1 & 2, the appellant was appointed by the Executive District Officer (Establishment) & Secondary Education District Chitral on 05.10.2004 as Arabic Teacher BPS-9.

(Copy of the appointment order is attached herewith marked "B").

- 4) **That** currently, the appellant is working as Senior Arabic Teacher (BPS-16) in Government High School (Male) Warijun, District Upper Chitral.

(Copy of Notification of Promotion dated 18-04-2014 of Appellant from Arabic Teacher to Senior Arabic Teacher (AT to SAT) is attached herewith marked "C")

- 5) **That** on 16-08-2021, the present Appellant preferred an appeal to the concern District Education Officer (Male) Chitral Upper (Respondent No. 5) for his promotion. Pursuant to the appeal Respondent No. 5 has constituted a promotion committee to consider the case of the Appellant. The committee after going through the entire record of the Appellant and recommend him for the post of SST General. Whereas the promotion committee under the supervision of Director Elementary and Secondary Education,

Peshawar deferred the same because of the reason best known to them.

(Copy of Check list for Departmental Promotion and the case of promotion is attached herewith marked "D")

- 5) That on 24-11-2021 the Appellant again preferred an Appeal before the Respondent No. 5 for his promotion and on 07/02/2022 the committee for promotion to SST (G) recommended again the Appellant and forwarded the Appeal for further necessary action and to promote the Appellant to the post of SST (G) but Respondent No. 3 is reluctant to promote the Appellant to the post of SST General, despite having 0.88% total share of AT/SATs for promotion to the post of SST (G) reserved, On the other hand, the Respondents have promoted candidate of other cadres having less than 0.88% total share.

(Copy of Application/Appeal Dated: 24/11/2021 is attached herewith marked "E")

- 6) That time and again the Respondents have deliberately and intentionally deferred the case of Appellant without any plausible and cogent reason. That it is also pertinent to mention here that no any teacher has been promoted from the Appellant cadre through the DPC conducted during 2019, 2020 & 2021, However the name of the Appellant was recommended by the committee for promotion to SST (G) post during the DPC meeting conducted on 01/09/2021 but the Appellant name has not been included in the notification by Respondent no 3.

(Copy of Recommendation letter/ Appeal are Attached as "F")

- 7) That feeling aggrieved from, the appellant filed reminder application on 24-03.2021 for getting information about the decision on appeal filed by present appellant. but so far the respondent no 4 has not provide the details of order to appellant, hence feeling aggrieved from, the appellant

approached this Hon'ble Tribunal/Forum for redressal of his grievances, inter-alia on the following amongst other grounds: -

(Copy of application dated 24/03/2022 is attached as Annexure "G")

GROUNDS

- A. That the deferring of Appellant from his due promotion is against the law, facts and against the rules and regulations, without lawful authority thus liable to be set aside.

(Copy of promotion Notification of Upper Chitral Teachers is attached herewith marked "H")

- B. That deferring of the appellant from his due promotion which was based on seniority-cum-fitness is against the policy and law given by the Higher Education Commission in the year 2011 and in the year 2017 and also against the numbers of judgments of apex court of Pakistan. Needless to mention here that on same criteria the respondents have promoted other teachers who are belonging to District Dir.

(Copy of the promotion Notification of Dir Upper Teachers is attached herewith marked "I").

- C. That it is also worth perusal and required consideration that rules are also supporting the stance of appellant, hence the deferring order of Respondent no 3 the appellant from the list of promotion is against the fundamental rights of the appellant which is sheer violation of fundamental right, rules and regulation protected under the law and procedure.

(Copy of the Rules regarding the promotion is attached herewith marked "J").

- D. That the respondents are badly failed to follow the law, rules and regulation and astonishingly the promotion policy is further violated as the appellant is holding the due qualification, but the impugned order is also violation of laid down policies, hence invites consideration of this Hon'ble Tribunal.

(5)

- E. That the present appeal is well within time and this Hon'ble Tribunal may entertain this appeal under the law.
- F. That the impugned order of the respondents without adopting proper criteria and codal requirements by the respondents is against the worthy ruling of the Hon'ble Superior Courts of Pakistan and therefore, the same is illegal practice and such practice adversely affects efficiency of incumbents and also reduces their confidence and faith in public, hence the impugned order and deferring the appellant from his promotion are liable to be un-held on this score also.
- G. That any other ground which has not been specifically mentioned will be agitated at the time of arguments with kind permission of this Hon'ble Tribunal.

It is, therefore, humbly prayed that, on acceptance of the instant appeal may be pleased to;

- i. Declare the impugned order and deferring the appellant from the list of promotion by the respondents as illegal, unlawful, without lawful authority and void ab-initio and to be set-aside.
- ii. Direct the respondents to promote the appellant from SAT to SST (G) as per the first promotion list with all back benefits from the year 2021
- iii. Any other relief may also kindly be granted in the circumstances of the appellant's case.

Hidayat
Appellant

Through

Zeshan Ahmad
HIDAYAT UR REHMAN

Zeshan Ahmad
Advocate High Court(s)

Deshkwar

Fedha
0845-1953213

Dated: 12.04.2022

(6)

BEFORE THE KYBER PAKHTUNKHAW SERVICE
TRIBUNAL, PESHAWAR

Hidayat Ullah

VERSUS

Government of Khyber Pakhtunkhwa and others

AFFIDAVIT

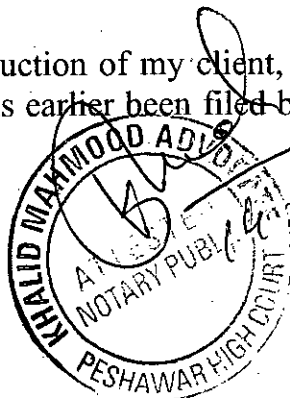
I, Hidayat Ullah S/o Sharafud Din R/o Village Warijun Mulkhow Tehsil Mulkhow Torkhow, District Chitral Upper currently serving at Government High School, warijun Chitral Upper (Appellant), do hereby affirm and declare on oath that the contents of accompanying Appeal are true and correct to the best of my knowledge and belief and nothing has been concealed from this Hon'ble court.

Hidayat Ullah
Deponent

CNIC# 15201-0565749-9
CELL# 0340-9863540

CERTIFICATE

As per instruction of my client, it is certified that no such like Service Appeal has earlier been filed before this Hon'ble Tribunal on the subject matter.



Khalid Mahmood Adv.
Advocate

(7)

Annex 'A'

Dist. Govt. KP-Provincial
District Accounts Office Chitral Upper
Monthly Salary Statement (March-2022)

Personal Information of Mr HIDAYAT ULLAH d/w/s of SHARFUD DIN

Personnel Number: 00321980 CNIC: 1520105657499 NTN:
Date of Birth: 11.11.1973 Entry into Govt. Service: 05.10.2004 Length of Service: 17 Years 05 Months 028 Days

Employment Category: Vocational Temporary

Designation: SENIOR ARABIC TEACHER 80997883-DISTRICT GOVERNMENT KHYBE
DDO Code: CU6076-Head Master GHS Warjun
Payroll Section: 001 GPF Section: 001 Cash Center:
GPF A/C No: 321980 GPF Interest applied **GPF Balance:** 587,465.00 (provisional)
Vendor Number: -
Pay and Allowances: Pay scale: BPS For - 2017 Pay Scale Type: Civil BPS: 16 Pay Stage: 15

Wage type		Amount	Wage type		Amount
0001	Basic Pay	41,710.00	1001	House Rent Allowance 45%	4,091.00
1210	Convey Allowance 2005	5,000.00	1300	Medical Allowance	1,500.00
1918	UAA-CHITRAL 40%(16 G/NG)	3,000.00	2148	15% Adhoc Relief All-2013	820.00
2199	Adhoc Relief Allow @10%	556.00	2211	Adhoc Relief All 2016 10%	2,868.00
2224	Adhoc Relief All 2017 10%	4,171.00	2247	Adhoc Relief All 2018 10%	4,171.00
2264	Adhoc Relief All 2019 10%	4,171.00	2309	Adhoc Relief All 2021 10%	4,171.00
2316	Teaching Allowance 2021	3,782.00			0.00

Deductions - General

Wage type		Amount	Wage type		Amount
3016	GPF Subscription	-3,340.00	3501	Benevolent Fund	-1,500.00
3609	Income Tax	-1,541.00	3990	Emp.Edu. Fund KPK	-150.00
4004	R. Benefits & Death Comp:	-650.00			0.00

Deductions - Loans and Advances

Loan	Description	Principal amount	Deduction	Balance
------	-------------	------------------	-----------	---------

Deductions - Income Tax

Payable: 17,731.85 Recovered till MAR-2022: 13,110.00 Exempted: 0.25 Recoverable: 4,622.10

Gross Pay (Rs.): 80,011.00 Deductions: (Rs.): -7,181.00 Net Pay: (Rs.): 72,830.00

Payee Name: HIDAYAT ULLAH
Account Number: 10090001645201
Bank Details: HABIB BANK LIMITED, 221009 DRASUN, MULKHOW CHITRAL. DRASUN, MULKHOW CHITRAL., CHITRAL

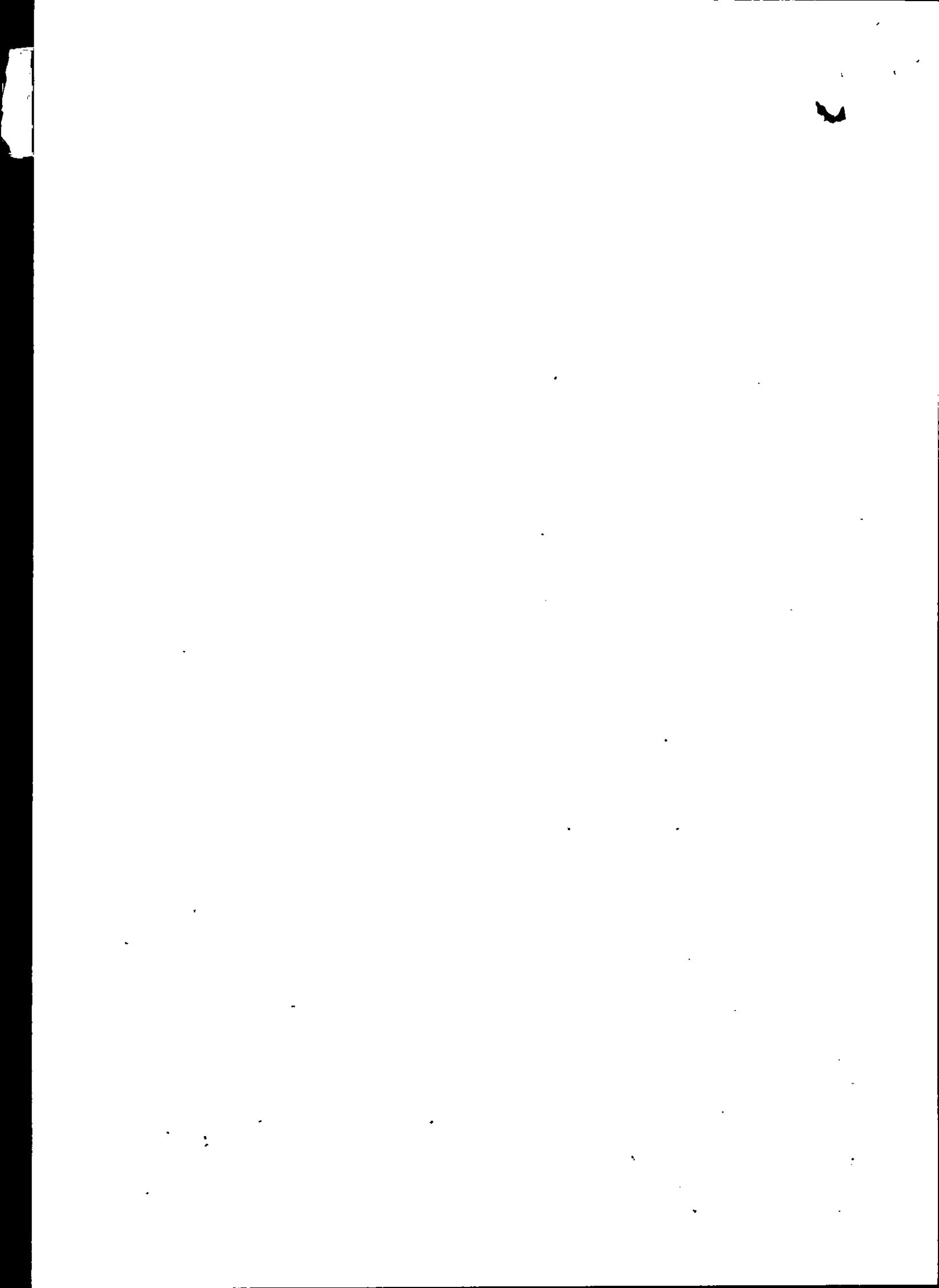
Leaves: Opening Balance: Aailed: Earned: Balance:

Permanent Address:

City: CHITRAL Domicile: NW - Khyber Pakhtunkhwa Housing Status: No Official

Temp. Address:

City: Email: hidayatullah.ctl1980@gmail.com




(8)

Annexure A


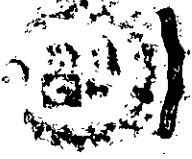
SIVTSM 15201-0565749-9

08/01/2025 08:07 2025



حکومت پاکستان

15201-0565749-9

11/11/2025

(9)

OFFICE OF THE EXECUTIVE DISTRICT OFFICER SCHOOLS & LITERACY CHITRAL

OFFICE ORDER

Consequent upon their selection by the District Selection Committee and approval of the competent authority, appointment of the following ATs (Male) is hereby ordered in BPS-III (Rs 2410) plus usual allowances on contract basis with effect from their taking over charge, in the best interest of public service subject to the terms and conditions noted below:-

SNo.	Name /Parentage& Address	Merit Score	Posting Station	Remarks
1/1	Wasiullah S/O Khushi Nabi Khan R/O Birga Nisar	54.01	GHS Madaklashi	A V AT Post
2/6	Fazal Akbar S/O Haji Khan, R/O Aul Qura	47.70	GHS Parnoo	-do-
3/11	Mir Hissamud Din S/O Ajab Gul R/O Ayun	43.89	GHS Ichim	-do-
4/14	Dinar Shah S/O Purdum Shah R/O Booni	41.72	GMS Parkusap	-do-
5/15	Mazharul Haq S/O Syed Rahim Shah R/O Darch	41.30	GHS Hrap	-do-
6/17	Hidayatullah S/O Sharafud Din R/O Gaht	40.64	GMS Warmoon	-do-
7/18	M.Riazul Ali S/O Mohammad Wakil Shah R/O Kosht	40.42	GMS Gash	-do-

TERMS & CONDITIONS:-

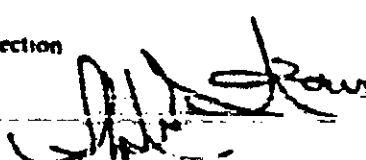
10. Their appointment is purely contract & they are liable to termination/cancellation at any time on one months notice.
11. They will be governed by such rules/regulations issued by the Govt. from time to time.
12. They should produce health & age certificate from MS (HAC) Hospital of Chitral.
13. They should sign contract agreement before taking over charge.
14. Charge report should be submitted to all concerned.
15. They should take over charge within 15-days.
16. Their original Awards/Degrees/Certificates will be verified from the concerned Durul-Uloom/Universities/Boards. Any dis-information detected later-on will result to their termination from service.
17. No TADA is allowed.
18. They should not be handed over charge if their age exceeds to 38-years.

(Sher Dil Aman)
Executive District Officer
Schools & Literacy Chitral

Endst:No 9639-40 /E/B/Appn/ATs dated Chitral the 05/10/2004.

Copy of the above is forwarded to the -

- 1 Director of Schools & Literacy, NWFP, Peshawar
- 2 District Coordination Officer Chitral with reference to his No 538 dated 28/09/2004
- 3 District Accounts Officer Chitral
- 4 Principals/HMs concerned.
- 5 Middle Section Local Office (Male) Section
- 6 Candidates concerned.


Executive District Officer
Schools & Literacy Chitral

(10)

AT-(02) Central IV

Annexure 'C'



**Directorate of Elementary and Secondary Education
Khyber Pakhtunkhwa Peshawar**

Plt No. 091-9210369, 9210938,
9210437, 9210957, 9210468
Fax 091-9210930, 0800-32857
Email: dees@kpk.gov.pk

Notification

With regard to the recruitment of the Departmental Promotions Committee and in pursuance of the Department of Education, Khyber Pakhtunkhwa 11 of 2012 and Finance Department Letter No. 02/11/D/10/2/1/2012 dated 10.07.2012, the following Male AT B-15 are hereby promoted to the post of Senior AT BPS-10 (Rs. 10000-20000-14000) plus usual allowances as admissible under the rules on regular basis under the existing policy of the Provincial Government of Khyber Pakhtunkhwa on the terms and conditions specified below with immediate effect and provided they will be posted to the Government Higher Secondary / High School by the Director of Education Officers concerned against the newly upgraded Senior AT vacancies.



Total No. of AT (M) Posts duly verified by the DAO	116
1/3 share of Senior AT Posts	39
Share of promotion 100%	39
Already Promoted to the post of Senior AT B-16 and working	38
Posts available for promotion	01
Promoted to the post of Senior AT B-16	01

Sr.	Senior AT No.	Name	Place of posting	Date of Birth	Remarks
1	02	Muhammad A	Wazir	1972	...

- The period of probation for a period of one year extendable for another year.
- They will be governed by rules and regulations as may be issued from time to time.
- They will be posted to the post of Senior AT B-16 and working on regular basis under the existing policy of the Provincial Government of Khyber Pakhtunkhwa on the terms and conditions specified below with immediate effect and provided they will be posted to the Government Higher Secondary / High School by the Director of Education Officers concerned against the newly upgraded Senior AT vacancies.
- They will be posted to the post of Senior AT B-16 and working on regular basis under the existing policy of the Provincial Government of Khyber Pakhtunkhwa on the terms and conditions specified below with immediate effect and provided they will be posted to the Government Higher Secondary / High School by the Director of Education Officers concerned against the newly upgraded Senior AT vacancies.
- They will be posted to the post of Senior AT B-16 and working on regular basis under the existing policy of the Provincial Government of Khyber Pakhtunkhwa on the terms and conditions specified below with immediate effect and provided they will be posted to the Government Higher Secondary / High School by the Director of Education Officers concerned against the newly upgraded Senior AT vacancies.
- They will be posted to the post of Senior AT B-16 and working on regular basis under the existing policy of the Provincial Government of Khyber Pakhtunkhwa on the terms and conditions specified below with immediate effect and provided they will be posted to the Government Higher Secondary / High School by the Director of Education Officers concerned against the newly upgraded Senior AT vacancies.
- They will be posted to the post of Senior AT B-16 and working on regular basis under the existing policy of the Provincial Government of Khyber Pakhtunkhwa on the terms and conditions specified below with immediate effect and provided they will be posted to the Government Higher Secondary / High School by the Director of Education Officers concerned against the newly upgraded Senior AT vacancies.

(Muhammad Rafiq Khattak)

Director, Directorate of Elementary and Secondary Education
Khyber Pakhtunkhwa Peshawar.

1552-5.P
Encl 1 No. / Plt No. 1/1 promotion Senior AT B-16 Dated 10/07/2014

- Accountant to the Director of Education, Khyber Pakhtunkhwa Peshawar.
- Director of Education, Khyber Pakhtunkhwa Peshawar.
- ...
- ...
- ...
- ...
- ...

Dy. Director, Khyber Pakhtunkhwa Peshawar

(11)

Annexure 'C'
Better copy

ATs (M) Chitral

Directorate of Elementary and Secondary Education

Khyber Pakhtunkhwa Peshawar

PH.NO, 091-9210389, 9210938

9210437, 9210937, 9210968

Fax 091-9210936, 0800-33857

E-mail rafiq_kk851@yahoo.com

Notification.

Consequent upon the recommendation of the Departmental promotion committee and in pursuance of the Government of Khyber Pakhtunkhwa Elementary and Secondary Education SO (FR)/FD/10-22(R)/2010 dated 16/07/2012 the following male ATs B-15 are hereby promoted to the post of senior ATs BPS-16 (RS 10000-800. 34000) Plus usual allowances as admissible under the rules on regular basis under the existing policy of the provincial Government on teaching cadre on the terms and conditions given below with immediate effect and further they will be posted in the Government Higher Secondary/High Schools by the District Education Officers concerned against the newly upgraded senior TT BPS-16 Posts.

Total No. of AT (M) Posts duly verified by the DAO	116
1/3 Share of Senior AT Posts	39
Share of Promotion 100%	39
Already promoted to the Senior AT BPS-16 and working	38
Posts available for promotion	01
Promoted to the post of senior AT B-16	01

S#	Seniority No	Name	Place of Posting	Date of Birth	Remarks
1	82	Hidayat Ullah	GMS Warijun	11-11-1973	Services placed at the disposal of DEO (M) Chitral for further posting

Terms and Conditions:

1. They would be on probation a period of one year extendable for another one year.
2. They would be governed by such rules and regulation as may be issued from time to time by the Govt.

3. Their services can be terminated at any time, in case his performance is found unsatisfactory during probationary period, in case of misconduct he shall be proceed under the rules framed from time to time.
4. Charge of Report should be submitted to all concerned.
5. Their inter se –seniority on lower post will remain intact.
6. NO TA/DA is allowed for joining his duty.
7. They will give an undertaking to be recorded in their service book to the effect that if any over payment is made to him in light this order will be recorded and if he is wrongly promoted he will be reversed.

(Muhammad Rafiq Khattak)

Director

Elementary and secondary Education

Khyber Pakhtunkhwa Peshawar

Endst: No: 1552-58/File No. 1/ Promotion Senior AT B-16- Dated Peshawar the 18/04/2014.

Copy forwarded for information and necessary action to the.

1. Accountant General Khyber Pakhtunkhwa Peshawar.
2. District Education Officer (M) Chitral.
3. District Accounts Officer Chitral.
4. Official concerned.
5. PS to the Secretary to Govt Khyber Pakhtunkhwa E&SE Department.
6. PA to the Director E&SE Khyber Pakhtunkhwa, Peshawar.

Annexure 'D'

(12)

OFFICE OF THE DISTRICT EDUCATION OFFICER (G.M.) UPPER CHITRA

CHECK LIST FOR DEPARTMENTAL PROMOTION COMMITTEE MEETING DATED 21-03-2010 FOR THE PROMOTION OF SST (G) BPS-16

Sl. No.	Name	Father's Name	Place of posting	Service Book	Date of birth	Date of appointment	Sl. No. Dist.	Spec. post	Year of service	Qualification	Grade	Post regular	Post special	Post vacant
2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
10	Hidayatullah	Sharafud Din	GHS Wanjune		11/11/1974	10/05/2004								17

Director, Education, Chitrawan 116/100
1st Deputy Director

(13)

Amended 'D'
(Better copy)

OFFICE OF DISTRICT EDUCATION OFFICER (MALE) UPPER CHITRAL
CHECK LIST FOR DEPARTMENTAL PROMOTION COMMITTEE MEETING DATED 26-08-2020 FOR THE PROMOTION OF SAT BPS-16 TO SST(G) BPS-16

S #	Se n: #	Name	Father's Name	Plac e of Post ing	Serv ice Boo k	Da te of Bir th	Date of first appoint ment	Bi o Da ta	Syno psis	La st fiv e ye ar A CR	Las t 3 ye ar res ult	Noninvolv ement certificate	Servic e Certifi cate	La st p ay sli p	D/o Regular Appoint ment against AT post	Decisi on of the Comm ittee
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
	10	Hidayat Ullah	Sharaf Uddin	GHS Wari jun		11 - 11 - 19 73	10-05-2004								05-10-2004	

District Education Officer (M)
Upper Chitral

OFFICE OF THE DISTRICT EDUCATION OFFICER (MALE) UPPER CHITRAL						
ITEM No.1 PROMOTION OF SAT (BPS-16) MALE TO THE POST OF SST (G) (BPS-16) ON REGULAR BASIS						
The case of Promotion of SAT BPS-16 to SST (G) BPS-16 was considered and the DPC decided as under						
Total No of Vacant Post of SST (G)						11
5% Initial Recruitment Quota						2.75
5% Promotion Quota						8.25
0% CP/SCT Promotion Quota to SST (G)						4.4
0% PST/SPST/PSHF Promotion Quota to SST (G)						2.2
0% DM/SDM Promotion Quota to SST (G)						0.44
0% AT/SAT Promotion Quota to SST (G)						0.44
0% Share of AT/SAT reserved during DPS for the year 2019						0.2
0% Share of AT/SAT reserved during DPS for the year 2020						0.24
Total share of AT/SATs for promotion to the post of SST (G)						0.88
Already Promoted SAT to SST (G)						0
Proposed for Promotion to SST (G)						1
						11


1	2	3	5	6	8	9	
S.#	Sen #	Name	Name of School	D/O Birth	Date of Appointment as regular AT	Academic & Professional Qualification	Remarks
1	10	Mhdoyyazullah	GHS Warjion	11/11/1973	05/10/2004	MA Arable B.Ed.S Alama	

CERTIFICATE

- All the SAT (Male) have been included in the panel for the promotion to SST (G) posts.
- All the SAT (Male) hold the posts on regular basis and non of them is holding the post on adhoc/acting charge basis/contract.
- All the SAT (Male) have completed the required minimum length of qualifying service and qualifications as required for promotion to the post of SSTs under the rules.
- Non of them is on deputation to any organization under the Autonomous Semi federal 'provincial' autonomous/ International organization
- Neither any disciplinary/departmental proceedings/And corruption Judicial enquiry is pending against them nor has any penalty been imposed upon any of them during the last five years.
- Non of them is on long leave/Ex Pakistan leave.
- Their ACR's, Synopsis are free from adverse remarks.
- They are all alive and serving
- His appointment order against AT post is attached here with.
- The seniority List of SATs/ATs is final, undisputed and not subject to
- The Departmental promotion committee is requested to determine the suitability of the above SAT for promotion to SSTs BPS-16 post with immediate effect.

- Director (E&SE) Peshawar
- Deputy Secretary (E&SE) Peshawar
- District Education Officer
- Deputy Director (E&SE) Peshawar

- Chairman
- Member
- Member
- Member


 District Education Officer
 (Male) Upper Chitral

کرمیت جہاں دکن
 واسطہ جہاں دکن
 ہجرت در جہاں است
 آ آ اساتذہ کو آتد و اساتذہ کو آتد
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سکاتہ آیت کرمیت جہاں دکن
 میں کرمیت جہاں دکن
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محمد اساتذہ کو آتد و اساتذہ کو آتد
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(16) Annexure 'F'
DISTRICT EDUCATION OFFICE (M) UPPER CHITRAL

Phone No. 0943-470252

Email address: dco.uchitralupper@gmail.com



No. 696

/EB (M) M-4/Misc

Dated 7/12/2022

To,

The Director,
Elementary & Secondary Education
Khyber Pakhtunkhwa, Peshawar.

Subject: **PROMOTION OF SAT AND STT TO SST (G)**

Memo;

Enclosed herewith kindly the DPC Meeting regarding promotion of SAT and STT to the post of SST (G) on the basis of Departmental promotion @ 4% ratio.

It is also added for your kind information that no any teacher has been promoted from the aforesaid cadres through the DPC conducted during 2019 & 2020. However, the name of Molvi Hidayat Ullah SAT GHS Warijun and Noor Shahidin STT GHS Reshun Upper Chitral was recommended by the committee for promotion to SST (G) post during recently conducted DPC meeting held on 01/09/2021. Their names have not been included in the notification.

The appeals are therefore, forwarded for your kind information and further necessary action.

Enclosure. DSC Meeting.

District Education Officer
(M) Upper Chitral

Dated Bouni the ___/___/2022

Encl No. _____ /EB (M) M-4/Misc

Copy forwarded to:

1. Mr. Molvi Hidayat Ullah SAT GHS Warijun for information.
2. Mr. Noor Shahidin STT GHS Reshun Upper for information.

District Education Officer
(M) Upper Chitral

1524

7-2-2022

AI QUAD CAMERA
Shot by Mr. Noor Shahidin

2022/02/07 11:52
Scanned by Mr. Noor Shahidin

(17)

Amendable 'G'

To
The Director,
Elementary and Secondary Education,
Peshawar, Khyber Pakhtunkhwa,
Pakistan.

Subject: PROVIDING INFORMATION ABOUT DEPARTMENTAL APPEAL

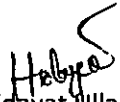
Respected Sir,

WHEREAS, with respect it is stated that the undersigned is a Senior Arabic Teacher (SAT) and has preferred a departmental appeal for his promotion to the post of Secondary School Teacher-SST (BPS-16). In this respect the concern District Education Officer (DEO) Chitral Upper has forwarded the said appeal to your good office. The undersigned requests your good office about the current status of the said appeal.

It is therefore, requested that on acceptance of this appeal, information about the current status of the said appeal may kindly be provided.

Thanking you in anticipation.

Yours Sincerely,


Hidayat Ullah
SAT, Govt. High School,
Warijun Mulkhov,
Upper Chitral

Dated: 24th March, 2022

(18)

Promotion of SST of District Upper Chitral

Annexure 'A'



Directorate of Elementary and Secondary Education Khyber Pakhtunkhwa Peshawar

Notification

Consequent upon the recommendation of the Departmental Promotion Committee and in pursuance of the Government of Khyber Pakhtunkhwa Elementary and Secondary Education Notification No.SO(B&A)/1-18/E&SE/2012 dated 11.7.2012 and Finance Department Endorsement No.SO(FR)/FD/ 10-22(E)2010 dated 16.7.2012, the following CT/SCT and PSHT/SPST/PST (Male) are promoted to the posts of SST (General), SST (Bio/Chem) and SST (Maths/Phy) in BPS-16 (Rs.18910-1520-64510) respectively, plus usual allowances as admissible under the rules on regular basis under the existing policy of the Provincial Government, on the terms and condition given below with immediate effect.

A. SST (General)

ITEM NO.1:- PROMOTION OF CT /SCT TO SST (G) BPS-16 ON REGULAR BASIS

Total No. of Vacant Post of SST(G)	11
25% Initial Recruitment Quota	2.75
75% by Promotion Quota	8.25
40% CT/SCT Promotion quota to SST(G)	4.4
Proposed CT/SCT for Promotion to SST(G)	4

S.No	Sen#	Name of official/Desig:	Name of School	Date of Birth	Date of 1st Appointment as Regular CT	Academic & Professional Qualification	Remarks
1.	11	Zar Barat Khan	GHSS Shagram	20/4/1965	06/12/2014	MA/M Ed:	Services are placed at the disposal of DEO (M) Upper Chitral for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.
2.	12	Mir Wazir Khan	GHS Booni	01/09/1964	06/12/2014	MA/B.Ed	Services are placed at the disposal of DEO (M) Upper Chitral for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.
3.	14	Khowaja Khizer Khan	GHS Shongush	10/02/1971	06/12/2014	MA/M.Ed	Services are placed at the disposal of DEO (M) Upper Chitral for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.
4.	15	Mirza Nadir Shah	GHS Rech	02/03/1968	22/07/2015	MA/M.Ed	Services are placed at the disposal of DEO (M) Upper Chitral for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.

(19)

Promotion of SST of District Upper Chitral

ITEM NO.2:- PROMOTION OF PST/SPST/PSHT TO SST (G) BPS-16 ON REGULAR BASIS

Total No. of Vacant Post of SST(G)	11
25% Initial Recruitment Quota	2.75
75% by Promotion Quota	8.25
20% PST/SPST/PSHT to SST(G)	2.2
Proposed PST/SPST/PSHT for Promotion to SST(G)	2

S.No	Sen#	Name of official/Desig:	Name of School	Date of Birth	Date of 1st Appointment as Regular PST	Academic & Professional Qualification	Remarks
1.	32	Akbar Azim Shah	GPS Parwak Bala	02/12/1969	26/12/2012	BA/ B.Ed:	Services are placed at the disposal of DEO (M) Upper Chitral for adjustment the post of SST (G) BPS-16 on regular basis with immediate effect.
2.	34	Miqdar Ali Khan	GPS Brep-02	12/01/1963	26/12/2012	BA/ B.Ed:	Services are placed at the disposal of DEO (M) Upper Chitral for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.

B. SST (Bio/Chem)

ITEM NO.1:- PROMOTION OF SCT/CT TO SST (Bio/Chem) BPS-16 ON REGULAR BASIS

Total No. of Vacant Post of SST(Bio/Chem)	5
25% Initial Recruitment Quota	1.25
75% by Promotion Quota	3.75
40% CT/SCT Promotion quota to SST(Bio/Chem)	2
Proposed CT/SCT for Promotion to SST(Bio/Chem)	2

S.No	Sen#	Name of official/Desig:	Name of School	Date of Birth	Date of 1st Appointment as Regular CT	Academic & Professional Qualification	Remarks
1.	124	Ijaz Ahmed	GMS Nichagh Owir	17/04/1991	09/03/2016	Msc/B.Ed	Services are placed at the disposal of DEO (M) Upper Chitral for adjustment against the post of SST (Bio/Chem) BPS-16 on regular basis with immediate effect.
2.	131	Ijlal Uddin	GMS Rayeen	02/03/1986	09/03/2016	Msc/B.Ed	Services are placed at the disposal of DEO (M) Upper Chitral for adjustment against the post of SST (Bio/Chem) BPS-16 on regular basis with immediate effect.

ITEM NO.2:- PROMOTION OF PSHT/SPST/PST to SST (Bio/Chem) BPS-16 ON REGULAR BASIS

REGULAR BASIS

Total No. of Vacant Post of SST(Bio/Chem)	5
25% Initial Recruitment Quota	1.25
75% by Promotion Quota	3.75
20% PST/SPST/PSHT to SST(Bio/Chem)	1
Proposed PST/SPST/PSHT for Promotion to SST(Bio/Chem)	1

(29)

Promotion of SST of District Upper Chitral

S.No	Serial	Name of official/Desig:	Name of School	Date of Birth	Date of 1st Appointment as Regular PST	Academic & Professional Qualification	Remarks
1.	218	Fazle Maabood	GPS Rayeen Hala	06/02/1988	06/06/2014	MSc/ B.Ed.	Services are placed at the disposal of DEO (M) Upper Chitral for adjustment against the post of SST (Bio/Chem) BPS-16 on regular basis with immediate effect.

C. SST (Maths/Phy)

ITEM NO.1:- PROMOTION OF CT/SCT TO SST (Maths/Phy) BPS-16 ON REGULAR BASIS

Total No. of Vacant Post of SST(Maths/Phy)	6
25% Initial Recruitment Quota	1.5
25% by Promotion Quota	4.5
40% CT/SCT Promotion quota to SST(Maths/Phy)	2.4
Proposed CT/SCT for Promotion to SST(Maths/Phy)	2

S.No	Serial	Name of official/Desig:	Name of School	Date of Birth	Date of 1st Appointment as Regular CT	Academic & Professional Qualification	Remarks
1.	125	Naveed Akhtar	GHS Kushum	22/06/1989	09/03/2016	BS Math/B.Ed.	Services are placed at the disposal of DEO (M) Upper Chitral for adjustment against the post of SST (Maths/Phy) BPS-16 on regular basis with immediate effect.
2.	126	Nasir Ahmad	GMS Nishku	20/04/1990	09/03/2016	Msc/M.Ed.	Services are placed at the disposal of DEO (M) Upper Chitral for adjustment against the post of SST (Maths/Phy) BPS-16 on regular basis with immediate effect.

ITEM NO.2:- PROMOTION OF PST/PSHT/SPST TO SST (Maths/Phy) BPS-16 ON REGULAR BASIS

Total No. of Vacant Post of SST(Maths/Phy)	6
25% Initial Recruitment Quota	1.5
25% by Promotion Quota	4.5
10% PST/SPST/PSHT to SST(Maths/Phy)	1.2
Proposed PST/SPST/PSHT for Promotion to SST(Maths/Phy)	1

S.No	Serial	Name of official/Desig:	Name of School	Date of Birth	Date of 1st Appointment as Regular PST	Academic & Professional Qualification	Remarks
1.	221	Sohrab Iqbal	GPS Bawal Gule	12/01/91	06/06/14	BSc/ B.Ed.	Services are placed at the disposal of DEO (M) Upper Chitral for adjustment against the post of SST (Maths/Phy) BPS-16 on regular basis with immediate effect.

Terms and Conditions:-

1. They would be on probation for a period of one year extendable for another one year.
2. They will be governed by such rules and regulations as may be issued from time to time by the Govt.
3. Their services can be terminated at any time, in case their performance is found unsatisfactory during probationary period. In case of misconduct, they shall be proceeded under the rules framed from time to time.
4. Charge report should be submitted to all concerned.

(21)

Promotion of SST of District Upper Chitral

Their Inter-Se- seniority on lower post will remain intact.

No TA/DA is allowed for joining the duty.

They will give an under taking to be recorded in their service books to the effect that if any over payment is made to them in light this order, will be recovered and if they are wrongly promoted, they will be reversed.

8 Before handing over charge, their documents may be checked. If they have not the required relevant qualification as per rules, they may not be handed over the charge of the post.

(Hafiz Dr. Muhammad Ibrahim)

Director

Elementary and Secondary Education
Khyber Pakhtunkhwa Peshawar

Endst: No 5013-18/ File No.5/Promotion of SST (BPS-16) Dated Peshawar the 29/10/2021

Copy forwarded for information and necessary action to the: -

1. Accountant General Khyber Pakhtunkhwa Peshawar.
2. District Education Officer (M) Upper Chitral.
3. District Accounts Officer Upper Chitral.
4. Officials Concerned.
5. PS to the Secretary to Govt: Khyber Pakhtunkhwa E&SE Department
6. PA to the Director E&SE Khyber Pakhtunkhwa, Peshawar
7. M/File

Deputy Director (Estab)

Elementary and Secondary Education

Khyber Pakhtunkhwa Peshawar



CJA

Annex: 1

Promotion of SST of District Dir Upper
Directorate of Elementary and Secondary Education
Khyber Pakhtunkhwa Peshawar

Notification

Consequent upon the recommendation of the Departmental Promotion Committee and in pursuance of the Government of Khyber Pakhtunkhwa Elementary and Secondary Education Notification No.SO(B&A)/1-18/E&SE/2012 dated 11.7.2012 and Finance Department Endorsement No.SO(FR)/FD/ 10-22(E)2010 dated 16.7.2012, the following CT/SCT, DM/SDM, AT/SAT, TT/STT and PSHT/SPST/PST (Male) are promoted to the posts of SST (General), SST (Bio/Chem) and SST (Maths/Phy) in BPS-16 (Rs.18910-1520-64510) respectively, plus usual allowances as admissible under the rules on regular basis under the existing policy of the Provincial Government, on the terms and condition given below with immediate effect.

A. SST(General)

ITEM NO.1:- PROMOTION OF CT/ SCT TO SST (G) BPS-16 ON REGULAR BASIS

Total No. of Vacant Post of SST(G)	22
25% Initial Recruitment Quota	5
75% by Promotion Quota	17
40% CT/SCT Promotion quota to SST(G)	9
Proposed for Promotion CT/SCT to SST(G)	9

S.N	S.L No	Name of Official	Present Place of Posting	Date of Birth	Date of Apptt: as regular CT	Qualification		Remarks
1	19	Mohammad Shouaib	GHS Nehag	07-04-67	01-11-99	MA	CT/ B.Ed	Services are placed at the disposal of DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.
2	21	Hamidur Rahman	GHSS Akhagram	23-02-67	01-11-99	MA	CT/ B.Ed	Services are placed at the disposal of DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.
3	22	Sirajul Islam	GHS Kattan (B)	20-01-70	01-11-99	BA	CT/ B.Ed	Services are placed at the disposal of DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.
4	23	Attaullah	GHSS Wari	06-10-75	01-11-99	MA	CT/ M.Ed	Services are placed at the disposal of DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.
5	24	Shahwar Khan	GHSS WARI	11-04-69	01-11-99	MA	CT, B.Ed,	Services are placed at the disposal of DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.
6	25	Sahib Rawan	GHSS Nehag	22-04-72	01-11-99	MA	CT, B.Ed	Services are placed at the disposal of DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.



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Promotion of SST of District Dir Upper

26	Rahmatullah	GHS Nohag	03-05-74	01-11-00	MA	CT, B.Ed	Services are placed at the disposal of DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.
27	Amirul Rahman	GHS Jughabanj	18-01-75	01-11-00	BA	CT, B.Ed	Services are placed at the disposal of DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.
28	Nisar Ahmad	GHS Ratanpur	01-01-1971	11-11-1999	MA	CT, B.Ed B.Ed	Services are placed at the disposal of DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.

ITEM NO. 26 PROMOTION OF DMSM TO SST (G) BPS-16 ON REGULAR BASIS

Form No. of Vacant Post of SST (G)
 District Recruitment Order
 Issued by Promotion Order
 DMSM Promotion quota in SST (G)
 Proposed for Promotion: DMSM to SST (G)

S.No	S.R. No.	Name of Officer	Name of Post of Posting	Date of Birth	Date of Appointment regular D.M.	Qualification	Remarks
1		Muhammad Ahmad	GHS Ratanpur	23-05-73	01-11-00	MA, D.M.B.Ed	Services are placed at the disposal of DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.

ITEM NO. 27 PROMOTION OF A.P.SAT TO SST (G) BPS-16 ON REGULAR BASIS

Form No. of Vacant Post of SST (G)
 District Recruitment Order
 Issued by Promotion Order
 A.P.SAT Promotion quota in SST (G)
 Proposed for Promotion: A.P.SAT to SST (G)

S.No	S.R. No.	Name of Officer	Name of School	Date of Birth	Date of Appointment regular A.P.	Qualification	Remarks
1		Muhammad Ahmad	GHS Ratanpur	23-05-73	01-11-00	BA, Admita. B.Ed	Services are placed at the disposal of DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.

ITEM NO. 28 PROMOTION OF T.P.T. TO SST (G) BPS-16 ON REGULAR BASIS

Form No. of Vacant Post of SST (G)
 District Recruitment Order
 Issued by Promotion Order
 T.P.T. Promotion quota in SST (G)
 Proposed for Promotion: T.P.T. to SST (G)

S.No	S.R. No.	Name of Officer	Name of School	Date of Birth	Date of Appointment regular T.P.	Qualification	Remarks
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7	26	Rehmanullah	GHSS Negah	03-05-74	01-11-99	MA	CT, BEd	Services are placed at the Disposal od DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.
8	27	Aminur rehman	GHS Jughahanj	08-01-75	01-11-99	BA	CT, Bed	Services are placed at the Disposal od DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.
9	28	Nazar Muhammad	GHS Rehankot	09-04-1973	31-12-1999	MA	CT, BEd, Med	Services are placed at the Disposal od DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.

ITEM NO 2 PROMOTION OF DM/SDM TO SST (G) BPS-16 ON REGULAR BASIS.

Total no of vacant post of SST (G)	22
25% Initial Recruitment quota	5
75% by Promotion Quota	17
4% DM/SDM Promotion Quota to SST (G)	0.90
Proposed for Promotion	1

S.No	S.L No	Name of Official	Present place of posting	Date of Birth	Date of Apptt: as regular DM	Qualification	Remarks
1	1	Mushtaq Ahmad	GHSS Barawal	23-03-73	01-11-99	MA-DM-BED	Services are placed at the Disposal od DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.

ITEM NO 3 PROMOTION OF AT/SAT TO SST (G) BPS-16 ON REGULAR BASIS.

Total no of vacant post of SST (G)	22
25% Initial Recruitment quota	5
75% by Promotion Quota	17
4% AT/SAT Promotion Quota to SST (G)	0.90
Proposed for Promotion	1

S.No	S.L No	Name of Official	Present place of posting	Date of Birth	Date of Apptt: as regular DM	Qualification	Remarks
1	13	Saheebur rehman	GHSS Rawakot	23-03-73	01-11-99	BA-Alamia-BEd	Services are placed at the Disposal od DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.

ITEM NO 4 PROMOTION OF TT/STT TO SST (G) ON REGULAR BASIS.

Total no of vacant post of SST (G)	33
25% Initial Recruitment quota	5
75% by Promotion Quota	17
4% DM/SDM Promotion Quota to SST (G)	0.90
Proposed for Promotion	1

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Promotion of SST of District Dir Upper

8	Rashid Ahmad	GHIS Kattan bala	20-02-68	11-03-05	MA	Alamia, B.Ed	Services are placed at the disposal of DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.
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ITEM NO.5 PROMOTION OF Qari/S.QARI TO SST (G) BPS-16 ON REGULAR BASIS

Total No. of Vacant Post of SST(G)	22
25% Initial Recruitment Quota	5
75% by Promotion Quota	17
3% Qari/S.Qari Promotion quota to SST(G)	0.68
Proposed for Promotion Qari/S.Qari to SST(G)	1

S.No	S.L No	Name of Official	Name of School	Date of Birth	Date of Apptt: as regular Qari	Qualification	Remarks
1	10	Fazir Ullah	GHSS Nehag	16-02-90	27-04-12	MA Hifz Ul Quran, B.Ed	Services are placed at the disposal of DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.

ITEM NO.6 PROMOTION OF PST/SPST/ PSHT TO SST (G) BPS-16 ON REGULAR BASIS

Total No. of Vacant Post of SST(G)	22
25% Initial Recruitment Quota	5
75% by Promotion Quota	17
20% PST/SPST/ PSHT Promotion quota to SST(G)	4
Proposed for Promotion PST/SPST/ PSHT to SST(G)	4

S.No	S.L No	Name of Official	Name of School	Date of Birth	Date of Apptt: as regular PST	Qualification	Remarks
1.	123	Niaz Muhammad	GPS, Kandow Jabbar	12-05-1973	01-03-1993	BA PTC, B.Ed	Services are placed at the disposal of DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.
2.	124	Muhammad Tahir Khan	GPS, Gamsceer Jabbar	03-10-1973	01-03-1993	BA PTC, BED	Services are placed at the disposal of DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.
3.	125	Attaullah Khan	GPS, Kakad Payeen	12-03-1974	01-03-1993	BA PTC, BED	Services are placed at the disposal of DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.
4.	126	Hamidullah	GPS, Kattan Bala	15-06-1972	15-03-1993	BA PTC, BED	Services are placed at the disposal of DEO (M) Dir Upper for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.

SST(Bio/Chem)

ITEM NO.1:- PROMOTION OF PST/PSHT/SPST TO SST (Bio/Chem) BPS-16 ON REGULAR BASIS

The case of promotion of PST/PSHT/SPST to the post of SST (Bio/Chem) BPS-16 was considered and the DPC recommended as under:-

Total No. of Vacant Post of SST(Bio/Chem)	5
25% Initial Recruitment Quota	1.25
75% by Promotion Quota	3.75
20% PST/SPST/PSHT Promotion quota to SST(Bio/Chem)	1
Proposed for Promotion PST/SPST/PSHT to SST(Bio/Chem)	1

S.No	S.L No	Name of Official	Name of School	Date of Birth	Date of Apptt: as regular PST	Qualification		Remarks
01.	640	Rahmat Bacha	GPS Balkore Wari	02/02/1986	28/12/2006	BSC	PTC/B.Ed	Services are placed at the disposal of DEO (M) Dir Upper for adjustment against the post of SST (Bio/Chem) BPS-16 on regular basis with immediate effect.

C. SST(Maths Physics)

ITEM NO.1:- PROMOTION OF PSHT/SPST/PST TO SST (Maths/Phy) BPS-16 ON REGULAR BASIS

BASIS

Total No. of Vacant Post of SST(Maths/Phy)	6
25% Initial Recruitment Quota	1
75% by Promotion Quota	5
20% PST/SPST/ PSHT Promotion quota to SST(Maths/Phy)	1
Proposed for Promotion PST/SPST/ PSHT to SST(Maths/Phy)	1

S.No	S.L No	Name of Official	Name of School	Date of Birth	Date of Apptt: as regular PST	Qualification		Remarks
01.	931	Zia Ur Rahman	GPS, Nasir Abad	01-03-1989	03-05-2014	MSC	PTC,BED	Services are placed at the disposal of DEO (M) Dir Upper for adjustment against the post of SST (Maths/Phy) BPS-16 on regular basis with immediate effect.

Terms and Conditions:-

- 1 They would be on probation for a period of one year extendable for another one year.
- 2 They will be governed by such rules and regulations as may be issued from time to time by the Govt.
- 3 Their services can be terminated at any time, in case their performance is found unsatisfactory during probationary period. In case of misconduct, they shall be proceeded under the rules framed from time to time.
- 4 Charge report should be submitted to all concerned.
- 5 Their Inter-Se- seniority on lower post will remain intact.
- 6 No TA/DA is allowed for joining the duty.
- 7 They will give an under taking to be recorded in their service books to the effect that if any over payment is made to them in light this order, will be recovered and if they are wrongly promoted, they will be reversed.
- 8 Before handing over charge, their documents may be checked. If they have not the required relevant qualification as per rules, they may not be handed over the charge of the post.

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... has been processed in the name of ... there reservation is subject to ... of the execution of ...

President of SST of District Dir Upper

(Office for Muhammad Ibrahim)
Director
Elementary and Secondary Education
Rajpur Bahawalpur District

Order No. 11151/2011 D.O. 11/11/2011

For information and necessary action to the

- 1. District Director, District Bahawalpur
- 2. District Director, District Dir Upper
- 3. District Director, District Dir Lower
- 4. District Director, District Bahawalpur
- 5. District Director, District Bahawalpur
- 6. District Director, District Bahawalpur
- 7. District Director, District Bahawalpur

Muhammad Ibrahim
Director
Elementary and Secondary Education
Rajpur Bahawalpur District

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Those who have been promoted on the basis of additional subjects, their promotion is subject to the condition of the outcome of HEC.

Hafiz Dr. Muhammad Ibrahim

Director

Elementary and secondary
Education Khyber Pakhtunkhwa

Endst: No 3223.38/File no 3/ promotion of SST (BPS-16) Dated Peshawar 10/10/2021

Copy forwarded for information and necessary action to the

1. Accountant General Khyber Pakhtunkhwa Peshawar.
2. District Education Officer (M) Dir Upper
3. District Account Officer Dir Upper
4. Officials Concerned
5. PS to the secretary to Government of Khyber Pakhtunkhwa E&SE Department
6. PS to the Director E&SE Khyber Pakhtunkhwa Peshawar
7. M/file

Deputy Director (Katab)
Elementary and secondary Education
Khyber Pakhtunkhwa Peshawar

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

PART-I

GENERAL

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

(2) They shall come into force at once.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

⁶(g) "Provincial Selection Board" means the Board constituted by Government for the purpose of selection of civil servants for promotion or transfer to posts in respect whereof the appointing authority under rule 4 is the Chief Minister and shall consist of such persons as may be appointed to it by Government from time to time.

(2) Words and expressions used but not defined in these rules shall have the same meanings as are assigned to them in the ⁷[Khyber Pakhtunkhwa] Civil Servants Act, 1973 (⁸[Khyber Pakhtunkhwa] Act XVIII of 1973) or any other statutory order or rules of Government for the time being in force.

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

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

(2) The method of appointment, qualifications and other conditions applicable to a post shall be such as laid down by the Department concerned in consultation with the ⁹Establishment and 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
¹⁰ 1. (a)	Posts in Basic Pay Scale 18 and above including posts in Basic Pay Scale 17 borne on any of the following services; (i) Former Provincial Civil Service (Executive Branch); (ii) Former Provincial Civil Service (Judicial Branch); and (iii) Provincial Civil Secretariat Service.	Chief Minister
¹¹ (b)	Posts in Basic Pay Scale 17	Chief Secretary

⁶ Clause (g) substituted by Notification No. SOR-I(S&GAD) 4-1/80/II, dated 14-01-1992.

⁷ Sub. by the Khyber Pakhtunkhwa Act No. IV of 2011.

⁸ Sub. by the Khyber Pakhtunkhwa Act No. IV of 2011.

⁹ For the words "Services and General Administration" wherever occurred, substituted with the words "Establishment and Administration" by Notification No. SO(O&M) E&AD/8-6/2001 dated 30-05-2001.

¹⁰ Substituted by Notification No. SOR-I(S&GAD)4-1/75/Vol-I, dated 22-08-1991.

¹¹ Substituted by Notification No. SOR-III(E&AD)2(144)03 dated 16-09-2003.

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other than those covered by
(a) above and the post of
Deputy Superintendent of
Police; and.

- ¹²(c) Posts of Deputy Superintendents of Police. Provincial Police Officer/
Inspector General of Police.
2. Posts in Basic Pay Scale 16. (a) In the case of Secretariat of the
Government of ¹³[Khyber Pakhtunkhwa],
the Chief Secretary.

¹² Inserted by Notification No. SOR-III(E&AD)2(144)03 dated 16-09-2003.

¹³ Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

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- (b) In case of High Court, the Chief Justice; and
- (c) In the case of Attached Department:

- (i) the Head of Attached Department concerned; and
- (ii) In any other case the Secretary of the Department concerned.

3. Posts in Basic Pay Scales 3 to 15.

- (a) In the case of civil Servants borne on ministerial establishment of Civil Courts subordinate to High Court, the officer authorized as such by the Chief Justice; and
- (b) In other cases
 - (i) an officer declared under the relevant Delegation of Powers Rules, which shall to this extent be deemed as operative; or
 - (ii) Where no such appointing authority has been declared, the Secretary to Government or the Head of an Attached Department/ Office, as the case may be.

4. posts in Basic pay Scale 1 and 2.	Deputy Secretary incharge of Administration or office, , as the care may be
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5. ¹⁴**Departmental Promotion & Selection Committee/Board-** (1) In each Department or office of Government there shall be one or more Departmental Promotion Committee and Departmental Selection Committee ¹⁵(or, as the case may be, Departmental Selection Board), the composition of which shall be determined by the Establishment and Administration Department or the Department in consultation with the Establishment and Administration Department.

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

¹⁴ The heading of rule 5 substituted by Notification No. SOR-I(S&GAD)2-7/86, dated 8-12-1994.

¹⁵ The words inserted by Notification No. SOR-III(S&GAD)2-7/86, dated 8-12-1994

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

PART-II

APPOINTMENT BY PROMOTION OR TRANSFER

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

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

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

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

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

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

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

Provided that:-

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

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

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

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

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- (iv) the person concerned is a bona fide resident of the ¹⁹[Khyber Pakhtunkhwa].
- (v) a vacancy exists to accommodate the request for such a transfer; and:
- (vi) Provided further that in most deserving cases, the merit of which shall be determined on case to case basis and the decision of the Competent Authority in that behalf shall be final, Government may allow transfer of a civil servant in BPS-16 and above, subject to the aforesaid conditions.

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

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

9. **Appointment on Acting Charge or current Charge Basis.** (1) Where the appointing authority considered it to be in the public interest to fill a post reserved under the rules for departmental promotion and the most senior civil servant belonging to the cadre or service concerned, who is otherwise eligible for promotion, does not possess the specified length of service the authority may appoint him to that post on acting charge basis;

²⁰Provided that no such appointment shall be made, if the prescribed length of service is short by more than ²¹[three years].

²²[(2)].

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

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

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

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

PART-III

INITIAL APPOINTMENT

¹⁹ Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

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

²¹ The words one year substituted by Notification No. SOR-I(S&GAD)4-1/80/III, dated 14.3.96.

²² Sub rule (2) of rule-9 deleted vide by Notification No. SOR-VI(E&AD)1-3/2009/Vol-VIII, dated 22-10-2011.

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10. **Appointment by Initial Recruitment :-**(1) Initial appointment to posts ²³[in various basic pay scales] shall be made-

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

²⁴(2) Initial recruitment to posts which do not fall within the purview of the Commission shall be made on the recommendation of the Departmental Selection Committee, after vacancies have been advertised in newspapers.

²⁵Provided that nothing contained in this sub-rule shall apply to the household staff of the Chief Minister House Peshawar, ²⁶[Khyber Pakhtunkhwa] House Islamabad, ²⁷[Khyber Pakhtunkhwa] Rest Houses Bannu, Swat and Abbottabad, ²⁸[Khyber Pakhtunkhwa] House Nathia Galli and Shahi Mehman Khana, Peshawar and any other House to be established by the Government:

²⁹Provided further that the appointment in Basic Pay Scale-1 to 4 shall be made on the recommendations of the Departmental Selection Committee through the District Employment Exchange concerned, ³⁰[or, where in a District, the office of the Employment Exchange does not exist, after advertising the posts in the leading newspapers] ³¹[]

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

- (i) ³²where recruitment is to be made on the basis of written examination, then, notwithstanding anything to the contrary contained in any other rules for the time being in force, age shall be reckoned on 1st January of the year in which the examination is proposed to be held;
- (ii) in other cases as on the last date fixed for submission of applications for appointment.

²³ The words in basic pay scale-16 to 21 substituted by Notification No. SOR-I(S&GAD)1-117/91 (C), dated 12-10-1993.

²⁴ Sub rule (2) of Rule-10 substituted by Notification No. SOR-I(S&GAD) 1-117/91 (C), dated 12-10-1993.

²⁵ Proviso added vide Notification No. SOR-VI(E&AD)1-3/2003 (VI) dated 03-07-2003.

²⁶ Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

²⁷ Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

²⁸ Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

²⁹ Proviso added vide Notification No. SOR-VI(E&AD)1-3/2003 (VI) dated 16-03-2004

³⁰ Sentence added in the Proviso vide Notification No. SOR-VI(E&AD)1-3/2003 (VI) dated 23-01-2006.

³¹ 2nd Proviso in sub- rule (2) of Rule 10 was deleted vide Notification No. SOR-VI(E&AD)1-3/2008 dated 09-05-2008 and added again vide Notification No. SOR-VI(E&AD)1-3/2008 dated 03-11-2008.

³² Clause (i) substituted vide Notification No. SOR-I(S&GAD)4-1/80, dated 17-5-1989.

³³(4) Where a civil servant dies or is rendered incapacitated/invalidated permanently during service then notwithstanding the procedure provided for in sub-rule (2), the appointing authority may appoint one of the children of such civil servant, or if the child has not attained the age prescribed for appointment in Government Service, the widow/wife of such civil servant, to a post in any of the Basic Pay Scales 1-10:

Provided that the child or the widow/wife as the case may be, possesses the minimum qualification prescribed for appointment to the post:

Provided further that if there are two widows/wives of the deceased civil servant, preference shall be given to the elder widow/wife.

Provided also that the appointment under this sub rule is subject to availability of a vacancy and if more than one vacancies in different pay scales are available at a time, and the child or the widow/wife, as the case may be, possesses the qualifications making him or her eligible for appointment in more than one post, he /she shall ordinarily be appointed to the post carrying higher pay scale.

Provided further that this shall not apply to any post in BPS-1-10 falling in the purview of the ³⁴[Khyber Pakhtunkhwa] Public Service Commission.

³⁵(5) Notwithstanding anything contained in any rule for the time being in force, two percent of all posts in each basic pay scale to be filled in by initial recruitment shall be reserved for disabled candidates and ten percent of all posts meant for initial recruitment shall be reserved for female candidates:

Explanation-I---For the purpose of reservation under this sub-rule "disability" does not include such disability which hampers in the smooth performance of the duties required of a disabled candidate.

Explanation-II---Ten per cent quota reserved above shall be in addition to the posts exclusively reserved for female candidates.

³⁶(6) Notwithstanding anything contained in any rule for the time being in force, five per cent of all posts in each basic pay scale to be filled in by initial recruitment shall be reserved for candidates hailing from earthquake affected areas of District Mansehra, Battgram, Shangla, Kohistan and Abbottabad (Calamity hit area) for a period of three years commencing from 1st February, 2006.

³⁷(7) Notwithstanding anything contained in any rule for the time being in force, ³⁸[three] percent of all the posts in each basic pay scale to be filled in by initial recruitment shall be reserved for candidates belonging to minorities in addition to their participation in the open merit:

Provided that, the reservation shall not apply to—

³³ Sub rule (4) substituted vide Notification No. SOR-VI (E&AD)1-3/2011/Vol-VIII, dated 31-08-2012.

³⁴ Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

³⁵ Sub rule (5) substituted vide Notification No. SOR-VI (E&AD)1-10/03 (VI), dated 04-12-2007.

³⁶ Sub rule (6) inserted vide Notification No. SOR-VI(E&AD)1-3/03 (VI), dated 01-02-2006

³⁷ Sub rule (7) added vide Notification No. SOR-VI(E&AD)1-3/08, dated 06-01-2009

³⁸ Subs. vide Notification No. SORIV/E&AD/1-10(Minority)/2008, dated 08.01.2014.

- (i) the percentage of vacancies reserved for recruitment on merit;
- (ii) short term vacancies likely to last for less than one year; and
- (iii) isolated posts in which vacancies occur only occasionally.

11. **Eligibility.** (1) A candidate for appointment shall be a citizen of Pakistan and bona fide resident of the ³⁹[Khyber Pakhtunkhwa].

Provided that for reasons to be recorded in writing, Government may, in a particular case, relax this restriction.

⁴⁰[(2)]

(3) No person, not already in Government service, shall be appointed to a post unless he produces a certificate of character from the principal, academic officer of the academic institution last attended and also certificates of character from two responsible persons, not being his relatives, who are well acquainted with his character and antecedents.

(4) Notwithstanding anything contained in sub-rule (3), an appointment by initial recruitment shall be subject to the verification of character and antecedents of the candidate or the person appointed, to the satisfaction of appointing authority.

(5) No candidate shall be appointed to a post unless he is found, after such medical examination as Government may prescribe, to be in good mental and bodily health and free from physical defect likely to interfere in the efficient discharge of his duties.

12. **Zonal and Divisional representation:** - (1) Except as otherwise specifically provided in any rule for the time being in force, initial recruitment to posts in Basic Pay Scales 16 and 17 and other posts in Basic Pay Scales 3 to 15 borne on Provincial cadre shall be made in accordance with the Zonal quota specified by Government from time to time:

⁴¹Provided that initial recruitment to the post of Civil Judge/Judicial Magistrate/Allaqa Qazi (BPS-18) shall also be made in accordance with the zonal quota specified by the Government from time to time.

(2) Initial recruitment to posts in Basic Pay Scales 3 to 15 borne on divisional or district cadre shall be made from amongst bona fide residents of the division or district concerned, as the case may be.

(3) Initial recruitment to posts in Basic Pay Scales 1 and 2 or equivalent shall ordinarily be made on local basis.

PART-IV

AD HOC APPOINTMENT

13. **Requisition to Commission:-**When under any rule for the time being in force, a post is

³⁹ Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

⁴⁰ Sub rule (2) of rule-11 deleted vide Notification No. SOR-VI(E&AD)1-3/08, dated 17-06-2008

⁴¹ Proviso to rule-12 added vide Notification No. SOR-VI(E&AD)1-27/08, dated 03-07-2008

required to be filled in through the Commission, the appointing authority shall forward a requisition on the prescribed form to the Commission immediately after it is decided to fill in the post, or if that is not practicable and the post is filled on ad hoc basis as provided in rule 14, within two months of the filling of the post.

14. **Ad hoc Appointment:-**(1) When the appointing authority considers it to be in the public interest to fill in a post falling within the purview of the Commission urgently, it may, pending nomination of a candidate by the Commission, proceed to fill in such post on ad hoc basis for a period not exceeding ⁴²[one year] by advertising the same in accordance with the procedure laid down for initial appointment in Part-III of these rules.

(2) Short term vacancies in the posts falling within the purview of the Commission and vacancies occurring as a result of creation of temporary posts for a period not exceeding ⁴³[one year], may be filled in by appointing authority otherwise than through the Commission on a purely temporary basis after advertising the vacancy.

PART-V

PROBATION AND CONFIRMATION

⁴⁴15. **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.

⁴⁵(3) On the successful completion of probation period, the appointing authority shall, by specific order terminate the probation of the officer or official concerned within two months after the expiry of probation period prescribed in sub-rule(1):

Provided that if no specific order regarding termination of the probation period of the official or officer concerned is issued within two months, 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 ⁴⁶[Khyber Pakhtunkhwa] Civil Servants Act, 1973.

⁴² The words six months replaced with the words one year vide Notification No. SOR-VI(E&AD)1-3/08, dated 17-01-2009.

⁴³ The words six months replaced with the words one year vide Notification No. SOR-VI(E&AD)1-3/08, dated 17-01-2009.

⁴⁴ Rule-15 substituted vide Notification No. SOR-VI/E&AD/1-3/2009/Vol-VIII dated 16-2-2010.

⁴⁵ Sub rule (3) substituted vide Notification No. SOR-VI (E&AD)1-3/2012 dated 28-12-2012.

⁴⁶ Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

PART-VI

SENIORITY

17. **Seniority :-** (1) the seniority inter se of civil servants ⁴⁷(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 ⁴⁸[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 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.

⁴⁹(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.

⁵⁰(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

⁴⁷ 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.

⁴⁸ The words inserted by Notification No. SOR-I(S&GAD)4-1/80/II, dated 04-02-1996.

⁴⁹ Sub-rule (3) of Rule 17 added vide Notification No. SOR-I(E&AD)4-1/80/IV, dated 28-5-2002.

⁵⁰ Sub-rule (4) of Rule 17 added vide Notification No. SOR-VI (E&AD) 1-3/2008 dated 19-11- 2009.

(90)

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 ⁵¹[Khyber Pakhtunkhwa] Civil Servants (Appointment, Promotion and Transfer) Rules, 1975, are hereby repealed.

(Authority; No. SORI(S&GAD)4-1/80, dated 13th May, 1989)

⁵¹ Sub.by the Khyber Pakhtunkhwa Act No. IV of 2011.

BEFORE THE KYBER PAKHTUNKHAW SERVICE TRIBUNAL,
PESHAWAR

Noor Shahi Din

VS Govt of KPK and Others

NOTICE TO RESPONDANTS

TO,

- 1) Government of Khyber Pakhtunkhwa,
Through Chief Secretary, Civil Secretariat,
Peshawar.
- 2) Secretary Education Khyber Pakhtunkhwa,
Civil Secretariat, Peshawar.
- 3) Director of Education (Male) Khyber
Pakhtunkhwa, Peshawar.
- 4) Director, Elementary & Secondary
Education Department (Establishment),
Khyber Pakhtunkhwa, Peshawar.
- 5) District Education Officer (Male) District
Chitral Upper Booni.

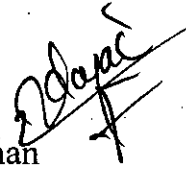
Please take notice I am going to prefer an appeal against you before the Hon'ble
service tribunal Peshawar.

APPELLANT

THROUGH

HidayaturRehman

Advocate High Court



بصورت جناب سرورس ٹریبیونل شیڈ

مورخہ 12 - اپریل 2022

مقدمہ

دعویٰ

جرم

باعث تحریر آنکے

مقدمہ مندرجہ عنوان بالا میں اپنی طرف سے واسطے پیروی و جواب دہی وکل کارروائی متعلقہ آن مقام شیڈ میں کیلئے ریٹائرمنٹ افرصہ دینا ان احمر مقرر کر کے اقرار کیا جاتا ہے۔ کہ صاحب موصوف کو مقدمہ کی کل کارروائی کا کامل اختیار ہوگا۔ نیز وکیل صاحب کو راضی نامہ کرنے و تقرر ثالث و فیصلہ پر حلف دینے جواب دہی اور اقبال دعویٰ اور بصورت ڈگری کرنے اجراء اور وصولی چیک و روپیہ ارضعی دعویٰ اور درخواست ہر قسم کی تصدیق و زرائیں پر دستخط کرانے کا اختیار ہوگا۔ نیز بصورت عدم پیروی یا ڈگری یکطرفہ یا اپیل کی برآمدگی اور منسوخی نیز دائر کرنے اپیل نگرانی و نظر ثانی و پیروی کرنے کا مختار ہوگا۔ از بصورت ضرورت مقدمہ مذکور کے کل یا جزوی کارروائی کے واسطے اور وکیل یا مختار قانونی کو اپنے ہمراہ یا اپنے بجائے تقرر کا اختیار ہوگا۔ اور صاحب مقرر شدہ کو بھی وہی جملہ مذکورہ باختیارات حاصل ہوں گے اور اس کا ساختہ پر داختم منظور و قبول ہوگا دوران مقدمہ میں جو خرچہ ہر جانہ التوائے مقدمہ سے سب سے وہوگا۔ کوئی تاریخ پیشی مقام دورہ پر ہو یا حد سے باہر ہو تو وکیل صاحب یا ہڈ ہوں گے۔ کہ پیروی مذکور کریں۔ لہذا وکالت نامہ لکھدیا کہ سند ہے۔

المرقوم 12 ماہ 04 2022

العبد العبد العبد

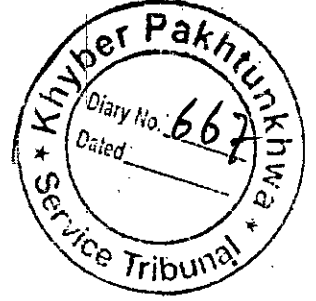
کے لئے منظور ہے۔

Accepted
Date

مقام
Date

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

CM No. 667 /2022
In
Service Appeal No. 550/2022



Hidayat Ullah Applicant/Appellant

Versus

Govt. of KPK and others Respondents

**Application Under Relevant rules for the correction of
the heading of Service Appeal bearing No 550/2022.**

Respectfully Sheweth:

1. That the above mention Service Appeal is pending before this Hon'ble Tribunal and is fixed for today.
2. That at the time of institution of the instant appeal the appellant has wrongly mention the date of impugned order as 30.11.2021 instead of 24.03.2021, and date of departmental appeal 09.03.2021 instead of 24.11.2021.
3. That now the heading of Service appeal may kindly read as:
***SERVICE APPEAL U/S 4 OF THE KHYBER
PAKHTUNKHWA SERVICE TRIBUNAL ACT, 1974
AGAINST THE IMPUGNED ORDER DATED 24.03.2021***

WHEREBY, THE DEPARTMENTAL APPEAL OF THE APPELLANT DATED 24.11.2021 REGARDING THE PROMOTION OF THE APPELLANT HAS BEEN REJECTED.

4. That the above mention mistake was neither intentional nor deliberate, it was only clerical mistake.
5. That the valuable right of the appellant is involved in the instant service appeal. Needless to mention and there is no fault on behalf of appellant.
6. That there is no legal impediment to correct the above mentioned clerical mistake.

It is, therefore, humbly prayed that on acceptance of this application, the heading of service appeal may kindly be read as prayed for in the best interest of justice.

Any other remedy deems proper and in the interest of justice, may also be awarded in favour of the appellant.

Through

Applicant/Appellant


Hedayat-Ur-Rehman

Advocate High Court.

3/4/23

BEFORE THE HONORABLE SERVICE TRIBUNAL KHYBER
PAKHTUNKHWA PESHAWAR

Khyber Pakhtunkhwa
Service Tribunal

Diary No. 4663

Dated 3/4/2023

Service Appeal No.550 OF 2022

1. Hidayat Ullah S/O Sharaf Uddin R/O Village Ghat Mulkhaw, P/O Mulkhaw, Tehsil Mulkhaw, District Chitral Upper currently serving at GHS Warijun, Chitral Upper.

(Appellant)

Versus

1. Government of KPK through Chief Secretary Khyber Pakhtunkhwa Peshawar.
2. Secretary Elementary and secondary Education Government of Khyber Pakhtunkhwa at Civil Secretariat Peshawar.
3. Director, Elementary and secondary Education Khyber Pakhtunkhwa Peshawar.
4. District Education Officer (M) Chitral Upper.

(Respondents)

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5	Copy of the promotion order dated 21-10-2021	"B"	8-11
6	Copy of recruitment policy 2012	"C"	12-31

District Education Officer (M)
Chitral Upper
Respondent No.5

①

BEFORE THE HONORABLE SERVICE TRIBUNAL KHYBER
PAKHTUNKHWA PESHAWAR

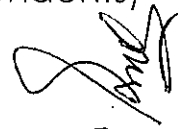
Service Appeal No.550 OF 2022

1. Hidayat Ullah S/O Sharaf Uddin R/O Village Ghat Mulkhaw, P/O Mulkhaw, Tehsil Mulkhaw, District Chitral Upper currently serving at GHS Warijun, Chitral Upper. (Appellant)

Versus

1. Government of KPK through Chief Secretary Khyber Pakhtunkhwa Peshawar.
2. Secretary Elementary and secondary Education Government of Khyber Pakhtunkhwa at Civil Secretariat Peshawar.
3. Director, Elementary and secondary Education Khyber Pakhtunkhwa Peshawar.
4. District Education Officer (M) Chitral Upper.

(Respondents)



REPLY ON BEHALF OF RESPONDENT No. 1 to 4

Respectfully sheweth: -

PRELIMINARY OBJECTIONS

1. That the Appellant is not the "aggrieved" person with the meaning of Article 212 of the Constitution of the Islamic Republic of Pakistan 1973.
2. That the Appellant has got no cause of action /locus stand to file this Service Appeal because the Appellants did not come on merit.
3. That the Appellant has not come to this Honorable court with clean hands rather than the instant petition is mainly based on mollified intentions just to put pressure on the respondent department for illegal reinstatement.
4. That the Appellants are estopped by his own conduct.
6. That the instant Service Appeal suffers from laches, hence not maintainable in the present form.

7. That the appeal in hand is barred by the relevant provision of Law/Rules/Policy in Field.

ON FACTS

1. Para -1 of the facts pertains to residential and academic record, needs no comments.
2. Para -2 of the facts also pertains to the appellate academic record, needs no comments.
3. Para -3 of the facts pertains to record, hence need no comments.
4. Para-4 of the facts is pertaining to the promotion record from Theology to Senior Theology Teacher of the appellant, hence needs no comment.
5. Para -5 of the facts is correct up to extent that the appellant was recommended by respondents No,5 and his documents were forwarded, for promotion from S.A.T (BPS-16) to next cadre, SST (G) (BPS-16),and at the time of D.P.C, it was sought out to the respondent No.4, That in the total 11 vacant posts of SST (G) in district Chitral Upper, no share was available in 4% share for promotion from S.A.T to SST General, that's why the appellant was not considered for promotion , while those teachers who were eligible in other cadres , were promoted vide promotion order dated 29-10-2021.**(copy of the minutes showing details of vacant post quota wise is attached as "A", and Copy of the promotion order dated 21-10-2021 is attached as "B")**
6. Para 6 of the facts is incorrect, hence denied. And further stated that respondent No, 4 had always promoted legal and eligible candidate/ teachers to next cadre as per policy on the basis of seniority cum fitness, so far to the extent of the appellant, it is worth to mention here that there were 11 vacant posts of SST General (BPS-16), Out of which 25% were kept for initial recruitments, while 75% were reserved for promotion from different teaching cadres. Thus in 75 % quota, 4 % share is reserved for promotion from S.A.T

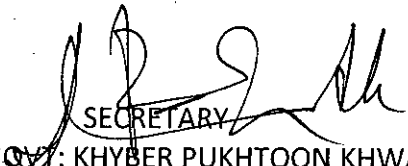
to SST General (BPS-16), and no any post was lying in the 4 % share, so the appellatant was not considered for promotion. **(Copy of the recruitments rules/Policy is attached as "C")**.

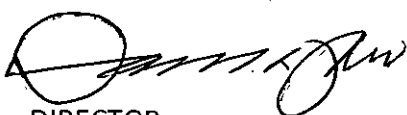
- 7. Para-7 of the facts is incorrect, hence denied. details have been submitted in the facts above.
- 8. Para-8 of the facts is also incorrect and miss leading hence denied.


GROUNDS

- A) In correct hence denied, the respondent always follows rules and policies in letter and spirit, as per policy no share in the vacant posts of SST General (BPS-16) was available, that's why the appellatant was not considered for promotion.
- B) Incorrect hence denied, details have been submitted in the facts above.
- C) Incorrect hence denied, details have been submitted in the facts above.
- D) Incorrect hence denied, details have been submitted above.
- E) Incorrect hence denied, and further stated that the instant service appeal is not maintainable, as no final order has been issued against the appellatant, nor junior to the appellatant has been promoted.
- F) Incorrect hence denied, detail reply has been submitted in the Facts above.
- G) Legal, However the official respondent also seeks permission for additional grounds during arguments.

It is therefore, humbly prayed that on acceptance of the above submission, the instant appeal may very graciously be dismissed in favor of the answering respondents with cost.


SECRETARY
GOVT: KHYBER PUKHTOON KHWA
ELEMENTRY AND SECONDARY DEPARMENT
(Respondent No.1&2)


DIRECTOR
ELEMENTRY & SECODARY
EDUCATION KHYBER PAKHTOON KHWA
(Respondent No.3&4)


DISTRICT EDUCATION OFFICER (M)
CHITRAL UPER
(Respondent No.5)

(5)

BEFORE THE HONORABLE SERVICE TRIBUNAL KHYBER
PAKHTUNKHWA PESHAWAR

Service Appeal No.550 OF 2022

1. Hidayat Ullah S/O Sharaf Uddin R/O Village Ghat Mulkhow,
P/O Mulkhow, Tehsil Mulkhow, District Chitral Upper currently
serving at GHS Warijun, Chitral Upper.

(Appellant)

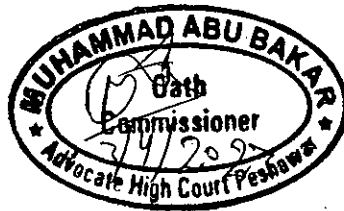
Versus

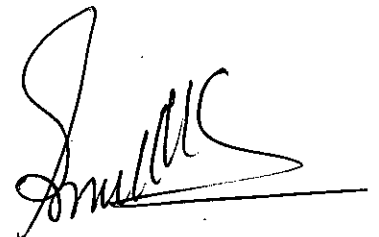
1. Government of KPK through Chief Secretary Khyber Pakhtunkhwa Peshawar.
2. Secretary Elementary and secondary Education Government of Khyber Pakhtunkhwa at Civil Secretariat Peshawar.
3. Director, Elementary and secondary Education Khyber Pakhtunkhwa Peshawar.
4. District Education Officer (M) Chitral Upper.

(Respondents)

Affidavit

I, Rahmat Ali Khan, ADEO Establishment DEO (M) Chitral upper do hereby solemnly affirm and state on oath that the whole contents of this reply are true and correct to the best of my knowledge and belief and nothing has been concealed from this August court.




Deponent
Rahmat Ali Khan


6

AUTHORITY LETTER

Mr. Rahmat Ali, ADEO O/O THE DEO (M) Chitral Upper is hereby authorized to submit the comments /reply in the

Service Appeal No. 550 /2022.

Title: Hidayat Ullah v/s Govt etc On behalf of the undersigned.



District Education Officer Male
District Chitral Upper
Respondent No.5

Chief of Staff
 Already Promoted
 Available

to be considered and the Dept. of Education

SAT to SST (G)

OFFICE OF THE DISTRICT EDUCATION OFFICER (MALE) UPPER CIRCUIT

1. Promotion to SST (G)

ITEM No. 1. PROMOTION OF SAT (BFS-16) MALE TO THE POST OF SST (G) (BFS-16) ON REGULAR BASIS

The case of Promotion of SAT BFS-16 to SST (G) BFS-16 was considered and the DPC decided as under

Total No of Vacant Post of SST (G)	11	
25% Initial Recruitment Quota	2.75	X
75% Promotion Quota	8.25	X
40% CT/SCT Promotion Quota to SST (G)	4.4	
20% PST/SPST/PSHT Promotion Quota to SST (G)	2.2	
4% DM/SDM Promotion Quota to SST (G)	0.44	
4% AT/SAT Promotion Quota to SST (G)	0.44	
4% TT/STT Promotion Quota to SST (G)	0.44	
3% S. QARI Promotion Quota to SST (G)	0.33	
Already Promoted SAT to SST (G)	1	
Proposed for Promotion to SST (G)	11	

Sl. No	Serial #	Name	Name of School	D/O Birth	Date of Appointment as regular AT	Academic & Professional Qualification	Remarks
1	10	Hidayatullah	GHS Warijua	11/11/1973	05/10/2004	MA Arabic B.Eds Alkhair	

CERTIFICATE

- All the SAT (Male) have been included in the panel for the promotion to SST (G) posts.
- All the SAT (Male) hold the posts on regular basis and non of them is holding the post on adhoc/acting charge basis contract.
- All the SAT (Male) have completed the required minimum length of qualifying service and qualifications as required for promotion to SST (G) posts.
- Non of them is on deputation to any organization under the Autonomous/Semi federal/provincial/autonomous/International organization.
- Neither any disciplinary/departamental proceedings/Anti corruption/ Judicial enquiry is pending against them nor has any penalty been imposed upon any of them during the last five years.
- Non of them is on long leave/Ex Pakistan leave.

[Signature]
 21/11/24



2.23

15

Directorate of Elementary and Secondary Education Khyber Pakhtunkhwa Peshawar

Notification

Consequent upon the recommendation of the Departmental Promotion Committee and in pursuance of the Government of Khyber Pakhtunkhwa Elementary and Secondary Education Notification No.SO(B&A)/1-18/E&SE/2012 dated 11.7.2012 and Finance Department Endorsement No.SO(FR)/FD/ 10-22(E)2010 dated 16.7.2012, the following CT/SCT and PSHT/SPST/PST (Male) are promoted to the posts of SST (General), SST (Bio/Chem) and SST (Maths/Phy) in BPS-16 (Rs.18910-1520-64510) respectively, plus usual allowances as admissible under the rules on regular basis under the existing policy of the Provincial Government, on the terms and condition given below with immediate effect.

A. SST (General)

ITEM NO.1:- PROMOTION OF CT/SCT TO SST (G) BPS-16 ON REGULAR BASIS

Total No. of Vacant Post of SST(G)	11
25% Initial Recruitment Quota	2.75
75% by Promotion Quota	8.25
40% CT/SCT Promotion quota to SST(G)	4.4
Proposed CT/SCT for Promotion to SST(G)	4

S.No	Sen#	Name of official/Deslg:	Name of School	Date of Birth	Date of 1st Appointment as Regular CT	Academic & Professional Qualification	Remarks
1.	11	Zar Barat Khan	GHISS Shagram	20/4/1965	06/12/2014	MA/M Ed:	Services are placed at the disposal of DEO (M) Upper Chitral for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.
2.	12	Mir Wazir Khan	GHS Booni	01/09/1964	06/12/2014	MA/B.Ed	Services are placed at the disposal of DEO (M) Upper Chitral for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.
3.	14	Khowaja Khizer Khan	GIIS Shongush	10/02/1971	06/12/2014	MA/M.Ed	Services are placed at the disposal of DEO (M) Upper Chitral for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.
4.	15	Mirza Nadir Shah	GHS Rech	02/03/1968	22/07/2015	MA/M.Ed	Services are placed at the disposal of DEO (M) Upper Chitral for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.

Promotion of SST of District Upper Chitral

ITEM NO.2:- PROMOTION OF PST/SPST/PSHT TO SST (G) BPS-16 ON REGULAR BASIS

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Total No. of Vacant Post of SST(G)	11
25% Initial Recruitment Quota	2.75
75% by Promotion Quota	8.25
20% PST/SPST/PSHT to SST(G)	2.2
Proposed PST/SPST/PSHT for Promotion to SST(G)	2

S.No	Sen#	Name of official/Desig:	Name of School	Date of Birth	Date of 1st Appointment as Regular PST	Academic & Professional Qualification	Remarks
1.	32	Akbar Azim Shah	GPS Parvak Bala	02/12/1969	26/12/2012	BA/ B.Ed:	Services are placed at the disposal of DEO (M) Upper Chitral for adjustment the post of SST (G) BPS-16 on regular basis with immediate effect.
2.	34	Miqdar Ali Khan	GPS Brep-02	12/01/1963	26/12/2012	BA/ B.Ed:	Services are placed at the disposal of DEO (M) Upper Chitral for adjustment against the post of SST (G) BPS-16 on regular basis with immediate effect.

B. SST (Bio/Chem)

ITEM NO.1:- PROMOTION OF SCT/CT TO SST (Bio/Chem) BPS-16 ON REGULAR BASIS

Total No. of Vacant Post of SST(Bio/Chem)	5
25% Initial Recruitment Quota	1.25
75% by Promotion Quota	3.75
40% CT/SCT Promotion quota to SST(Bio/Chem)	2
Proposed CT/SCT for Promotion to SST(Bio/Chem)	2

S.No	Sen#	Name of official/Desig:	Name of School	Date of Birth	Date of 1st Appointment as Regular CT	Academic & Professional Qualification	Remarks
1.	124	Ijaz Ahmed	GMS Nichaghi Owir	17/04/1991	09/03/2016	Msc/B.Ed	Services are placed at the disposal of DEO (M) Upper Chitral for adjustment against the post of SST (Bio/Chem) BPS-16 on regular basis with immediate effect.
2.	131	Ijlal Uddin	GMS Rayeen	02/03/1986	09/03/2016	Msc/B.Ed	Services are placed at the disposal of DEO (M) Upper Chitral for adjustment against the post of SST (Bio/Chem) BPS-16 on regular basis with immediate effect.

ITEM NO.2:- PROMOTION OF PSHT/SPST/PST to SST (Bio/Chem) BPS-16 ON REGULAR BASIS

Total No. of Vacant Post of SST(Bio/Chem)	5
25% Initial Recruitment Quota	1.25
75% by Promotion Quota	3.75
20% PST/SPST/PSHT to SST(Bio/Chem)	1
Proposed PST/SPST/PSHT for Promotion to SST(Bio/Chem)	1

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Promotion of SST of District Upper Chitral

S.No	Sen#	Name of official/Desig:	Name of School	Date of Birth	Date of 1st Appointment as Regular PST	Academic & Professional Qualification	Remarks
1.	218	Fazle Maabood	GPS Rayeen Bala	06/02/1988	06/06/2014	MSc/ B.Ed:	Services are placed at the disposal of DEO (M) Upper Chitral for adjustment against the post of SST (Bio/Chem) BPS-16 on regular basis with immediate effect.

C. SST (Maths/Phy)

ITEM NO.1:- PROMOTION OF CT/SCT TO SST (Maths/Phy) BPS-16 ON REGULAR BASIS

Total No. of Vacant Post of SST(Maths/Phy)	6
25% Initial Recruitment Quota	1.5
75% by Promotion Quota	4.5
40% CT/SCT Promotion quota to SST(Maths/Phy)	2.4
Proposed CT/SCT for Promotion to SST(Maths/Phy)	2

S.No	Sen#	Name of official/Desig:	Name of School	Date of Birth	Date of 1st Appointment as Regular CT	Academic & Professional Qualification	Remarks
1.	125	Naveed Akhtar	GHS Kushum	22/06/1989	09/03/2016	BS Math/B.Ed:	Services are placed at the disposal of DEO (M) Upper Chitral for adjustment against the post of SST (Maths/Phy) BPS-16 on regular basis with immediate effect.
2.	126	Nasir Ahmad	GMS Nishku	20/04/1990	09/03/2016	Msc/M.Ed:	Services are placed at the disposal of DEO (M) Upper Chitral for adjustment against the post of SST (Maths/Phy) BPS-16 on regular basis with immediate effect.

ITEM NO.2:- PROMOTION OF PST/PSHT/SPST to SST (Maths/Phy) BPS-16 ON REGULAR BASIS

Total No. of Vacant Post of SST(Maths/Phy)	6
25% Initial Recruitment Quota	1.5
75% by Promotion Quota	4.5
20% PST/SPST/PSHT to SST(Maths/Phy)	1.2
Proposed PST/SPST/PSHT for Promotion to SST(Maths/Phy)	1

S.No	Sen#	Name of official/Desig:	Name of School	Date of Birth	Date of 1st Appointment as Regular PST	Academic & Professional Qualification	Remarks
1	221	Sohrab Iqbal	GPS Booni Gole	12/01/91	06/06/14	BSc/ B.Ed:	Services are placed at the disposal of DEO (M) Upper Chitral for adjustment against the post of SST (Maths/Phy) BPS-16 on regular basis with immediate effect.

Terms and Conditions:-

- 1 They would be on probation for a period of one year extendable for another one year.
- 2 They will be governed by such rules and regulations as may be issued from time to time by the Govt.
- 3 Their services can be terminated at any time, in case their performance is found unsatisfactory during probationary period. In case of misconduct, they shall be proceeded under the rules framed from time to time.
- 4 Charge report should be submitted to all concerned.
- 5 Their Inter-Se- seniority on lower post will remain intact.

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Promotion of SST of District Upper Chitral

- 5 Their Inter-Se- seniority on lower post will remain intact.
6 No TA/DA is allowed for joining the duty.
7 They will give an under taking to be recorded in their service books to the effect that if any over payment is made to them in light this order, will be recovered and if they are wrongly promoted, they will be reversed.
8 Before handing over charge, their documents may be checked. If they have not the required relevant qualification as per rules, they may not be handed over the charge of the post.

(Hafiz Dr. Muhammad Ibrahim)
Director
Elementary and Secondary Education
Khyber Pakhtunkhwa Peshawar

Endst: No 5013-18/ File No.5/Promotion of SST (BPS-16) Dated Peshawar the 29-10-2021
Copy forwarded for information and necessary action to the: -

1. Accountant General Khyber Pakhtunkhwa Peshawar.
2. District Education Officer (M) Upper Chitral.
3. District Accounts Officer Upper Chitral.
4. Officials Concerned.
5. PS to the Secretary to Govt: Khyber Pakhtunkhwa E&SE Department
6. PA to the Director E&SE Khyber Pakhtunkhwa, Peshawar
7. M/File

Deputy Director (Estab)
Elementary and Secondary Education
Khyber Pakhtunkhwa Peshawar

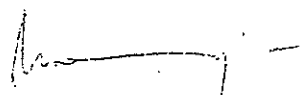


GOVERNMENT OF THE KHYBER PAKHTUNKHWA
ELEMENTARY AND SECONDARY EDUCATION DEPARTMENT.

NOTIFICATION

Peshawar, dated the November 13, 2012.

No. SO(PD)4-3/SSRC/Meeting/2012/Teaching Cadre:- In pursuance of the provisions contained in sub rule (2) of rule 3 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989 and in supersession of all Notifications issued in this behalf, the Elementary and Secondary Education Department in consultation with the Establishment Department and the Finance Department hereby lays down the method of recruitment, qualification and other conditions specified in the Appendix to this Notification which shall be applicable to all the posts specified in Column No. 2 of the said Appendix and the schedule therewith.


SECRETARY TO GOVERNMENT OF THE KHYBER PAKHTUNKHWA
ELEMENTARY AND SECONDARY EDUCATION DEPARTMENT.

Endst. No. & Date as above.

Copy forwarded to:-

1. The Secretary to Govt. of Khyber Pakhtunkhwa, Establishment Department.
2. The Secretary to Govt. of Khyber Pakhtunkhwa, Finance Department.
3. The Secretary to Govt. of Khyber Pakhtunkhwa, Law Department.
4. The Secretary Khyber Pakhtunkhwa, Public Service Commission Peshawar.
5. The Accountant General, Khyber Pakhtunkhwa Peshawar.
6. The Director (E&SE) Khyber Pakhtunkhwa Peshawar.
7. The Director Education (FATA), Peshawar.

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8. The Director Curriculum & Teachers Education Abbottabad.
9. The Director (PITE) Khyber Pakhtunkhwa Peshawar.
10. The Director ESRU, Elementary & Secondary Education Khyber Pakhtunkhwa, Peshawar.
11. The Deputy Director Database(EMIS) E&SE Department.
12. All District Coordination Officers in Khyber Pakhtunkhwa.
13. All Executive District Officers Elementary & Secondary Education in Khyber Pakhtunkhwa.
14. All District Accounts Officers in Khyber Pakhtunkhwa /Agency Accounts Officers FATA.
15. All Agency Education Officers FATA.
16. P.S to Governor, Khyber Pakhtunkhwa.
17. P.S to Chief Minister, Khyber Pakhtunkhwa.
18. P.S to Chief Secretary, Khyber Pakhtunkhwa.
19. PS to Minister E&SE Khyber Pakhtunkhwa Peshawar.
20. PS to Secretary E&SE Department.
21. Master File.

Section Officer (Primary)

APPENDIX

S.No.	Nomenclature of the post.	Minimum qualification and experience for initial appointment or by transfer.	Age limit.	Method of recruitment.
1.	2.	3.	4.	5.
1.	Secondary School Teacher (BPS-16).	(i) Second class Bachelor's Degree with two subjects, as Chemistry, Botany, Zoology, Physics, Mathematics, Statistics Humanities and other equivalent groups from a recognized University; or (ii) M.A in Education or Bachelor's Degree in Education, from a recognized University.	18 to 35 years.	(a) Fifty percent by promotion on the basis of seniority-cum-fitness, in the following manner: (i) forty per cent from amongst the Certified Teachers (General), Certified Teachers (Agriculture), Certified Teachers (Industrial Arts) and Certified Teachers (Home Economics) with at least five years service as such and having qualification mentioned in column No. 3; (ii) four per cent from amongst the Drawing Masters with at least five years service as such and having qualification mentioned in column No.3; (iii) four per cent from amongst the Physical Education Teachers with at least five years service as such and having qualification mentioned in column No. 3;

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				<p>(iv) one per cent from amongst the Instructional Material Specialists, with atleast five years service as such and having qualification mentioned in column No. 3; and</p> <p>(v) one per cent from amongst the Arabic Teachers with at least five years service as such and having qualification mentioned in Column No.3; and</p> <p>(b) fifty per cent by initial recruitment.</p>
2.	Senior Arabic Teacher (SAT) (BPS-16)			By promotion, on the basis of seniority-cum-fitness, from amongst Arabic Teachers, with at least five years service as such and having qualification as prescribed for initial recruitment of Arabic Teacher.
3.	Senior Theology Teacher (STT) (B-16).			By promotion, on the basis of seniority-cum-fitness, from amongst Theology Teachers, with at least five years service as such and having qualification as prescribed for initial recruitment of Theology Teacher.
4.	Senior Certified Teacher (SCT)(General) (BPS-16).			By promotion, on the basis of seniority-cum-fitness, from amongst Certified Teachers (General), with at least five years service as such and having qualification as prescribed for initial recruitment of Certified Teacher (General).

	Senior Certified Teacher (Industrial Arts) (BPS-16).			By promotion, on the basis of seniority-cum-fitness, from amongst Certified Teachers (Industrial Arts), with at least five years service as such and having qualification as prescribed for initial recruitment of Certified Teacher (Industrial Arts).
6.	Senior Certified Teacher (Agriculture) (BPS-16).			By promotion, on the basis of seniority-cum-fitness, from amongst Certified Teachers (Agriculture), with at least five years service as such and having qualification as prescribed for initial recruitment of Certified Teacher (Agriculture).
7.	Senior Drawing Master (BPS-16).			By promotion on the basis of seniority-cum-fitness from amongst Drawing Masters, with at least five years service as such and having qualification as prescribed for initial recruitment of Drawing Master.
8.	Senior (SCT) (Economics) (BPS-16).			By promotion, on the basis of seniority-cum-fitness, from amongst Certified Teachers (Economics), with at least five years service as such and having qualification as prescribed for initial recruitment of Certified Teacher (Economics).
9.	Senior Physical Education Teacher (BPS-16).			By promotion, on the basis of seniority-cum-fitness, from amongst Physical Education Teachers, with at least five years service as such and having qualification as prescribed for initial recruitment of Physical Education Teacher.

10	Arabic Teacher (AT) (BPS-15).	(i) Second Class Secondary School Certificate, from a recognized Board with Shahdatul Alamia Fil Uloomul Arabia wal Islamia from a recognized Tanzimuatul Wafaqul Madaris: or Darul Uloom Saidu Sharif Swat, Darul Uloom Charbagh Swat, Darul Uloom Chitral, Darul Uloom Darosh Chitral and any other Government run Darul Uloom, as notified by the Government from time to time; or (ii) Second Class Master's Degree in Arabic from a recognized University.	20 to 35 years.	By initial recruitment
11.	Theology Teacher (TT) (BPS-15).	(i) Second Class Secondary School Certificate, from a recognized Board with Shahdatul Alamia from a recognized Tanzimatul Wafaqul Madaris or Darul Uloom Saidu Sharif Swat, Darul Uloom Charbagh Swat, Darul Uloom Chitral, Darul Uloom Darosh Chitral and any other Government run Darul Uloom, as notified by the Government from time to time; or (ii) Second Class Master's Degree in Uloomul Quran from a recognized University.	20 to 35 years.	(a) Seventy-five per cent by initial recruitment; and (b) twenty-five per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Senior Qaris, with at least five years service and having qualification prescribed for initial recruitment of Theology Teacher. <u>Note:</u> In case of non availability of suitable person for promotion, then by initial recruitment.
12.	Senior Qari (BPS-15).			By promotion, on the basis of seniority-cum-fitness, from amongst Qaris, with at least five years service as such and having qualification prescribed for initial recruitment.
13.	Certified Teacher (General) (BPS-15).	Bachelor's Degree or equivalent qualification from a recognized University with Certified Teacher	18 to 35 years.	(a) Forty per cent by initial recruitment; and

Certificate or two years Associate Degree in Education from a recognized University or eighteen months Diploma in Education.

(b) sixty per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Primary School Head Teachers with at least five years service and having qualification prescribed for initial recruitment of Certified Teacher (General):

Provided that if no suitable candidate is available amongst the Primary School Head Teachers for transfer, then the posts will be filled by promotion on the basis of seniority-cum-fitness, from amongst Senior Primary School Teachers with at least five years service and having qualification prescribed for initial recruitment of Certified Teacher (General).

Note: In case of non availability of suitable person for promotion, then by initial recruitment.

14. Certified Teacher (Industrial Arts) (BPS-15).

Bachelor's Degree from a recognized University with two years training in relevant technical subjects from a Government Industrial or Craft, Trade and Vocational Institute or Center or

(b) Bachelor's Degree from a recognized

(c) sixty per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Primary School Head Teachers with at least five years service and having qualification prescribed for initial recruitment of Certified Teacher

		<p>University with nine months training from any Government Agro Technical Teacher Training Center of the Level of Certified Teacher, Agro technical (Industrial Arts).</p>		<p>(Industrial Arts):</p> <p>Provided that if no suitable candidate is available amongst the Primary School Head Teachers for Promotion, then the posts will be filled by promotion on the basis of seniority-cum-fitness, from amongst Senior Primary School Teachers with at least five years service and having qualification prescribed for initial recruitment of Certified Teacher (Industrial Arts).</p> <p><u>Note:</u> In case of non availability of suitable person for promotion, then by initial recruitment.</p>
15.	<p>Certified Teacher (Agriculture) (BPS-15).</p>	<p>(i) Bachelor's Degree from a recognized University with one year training in Agriculture from any Government Institute or center with nine months training from Government Agro Technical Teacher Training Center of the Level of Certified Teacher Agro Technical (Agriculture);</p> <p>(ii) Bachelor's Degree with Agriculture as one of the subject, from a recognized University; or</p> <p>(iii) Bachelor's Degree from a recognized</p>	<p>18 to 35 years.</p>	<p>(a) Forty per cent by Initial recruitment; and</p> <p>(b) sixty per cent by promotion on the basis of seniority-cum-fitness from amongst Senior Primary School Teachers with at least five years service and having qualification prescribed for initial recruitment of Certified Teacher (Agriculture);</p> <p>Provided that if no suitable candidate is available amongst the</p>

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		<p>any Government Agro Technical Teacher Training Center of the Level of Certified Teacher, Agro technical (Agriculture).</p>		<p>promotion, then the posts will be filled by promotion on the basis of seniority-cum-fitness, from amongst Senior Primary School Teachers with at least five years service and having qualification prescribed for initial recruitment of Certified Teacher (Agriculture).</p> <p><u>Note:</u> In case of non availability of suitable person for promotion, then by initial recruitment.</p>
<p>16.</p>	<p>Certified Teacher (Home Economics) (BPS-15).</p>	<p>(i) Bachelor's Degree with Home Economics, as one of the subject, from a recognized University with in service training from Government Agro Technical Teacher Training Center; or</p> <p>(ii) Certified Teacher Certificate with Home Economics, as one of the subjects, from any Government Training school or college with Bachelor's Degree; or</p> <p>(iii) Bachelor's Degree with Home Economics, from a recognized University with in service training from Government Agro Technical Teacher Training Center; or</p> <p>(iv) Bachelor's Degree, from a recognized</p>	<p>18 to 35 years.</p>	<p>(a) Forty per cent by Initial recruitment; and</p> <p>(b) sixty per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Primary School Head Teachers with at least five years service as such and having qualification prescribed for initial recruitment of Certified Teacher (Home Economics);</p> <p>(c) promotion on the basis of seniority-cum-fitness, from amongst Senior Primary School Teachers with at least five years service and having qualification prescribed for initial recruitment of</p>

18.	Physical Education Teacher (BPS-15).	Bachelor's Degree from a recognized University with one year junior Diploma in Physical Education course or Army equivalency or other equivalent qualification.	18 to 35 years.	<p>(a) Eighty per cent by initial recruitment, and</p> <p>(b) twenty per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Primary School Head Teachers with at least five years service and having qualification prescribed for initial recruitment of Physical Education Teacher.</p> <p>Provided that if no suitable candidate is available for promotion then on the basis of seniority-cum-fitness, from amongst Senior Primary School Teachers with at least five years service and having qualification prescribed for initial recruitment of Physical Education Teacher.</p> <p>Note: In case of ... candidate for pro...</p>
20.	Senior Primary School Teacher (BPS-14).			By promotion, on the basis of seniority-cum-fitness, from amongst Primary School Teachers

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		University with one year vocational training from any Government training center or institute with nine months training from Government Agro Technical Teacher Training center of the level of certified Teacher Agro Technical (Home Economics).		<p>Certified Teacher (Home Economics).</p> <p><u>Note:</u> In case of non availability of suitable person for promotion, then by initial recruitment.</p>
17.	Drawing Master (BPS-15).	Bachelor's Degree from a recognized University with one year Drawing Master (DM) course Certificate.	18 to 35 years.	<p>(a) Eighty per cent by initial recruitment; and</p> <p>(b) twenty per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Primary School Head Teachers with at least five years service and having qualification prescribed for initial recruitment of Drawing Master.</p> <p>Provided that if no suitable candidate is available for promotion on the basis of seniority-cum-fitness from Senior Primary School Teachers with at least five years service and having qualification prescribed for initial recruitment of Drawing Master.</p> <p><u>Note:</u> In case of non-availability of suitable candidate for promotion, then by initial recruitment.</p>

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				with at least five years service as such and having qualification prescribed for initial recruitment of Primary School Teacher.
21.	Primary School Teacher (BPS-12).	(i) Intermediate or equivalent qualification, from a recognized Board with Primary School Teacher Certificate/ Diploma in Education from a recognized Institute; or (ii) Secondary School Certificate, from a recognized Board in second Division with two years Associate Degree in Education from a recognized University.	18 to 35 years.	By initial recruitment on merit at Union Council level: provided that if no suitable candidate is within the Union Council is available, then from the adjacent Union Councils on merit.
22.	Qari (BPS-12).	Intermediate with Hifz-e-Quran and Qirat Sanad from a recognized Institution.	18 to 35 years.	By initial recruitment.

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SCHEDULE

Selection criterion and other conditions for direct recruitment against the below mentioned posts shall be as under:-

Arabic Teacher

<u>Educational Qualification</u>	<u>Total Marks: 100</u>
SSC	Marks obtained X 20 / total marks = _____
HSSC	Marks obtained X 20 / total marks = _____
BA/BSc	Marks obtained X 20 / total marks = _____
M.A Arabic / Shahdatul Alamia Fil Uloomul Arabia wal Islamia from a recognized Tanzimuanul Wafaqul Medaris	Marks obtained X 20 / total marks = _____
Other MA/MSc/M.Ed / MA Edu	Marks obtained X 15 / total marks = _____
MPhil/PhD	Marks = 05

Theology Teacher

<u>Category of Qualification</u>	<u>Total Marks</u>
SSC	Marks obtained X 20 / total marks = _____
B.A/BSc	Marks obtained X 20 / total marks = _____
MA/MSc/M.Ed / MA Edu	Marks obtained X 20 / total marks = _____
M.A Islamiat / Shahdatul Alamia Fil Uloomul Arabia wal Islamia from a recognized Tanzimuanul Wafaqul Medaris	Marks obtained X 15 / total marks = _____
MPhil/PhD	Marks = 05

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Qari/Qaria

Category of Qualification	Total Marks 100
SSC	Marks obtained X 20 / total marks = ____
Qirt Sanad from a recognized Institution.	Marks obtained X 20 / total marks = ____
HSSC	Marks obtained X 20 / total marks = ____
BA/BSc	Marks obtained X 20 / total marks = ____
MA/MSc/ M.Ed / MA Edu	Marks obtained X 15 / total marks = ____
MPhil/PhD	Marks = 05

*Certified Teacher
(General , Industrial Arts , Agriculture ,Home Economics)*

Category of Qualification	Total Marks 100
SSC	Marks obtained X 20 / total marks = ____
HSSC	Marks obtained X 20 / total marks = ____
CT Certificate/ Diploma in Education /ADE.	Marks obtained X 20 / total marks = ____
MA/MSc/M.Ed / MA Edu	Marks obtained X 15 / total marks = ____
MPhil/PhD	Marks = 05

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Drawing Master

Category of Qualification	Total Marks 100	For Candidate of Science group
SSC	Marks obtained X 20 / total marks = ____	5 Extra marks for FSc, 5 Extra marks for B.Sc and 5 Extra marks for M.Sc will be added to the total score obtained by a candidate during his selection
HSSC	Marks obtained X 20 / total marks = ____	
BA/BSc	Marks obtained X 20 / total marks = ____	
DM Certificate	Marks obtained X 20 / total marks = ____	
MA/MSc/M.Ed / MA Edu	Marks obtained X 15 / total marks = ____	
MPhil/PhD	Marks = 05	

Physical Education Teacher

Category of Qualification	Total Marks	
Job Offer Equivalent		
MA/MSc/M.Ed / MA Edu	Marks obtained X 15 / total marks = ____	
MPhil/PhD	Marks = 05	

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Primary School Teacher

<i>Category of Qualification</i>	<i>Total Marks 100 For Humanities group at Intermediate Level</i>	<i>For Candidate of Science group</i>
<i>SSC</i>	<i>Marks obtained X 20 / total marks = ____</i>	<i>5 Extra marks for F.Sc, 5 Extra marks for B.Sc and 5 Extra marks for M.Sc will be added to the total score obtained by a candidate during his selection</i>
<i>HSSC</i>	<i>Marks obtained X 10 / total marks = ____</i>	
<i>BA/BSc</i>	<i>Marks obtained X 25 / total marks = ____</i>	
<i>PST Certificate/ Diploma in Education / ADE</i>	<i>Marks obtained X 20 / total marks = ____</i>	
<i>MA/MSc/M.Ed / MA Edu</i>	<i>Marks obtained X 20 / total marks = ____</i>	
<i>MPhil/PhD</i>	<i>Marks = 05</i>	

Other conditions:-

1. The candidate must be a citizen of Pakistan and must be a resident of the Province of Punjab.

2. The candidate must be a graduate of a recognized university.

3. The candidate must have completed the prescribed minimum age of 18 years and must not have completed the maximum age of 35 years on the date of application.

**GOVERNMENT OF THE KHYBER PAKHTUNKHWA
ELEMENTARY AND SECONDARY EDUCATION DEPARTMENT.**

NOTIFICATION

Peshawar, dated the 07.03.2018.

No. SO(PE)4-5/SSRC/Meeting/2012/Teacher Cadre/2017. -In pursuance of the provisions contained in sub-rule (2) of rule 3 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989, the Elementary and Secondary Education Department, in consultation with the Establishment Department and the Finance Department hereby directs that, in this Department's Notification No. SO(PE)4-5/SSRC/Meeting/2012/Teaching Cadre, dated 13-11-2012, the following further amendments shall be made, namely:

AMENDMENTS

In the Appendix,-

- (i) against Serial No. 1, in columns No.3 and 4, for the existing entries, the following shall be substituted, namely:

	3.	4.
(i)	At least Second Class Master's Degree or four (4) years BS Degree in the relevant subject; and	21 to 35 years";
(ii)	nine months in service mandatory professional training at Regional Institute for Teacher Education (RITE) or Provincial Institute for Teacher Education (PITE).	

- (ii) against Serial No. 1B, in columns No.3 and 4, for the existing entries, the following shall be substituted, namely:

	3.	4.
(i)	At least Second Class Bachelor's Degree from a recognized University from the following groups with two subject on need basis. (a) Chemistry, Botany or Zoology; or	19 to 35 years";

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<p>(b) Physics, Maths or Statistics (c) Humanities and other equivalent groups at degree level with English as subject; and (ii) nine months in service mandatory professional training at Regional Institute for Teacher Education (RITE) or Provincial Institute for Teacher Education (PITE).</p>	
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against Serial No. 10, in columns No.3 and 4, for the existing entries, the following shall be substituted, namely:

3.	4.
<p>(i) At least Second Class Master's Degree in Arabic from a recognized University; or at least Second Class Bachelor's Degree from a recognized University with Shahadatul Alamia Fil Uloomul Arabia wal Islamia from a recognized Tanzimuatul Wafaqul Madaris; or Darul Uloom Saidu Sharif Swat, Darul Uloom Charbagh Swat, Darul Uloom Chitral, Darul Uloom Darosh Chitral and any other Government run Darul Uloom, as notified by Government from time to time; and (ii) nine months in service mandatory professional training at Regional Institute for Teacher Education (RITE) or Provincial Institute for Teacher Education (PITE).</p>	<p>19 to 35 years";</p>

against Serial No. 11, in columns No.3 and 4, for the existing entries, the following shall be substituted, namely:

3.	4.
<p>(i) At least Second Class Master's Degree in Islamiyat from a recognized University; or at least Second Class Secondary School Certificate from a recognized Board with Shahadatul Alamia from a recognized Tanzimuatul Wafaqul Madaris; or Darul Uloom Saidu Sharif Swat, Darul Uloom Charbagh Swat, Darul Uloom Chitral, Darul Uloom Darosh Chitral and any other Government run Darul Uloom, as notified by Government from time to time; and (ii) nine months in service mandatory professional training at Regional Institute for Teacher Education (RITE) or Provincial Institute for Teacher Education (PITE).</p>	<p>19 to 35 years";</p>

(v) against Serial No. 13, in columns No.3 and 4, for the existing entries, the following shall be substituted, namely:

3.	4.
(i) Bachelor's Degree from a recognized University; and (ii) nine months in service mandatory professional training at Regional Institute for Teacher Education (RITE) or Provincial Institute for Teacher Education (PITE).	19 to 35 years";

(vi) against Serial No. 17, in columns No.3 and 4, for the existing entries, the following shall be substituted, namely:

3.	4.
(i) Bachelor's Degree from a recognized University; and (ii) nine months in service mandatory professional training at Regional Institute for Teacher Education (RITE) or Provincial Institute for Teacher Education (PITE).	19 to 35 years";

(vii) against Serial No. 18, in columns No.3 and 4, for the existing entries, the following shall be substituted, namely:

3.	4.
(i) Bachelor's Degree from a recognized University; and (ii) nine months in service mandatory professional training at Regional Institute for Teacher Education (RITE) or Provincial Institute for Teacher Education (PITE).	19 to 35 years";

(viii) against Serial No. 21, in columns No.3 and 4, for the existing entries, the following shall be substituted, namely:

3.	4.
(i) Bachelor's Degree from a recognized University; and (ii) nine months in service mandatory professional training at Regional Institute for Teacher Education (RITE) or Provincial Institute for Teacher Education (PITE).	19 to 35 years"; and

(ix) against Serial No. 22, in columns No. 3 and 4, for the existing entries, the following shall be substituted, namely:

3.	4.
(i) Bachelor's Degree from a recognized University and Qirat Sanad from a registered Institution; and (ii) nine months in service mandatory professional training at Regional Institute for Teacher Education (RITE) or Provincial Institute for Teacher Education (PITE).	19 to 35 years ⁷ .

SECRETARY TO
GOVERNMENT OF THE KHYBER PAKHTUNKHWA
ELEMENTARY AND SECONDARY EDUCATION
DEPARTMENT.

Endst: of even No & date:

1. The Secretary to Government of Khyber Pakhtunkhwa, Establishment & Administration Department Peshawar.
2. The Secretary to Government of Khyber Pakhtunkhwa, Finance Department Peshawar
3. The Secretary to Government of Khyber Pakhtunkhwa, Law Department Peshawar.
4. The Secretary, Public Service Commission, Khyber Pakhtunkhwa, Peshawar
5. The Accountant General, Khyber Pakhtunkhwa, Peshawar
6. The Director, Elementary & Secondary Education, Peshawar
7. The Director of Education (FATA) Peshawar.
8. The Director, Curriculum and Teacher Education Khyber Pakhtunkhwa, Peshawar
9. The Director, (PITE) Khyber Pakhtunkhwa, Peshawar.
10. The Director, ESRU, Elementary and Secondary Education Department, Khyber Pakhtunkhwa, Peshawar.
11. Manager Government Printing Press, Khyber Pakhtunkhwa, Peshawar
12. The Deputy Director, EMIS (E&SE) Department Khyber Pakhtunkhwa Peshawar
13. All District Education Officers (M&F) in Khyber Pakhtunkhwa
14. All District Accounts Officers in Khyber Pakhtunkhwa.
15. All Agency Education Officers' Agency Accounts Officers in FATA.
16. PS to Governor Khyber Pakhtunkhwa, Peshawar.
17. PS to Chief Minister Khyber Pakhtunkhwa, Peshawar.
18. PS to Chief Secretary, Khyber Pakhtunkhwa, Peshawar.
19. PS to Minister, E&SE Department Khyber Pakhtunkhwa, Peshawar
20. PS to Secretary, E&SE Department, Khyber Pakhtunkhwa, Peshawar


SECTION OFFICER (General)