

BEFORE THE KHYBER PAKTUNKHWA SERVICE TRIBUNAL PESHAWAR

Service Appeal No. 266/2024

Muhammad Karam Khan, Drawing Master, GHS Chail, District Swat.

.....Appellant

Versus

1. The Director Elementary and Secondary Education, Khyber Pakhtunkhwa, Peshawar.

2. The District Education Officer (Male) District Swat at Gulkada

..... Respondent

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DISTRICT EDUCATION OFFICER (M)
SWAT AT GULKADA

(1)

BEFORE THE KHYBER PAKTUNKHWA SERVICE TRIBUNAL PESHAWAR

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1. The Director Elementary and Secondary Education, Khyber Pakhtunkhwa, Peshawar.
2. The District Education Officer (Male) District Swat at Gulkada

..... Respondents

Parawise Joint Comments on Behalf of the Respondents 1 & 2

Respectfully Shewith

Khyber Pakhtunkhwa
Service Tribunal

Diary No. 13466

Dated 12-06-2024

Preliminary Objections

1. That the Appellant is not an aggrieved person within the meaning of section 4 of the Service Tribunal Act, 1974.
2. That the Appellant has no cause of action / locus standi.
3. That the Appellant has not come to this Honorable Tribunal with clean hands.
4. That the Appellant has filed this instant Service Appeal just to pressurize the respondents.
5. The present Service Appeal is liable to be dismissed for non-joinder/mis joinder of necessary parties.
6. That the instant Service Appeal is against the prevailing law and rules.
7. That the Appellant has filed this instant Service Appeal on malafide motives.
8. That the instant Appeal of the Appellant is **badly time barred**.
9. That the instant Service Appeal is not maintainable in the present form, and above in the present circumstances of the issue.
10. **That the instant Service Appeal of the Appellant is infructuous as he has already attained the age of 60 years.**
11. That the Appellant has estopped by his own conduct by not resuming his duty after expiry of his sanctioned leave.
12. That the Appellant has concealed the material facts from this Honorable Tribunal.

FACTS

1. Pertains to record, hence, no comments.
2. Pertains to record, hence, no comments.
3. That this Para is irrelevant to the respondents, hence no comments.
4. That this Para is quiet astonishing, incorrect and against the fact. The Appellant has concealed material facts from this Honorable Tribunal. The leave sanction order attach by the Appellant as annexure D is bogus/false and there is no record of the said leave sanction with respondents. The Endst No. 3205 dated 24.03.2007 is not matching with the dispatch register of the office of the respondent No. 02. In fact, the Appellant availed Extra Ordinary Leave w.e.f. 15.08.2001 to 14.08.2006 (1825 days) which is evident from the attached copy of the service book with the instant Service Appeal at page no. 18. He also

also availed Extra Ordinary Leaves w.e.f 06.09.1988 to 20.08.1989 (359 days) earlier. It means that the Appellant was not entitled for more Extra Ordinary Leave after 14.08.2006. It also means that the Appellant remained absent w.e.f 15.08.2006 after leave expiry. Therefore, he attached a bogus sanction of leave with his instant Service Appeal. On this score alone, the instant Service Appeal of the Appellant is liable to be dismissed. **(Dispatch relevant pages annexed as annexure A)**

5. That this Para is correct to the extent of absence of the Appellant, as far as the application to respondent No. 2 is concerned, it pertains to record while the arrival report attached by the Appellant with the instant Service Appeal as annexure E has clearly been denied by the Principal of the concerned school and stated that the Appellant has neither attended the school nor submitted any arrival report. Thus, the stance of the Appellant about his arrival is baseless, incorrect and false. **(Principal Letter annexed as annexure B)**
6. That this Para is correct to the extent of filing of appeal in the year 2023 after the lapse of more than 16 years. As the Appellant submitted appeal before respondent No. 1, the respondent No. 1 forwarded the appeal to respondent No. 2 and respondent No. 2 submitted a detail report and being devoid of any merit, the appeal of the Appellant was not responded. In fact, the Appellant has concealed some very important facts from this Honorable Tribunal. Respondent No. 2 sent a letter to the Appellant for provision of his CNIC copy. The Appellant through an application dated 12.07.2023 submitted two NIC copies i.e 1st one old/manual NIC wherein the name of the Appellant has been mentioned as Muhammad Karam Khan whereas the 2nd one as CNIC wherein his name has been mentioned as Malak Karam Khan. The CNIC copy of the Appellant was sent to the Director FIA Islamabad vide letter dated 23.08.2023. The FIA authorities vide letter dated 04.09.2023 sent a detail Travel History in respect of the Appellant wherefrom it is evident that the Appellant went abroad i.e to United Kingdom and Italy well before 2013. The Travel History further suggests that the Appellant remained out of country for many years and went abroad time and again. It is pertinent to mention here that the Appellant has not taken any leave Ex-Pakistan for the periods mentioned in the Travel History. It is further stated that the Appellant was not entitled for leave of so many years as he had already availed Extra Ordinary Leave for many years as evident from the instant Service Appeal. Another very important aspect of the case is, that the Appellant has not only changed his name in NICs but he also prepared two passports having numbers: (1) AH4952072 for United Kingdom and (2) YA7461484 for Italy. It means that the Appellant has not come to this Honorable Tribunal with clean hands and the record against him reveals a volume of evidences. It is also noteworthy that the prayer of the Appellant is "to adjust/post the Appellant as Drawing Master in GHS Chail". Though the Appellant is not entitled for any relief but the specific relief sought by the Appellant in his prayer is infructuous now, as the Appellant has attained the age of 60 years on 11.04.2024.

(Letter of DEO M Swat, Application of Appellant along with Both NICs, Travel History annexed as annexures C, D, E)

- 7. That detail reply of this Para has already been given in Para No. 06 above. However, it is worth to mention here that as per ESTA Code Extra Ordinary leave cannot be granted to a civil servant for a more than 5 years and such a civil servant shall stand terminated automatically. (ESTA Code relevant pages annexed as annexure F)
- 8. The instant Service Appeal of the Appellant is bereft of any merit, hence, liable to be dismissed inter-alia following grounds.

GROUND


- A. Incorrect and not admitted. The respondent has acted under the rule, law and policy. The Appellant has remained absent for a long time and according to the rules, he is automatically terminated.
- B. Incorrect and not admitted. The respondent department has not violated any article of the Constitution of Pakistan.
- C. Incorrect and not admitted. That the Appellant is not entitled for any service benefits. At present, the instant Service Appeal is also infructuous as he has already attained the age of sixty years.
- D. That detail reply of this Para has already been given in the foregoing paras.

It is therefore very humbly prayed that the instant Service Appeal of the Appellant may be dismissed with cost in favor of the respondents.


(Muhammad Riaz)

DISTRICT EDUCATION OFFICER (M)
SWAT AT GULKADA
(Respondent No. 2)


(Samina Altaf)

DIRECTOR,
ELEMENTARY AND SECONDARY
EDUCATION KHYBER PAKHTUNKHWA
 (Respondent No. 1)

BEFORE THE KHYBER PAKTUNKHWA SERVICE TRIBUNAL PESHAWAR

Service Appeal No. 266/2024

Muhammad Karam Khan, Drawing Master, GHS Chail, District Swat.

.....Appellant

Versus

1. The Director Elementary and Secondary Education, Khyber Pakhtunkhwa, Peshawar.
2. The District Education Officer (Male) District Swat at Gulkada

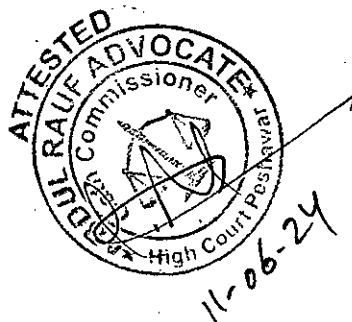
..... Respondents

AFFIDAVIT

I, Muhammad Riaz, District Education Officer (M) Swat, do hereby solemnly affirm and declare on oath on the directions and on the behalf of the Respondents that the contents of the comments are true and correct to the best of my knowledge and belief and nothing has been kept secret from this Honorable Tribunal. It is further stated on oath that in this appeal the answering respondent have neither been placed ex-parte nor their defense has been struck off.


 (Muhammad Riaz)

**DISTRICT EDUCATION OFFICER (M)
 SWAT AT GULKADA**



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OFFICE OF THE DISTRICT EDUCATION OFFICER (MALE)
DISTRICT SWAT

Email: emisswat@gmail.com,

Phone No. 09469240228

AUTHORITY LETTER

It is certified that Hussain Ali, Legal Representative Office of District Education Officer (Male) Swat, Elementary & Secondary Education Department is hereby authorized to submit para-wise comments and attend the Service Tribunal Peshawar (Camp Court Swat) on behalf of the respondent in Service Appeal No. 266/2024 Title Muhammad Karam Khan Vs Director E&SE Peshawar and DEO Male Swat on the eve of each hearing till the disposal of the instant case.


DISTRICT EDUCATION OFFICER (M)
SWAT AT GULKADA

REGISTER OF LETTER DESPATCHED

24/3/07

Serial No.	Month & Date	Name Address	Place	Subject	File No.	Amount		Balance		Remarks
						Rs.	Ps.	Rs.	Ps.	
5134	Apr	D.A.S. f		Wife						
5135	Apr	D.A.S. f		Account of leave						
5136	Apr	Q.A.S. Mulla		Release of mother						
5137	Apr	D.A.S. f		Wife						
5138	Apr	D.A.S. f		Personal Bar						
5139	Apr	D.A.S. f		Do						
5140	Apr	D.A.S. f		Do						
5141	Apr	D.A.S. f		Do						
5142	Apr	Q.A.S. Deshpande		Parent's Bar						
5143	Apr	U/E Talle		Do						
5144	Apr	E.D.O. Fomane		Do						
5145	Apr	D.A.S. f		Do						
5146	Apr	D.A.S. f		Do						
5147	Apr	D.A.S. f		Do						
5148	Apr	D.A.S. f		Do						
5149	Apr	D.A.S. f		Do						

The condition on which this receipt is issued is that the amount put in the current account every month shall be paid in full by the 15th of the month. The receipt which will be found in the current account put in the current account every month shall be paid in full by the 15th of the month. The receipt which will be found in the current account put in the current account every month shall be paid in full by the 15th of the month.

(2) - The receipt which will be found in the current account put in the current account every month shall be paid in full by the 15th of the month. The receipt which will be found in the current account put in the current account every month shall be paid in full by the 15th of the month.

Attached
 DEPT. (M) Swat

REGISTER OF LETTER DESPATCHED 8/8/67
 دستاویز کی روانگی

Serial No.	Month & Date	Name Address	Place	Subject	File No.	Stamps Received	Stamps Used	Stamps Balance
						Rs. Ps.	Rs. Ps.	Rs. Ps.

STATE GOVT. P.S. Pat

STATE GOVT. P.S. Pat

STATE GOVT. P.S. Pat

STATE GOVT. P.S. Pat

STATE GOVT. P.S. Pat

STATE GOVT. P.S. Pat

STATE GOVT. P.S. Pat

STATE GOVT. P.S. Pat

STATE GOVT. P.S. Pat

STATE GOVT. P.S. Pat

APP. of S.P.T (M.A.F)

G.P.F. No.

APP. of S.P.T (M.A.F)

APP. of S.P.T (M.A.F)

APP. of S.P.T (M.A.F)

APP. of S.P.T (M.A.F)

Checked

APP. of S.P.T (M.A.F)

APP. of S.P.T (M.A.F)

Office of the Principal Government High School Chail Swat.
F No. 1375 Dated: 27-09-2023.

The District Education Officer (M)
District Swat.

(7/11) (8)

Subject: Concerns Regarding Muhammad Karam DM Arrival Claims.

Dear Sir,

I am writing to bring to your attention a matter of concern regarding the claims made by Muhammad Karam DM regarding his arrival at GHS Chail Swat. It has come to my attention that the said employee has been making claims that do not reflect his actual arrival. (August, 2017)

Moreover I would state that the post of DM is filled at this school and Mr. Altaf Hussain DM has been working on the post since 2014.

I never came across a person having DM post and arrives at this station after 2014.

I am confident that your attention to this matter will contribute to the overall scenario at our station.

Thank you for considering my concerns. I look forward to your response and any actions taken to resolve this issue.

Sincerely,

Sarazeb Mian
Principal GHS Chail.

S. Mian
PRINCIPAL
Govt. High School
Chail, District Swat



OFFICE OF THE
DISTRICT EDUCATION OFFICER (MALE)

Swat (Cell # 0946 9240209-228)

No. 922 / 1 Dated: 26 / 12 / 2023

To

The Director
Elementary and Secondary Education
Khyber Pakhtunkhwa, Peshawar.

SUBJECT:- APPEAL FOR ADJUSTMENT

Memo:

With reference to your good self-office memo No. 5814/F No. 366/Appeal/DM/Dir Lower/Estab-I dated 15/9/2023 on the subject cited above, the requisite detail is as under:

The Teacher Mr. Muhammad Karam Khan was appointed as DM on 14/4/1987. Then he applied for EOL w.e.f. 15/8/2001 to 14/8/2006 which was sanctioned. On expiry of leave he was adjusted as DM at GHS Chail by DCO Swat. He took over charge on 15/8/2006 and performed duty up to 28/2/2007. Again then he applied for EOL w.e.f. 1/3/2007 to 30/4/2012 which was also sanctioned. Since then he remained absent without any further leave or any information. It is pertinent to mention here that departmental proceedings record have not been found against him if taken by the then DEO. He submitted application to this office on 12/6/2023. This office sent a letter to the FIA/Integrated Bard Management system (IBMS) for provision of travel history of the applicant. The FIA sent his travel history wherein it is clear that the applicant remained out of country so many times and has stayed in different countries since long. It is also worth mentioning that the applicant has used double passports, one having No. AH4952072 for United Kingdom and another having No. YA7461484 for Italy. It is further stated that according to the travel history, he has been shown arriving from abroad on 21/12/2013 which means that he was abroad even before 2013.

(Copy of travel history attached Annex-A)

It is further stated that as per report of the Principal GHS Chail Annex B, the appellant has never attended the school. According to FR-18 and Rule-12 of the revised leave Rules, 1981, Extra ordinary leave cannot be granted to a civil servant for more than five years and such a civil servant shall stand terminated automatically. Hence the report is submitted please.

DISTRICT EDUCATION OFFICER
(MALE) SWAT

Attested
District Education Officer (M)
Distt: Swat

To

The District Education Officer
(M) Secy, Education Swat.

~~Mr. [Signature]~~

12/7/23

(10)

Subject: PROVID CHIC.

R/Sir,

Reference your Esteem letter, No. 5185
Dated 10-07-2023, on the above
Subject.

In this regard the required
documents i.e CHIC, is submitted
for further necessary action &
Perusal please.

~~[Signature]~~
Mohammed Karim Khan
EXDM

GHS Chair Swat.

Attested

~~[Signature]~~

District Education Officer (M)
Distt. Swat.

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12/7/23

PAKISTAN National Identity Card

ISLAMIC REPUBLIC OF PAKISTAN

Name: Malak Karam Khan

Father Name: Ghulam Halder

Gender: M Country: Pakistan

Identity Number: 15602-4881207-1

Date of Birth: 12.04.1969

Date of Issue: 23.09.2019

Date of Expiry: 23.09.2029

Holder's Signature

Asst. District Education Officer (M)

FJ409223

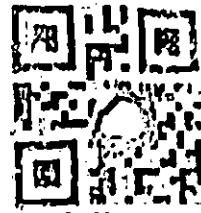
Attested

[Signature]
District Education Officer (M)
Distt. Swat.

Present Address :

15602-5881207-1

VIA DONMINZONI, 38, Moritofand, 62010, Macerata
Italy



12

Permanent Address :

NASIR KHEL, Mohalla M/TRA, Barabandal, Kabal,
District Swat Pakistan

101031313862

Umar Y. Mian
Registrar General of Pakistan

The Holder is entitled visa free entry into Pakistan

Handwritten signature

I<PAK2Z0X97RC91560258812071<<<<
6904122M2909233PAKBFG8X<<<<<5
MALAK<KARAM<KHAN<<<<<<<<<<<<<<<<<<<

1	7	4	2	7	-	5	5	2	2	2	2
---	---	---	---	---	---	---	---	---	---	---	---

Handwritten Urdu text in a lined format, likely a certificate or statement.

Handwritten Urdu text at the bottom of the lined section.

Attested
Handwritten signature

District Education Officer (M)
Distt. Swat.



OFFICE OF THE
DISTRICT EDUCATION OFFICER (M)
SWAT.
(Phone # 0946-9240228)

(13)

No. 5185

Dated 16/7/2023

To,

Mr. Muhammad Karam Ex-DM
GHS Chall Village & P.O Bara Bandal
Tehsil Kabal Swat.
Cell # 03449452782

Subject:- PROVIDE CNIC COPY.

Memorandum:-

Reference to your appeal No. Nil dated 12-06-2023, in this regard this office need your CNIC copy. You are requested to provide CNIC copy to this office please.

District Education Officer (M),
Swat at Gulkada.

M
2 Ahmed
District Education Officer (M)
Distt. Swat.



OFFICE OF THE DIRECTOR / IBMS
FEDERAL INVESTIGATION AGENCY HEADQUARTERS
ISLAMABAD

Tel: 051-9107219 Fax: 051-9262376



14

No. FIA/IBMS/Education/Query/ 3303

Dated: 4th Sept, 2023

SUBJECT: TRAVEL HISTORY

Please refer to your letter No. 7098/P.F/DM/DEO(M)/Swat dated: 23-08-2023 and Addl.

Dir/Diary No.2944 dated 01-09-2023 regarding travel information of the following particulars:

CNIC/Passport No.: 1560258812071

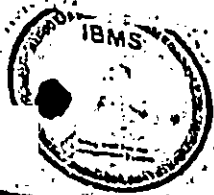
2. As per PISCES / IBMS database, travel history of the provided particulars is found in System and RII form is attached herewith for ready reference.
3. This is a system generated Information based upon given particular.

District Education Officer
(Male) SWAT

(Syed Saad ul Islam Jafri)
Assistant Director/Reporting
FIA (IO), Islamabad

Attested
[Signature]

District Education Officer (M)
Dist: Swat



FEDERAL INVESTIGATION AGENCY
 INTEGRATED BORDER MANAGEMENT SYSTEM
 FIAHQ G-9/4 PESHAWAR MOR, ISLAMABAD
 Fax No: 051-9282376, Tel No: 051-9107219
 R-11 (TRAVEL HISTORY)



TRAVEL HISTORY FOUND ON: 1560258812071

Required By: District Education Officer (Male) SWAT

Department: EDUCATION

Diary No: 2944 01-09-23

Letter Number: 7098/P.F/D/M/DEO(M)/Swat

Request Date: 23-Aug-2023

Query Date: 04-Sep-2023

TRAVELER'S CNIC/IC

1560258812071

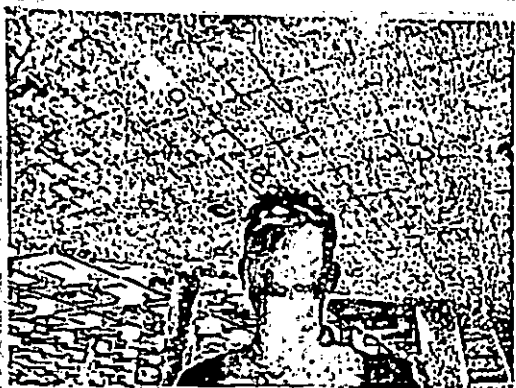
PERSONAL INFORMATION:

NAME: KARAM KHAN MALAK

BIRTH DATE: 12-APR-1969

FATHER/HUSBAND NAME:

NATIONALITY: Italy



TRAVEL DETAILS:

S.NO	TRAVEL DATE	FLIGHT NO	TRAVEL STATUS	PASSPORT NO	SITENAME	DESTINATION
1	21-Dec-13 7:18:14	EK636	arriving	AH4952072	PESHAWAR INTERNATIONAL AIRPORT	
2	11-Jan-14 5:58:13	EK637	departing	AH4952072	PESHAWAR INTERNATIONAL AIRPORT	GBR - UNITED KINGDOM
3	18-Dec-15 7:56:20	EK636	arriving	YA7461484	PESHAWAR INTERNATIONAL AIRPORT	
4	18-Dec-15 7:58:33	EK635	arriving	AH4952072	PESHAWAR INTERNATIONAL AIRPORT	
5	9-Jan-16 7:47:12	EK637	departing	YA7461484	PESHAWAR INTERNATIONAL AIRPORT	ITA - ITALY
6	5-Aug-17 3:53:29	TK710	arriving	YA7461484	BENAZIR BHUTTO INTERNATIONAL AIRPORT ISLAMABAD	
7	23-Aug-17 3:07:04	TK711	departing	YA7461484	BENAZIR BHUTTO INTERNATIONAL AIRPORT ISLAMABAD	ITA - ITALY
8	8-Dec-17 8:59:29	QR608	arriving	YA7461484	PESHAWAR INTERNATIONAL AIRPORT	
9	10-Jan-18 0:07:50	QR633	departing	YA7461484	BENAZIR BHUTTO INTERNATIONAL AIRPORT ISLAMABAD	ITA - ITALY
10	18-Sep-19 8:11:16	CZ6007	arriving	YA7461484	BENAZIR BHUTTO INTERNATIONAL AIRPORT ISLAMABAD	
11	8-Oct-19 0:54:28	QR633	departing	YA7461484	BENAZIR BHUTTO INTERNATIONAL AIRPORT ISLAMABAD	ITA - ITALY
12	29-Jul-21 8:23:27	EK636	arriving	YA7461484	PESHAWAR INTERNATIONAL AIRPORT	
13	11-Jul-22 23:22:08	ED210	departing	YA7461484	BENAZIR BHUTTO INTERNATIONAL AIRPORT ISLAMABAD	ITA - ITALY
14	3-Sep-22 8:03:26	EK612	arriving	YA7461484	BENAZIR BHUTTO INTERNATIONAL AIRPORT ISLAMABAD	

Attested

 District Education Officer (M)
 Distt. Swat.

16



Arrested

*District Education Officer (M)
Distt: Swat.*

CHECKED BY:

NOT FOR COURT USE

(17)

Withdrawals of Resignation.

Acceptance of resignation and willful absence for more than five (5) years.

Under the existing practice, even a temporary Government servant is required to sign an undertaking containing inter alia the following provisions:-


- (a) I understand that my employment under Government is temporary and that my services may be terminated by Government at any time, without assigning any reasons, by giving a notice for a period not less than 14 days or payment, in lieu of the notice, of a sum equivalent to my pay for 14 days or for the period by which the notice falls short of 14 days;
- (b) I agree that I wish to terminate my services under Government at any time, I shall resign in writing and shall thereafter continue to serve Government until my resignation is accepted.
- (c) I also understand that if I absent myself from duty without resigning in writing or before the acceptance by Government of my resignation, I shall be liable to disciplinary action, which may involve disqualification from future employment under Government.

2. It has however, come to notice that in certain cases Government servants have tendered resignations and without waiting for acceptance have left their jobs unauthorisedly and kept themselves absent for years. The departments on their part failed to initiate any action against such employees in time with the result that they subsequently reported for duty after the passage of long periods on one excuse or the other.

3. It has also been noticed that liberal relaxations are being granted under FR.18 in cases of willful absence from duty for more than 5 years without cogent/convincing reasons whereas according to the rules ibid a Government servant remains no more a Government employee after willful absence for five years.

4. The matter has been considered and it has been decided that:-

- (a) After tendering resignation, a Government Servant shall not leave his job until the acceptance of his resignation by the Competent Authority nor shall he be granted any leave. In case one leaves his job without acceptance of his resignation he shall be treated as absconder and disciplinary action should invariably be initiated against him.
- (b) Resignation tendered by a Government servant shall either be accepted or rejected by the Competent Authority within the stipulated period of not more than 30 days of its submission and acceptance/rejection thereof be communicated to the Government servant concerned accordingly.
- (c) After 5 years of continuous absence, services of a Civil Servant shall automatically stand terminated under FR.18 and Rule 12 of the NWFP Civil

Attested

 District Education Officer (M)
 Distt. Swat.

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Servants Revised Leave Rules, 1981. In the light of Rule 12 *ibid*, a willful absence of more than five years shall not be converted into leave without pay.

5. It is therefore, requested that the above instructions may be brought to the notice of all concerned for strict compliance in future:

(Authority: S&GAD's letter No.SORII(S&GAD)6(37)/89, dated 3rd Oct., 1989).

Determination of seniority of officials who are allowed to withdraw their resignation

A question has arisen whether a Government servant who resigned and has subsequently been allowed to withdraw his resignation should be assigned seniority and given other benefits which would have accrued to him had he not resigned.

2. When a resignation tendered by a Government servant has been accepted and the acceptance has been communicated to him, it becomes final. There can be no question of allowing him to 'withdraw' the resignation.

3. Where a Government servant who has tendered resignation withdraws it before it is accepted by the competent authority, or where, after the acceptance but before the acceptance is communicated to him, he is allowed to withdraw the resignation, he continues in the post held by him without a break and the question of re-fixation of his seniority, etc. does not arise.

4. Where an appellate authority finds that the resignation was not tendered voluntarily or that it is otherwise null and void, the appellate authority may re-instate the Government servant concerned. On re-instatement the Government servant shall be regarded as having continued in service throughout.


5. If a Government servant, whose resignation has been accepted and communicated to him, is appointed to Government service thereafter, such appointment shall be regarded as a fresh appointment. The seniority, pension, leave, etc, of such a Government servant shall be fixed in accordance with the rules applicable to him as if this appointment was his first appointment to Government service.

6. There may, however, be cases in which it may not be fair to treat such a re-employed Government servant as a new recruit and it is proposed to give him any benefit in relaxation of the rules, the orders of the Government should invariably be obtained.

(Authority S&GAD letter No.SOXII/2-96/59, dated 24.12.59)

Preparation/issuance of seniority list of Government Servants

I am directed to say that sub-section (1) of Section 8 of the NWFP Civil Servants Act, 1973, *inter alia* provides that for proper administration of service, cadre or post, the appointing authority shall cause to prepare a seniority list of the members for the time being of such service, cadre or post. Similarly, the note below clause(e) of sub-rule(2) of the rule 6 of the NWFP Service Tribunals Rules, 1974, enjoins upon the appointing authority or any other authority which has been delegated the powers to make decision regarding seniority of

Attested

 District Education Officer (M)
 Distt: Swat.