

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

Service Appeal No. 256/2015

BEFORE: MR. SALAH-UD-DIN ... MEMBER (J)  
MISS FAREEHA PAUL ... MEMBER (E)

Hamced-ur-Rahman, Senior Theology Teacher, GHS Ikram Pur, Mardan.  
..... (Appellant)

Versus

1. The Government of Khyber Pakhtunkhwa through Secretary Elementary & Secondary Education, Civil Secretariat, Peshawar.
2. The Director, Elementary & Secondary Education, Khyber Pakhtunkhwa, Peshawar.
3. The District Education Officer (Male) District Mardan.  
.....(Respondents)

Mr. Muhammad Amin Ayub, ... For  
appellant  
Advocate

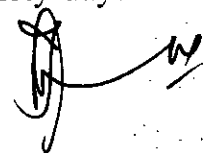
Mr. Muhammad Jan, ... For respondents  
District Attorney

Date of Institution.....	31.03.2015
Date of Hearing.....	22.11.2023
Date of Decision.....	22.11.2023

**JUDGEMENT**

**FAREEHA PAUL, MEMBER (E):** The service appeal in hand has been instituted under Section 4 of the Khyber Pakhtunkhwa Service Tribunal Act, 1974 against the impugned notification dated 18.04.2014, communicated on 08.08.2014, whereby the appellant was though promoted to the post of STT (BPS-16) but with immediate effect instead of the due date i.e 28.05.2013, against which his departmental representation dated 11.11.2014 was not disposed of within the statutory period of ninety days. It

SCANNED  
KPTST  
PESHAWAR



dated 18.04.2014 might be modified by effecting promotion of the appellant w.e.f. the due date i.e 28.05.2013 with all consequential back benefits.

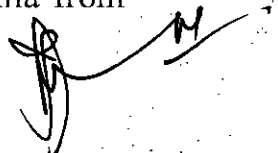
2. Brief facts of the case, as given in the memorandum of appeal, are that appellant qualified the Bachelor of Arts from Allama Iqbal Open University, Islamabad and obtained Shahadat-ul-Alia and Shahadat-ul-Alamia from Wifaq-ul-Madaris. He joined the Education Department as Theology Teacher vide order dated 26.03.1998. As per the Notification dated 13.11.2012, as amended vide Notification dated 24.04.2013, 1/3<sup>rd</sup> of the total strength of T.T. i.e. 67 number, should be promoted to BPS-16 on the basis of seniority-cum-fitness with at least five years service and having the qualification for initial recruitment or having Bachelor's degree or equivalent qualification with Shahadat-ul-Alia from a recognize Institution to be designated as Senior Theology Teacher. As per the Seniority List, appellant was at Serial No. 98, while one Mr. Zawar Hussain was at Serial No.124 and thus junior to the appellant, but inspite of the same vide Notification dated 28.05.2013 he was promoted to the next higher grade while appellant was not considered for promotion. Aggrieved of the order, appellant after the departmental Representation, preferred Service Appeal No.1487/2013, before the Service Tribunal but during the pendency of the appeal, vide impugned Notification dated 18.04.2014, communicated on 08.08.2014, respondents promoted the appellant to the post of SST (BPS-16) but with immediate effect instead of the due date. The Service Appeal was then withdrawn with the permission to file a fresh one vide order dated 26.03.2015. Appellant preferred a departmental representation

11.11.2014 through proper channel but the same was not disposed of within the statutory period of 90 days; hence the instant service appeal.

3. Respondents were put on notice who submitted their reply/comments on the appeal. We 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.

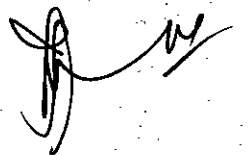
4. Learned counsel for the appellant, after presenting the case in detail, argued that appellant, inspite of his seniority and eligibility for promotion, was not promoted and instead a junior person was promoted. He informed that his Sanad of Shahadat-ul-Alia was referred for verification by Respondent No. 3 to the concerned quarter which was duly verified and communicated to him vide letter received on 18.12.2012, but even then the appellant was not considered for promotion to the next higher grade on due date. The non-promotion of the appellant, inspite of his eligibility and seniority, was due to the lapse on the part of the department and the appellant could not be made to suffer on account of any omission on the part of the Department, the learned counsel argued He requested that the appeal might be accepted.

5. Learned District Attorney while rebutting the arguments of learned counsel for the appellant, argued that the Government of Khyber Pakhtunkhwa had promoted/upgraded the post of T.T to STT in BPS-16 on the basis of seniority of 1/3<sup>rd</sup> of the total strength with at least 05 years qualifying service with at least B.A/B.Sc in 2<sup>nd</sup> Division from recognized university alongwith the additional qualification of Shahadat-ul-Alia from



the institution recognized by the Wafaqul Madaris Pakistan for the grant of promotion/upgradation against the SST post in the light of the policy issued vide notification dated 13.11.2012. He further argued that the appellant was treated as per upgradation policy. He was promoted vide notification dated 08.08.2014 against the STT post in BPS-16 with immediate effect. So far as the case of Zawar Hussain was concerned, the learned District Attorney argued that he was senior to the appellant on the basis of his date of birth. According to him, the date of birth of the appellant was recorded in the seniority list as 07.02.1974 with qualification of B.A as against the academic qualification of MA that was required for promotion for the post of STT (BPS-16), whereas the date of birth of Mr. Zawar Hussain was 14.04.1972, therefore, the impugned notification dated 08.05.2013 and 08.08.2014 were in accordance with law, rules and upgradation policy. He requested that the appeal might be dismissed.

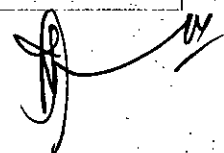
6. Appellant was appointed on the post of Theology Teacher in 1998. A copy of his service book provided by the respondents shows that he was holding the degree of Shahadatul Aalamia from Wifaqul Madaris Multan at the time of his appointment. Later on in the year 2009, he passed the B.A exam from Allama Iqbal Open University and necessary entry was made in his service book. It is an understood fact that his appointment in 1998 was made on the basis of some service rules that were in place at that time and the same have not been produced before us. The appellant has annexed a seniority list of Theology Teachers with his service appeal according to which he stands at Sr. No. 98, whereas Respondent No. 4 is at Sr. No. 124.



The plea taken by the appellant in his service appeal before us is that respondent No. 4 was promoted, despite the fact that he was junior and hence he has prayed that the promotion order dated 28.05.2013 might be set aside to the extent of respondent No. 4 and official respondents be directed to promote the appellant from the date when respondent No. 4 was promoted.

7. Record presented before us shows that the service rules notified on 13.11.2012 were amended vide a notification dated 24.04.2013. Theology Teacher BS-15, was to be promoted to Senior Theology Teacher, BS-16. The service rules for Senior Theology Teacher, issued vide notification dated 13.11.2012 were amended through notification dated 24.04.2013 as follows:-

Service Rules dated 13.11.2012	Amended Service Rules dated 24.04.2013
<p>3. <u>Senior Theology Teacher</u></p> <p>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.</p>	<p>(ii) Against Sr. No. 3, in column No. 5, for the existing entry, the following shall be substituted, namely:-</p> <p>“By promotion, on the basis of seniority-cum-fitness, from amongst the Theology Teachers, with at least five years service as such and having qualification as prescribed for initial recruitment of Theology Teacher or having Bachelor’s Degree or equivalent qualification from a recognized University with Shahadatul Alia Fil Uloomul Arabia wal Islamia from Tanzimatul Wafaqul Madaris/Masdaris recognized by Higher Education Commission or Darul Uloom.</p>



	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, as the case may be.
--	--

As stated by the appellant, he was qualified for the promotion to the post of Senior Theology Teacher because he fulfilled the criteria mentioned in the service rules. The copy of service book provided during the course of hearing shows that he was holding the degree of Bachelor from AIOU alongwith Shahadatul Alia. Record further shows that he was holding the degree of Shahadatul Aalamia also, based on which he had applied for his initial appointment. In view of that, he was, no doubt, qualified for promotion. When confronted that when he was qualified for promotion in 2013, then why was he not considered and why a junior colleague was promoted, the respondents were of the view that as per working paper prepared at that time, he was "less qualified". They produced a working paper dated 31.12.2012. Upon that, the learned District Attorney was asked whether the promotion of Respondent No. 4 was made on the basis of amended service rules, his reply was in affirmative. The service rules notified in 2013 are extremely clear when they state that a Theology Teacher is qualified for promotion to the post of Senior Theology Teacher on the basis of seniority-cum-fitness, with at least five years service and having:




- (i) Qualification as prescribed for initial recruitment of Theology Teachers or
- (ii) Having Bachelor's Degree or equivalent qualification from a recognized University with Shahadatul Alia Fil Uloomul Arabia wal Islamia from Tanzimuatul Wafaqul Madaris/Madaris recognized by Higher Education Commission 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, as the case may be."


The learned District Attorney while presenting his arguments insisted that as the appellant passed his SSC examination in third division, therefore he was not qualified for promotion, as the service rules of 2012 mentioned second class SSC for Theology Teacher and for promotion to the post of Senior Theology Teacher, the qualification as prescribed for initial recruitment of Theology Teacher was the required criteria. From the arguments presented by the learned District Attorney it appears that he miserably failed to interpret the amendment in the rules as narrated above. The criteria given in the amended service rules has treated the prescribed qualification at the time of initial recruitment as Theology Teacher separately from the second part of the rule where it states, "having Bachelor's Degree or equivalent qualification from a recognized university with Shahadatul Alia." Another argument given by the official respondents in their reply at para 3 of the facts that private respondent No. 4 is senior to the appellant on the basis of his date of birth is not acceptable because the seniority list of Theology Teachers issued by Executive District Officer (Mardan) does not mention the date of entry into service of the appellant and

that of private respondent as 22.02.2007, and there is no dispute on the principle that seniority is to be reckoned from the date of appointment.

8. In view of the above discussion, it is evident that there was a serious lapse on the part of official respondents when they did not consider the name of the appellant for promotion in May 2013 when they promoted a junior colleague of him to the post of Senior Theology Teacher. Although they promoted him at a later stage, under the same rules and based on the same qualification he was having in 2013, they did not produce any cogent reason of their delayed action. We are of the view that why should the appellant suffer of any wrong doing of the official respondents? The appeal in hand is, therefore, allowed and respondents are directed to give effect to the promotion of the appellant from 28.05.2013, when his junior colleague was promoted and he was left out for no fault of his own. The respondents are further directed to place him at his appropriate position in the seniority list of Senior Theology Teachers also. Cost shall follow the event. Consign.

9. *Pronounced in open court in Peshawar and given under our hands and seal of the Tribunal this 22<sup>nd</sup> day of November, 2023.*

  
(FARZEHA PAUL)  
Member (E)

  
(SALAH-UD-DIN)  
Member (J)

\*Fazle Subhan, P.S\*

SCANNED  
K.P.S  
Peshawar





S.A 256/2015

22<sup>nd</sup> Nov. 2023 01. Mr. Muhammad Amin Ayub, Advocate for the appellant present. Mr. Muhammad Jan, District Attorney for the respondents present. Arguments heard and record perused.

02. Vide our detailed judgment consisting of 08 pages, the appeal in hand is allowed and respondents are directed to give effect to the promotion of the appellant from 28.05.2013, when his junior colleague was promoted and he was left out for no fault of his own. The respondents are further directed to place him at his appropriate position in the seniority list of Senior Theology Teachers also. Cost shall follow the event. Consign.

03. *Pronounced in open court in Peshawar and given under our hands and seal of the Tribunal this 22<sup>nd</sup> day of November, 2023.*

  
(FARIEHA PAUL)  
Member (E)

  
(SALAH-UD-DIN)  
Member (J)

\*Fazle Subhan, P.S\*

13<sup>th</sup> July, 2023

1. Appellant alongwith his counsel and Mr. Fazal Shah Mohmand, Additional Advocate General for the respondents present.

2. Being not prepared, learned counsel for the appellant requested for adjournment. Adjourned. To come up for remaining arguments on 17.08.2023 before D.B. P.P given to the parties.

SCANNED  
KPST  
Peshawar

\*Mutazem Shah\*

(Salah Ud Din)  
Member (J)


  
(Kalim Arshad Khan)  
Chairman

17.08.2023 1. Junior to 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 22.11.2023 before D.B. P.P given to parties.

SCANNED  
KPST  
Peshawar


\*Kaleem Ullah\*

  
(Rashida Bano)  
Member (J)

Late Diary  
9<sup>th</sup> May, 2023

Learned counsel for the appellant then referred to his application submitted on 16.02.2023, requesting for correction in the heading as well as prayer of the titled appeal saying that at the time of the drafting of the appeal, inadvertently, the word "up-gradation" instead of "promotion", had been inserted in the heading as well as prayer of appeal. It was prayed that the word "up-gradation" may be allowed to be replaced with the word "promotion" in the heading as well as prayer in the titled appeal. The other side accepting the notice of this application did not object on it, therefore, the office is directed to make entries in the memo and grounds of appeal by replacing word "promotion" with the word "up-gradation", wherever that is used in the memo and grounds of appeal. To come up on 01.06.2023 before D.B.

(Fareeha Pual)  
Member (Executive)


  
(Kalim Arshad Khan)  
Chairman

*\*Adnan Shah, P.A.\**

1<sup>st</sup> June, 2023

Learned counsel for the appellant present. Mr. Fazal Shah, Additional Advocate General for the respondents present.

Partial arguments heard. To come up for remaining arguments on 13.07.2023 before D.B. P.P given to the parties.

  
(Salah Ud Din)  
Member (Judicial)

  
(Kalim Arshad Khan)  
Chairman

*\*Adnan Shah\**

1<sup>st</sup> Mar, 2023

Appellant in person present. Mr. Muhammad Adeel Butt,  
Additional Advocate General for respondents present.

Counsel are on strike. The case is adjourned. To come up for  
arguments on 09.05.2023 before D.B. PP given to the parties.

SCANNED  
KPST  
Peshawar



(Rozina Rehman)  
Member (J)



(Kalim Arshad Khan)  
Chairman

9<sup>th</sup> May, 2023

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

2. Partial arguments heard. To come up for remaining  
arguments on 01.06.2023 before D.B. Parcha Peshi given  
to the parties.



(Fareeha Paul)  
Member (E)



(Kalim Arshad Khan)  
Chairman


*\*Adnan Shah. P.A.\**


31<sup>st</sup> Jan, 2023

Appellant in person present. Syed Naseer Ud Din Shah, Asst: AG for respondents present.

Appellant seeks adjournment on the ground that his counsel is not available today. Being an old case of 2015, therefore, adjourned for tomorrow. Appellant is directed to ensure presence of his counsel. To come up for arguments on 01.02.2023 before the D.B. P.P is given to the parties.

SCANNED  
KPST  
Peshawar

  
(Muhammad Akbar Khan)  
Member(Executive)


  
(Kalim Arshad Khan)  
Chairman


1<sup>st</sup> Feb, 2023

Learned counsel for the appellant present. Mr. Muhammad Adeel Butt, Additional Advocate General for the respondents present.

Learned counsel for the appellant wants to correct the memo of appeal. He may do so within a week. Adjourned. To come up for arguments on 01.03.2023 before D.B. P.P is given to the parties.

SCANNED  
KPST  
Peshawar

  
(Muhammad Akbar Khan)  
Member (E)

  
(Kalim Arshad Khan)  
Chairman

30.09.2022


Appellant present through counsel.

Riaz Khan Paindakhel, learned Assistant Advocate General for respondents present.

Request for adjournment was made on behalf of appellant in order to prepare the brief. Adjourned. To come up for arguments on 04.11.2022 before D.B.



(Fareeha Paul)  
Member (E)



(Rozina Rehman)  
Member (J)

4<sup>th</sup> Nov. 2022

Lawyers are on strike today.

To come up for arguments on 15.12.2022 before the D.B. Office is directed to notify the next date on the notice board as well as the website of the Tribunal.



(Fareeha Paul)  
Member(E)



(Kalim Arshad Khan)  
Chairman

15.12:2022

Due to general strike of the Bar, case is adjourned to 31.01.2023 before D.B. Office is directed to notify the next date on notice board as well as the website of the Tribunal.

**SCANNED**  
**KPST**  
**Peshawar**



(Fareeha Paul)  
Member (E)



(Rozina Rehman)  
Member (J)

15.07.2022

Nemo for appellant.

Mr. Kabir Ullah Khattak, Additional Advocate General for the respondents present.

While recording the judgment a confusion arose whether the appellant was seeking ante-dated promotion or up-gradation, as the appellant and his counsel are not present before the Tribunal, therefore, notices be issued to them to clarify the situation. To come up on ~~12.09~~ 2022 before D.B.



(Fareeha Paul)  
Member (E)




(Kalim Arshad Khan)  
Chairman



12.09.2022

Appellant alongwith his counsel present.

 Kabir Ullah Khattak, learned Additional Advocate General for respondents present.

Before opening the case, learned AAG invited the attention of this Bench to the order sheet dated 07.09.2020 vide which case was fixed for arguments on the question of jurisdiction and the learned AAG had been directed to produce attested copies of writ petition and CPLA for perusal and appropriate orders. Learned AAG when confronted with the order sheet was unable to produce relevant record, therefore, he is warned to be careful in future and to submit the attested copies of writ petition and CPLA for perusal and proper disposal of the appeal in hand. To come up for arguments on 30.09.2022 before D.B.



(Fareeha Paul)  
Member(E)

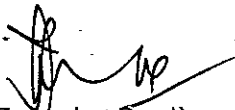


(Rozina Rehman)  
Member(J)

10.5.2022

None present on behalf of the appellant.. Mr. Naseer-ud-din Shah, Assistant Advocate General for the respondents present.

This case pertains to the year 2015, it seems that none of the parties is interested in disposal of this case, therefore, case to come up for order before the D.B on 31.05.2022. Parties may argue the case before the announcement. Notice be issued to the parties in this regard.

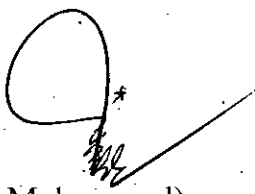
  
(Fareeha Paul)  
Member (E)


  
Chairman

31<sup>th</sup> May, 2022

Counsel for the appellant present. Mr. Muhammad Rashid, DDA for respondents present.

Arguments heard. To come up for order before the D.B on 22.06.2022.

  
(Mian Muhammad)  
Member(E)


  
(Kalim Arshad Khan)  
Chairman

22<sup>nd</sup> June, 2022

Junior to counsel for the appellant present. Mr. Muhammad Riaz Khan Paindakhel, Asstt. AG for the respondents present.

Because of the Departmental Selection Committee proceedings, we could not record the judgment. To come up on 21.07.2022 for order.

  
(Fareeha Paul)  
Member(E)


  
(Kalim Arshad Khan)  
Chairman

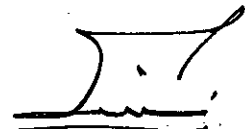


27.07.2021

Clerk of counsel for the appellant present. Mr. Kabirullah Khattak, Additional Advocate General for the respondents present.

Clerk of counsel for the appellant requested for adjournment on the ground that learned counsel for the appellant is busy in the august Peshawar High Court, Peshawar. Adjourned. To come up for arguments before the D.B on 01.11.2021.

  
(ATIQ-UR-REHMAN WAZIR)  
MEMBER (EXECUTIVE)

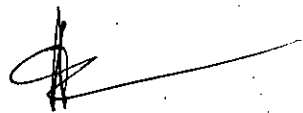
  
(SALAH-UD-DIN)  
MEMBER (JUDICIAL)

01.11.2021

Junior to counsel for appellant present.

Muhammad Rasheed, learned Deputy District Attorney for respondents present.

The learned Member (Judicial) is on leave, therefore, case is adjourned. To come up for arguments on 03.12.2021 before D.B.

  
Chairman

3.12.21

*propter D.B and Takt, therefore  
case is adjourned to 16.2.22 for  
same.*

  
Reader

16-2-22

*due to Retirement of the Hon.ble Chairman  
the case is adjourned to come up for the  
same as before on 10-5-22*

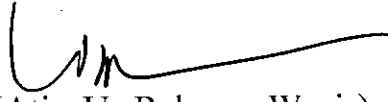
  
Reader

01.12.2020

Appellant with counsel present.

Riaz Paindakhel learned Assistant Advocate General present.

Former requests for adjournment; granted. To come up for arguments on 10.02.2021 before D.B

  
(Atiq-Ur-Rehman Wazir)  
Member (E)

  
(Rozina Rehman)  
Member (J)

10.02.2021

Due to Pandemic of Covid-19, the case is adjourned to 08.04.2021 for the same.

  
Reader

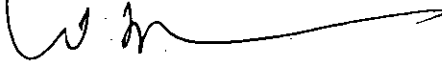
8.4.21 Due to demise of the learned Chairman the Tribunal is defunct, therefore, case is adjourned to 27.7.21 for the same as before

  
Reader.

14.10.2020

Muhammad Ghazanfar, Advocate for appellant present. Mr. Muhammad Jan learned Deputy District Attorney alongwith Sajid ADO for respondents present.

Learned junior to senior requested for adjournment as learned senior counsel is engaged in the Hon'ble Peshawar High Court, Peshawar and cannot attend the Tribunal, however, he is directed to furnish the copies of Writ Petition and CPLA pending for adjudication in the august forum for perusal and appropriate order. Time was sought for its production too. He is directed to ensure compliance to the order within 03 days positively. File to come up for further proceedings/arguments on 01.12.2020 before D.B.

  
(Atiq-Ur-Rehman Wazir)  
Member

  
(Muhammad Jamal Khan)  
Member

14/10/2020

Atiq-Ur-Rehman Wazir, Member

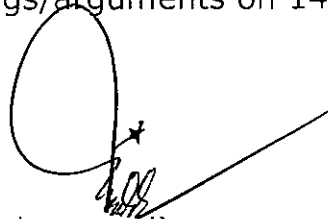
Muhammad Jamal Khan, Member

Service Appeal No. 256/2015

07.09.2020

Appellant is present in person alongwith Mr. Muhammad Amin Ayub, Advocate. Mr. Usman Ghani, District Attorney for the respondents is also present.

During the course of arguments learned District Attorney raised a preliminary objection on the question of jurisdiction that the issue pertains to up-gradation which is not a promotion, therefore, this Tribunal lacks jurisdiction in the instant appeal. He also submitted that so many appeals of the like nature have been returned and aggrieved persons have filed Writ Petition in the august High Court which is still pending adjudication. Furthermore, he submitted that some aggrieved persons moved CPLA in the august Supreme Court of Pakistan. In the circumstances, we deem it appropriate to direct both the appellant as well as District Attorney to submit the attested copies of Writ Petition and CPLA for perusal and appropriate order. To come up for further proceedings/arguments on 14.10.2020 before D.B.



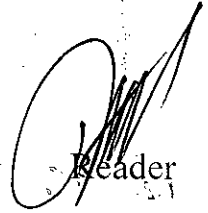
(Mian Muhammad)  
Member (Executive)



(Muhammad Jamal Khan)  
Member (Judicial)

30.03.2020

Due to public holidays on account of Covid-19, the case is adjourned. To come up for the same on 18.06.2020 before D.B.



Reader

18.06.2020

Due to Covid-19, the case is adjourned. To come up for the same on 07.09.2020 before D.B



Reader

7-10-2019

Due to four of Honble Member  
to camp court Govt the case is  
adjourned to 2-12-2019

2-12-19

The Bench is incomplete Reader

Therefore case is adjourned to  
29-01-2020

Reader

29.01.2020

Junior to counsel for the appellant and Mr. Ziaullah, DDA  
for the respondents present.

Former requests for adjournment due to general strike  
of the Bar. Adjourned to 30.03.2020 for arguments before  
the D.B.


  
Member

  
Member

10.04.2019

Appellant in person present. Mr. Muhammad Jan, Deputy District Attorney for respondents present. Appellant seeks adjournment. Adjourned. Case to come up for arguments on 30.05.2019 before D.B.

  
(Ahmad Hassan)  
Member

  
(M. Hamid Mughal)  
Member

30.05.2019

Junior to counsel for the appellant present. Mr. Muhammad Riaz Khan Paindakhel, Assistant A.G for respondents present. Junior to counsel for the appellant seeks adjournment as senior counsel is not available today. Adjourned but as a last chance. Case to come up for arguments on 19.07.2019 before D.B.

  
Member

  
Member

19.07.2019


Appellant alongwith his counsel Mr. Ayub Amin, Advocate present. Mr. Riaz Ahmad Paindakheil, Assistant AG alongwith Mr. Sajid, ADO (Litigation) for the respondents present. The appellant has challenged the promotion notification dated 18.04.2014 but the minutes of meeting of Department Promotion Committee on the basis of which the promotion order of the appellant was issued is not available on the record. Representative of the department namely Sajid is strictly directed to furnish the said record as well as minutes of meeting of Department Promotion Committee dated 28.05.2013 on the next date positively. Adjourned to 07.10.2019 for record and arguments before D.B.


  
(HUSSAIN SHAH)  
MEMBER

  
(M. AMIN KHAN KUNDI)  
MEMBER

08.07.2018

Junior to counsel for the appellant and Mr. Zia Ullah, learned DDA for the respondents present. Junior to counsel for the appellant seeks adjournment as senior counsel for the appellant is ill. Adjourned. To come up for arguments on 14.05.2018 before D.B

  
(M. Amin Khan Kundi)  
Member

  
(Muhammad Hamid Mughal)  
Member


14.05.2018

Due to retirement of the worthy Chairman, the Tribunal is incomplete, therefore the case is adjourned. To come up for the same on 30.07.2018.

  
Reader

30.07.2018

Appellant with counsel and Mr. Ziaullah, Deputy District Attorney for the respondents present. Arguments heard. To come up for order on 20.09.2018.

  
(Ahmad Hassan)  
Member (E)

  
(Muhammad Hamid Mughal)  
Member (J)

20.09.2018

Since 20 September 2018 has been declared as public holiday on account of Muharam Ul Haram. Therefore, the case is adjourned. To come up for the same on

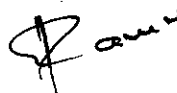
2.11.2018

  
Reader



11. 06.07.2017 Appellant in person present. Mr. Zia Ullah, Deputy District Attorney for the respondent present. Appellant stated at the bar that senior counsel was busy before Peshawar High Court, Peshawar. Requested for adjournment. Adjourned. To come up for arguments on 01.11.2017 before D.B.


(Gul Zeb Khan)  
Member



(Muhammad Hamid Mughal)  
Member

01.11.2017

Clerk to counsel for the appellant and Addl:AG alongwith Mr. Sajid Khan, Litigation Officer for respondents present. Arguments could not be heard due to general strike of the Bar. To come up for arguments on 09.01.2018 before D.B.



Member  
Executive



Member  
Judicial

09.01.2018

Counsel for the appellant present and Mr. Muhammad Jan, alongwith Hameed ur Rahman, AD (Lit) for the respondents present. Counsel for the appellant submitted an application for amendment in the appeal. To come up for replication and arguments on the application as well as arguments on the main appeal on 08.03.2018 before D.B.



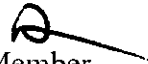
Member



Chairman

13.6.2016

Clerk to counsel for the appellant and Mr. Muhammad Jan, GP for respondents present. Rejoinder submitted which is placed on file. To come up for arguments on 14.11.2016.

  
Member

  
Member

14.11.2016

Counsel for the appellant and Mr. Hameedur Rahman, AD alongwith Assistant AG for the respondents present. Mr. Muhammad Aamir Nazir, learned Member (Judicial) is on leave therefore arguments could not be heard. To come up for final hearing on 07.3.2017 before D.B.

  
Chairman

07.03.2017

Counsel for the appellant and Mr. Usman Ghari, Sr.GP for respondents present. Counsel for the appellant requested for adjournment. To come up for arguments on 06.07 2017 before D.B.

  
(ASHFAQUE TAJ)  
MEMBER

  
(MUHAMMAD AAMIR NAZIR)  
MEMBER

31.07.2015

Appellant in person, M/S Khurshid Khan, SO and Javed Ahmed, Supdt. alongwith Addl: A.G for respondents present. Requested for adjournment. To come up for written reply/comments on 28.10.2015 before S.B.

  
Chairman

28.10.2015

Appellant in person, M/S Khurshid Khan, SO, Hameed-ur-Rehman, AD (lit.) ~~and~~ Muhammad Haroon, Litigation Officer alongwith Addl: A.G for respondents present. Written reply not submitted. Requested for further adjournment. Last opportunity granted. To come up for written reply/comments on 24.02.2016 before S.B.

  
Chairman

24.02.2016

Agent of counsel for the appellant, M/S Khurshid Khan, SO, Hameed-ur-Rehman, AD (lit.) and Javed Shah, Legal Advisor alongwith Addl: A.G for respondents present. Para-wise comments by respondents No. 1 and 2 submitted. The learned Addl: AG relies on the same on behalf of respondent No. 3. The appeal is assigned to D.B for rejoinder and final hearing for 13.6.2016.

  
Member

14.04.2015

Agent of counsel the appellant present. Requested for adjournment as counsel for the appellant is stated busy at Dar-ul-Qaza Swat. To come up for preliminary hearing on 28.4.2015 before S.B.

  
Chairman

28.04.2015

Agent of counsel for the appellant present. Counsel for the appellant is stated busy before Federal Shariat Court. Adjourned for preliminary hearing to 11.5.2015 before S.B.

  
Chairman

I

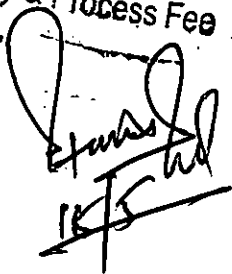
21 N. 01

71 - 1 - 1

11.05.2015

Counsel for the appellant present. Learned counsel for the appellant argued that the appellant was serving as TT in BPS-15 and his name was reflecting at S.No. 98 in the seniority list while the name of one Zawar Hussain reflecting in the seniority list at S.No.124 was promoted in preference to the appellant despite the fact that he was junior to appellant. That the appellant preferred service appeal No. 1487/2013 and that during the pendency of the same he was promoted as STT (BPS-16) on 18.04.2014 communicated to the appellant on 08.08.2014. That the appellant preferred departmental appeal on 11.11.2014 for effecting promotion from the date of his entitlement which was not responded and hence the instant service appeal on 31.03.2015.

Appellant Deposited  
Security & Process Fee

  
16/5

That the appellant has withdrawn the earlier service appeal and is entitled to promotion w.e.f. 28.05.2013 the date on which junior to appellant Zawar Hussain was promoted.

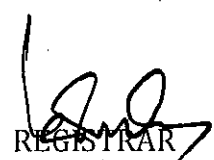

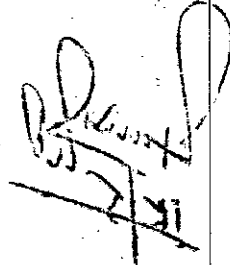
Points urged need consideration. Admit. Subject to deposit of security and process fee within 10 days, notices be issued to the respondents for written reply/comments for 31.07.2015 before S.B.

  
Chairman

Form- A  
FORM OF ORDER SHEET

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

Case No. 256/2015

S.No.	Date of order Proceedings	Order or other proceedings with signature of judge or Magistrate
1	2	3
1	31.03.2015	<p>The appeal of Mr. Hameed-ur-Rehman presented today by Mr. Khaled Rehman Advocate may be entered in the Institution register and put up to the Worthy Chairman for proper order.</p> <p> REGISTRAR</p>
2	3-4-15	<p>This case is entrusted to Bench <u>I</u> for preliminary hearing to be put up thereon <u>14-4-15</u>.</p> <p> CHAIRMAN</p> <p></p>

SCANNED  
KPST  
Peshawar

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Service Appeal No. 256 /2015

SCANNED  
KPST  
Peshawar

<p>Hameed-ur-Rahman</p> <p>.....Appellant</p>	<p>Versus</p>	<p>The Govt. of KPK &amp; others</p> <p>.....Respondents</p>
---	---------------	--

INDEX

S.No.	Description of Documents	Date	Annexure	Pages
1.	Memo of Service Appeal			1-4
2.	Credentials		A	5-7
3.	Appointment order	26.03.1998	B	0-8
4.	Notification/Rules	13.11.2012	C	9-24
5.	Notification/Rules	24.04.2013	D	25-28
6.	Seniority List		E	29-36
7.	Notification of promotion	28.05.2013	F	37-38
8.	Service Appeal No.1487/2013		G	39-42
9.	Impugned Notification	18.04.2014	H	43
10.	Order of this Hon'ble Tribunal	26.03.2015	I	44-45
11.	Departmental Representation		J	46
12.	Letter of verification	18.12.2012	K	47
13.	Wakalat Nama			

Appellant

Through

**Khaled Rahman**  
Advocate, Peshawar  
3-D, Haroon-Mansion  
Khyber Bazar, Peshawar  
Off: Tel: 091-2592458  
Cell # 0345-9337312

Dated: 31/3 /2015

## BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Service Appeal No. 256 /2015

Hameed-ur-Rahman,  
Senior Theology Teacher,  
GHS Ikram Pur, Mardan.....Appellant

K.W.P. Province  
Service Tribunal

Diary No. 282

Date 31-3-2015

Versus

1. The Govt. of Khyber Pakhtunkhwa through Secretary Elementary & Secondary Education, Civil Secretariat, Peshawar.
2. The Director, Elementary & Secondary Education, Khyber Pakhtunkhwa, Dabgari Garden, Peshawar.
3. The District Education Officer (Male) District Mardan. ....Respondents

SERVICE APPEAL UNDER SECTION 4 OF THE KHYBER PAKHTUNKHWA SERVICE TRIBUNALS ACT, 1974 AGAINST THE IMPUGNED NOTIFICATION DATED 18.04.2014 COMMUNICATED ON 08.08.2014 WHEREBY APPELLANT WAS THOUGH UPGRADED TO THE POST OF STT (BPS-16) BUT WITH IMMEDIATE EFFECT INSTEAD OF THE DUE DATE I.E. 28.05.2013 AGAINST WHICH APPELLANT PREFERRED DEPARTMENTAL REPRESENTATION TO THE APPELLATE AUTHORITY ON 11.11.2014 BUT THE SAME WAS NOT DISPOSED OF WITHIN THE STATUTORY PERIOD OF 90 DAYS.

18.04.2014  
31/3/15

Repleader  
The word upgraded  
is replaced with  
word 'promoted'  
vide order sheet  
dated 09.05.2015 in  
the heading as well  
as prayer in the  
this appeal.  
Cu  
9/05/15

PRAYER:

On acceptance of the instant appeal, the impugned Notification dated 18.04.2014 may graciously be modified by effecting the upgradation of the appellant w.e.f. the due date i.e. 28.05.2013 with all consequential back benefits.

\* promotion \*

Respectfully Sheweth,

Facts giving rise to the present appeal are as under:-

1. That appellant has qualified B.A from Allama Iqbal Open University, Islamabad as well as obtained Shahadat-ul-Alia and Shahadat-ul-Alamia from Wifaq-ul-Madaris (Credentials Annex:-A). He joined the Education Department as T.T. vide order dated 26.03.1998 (Annex:-B) and at the moment has rendered about 17 years unblemished service.
2. That as per the Notification dated 13.11.2012 (Annex:-C) as amended vide Notification dated 24.04.2013 (Annex:-D), 1/3<sup>rd</sup> of the total strength of T.T. i.e. 67 shall be promoted to BPS-16 on the basis of seniority-cum-fitness with at least five years service and having the qualification for initial recruitment or having Bachelor's degree or equivalent qualification with Shahadat-ul-Alia from a recognized Institution to be designated as Senior Theology Teacher.
3. That as per the Seniority List (Annex:-E) appellant is at Serial No.98 while one Mr. Zawar Hussain was at Serial No.124 and thus junior to the appellant but inspite of the same vide Notification dated 28.05.2013 (Annex:-F) he was promoted to the next higher grade while appellant was not considered for promotion.
4. That being aggrieved of the order ibid, appellant after the departmental Representation, preferred Service Appeal No.1487/2013 (Annex:-G) before



this Hon'ble Tribunal but during the pendency of the appeal vide impugned Notification dated 18.04.2014 (*Annex:-H*) communicated on 08.08.2014 ~~upgraded~~ promoted the appellant to the post of STT (BPS-16) but with immediate effect instead of the due date. The Service Appeal was then withdrawn with permission to file fresh one vide order dated 26.03.2015 (*Annex:-I*).

5. That being aggrieved of the impugned Notification *ibid*, appellant preferred a departmental Representation (*Annex:-J*) to the appellate authority on 11.11.2014 through proper channel but the same was not disposed of within the statutory period of 90 days, hence this appeal *inter-alia* on the following grounds:-

**Grounds:**

- A. That Respondents have not treated appellant in accordance with law, rules and policy on subject and acted in violation of Article 4 of the Constitution of Islamic Republic of Pakistan, 1973 and unlawfully issued the impugned Notification with immediate effect instead of the due date, which is unjust, unfair and hence not sustainable in the eye of law.
- B. That appellant in spite of his seniority and eligibility for promotion was not promoted and instead a junior person was promoted at his instance which deprived the appellant from his due right of promotion in due time, which has resulted

in serious miscarriage of justice.

- C. That the Sanad Shahadat-ul-Alia was referred for verification by Respondent No.3 to the concerned quarter which was duly verified and communicated to him vide letter received on 18.12.2012 (Annex:- K) but even then appellant was not considered for promotion to the next higher grade on due date.
- D. That the non-promotion of the appellant inspite of his eligibility and seniority was due to the lapse on the part of the Department and not attributable to the appellant, therefore, appellant cannot be made to suffer on account of any omission on the part of the Department. It is a settled law that nobody can suffer for acts of the public functionaries.
- E. That appellant would like to offer some other grounds during the course of arguments.

It is, therefore, humbly prayed that the instant appeal may graciously be accepted as prayed for above.

Any other relief as deemed appropriate in the circumstances of case not specifically asked for, may also be granted to appellant.

Through

  
Appellant

Khaled Rahman,  
Advocate, Peshawar

Dated: 31 / 3 / 2015

Better Copy

Annex "C"

GOVERNMENT OF THE KHYBER PAKHTUNKHWA  
ELEMENTARY AND SECONDARY EDUCATION DEPARTMENT

NOTIFICATION

Peshawar, dated November 13, 2012

No.SO(PE)4-5/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 the 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 Appendix attached therewith.

Sd/-

SECRETARY TO GOVERNMENT OF KHYBER PAKHTUNKHWA  
ELEMENTARY AND SECONDARY EDUCATION DEPARTMENT

Ends: 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.

Attested to be  
True Copy

ATTESTED

9

GOVERNMENT OF THE KHYBER PAKHTUNKHWA  
ELEMENTARY AND SECONDARY EDUCATION DEPARTMENT.



NOTIFICATION

Peshawar, dated the November 13, 2012.

No. SO(PE)4-5/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.
8. Copy to Maigan Ustazan KPK

RECEIVED

Received

Attested to be True Copy

→ Better Copy

10

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 (E&S) E&SE Department.
12. All District Coordination Officers in Khyber Pakhtunkhwa.
13. All Executive District Officer 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.

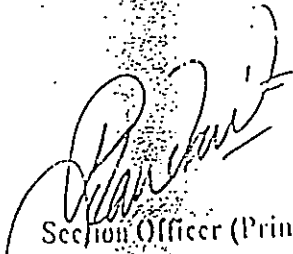
Sd/-  
Section Officer (Primary)

Attested to be  
True Copy

ATTESTED

10

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)

Attested to be  
True Copy

  
ATTESTED

11

3

APPENDIX

S.No.	Nomenclature of the post.	Minimum qualification and experience for initial appointment or by transfer.	Age limit.	Method of recruitment.
1.	Secondary School Teacher (BPS-16)	(i) Seven 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 per cent 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 (Commerce and 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;

ATTESTED

Attested to be True Copy

				<p>(iv) one per cent from amongst the _____ Material Specialists with at least 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).

*[Signature]*  
**ATTESTED**

**Attested to be True Copy**



12

~~13~~

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

Attested to be True Copy

3

Better Copy

13

5.	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 Certified Teacher (SCT) (Home Economics) (BPS-16)			By promotion, on the basis of seniority-cum-fitness, from amongst Certified Teachers (Home Economics), with at least five years service as such and having qualification as prescribed for initial recruitment of Certified Teacher (Home 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.

ATTESTED

Attested to be  
True Copy

Industrial Arts)  
(BPS-16)

13

5

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

ATTESTED

ATTESTED

Attested to be  
True Copy

Better Copy

10.	Arabic Teacher (AT) (BPS-15).	(i) Second Class Secondary School Certificate, from a recognized Board with Shahadatul Alamia Fil Uloomul Arabia wal Islamia from a recognized Tanzimatul Wafaqul Madaris; or Darul Uloom Saidu Sharif Swat, Darul Uloom Charbagh Swat, Darul Uloom Chitral, Darul Uloom Darosh Chital 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  <div style="text-align: center; border: 1px solid black; border-radius: 50%; width: 40px; height: 40px; margin: 0 auto; display: flex; align-items: center; justify-content: center;">14</div>
11.	Theology Teacher (TT) (BPS-15).	(iii) Second Class Secondary School Certificate, from a recognized Board with Shahadatul Alamia from a recognized Tanzimatul Wafaqul Madaris; or Darul Uloom Saidu Sharif Swat, Darul Uloom Charbagh Swat, Darul Uloom Chitral, Darul Uloom Darosh Chital and any other Government run Darul Uloom, as notified by the Government from time to time; or  (iv) Second Class Master's Degree in Islamiyat 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:  Note: 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 as 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

~~ATTACHED~~

Attached to be  
True Copy

14

11. Theology Lecturer (21) (BPS-151)	(i) Second Class Secondary School Certificate, from a recognized Board with Shahdadi Alimul Uloomul Arabia wal Islamia from a recognized Tanzimatul Waifaqul Madaris or Darul Uloom Saidu Sharh Swil, Darul Uloom Chirbagh Swat, Darul Uloom Chirah, Darul Uloom Darosh Chirah 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
12. Senior Qari (BPS-151)	(i) Second Class Secondary School Certificate, from a recognized Board with Shahdadi Alimul Uloomul Arabia wal Islamia from a recognized Tanzimatul Waifaqul Madaris or Darul Uloom Saidu Sharh Swat, Darul Uloom Chirbagh Swat, Darul Uloom Chirah, Darul Uloom Darosh Chirah and any other Government run Darul Uloom, as notified by the Government from time to time; or (ii) Second Class Master's Degree in Islamic Studies from a recognized University.	18 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 Qaris, with at least five years service and having qualification prescribed for initial recruitment of Theology Teachers.  Note: In case of non availability of suitable person for promotion, then by initial recruitment.  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-151)	Bachelor's Degree or equivalent qualification from a recognized University with Certified Teacher	18 to 35 years.	(a) Forty per cent by initial recruitment;


~~ATTENDED~~

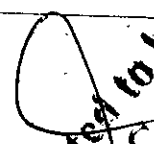
Attested to be True Copy

Better Copy

15

		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)	(i) Bachelor's Degree from a recognized University with two years training in the relevant technical subjects from any Government Industrial or Govt. Technical Vocational Institute; or  (ii) Bachelor's Degree from a recognized	18 to 35 Years	(a) Forty per cent by initial recruitment; and  (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

  
**ATTESTED**

  
**Attested to be True Copy**

15

	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 year service and having qualification prescribed for initial recruitment of Certified Teacher (General).
Certified Teacher (Industrial Arts) (BPS-15).	(i) Bachelor's Degree from a recognized University with two years training in the relevant technical subjects from any Government Industrial or Govt. Technical Vocational Institute or Center; or  (b) Bachelor's Degree from a recognized	18 to 33 years.	<u>Note:</u> In case of non availability of suitable person for promotion, then by initial recruitment. (a) Forty per cent by initial recruitment; and (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

Attested to be True Copy

ATTESTED

		University with nine months training from any Government Agro Technical Teacher Training Center of the Level of Certified Teacher, Agro technical (Industrial Arts).		(Industrial Arts).  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).  Note: In case of non availability of suitable person for promotion, then by initial recruitment.
15.	Certified Teacher (Agriculture) (BPS-15)	(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); or  (ii) Bachelor's Degree with Agriculture as one of the subject, from a recognized University ; or  (iii) Bachelor's Degree from a recognized	18 to 35 Years	(a) Forty per cent by initial recruitment; and  (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 (Agriculture):  Provided that if no suitable candidate is available amongst the

ATTESTED

Attested to be True Copy



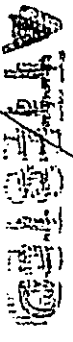
16

8

<p>15. 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); or</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>(Industrial Arts):</p> <p>Provided that if no suitable candidate is available amongst the Primary School Head Teachers or 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>Note: In case of non availability of suitable person for promotion, then by initial recruitment.</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 and having qualification prescribed for initial recruitment of Certified Teacher (Agriculture);</p> <p>Provided that if no suitable candidate is available amongst the</p>
--	---	------------------------	--

University with nine months training from any Government Agro Technical Teacher Training Center of the Level of Certified Teacher, Agro technical (Industrial Arts).

Attested to be True Copy



		University with nine months training from any Government Agro. Technical Teacher Training Center of the Level of Certified Teacher, Agro technical (Agriculture).		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 (Agriculture).
16.	Certified Teacher (Home Economics) (BPS-15)	<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 from a recognized University with nine months training from Government Agro Technical Teacher Training Center of the Level of the Certified Teacher, Agro technical (Home Economics); or.</p> <p>(iv) Bachelor's Degree from a recognized</p>	18 to 35 Years	<p>Note: In case of non availability of suitable person for promotion, then by initial recruitment.</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>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</p>

Attested to be True Copy

ATTESTED

any Government Agro Technical Teacher Training Center of the Level of Certified Teacher, Agro technical (Agriculture).

17

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).

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

16. Certified Teacher (Home Economics) SPS-151.	<ul style="list-style-type: none"> <li>(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</li> <li>(ii) Certified Teacher Certificate with Home Economics, as one of the subjects, from any Government Training school or college with Bachelor's Degree; or</li> <li>(iii) Bachelor's Degree from a recognized University with nine months training from Government Agro Technical Teacher Training Center of the level of the Certified Teacher Agro Technical (Home Economics); or</li> <li>(iv) Bachelor's Degree, from a recognized</li> </ul>	18 to 35 years.
--	---	-----------------

- (a) Forty per cent by Initial recruitment; and
  - (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);
- 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 o

Attested to be True Copy

ATTESTED

		University with one year vocational training from any Government training centre or Institute with nine months training from Government-Agro Technical Teacher Training Center of the Level of Certified Teacher, Agro technical (Home Economics);		Certified Teacher (Home Economics): Note: In case of non availability of suitable person for promotion, then by initial recruitment.
17.	Drawing Master (BPS-15)	Bachelor's Degree from a recognized University with one year Drawing Master (DM) course Certificate.	18 to 35 Years	(a) Eighty per cent by initial recruitment; and (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.  Provided that if no suitable candidate is available for promotion, then 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.  Note: In case of non-availability of suitable candidate for promotion, then by initial recruitment.

~~ATTESTED~~

Attested to be True Copy

18

		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).		Certified Teacher (Home Economics). <u>Note:</u> In case of non availability of suitable person for promotion, then by initial recruitment.
17.	Drawing Master (BPS-15).	Bachelor's Degree from a recognized University with one year Drawing Master (DM) course Certificate.	18 to 35 years.	(a) Eighty per cent by initial recruitment; and  (b) twenty per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Primary School Hec Teachers with at least five years service and having qualification prescribed for initial recruitment of Drawing Master.  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.  <u>Note:</u> In case of non-availability of suitable candidate for promotion, then by initial recruitment.

ATTACHED

Attested to be True Copy

Better Copy

13

18.	Physical Education Teacher (BPS-15)	Bachelor's Degree from a recognized University with one year Junior Diploma in Physical Education course or any equivalency or other equivalent qualification.	18 to 35 Years	(a) Eighty per cent by initial recruitment; and (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.  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.  Note: In case of non-availability of suitable candidate for promotion, then by initial recruitment.
19.	Primary School Head Teacher (PSHT) (BPS-15)			By promotion, on the basis of seniority-cum-fitness, from amongst Senior Primary School Teachers with at least ten years service and having qualification prescribed for initial recruitment of Primary School Teacher.
20.	Senior Primary School Teacher (BPS-14)			By promotion, on the basis of seniority-cum-fitness, from amongst Primary School Teachers

ATTESTED

Attested to be True Copy

18

11

18. Physical Education Teacher (PPS-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.	(a) Eighty per cent by initial recruitment; at (b) twenty per cent by promotion, on the basis of seniority-cum-fitness, from amongst the Primary School He Teachers with at least five years service and having qualification prescribed for initial recruitment of Physical Education Teacher.
19. Primary School Head Teacher (PSHT) (PPS-15)	<b>ATTACHED</b>		<p>Note: In case of non-availability of suitable candidate for promotion, then by initial recruitment.</p> <p>By promotion, on the basis of seniority-cum fitness, from amongst Senior Primary School Teachers with at least ten years service and having qualification prescribed for initial recruitment of Primary School Teacher.</p>
20. Senior Primary School Teacher (SPS-14)			

Attested to be True Copy

Better Copy

20

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	with at least five years service as such and having qualification prescribed for initial recruitment of Primary School Teacher. By initial recruitment on merit at Union Council level; provided that if no suitable candidate 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.

~~ATTESTED~~

Attested to be True Copy



20

21. Primary School Teacher (Urs-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.  (iii) Intermediate with Hifz-e-Quran and Qiraat Saad from a recognized Institution.	18 to 35 years	With at least five years service as such having qualification prescribed for recruitment of Primary School Teacher.  By initial recruitment on merit at Union Council level; provided that if no suitable candidate within the Union Council is available then if the adjacent Union Councils on merit.
22. (Urs-12)	Intermediate with Hifz-e-Quran and Qiraat Saad from a recognized Institution.	18 to 35 years	By initial recruitment.

ATTENDED

Attested to be True Copy

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/Shahadatul Alamia Fil Uloomul Arabia wal Islamia from a recognized Tanzimatul Wafaqul Madaris	Marks obtained X 20/total marks =
Other MA/M.Sc/M.Ed/MA Edu	Marks obtained X 15/total marks =
MPhil/PhD	Marks = 05

Theology Teacher

<u>Category of 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 =
MA/M.Sc/M.Ed/MA Edu	Marks obtained X 20/total marks =
M.A Islamiat/Shahadatul Alamia Fil Uloomul Arabia wal Islamia from a recognized Tanzimatul Wafaqul Madaris	Marks obtained X 15/total marks =
MPhil/PhD	Marks = 05

Attested to be True Copy

Signature

21

SCHEDULE

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

Arabic Teacher

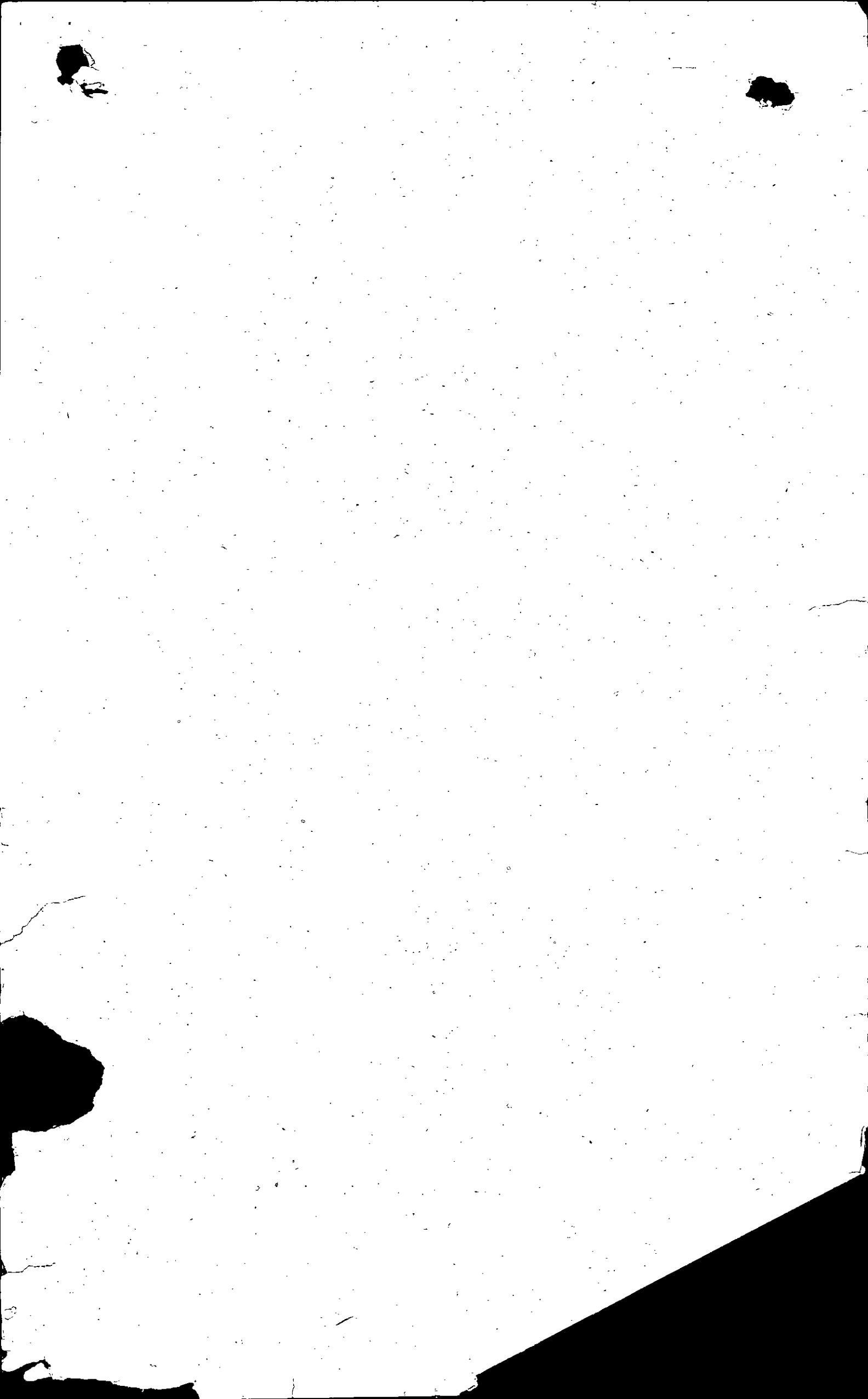
Educational Qualification	Total Marks: 100
SSC	Marks obtained X 20 / total marks =
HSSC	Marks obtained X 20 / total marks =
B.A/B.Sc.	Marks obtained X 20 / total marks =
B.A Arabic / Shahadat Alania Fil Uloomul Arabia wal Islamia from a recognized Tanzimatul Wafaqul Madaris	Marks obtained X 20 / total marks =
Other M.A/M.Sc/M.Ed/MA Edu	Marks obtained X 15 / total marks =
M.Phil/P.D	Marks = 05

Theology Teacher

Category of Qualification	Total Marks 100
SSC	Marks obtained X 20 / total marks =
HSSC	Marks obtained X 20 / total marks =
B.A/B.Sc.	Marks obtained X 20 / total marks =
M.A/M.Sc/M.Ed/MA Edu	Marks obtained X 20 / total marks =
M.A Islamia / Shahadat Alania Fil Uloomul Arabia wal Islamia from a recognized Tanzimatul Wafaqul Madaris	Marks obtained X 15 / total marks =
M.Phil/P.D	Marks = 05

Attested to be True Copy

ATTESTED



Oari/Oaria

Category of Qualification	Total Marks 100
SSC	Marks obtained X 20/total marks =
Oari 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/M.Sc/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 For Humanities group of Intermediate/Graduation Level.	For Candidate of Science group
SSC	Marks obtained X 20/total marks =	5 Extra marks for FSc, 5 Extra marks for BSc and 5 Extra marks for MSc 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 =	
CT Certificate/Diploma in Education /ADE	Marks obtained X 20/total marks =	
MA/M.Sc/M.Ed/MA Edu	Marks obtained X 15/total marks =	
MPhil/PhD	Marks = 05	

Attested to be True Copy

ATTESTED

22

Particulars

Category of Qualification	Total Marks 100
SSC	Marks obtained X 20 / total marks =
Open School / Open recognized Institution	Marks obtained X 20 / total marks =
HSSC	Marks obtained X 20 / total marks =
R-1/SSC	Marks obtained X 20 / total marks =
MAJHS/TE/MA/PAE	Marks obtained X 15 / total marks =
MPH/PPAD	Marks = 02

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

Category of Qualification	Total Marks 100 For Humanities Group of Intermediate/Combination Level	Per Candidate of Another group
SSC	Marks obtained X 20 / total marks =	<p>Information regarding the marks of the candidates for the above group will be available in the year 2018-19. The marks for the candidates for the above group will be available in the year 2018-19. The marks for the candidates for the above group will be available in the year 2018-19.</p>
HSSC	Marks obtained X 20 / total marks =	
R-1/SSC	Marks obtained X 20 / total marks =	
CT Certificate / Diploma in Education	Marks obtained X 20 / total marks =	
MAJHS/TE/MA/PAE	Marks obtained X 15 / total marks =	
MPH/PPAD	Marks = 05	

**ATTESTED**

Attested to be  
True Copy

23

Netter Copy

Teaching 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 BSc and 5 Extra marks for MSc 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/M.Sc/M.Ed/MA Edu	Marks obtained X 15/total marks =	
MPhil/PhD	Marks = 05	

Physical Education Teacher

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 BSc and 5 Extra marks for MSc 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 =	
JDPE or Equivalent Certificate	Marks obtained X 20/total marks =	
MA/M.Sc/M.Ed/MA Edu	Marks obtained X 15/total marks =	
MPhil/PhD	Marks = 05	

Attested to be True Copy

ATTESTED

Better Copy

Primary School Teacher

24

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

Attested to be True Copy

Other conditions:-

1. The concerned Appointing Authority will scrutinize and verify the documents and make the appointment as per prescribed rule and the will get the documents verified after the issuance of appointment orders within shortest possible time, not exceeding ninety (90) days.
2. The merit list prepared by the concerned appointing authority shall be displayed for ten days to receive the objections/appeals, if any, and shall issue the final merit list after making necessary corrections while addressing the observations/objections/appeals, followed by requisite appointment orders.
3. In case a document(s) is/are found fake/forged/bogus upon scrutiny/verification, the service of the teacher concerned shall be terminated and the amount paid to him as salary shall be recovered from him and an FIR shall be lodged against him on account of forgery/fraud under the relevant law.
4. Deni Asnad from recognized Tanzeemat-ul-Wafaqul Madaris, 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 will be acceptable for the purpose of appointment against the posts of Arabic Teachers or Theology Teachers, as the case may be

ATTESTED



*[Handwritten Signature]*

24

Private School Teacher

Category of Qualification	Total Marks 100 For Humanities group at Intermediate Level	For Candidate of Science group
SSC	Marks obtained X 20 / total marks =	5 Extra marks for PSE, 5 Extra marks for A.Sc and 5 Extra marks for M.Sc will be added to the total score obtained by a candidate for the examination
HSSC	Marks obtained X 10 / total marks =	
B.A/B.Sc	Marks obtained X 20 / total marks =	
PST Certificate/Diploma in Education/A.D.E.	Marks obtained X 20 / total marks =	
LL.B/B.Sc/LL.B/LL.M/LL.Edu	Marks obtained X 20 / total marks =	
UNIVERSITY	Marks = 05	

Other conditions:

- The concerned Assessing Authority will scrutinize and verify the documents and make the appointment as per prescribed rule and order of the Government verified after the issuance of appointment orders within shortest possible time, not exceeding ninety (90) days.
- The merit list prepared by the concerned appointing authority shall be displayed for ten days to receive the objections/queries. If any, and shall issue the final merit list after making necessary corrections while addressing the objections/queries, followed by requisite appointment order.
- In case a document(s) is/are found falsified/forged/ bogus upon scrutiny/verification, the service of the teacher concerned shall be terminated and the award paid to him or salary shall be recovered from him and on FIR shall be lodged against him on account of forgery/fraud under the relevant law.
- Event Award from recognized Treatment-ill-Itfaqat Madaris, Darul Uloom Saliha Sharif Swat, Darul Uloom Chardagh Swat, Darul Uloom Ghosia, Darul Uloom Darooh Ghosia and any other Government run Darul Uloom, as notified by the Government from time to time will be given 10% for the purpose of appointment against the posts of Amble Teachers or Theology Teachers, as the case may be.

**ADMITTED**

Attested to be  
True Copy

60

Amir D. 25

DEO (F)

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

**NOTIFICATION**

*Peshawar, dated the April 24, 2013.*

No. SO(PE)4-5/SSRC/Meeting/2013/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, 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 amendments shall be made, namely:

**AMENDMENTS**

In the Appendix,-

- (i) against Sr. No. 2, in column No. 5, for the existing entry, the following shall be substituted, namely:

"By promotion, on the basis of seniority-cum-fitness, from amongst the Arabic Teachers, with at least five years service as such and having qualification as prescribed for initial recruitment of Arabic Teacher or having Bachelor's Degree or equivalent qualification from a recognized University with *Sa'adah Alim Fii Ulloomul Arabia wal Islamia* from *Tanzim-ul-Wafa'iqul Madaris* / *Madaris* recognized by Higher Education Commission or *Darul Uloom Sudda 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, as the case may be."

Attested to be True Copy

ATTESTED

Secretary, Government of the Khyber Pakhtunkhwa  
Elementary and Secondary Education Department  
Peshawar

0

26

(ii) against Sr. No. 3, in column No. 5, for the existing entry, the following shall be substituted, namely:

"By promotion, on the basis of seniority-cum-fitness, from amongst the Theology Teachers, with at least five years service as such and having qualification as prescribed for initial recruitment of Theology Teacher or having Bachelor's Degree or equivalent qualification from a recognized University with Shahdatul Alia Fil Uloomul Arabia wal Islamia from Tanzimuzal Wafaqul Madaris / Madaris recognized by Higher Education Commission 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, as the case may be."

(iii) against Sr. No. 4, for the existing entries, the following shall be substituted, namely:

1.	2.	3.	4.	5.
4.	Senior Certified Teacher (SCT) (BFS-15).			By promotion, on the basis of seniority-cum-fitness, from amongst the Certified Teacher (General), Certified Teacher (Industrial Arts), Certified Teacher (Agriculture) and Certified Teacher (Home Economics) of the concerned districts with at least five years service as such and having qualification as prescribed for initial recruitment of Certified Teacher (General), Certified Teacher (Industrial Arts), Certified Teacher (Agriculture), Certified Teacher (Home Economics) having qualification of B.Ed / MA Education / B.S. Ed or equivalent qualification from recognized University or Institution, as the case may be."

(iv) against serial No. 5, 6 and 8 the existing entries shall respectively be deleted:

Attested to be True Copy

ATTESTED

Secretary  
Education  
Government of Punjab

27

- (v) serial No. 7, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21 and 22 shall be renumbered as serial No. 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18 and 19;
- (vi) against serial No. 6, as so renumbered, in column No. 5, for the existing entry, the following shall be substituted, namely:

"By promotion, on the basis of seniority-cum-fitness, from amongst the Physical Education Teachers, with at least five years service as such and having qualification as prescribed for initial recruitment of Physical Education Teacher or having Bachelor's Degree or equivalent qualification from a recognized University with Senior Diploma in physical Education/Diploma in physical Education/B P.Ed. or equivalent qualification from recognized University or Institution, as the case may be."

- (vii) against serial No. 9, as so amended, in column No. 5, for the existing entry, the following shall be substituted, namely:

"By promotion, on the basis of seniority-cum-fitness, from amongst the Qaris, with at least five years service as such and having qualification prescribed for initial recruitment of Qari or having Intermediate with Qirat Sanad from a recognized Board/Institution, as the case may be."

- (viii) against serial No. 16, as so amended, in column No. 5, for the existing entry, the following shall be substituted, namely:

"By promotion, on the basis of seniority-cum-fitness, from amongst the Senior Primary School Teachers with at least ten years service as Senior Primary School Teacher and Primary School Teacher."; and

- (ix) against serial No. 17, as so amended, in column No. 5, for the existing entry, the following shall be substituted, namely:

"By promotion, on the basis of seniority-cum-fitness, from amongst the Primary School Teachers with at least five years service as such and having qualification prescribed for initial recruitment of Primary School Teacher or having qualification of CT/B.Ed /MA Education Honour /B Ed or equivalent qualification from recognized University or Institution, as the case may be."

Attested to be True Copy

ATTESTED

28

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

Endst : of even No & date:

Attested to be  
True Copy

1. The Secretary to Government of Khyber Pakhtunkhwa, Establishment and 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 Khyber Pakhtunkhwa, Public Service Commission Peshawar.
5. The Accountant General Khyber Pakhtunkhwa Peshawar.
6. The Director, Elementary and Secondary Education Department Khyber Pakhtunkhwa Peshawar.
7. The Director of Education (FATA) Peshawar.
8. The Director, Curriculum and Teacher Education Khyber Pakhtunkhwa Abbottabad.
9. The Director, (PTE) Khyber Pakhtunkhwa Peshawar.
10. The Director, ESRU Elementary and Secondary Education Department Khyber Pakhtunkhwa Peshawar.
11. The Deputy Director, EMIS (S&SE) Department Khyber Pakhtunkhwa Peshawar.
12. Manager Government Printing Press Khyber Pakhtunkhwa Peshawar.
13. All District Education Officers (M&F) in Khyber Pakhtunkhwa.
14. All District Account Officers in Khyber Pakhtunkhwa.
15. All Agency Education Officers in FATA
16. All Agency Account Officers in FATA.
17. PS to Governor Khyber Pakhtunkhwa. Peshawar.
18. PS to Chief Minister Khyber Pakhtunkhwa. Peshawar.
19. PS to Chief Secretary Khyber Pakhtunkhwa. Peshawar.
20. PS to Minister E&SE Khyber Pakhtunkhwa. Peshawar.
21. PS to Secretary E&SE Khyber Pakhtunkhwa. Peshawar.
22. Master file

ATTESTED

(H) AS MLD  
SECTION ( ) (R) (PRIMARY)

SECRETARY TO GOVERNMENT OF THE KHYBER PAKHTUNKHWA

OFFICE OF THE EXECUTIVE DISTRICT ELEMENTARY & SECONDARY EDUCATION

General Seniority List of TT Teachers (Male) District Mardan

S. No.	Seniority No.	Name with Academic & Professional Qualification	Father's Name	BPS Post Held	Date of Birth	Domicile	Date of 1st entry into Govt. service	Date of Appointment on the present post	Place of posting	TT Passing / App/Transf er Date	Remarks		
28	28	Amin ul Haq	Sanad	Abdul Haq	TT 07	09/06/1959	Mardan	10/12/1986	10/12/1986	GMS Anar Baig	10/12/1986		
29	29	Habib Muhammad	BA	Aalmia	Fateh Muhammad	TT 14	01/01/1956	Mardan	15/11/1987	15/11/1987	GMS Farsh Chichar	15/11/1987	
30	30	Irfanullah	MA	Aalmia, B Ed	Abdur Rahim	TT 14	01/04/1956	Mardan	16/11/1987	16/11/1987	GHSS Bachdada	16/11/1987	
31	31	Abdul Khair	FA	Aalmia	Abdur Raziq	TT 14	15/02/1967	Mardan	16/11/1987	16/11/1987	GMS Lund Khwar	16/11/1987	
32	32	Aminur Rahman	SSC		Badshah Gul	TT 07	20/09/1967	Mardan	24/10/1988	24/10/1988	GHSS Takht Bhai	24/10/1988	
33	33	Muhammad Burhan	MA	Aalmia	Gul Muhammad	TT 09	15/03/1965	Mardan	31/10/1988	31/10/1988	GHS Mazdoorabad T Bhai	31/10/1988	
34	34	Abdur Rehman	SSC	Sanad	Syed Abdul Wadood	TT 07	04/05/1962	Mardan	01/11/1988	01/11/1988	GMS Cham Dheri	01/11/1988	
35	35	Muhammad Tariq	SSC		Abdul Ghani	TT 07	18/03/1960	Mardan	01/12/1988	01/12/1988	GHS Mahabat Abad	01/12/1988	
36	36	Ihsan ulah	FA	Sanad	Ghulam Rabbani	TT 07	10/04/1968	Mardan	28/10/1989	28/10/1989	GHS Gaddar	28/10/1989	
37	37	Muhammad Yousaf	FA	Aalmia	Musa Jan	TT 07	01/05/1961	Mardan	30/10/1989	30/10/1989	GHS Fatima	30/10/1989	
38	38	Rahmat Jan	SSC	Sanad Farogh	Alam Jan	TT 07	07/06/1965	Mardan	07/11/1989	07/11/1989	GHS Moh Landaki	07/11/1989	
39	39	Muhammad Ishfaq	SSC	Sanad	Aziz ur Rehman	TT 14	11/02/1968	Mardan	21/11/1985	01/02/1990	GMS Bazar Rustam	01/02/1990	IDT
40	40	Muhammad Qasim	SSC	Aalmia	Ghulam Muhammad	TT 14	10/01/1962	Mardan	10/03/1990	10/03/1990	GMS Janca	10/03/1990	
41	41	Muhammad Pervez	D Com	Sanad	Abdul Matim	TT 07	19/07/1955	Mardan	04/03/1987	15/04/1990	GHS Chamrang	15/04/1990	
42	42	Sadiq Ahmad	FA	Sanad	Adul Hameed	TT 07	30/03/1966	Mardan	30/04/1990	30/04/1990	GHS Faram Koroonia	30/04/1990	
43	43	Ahmad Saeed	MA	Aalia	Muhammad Saeed	TT 07	25/12/1964	Mardan	16/11/1997	12/03/1991	GHS Cas m Toru	12/03/1991	
44	44	Fateh Khan	MA	Aalmia	Alam Khan	TT 07	10/03/1958	Mardan	02/05/1968	07/09/1991	GHS Shamsad Abad Tor	07/09/1991	
45	45	Sanobar Khan		Sanad	Amir Shah	TT	02/05/1958	Charsadda	31/05/1965	26/01/1992	GMS Dato Baba	26/01/1992	IDT
46	46	Jehangir Khan	FA	Aalia	Usman Uddin	TT 14	01/01/1957	Mardan	01/03/1992	01/03/1992	GHS Jehangir Abad	01/03/1992	
47	47	Fazl Karen	FA	Sanad	Muhammad Akram	TT 09	15/03/1955	Mardan	08/12/1988	28/03/1992	GMS Mala Dheri	28/03/1992	
48	48	Muhammad Saadiq	BA	Sanad Farogh	Gul Rahim	TT 07	01/03/1955	Mardan	01/04/1992	01/04/1992	GHS Kharabad	01/04/1992	
49	49	Arsala Khan	MA	Aalmia	Gul Mula Khan	TT 14	03/03/1955	Mardan	01/04/1992	01/04/1992	GMS Charach D.n Kili	01/04/1992	
50	50	Abdus Samad		Sanad Farogh	Shafiq Haq	TT 07	01/07/1957	Mardan	01/04/1992	01/04/1992	GMS Bazam	01/04/1992	
51	51	Muhammad Rafig	FA	O. Nizami	Mewa D.n	TT 09	11/05/1972	Mardan	02/04/1992	02/04/1992	GMS Bachdada	02/04/1992	
52	52	Muhammad Sayyar	MA	Khassab, CT	Shamsheer Ali	TT 07	09/03/1970	Mardan	12/04/1992	12/04/1992	GHS Jatal Garhi	12/04/1992	
53	53	Muhammad	MA	Sanad Farogh	Rochan Shah	TT 09	12/02/1971	Mardan	30/04/1992	30/04/1992	GHS Bokeri Gunj No.1	30/04/1992	
54	54	Muhammad	BA	Aalia	Ambali Khan	TT 09	01/01/1957	Mardan	01/05/1992	01/05/1992	GHS Bazar Banda	01/05/1992	

Attested to be True Copy

*[Handwritten Signature]*

ATTENDED



OFFICE OF THE EXECUTIVE DISTRICT ELEMENTARY & SECONDARY EDUCATION MARDAN

General Seniority List of TT Teachers (Male) District Mardan

30

S. No.	Seniority No.	Name with Academic & Professional Qualification	Father's Name	BPS Post Held	Date of Birth	Domicile	Date of 1st entry into Govt. service	Date of Appointment on the present post	Place of posting	TT Passing / App/Transf. Date	Remarks
28	28	Amin ul Haq	Sanad	Abdul Haq	TT 07	09/06/1959	Mardan	10/12/1986	10/12/1986	GMS Anar Baiq	10/12/1986
29	29	Habib Muhammad	EA Aalmia	Fateh Muhammad	TT 14	01/01/1956	Mardan	15/11/1987	15/11/1987	GMS Farsh Chichar	15/11/1987
30	30	Irfanullah	MA Aalmia, B Ed	Abdur Rahim	TT 14	01/04/1966	Mardan	16/11/1987	16/11/1987	GHSS Bakhada	16/11/1987
31	31	Abdul Khaliq	FA Aalmia	Abdur Raziq	TT 14	15/02/1967	Mardan	16/11/1987	16/11/1987	GMS Lund Khwar	16/11/1987
32	32	Amirur Rahman	SSC	Badshah Gul	TT 07	20/09/1967	Mardan	24/10/1988	24/10/1988	GHSS Takhi Bhai	24/10/1988
33	33	Muhammad Ruman	MA Aalmia	Gul Muhammad	TT 09	15/03/1965	Mardan	31/10/1988	31/10/1988	GHS Mazdoorabad T Bha	31/10/1988
34	34	Abdur Rehman	SSC Sanad	Syed Abdul Wadood	TT 07	04/05/1962	Mardan	01/11/1988	01/11/1988	GMS Cham Dheri	01/11/1988
35	35	Muhammad Tang	SSC	Abdul Ghani	TT 07	18/03/1960	Mardan	01/12/1988	01/12/1988	GHS Mahabal Abad	01/12/1988
36	36	Insan ulah	FA Sanad	Ghulam Rabbani	TT 07	10/04/1968	Mardan	28/10/1989	28/10/1989	GHS Gaddar	28/10/1989
37	37	Muhammad Yousaf	FA Aalmia	Musa Jan	TT 07	01/06/1961	Mardan	30/10/1989	30/10/1989	GHS Fakra	30/10/1989
38	38	Rahmat Jan	SSC Sanad Farogh	Alam Jan	TT 07	07/06/1965	Mardan	07/11/1989	07/11/1989	GHS Hob Landaji	07/11/1989
39	39	Muhammad Ishaq	SSC Sanad	Aziz ur Rehman	TT 14	11/02/1968	Mardan	21/11/1985	01/02/1990	GMS Bazar Rustam	01/02/1990
40	40	Muhammad Oasim	SSC Aalmia	Ghulam Muhammad	TT 14	10/01/1962	Mardan	10/03/1990	10/03/1990	GMS Janca	10/03/1990
41	41	Muhammad Pervez	D Com Sanad	Abdul Hakim	TT 07	19/07/1955	Mardan	04/03/1997	15/04/1990	GMS Chamrang	15/04/1990
42	42	Sadiq Ahmad	FA Sanad	Adul Hameed	TT 07	30/03/1966	Mardan	30/04/1990	30/04/1990	GHS Faram Koroon	30/04/1990
43	43	Ahmad Saeed	MA Aalia	Muhammad Saeed	TT 07	25/12/1964	Mardan	16/11/1987	12/03/1991	GHS Oas m Toru	12/03/1991
44	44	Fateh Khan	MA Aalmia	Alam Khan	TT 07	10/03/1958	Mardan	03/05/1988	07/09/1991	GHS Shamsad Abad Tor	07/09/1991
45	45	Sanober Khan	Sanad	Amir Shah	TT	02/05/1958	Charsada	31/05/1955	26/01/1992	GMS Dako Baba	26/01/1992
46	46	Jehangir Khan	FA Aalia	Usman Uddin	TT 14	01/01/1967	Mardan	01/03/1992	01/03/1992	GHS Jehangir Abad	01/03/1992
47	47	Fazl Karim	FA Sanad	Muhammad Akram	TT 09	15/03/1965	Mardan	08/12/1988	28/02/1992	GMS Mala Dheri	28/02/1992
48	48	Muhammad Sadiq	EA Sanad Farogh	Gul Rahim	TT 07	01/03/1965	Mardan	01/04/1992	01/04/1992	GHS Khara bad	01/04/1992
49	49	Arsala Khan	MA Aalmia	Gul Mula Khan	TT 14	03/03/1955	Mardan	01/04/1992	01/04/1992	GMS Charach D n Kuz	01/04/1992
50	50	Abdus Samad	Sanad Farogh	Shafiq Haq	TT 07	01/07/1967	Mardan	01/04/1992	01/04/1992	GMS Bazar	01/04/1992
51	51	Muhammad Rafiq	FA D Nizami	Mewa Din	TT 09	11/05/1972	Mardan	02/04/1992	02/04/1992	GMS Bakhada	02/04/1992
52	52	Muhammad Sayyar	MA Khassa, CT	Shamsheer Ali	TT 07	03/03/1970	Mardan	12/04/1992	12/04/1992	GHS Jamal Garbi	12/04/1992
53	53	Masood Akhtar	MA Sanad Farogh	Roshan Shah	TT 09	12/02/1971	Mardan	30/04/1992	30/04/1992	GHS Boker Guni Ho 1	30/04/1992
54	54	Sadi Khan	EA Aalia	Ambali Khan	TT 09	01/01/1957	Mardan	01/05/1992	01/05/1992	GHS Badar Bara	01/05/1992

Attested to be True Copy

ATTESTED



OFFICE OF THE EXECUTIVE DISTRICT ELEMENTARY & SECONDARY EDUCATION MARDAN

General Seniority List of TT Teachers (Male) District Mardan

31

Sl. No.	Seniority No.	Name with Academic & Professional Qualification	Father's Name	SPS Post Held	Date of Birth	Domicile	Date of 1st entry into Govt. service	Date of Appointment on the present post	Place of posting	Passing / App/Transf. Date	Remarks		
55	55	Anz ur Rehman	Sanad	Abdul Sadiq	TT 07	15/12/1954	Mardan	10/06/1992	10/06/1992	GHS Lund Khwar	10/05/1992		
56	56	Inshamul Haq	SSC	Sanad	Zahoorul Haq	TT 07	20/09/1972	Mardan	09/09/1992	09/09/1992	GMS Purana Hoti	09/09/1992	
57	57	Molvi Muhammad Sadiq		D. Nizami	Sherin Muhammad	TT 07	10/04/1965	Mardan	18/05/1987	30/09/1992	GMS Kunj	30/05/1992	IDT
58	58	Shahid Ali Afsar	FA	Aalmia	Afsar Khan	TT 09	11/04/1973	Mardan	29/10/1992	29/10/1992	GMS Par Hoti	29/10/1992	
59	59	Asghar Ali	FA	Sanad	Bacha Gul	TT 07	15/03/1968	Mardan	01/11/1992	01/11/1992	GMS Mian Esa	01/11/1992	
60	60	Sahib Noor	BA	D. Nizami	Muhammad Noor	TT 07	05/08/1966	Mardan	05/11/1992	05/11/1992	GMS Char Gulle	05/11/1992	
61	61	Imran Ali	SSC	D. Nizami	Taj Muhammad	TT 07	04/01/1965	Mardan	05/11/1992	05/11/1992	GHS Kata Khal	05/11/1992	
62	62	Ali Rehman		Sanad Aalmia	Ghazi Khan	TT 07	04/02/1968	Mardan	16/11/1992	16/11/1992	GHS Sen Behlot	16/11/1992	
63	63	Naseeb Ahmad	SSC	D. Nizami	Abdul Shakoor	TT 07	10/04/1968	Mardan	04/05/1993	04/05/1993	GMS Garoo	04/05/1993	
64	64	Hamid Ab	BA	Sanad D. Nizami	Abdur Raziq	TT 07	20/09/1968	Mardan	04/05/1993	04/05/1993	GMS Kal'ani	04/05/1993	
65	65	Shamsul Haq	MA	Sanad Farooq	Abdul Haq	TT 07	15/03/1959	Mardan	09/05/1993	09/05/1993	GMS Sarband	09/05/1993	
66	66	Noor Wahid	SSC	Aalia	Gul Ahmad Jee	TT 14	15/05/1971	Mardan	09/05/1993	09/05/1993	GMS Shah Dand	09/05/1993	
67	67	Syed Faizullah	SSC	D. Nizami	Syed Hidayatullah	TT 07	15/03/1969	Mardan	10/05/1993	10/05/1993	GHS Toor'ar	10/05/1993	
68	68	Fazal Wahab	SSC	Aalmia	Toor Lali	TT 14	07/01/1966	Mardan	16/05/1993	16/05/1993	GMS Bunero Kili	16/05/1993	
69	69	Ijaz Ahmad	MA	B Ed	Abdur Rauf	TT 09	08/04/1969	Mardan	21/10/1993	21/10/1993	GMS Malak Abad	21/10/1993	
70	70	S. Mushlag Ahmad	BA	B Ed	S. Muhammad Iqbar	TT 07	15/11/1972	Mardan	21/10/1993	21/10/1993	GHS Kass Kozona	21/10/1993	
71	71	Muhammad Rafiq	BA	Sanad	Atta Muhammad	TT 07	07/09/1974	Mardan	22/12/1994	22/12/1994	GHS Khan'ar	01/02/1994	
72	72	Fazli Haq		Sanad	Amir Ghawas	TT 07	05/01/1957	Mardan	24/11/1987	25/01/1994	GMS Sa'ak	28/04/1994	IDT
73	73	Shafiq ur Rehman	MA (Isl)	Aalmia	Abdul Wadood	TT 14	01/04/1966	Mardan	14/05/1987	14/05/1987	GHS Kathu Garhi	01/05/1994	IDT
74	74	Muhammad Ghafoor	MA	CT	Sa'fur Rahman	TT 07	19/02/1974	Swabi	09/05/1994	08/05/1994	GHS Gar'ala	08/05/1994	
75	75	Saeed ur Rahman	FA	CT	Sa'fur Rahman	TT 07	19/02/1974	Swabi	09/05/1994	08/05/1994	GHS Gar'ala	08/05/1994	
76	76	Nocul Amin	BA	B Ed	Sher Azim	TT 09	15/10/1971	Mardan	26/09/1994	26/09/1994	GHSS Pir Saddi	26/09/1994	
77	77	Fayaz Khan	BA	B Ed	Fazli Hakim	TT 09	01/11/1973	Mardan	27/10/1994	27/10/1994	GHSS No. 1 Mardan	27/10/1994	
78	78	Fayaz Khan	SSC	Sanad	Hakeem Khan	TT 07	22/09/1965	Mardan	13/11/1994	13/11/1994	GMS Gumbat	13/11/1994	
79	79	Ateequllah	SSC	Aalia	Inayatullah	TT 07	22/04/1971	Mardan	24/11/1994	24/11/1994	GHS Sharqi Hoti	24/11/1994	
80	80	Naseer	MA	Sanad	Ali Muhammad	TT 09	09/11/1970	Mardan	15/12/1994	15/12/1994	GCMS Ho 3	15/12/1994	Service book not checked
81	81	Muhammad Ayub Khan	FA	Sanad	Zabta Khan	TT 09	14/04/1974	Mardan	18/12/1994	18/12/1994	GMS Bili Gar	18/12/1994	
82	82	Muhammad Farooq	MA	M Ed	Sher Muhammad	TT 14	12/02/1972	Mardan	18/12/1994	18/12/1994	GHSS Mardan	20/03/1995	

Attested to be True Copy

ATTESTED

OF THE EXECUTIVE DISTRICT ELEMENTARY & SECONDARY EDUCATION MARDAN

General Seniority List of TT Teachers (Male) District Mardan

32

Sl. No.	Seniority No.	Name with Academic & Professional Qualification	Father Name	BPS Post Held	Date of Birth	Domicile	Date of 1st entry into Govt. service	Date of Appointment on the present post	Place of posting	TT Passing App/Transf. or Date	Remarks
82	82	Inayat ur Rahman	Mohi Fazl Rahman	TT	15/10/1975	Mardan	02/09/1995	02/09/1995	GHS Bari Cham	02/09/1995	
83	83	Muhammad Naseem	Muhammad Qamar	TT 09	02/05/1972	Mardan	01/10/1995	01/10/1995	GHS Bahadar Khan Kov	01/10/1995	
84	84	Akhtar Gul	Taza Gul	TT 07	25/03/1974	Mardan	16/10/1995	16/10/1995	GMS Juncara	16/10/1995	
85	85	Ghulam Yousaf	Muhammad Ibrahim	TT 14	06/04/1957	DIR	12/12/1988	06/03/1996	GHS Park Takht Bhai	06/03/1996	
85	86	Muhammad Altaul Karim	Hafiz Karim Ullah	TT 07	02/05/1958	Mardan	25/05/1996	25/05/1996	GMS Bari Cham	11/09/1996	
87	87	Sultan ul Arifan	Muhsinul Haq	TT 07	01/01/1953	Nowshera	06/05/1992	01/03/1997	GMS Ghaz Kili	01/03/1997	IDT
88	88	Inayat Ullah	Ajab Khan	TT 07	05/06/1955	Mardan	20/02/1995	23/06/1997	GHS Guli Bagh	23/06/1997	
89	89	Syed Asif Uddin	Syed Ihsan Uddin	TT 07	02/01/1971	Mardan	23/05/1997	23/05/1997	GMS Surkh Dheri	23/05/1997	
90	90	Ghulam Ullah	Nasirul Haq	TT 14	15/03/1976	Mardan	30/05/1997	30/05/1997	GMS Atzal Abad	05/02/1997	IDT
91	91	Baqi Billah	Muhsin ul Haq	TT 07	01/04/1955	Mardan	18/12/1966	18/12/1966	GMS No 3	05/02/1998	
92	92	Hussain Ahmad	Abdur Raouf	TT 14	20/04/1975	Mardan	05/02/1998	05/02/1998	GHS Mohib Banda	09/02/1998	
93	93	Zahoorul Haq	Aalmia	TT 14	14/04/1958	Mardan	10/02/1998	10/02/1998	GHS Chantiar	10/02/1998	
94	94	M. Zakirul Haq	Sarif ur Rehman	TT 14	01/01/1972	Mardan	10/02/1998	10/02/1998	GHS Nodeh Toru	10/02/1998	
95	95	M. Ashraf Ali Shah	M. Munfat Shah	TT 14	06/09/1974	Mardan	23/02/1998	23/02/1998	GMS Soba	23/02/1998	
96	96	Nihad ullah	Habb ur Rahman Bappa	TT 07	04/09/1970	Mardan	24/02/1998	24/02/1998	GHS Martan	24/02/1998	
97	97	Abdul Qayyum	Maula Bakhtsh	TT 14	30/12/1959	Mardan	24/02/1998	24/02/1998	GHS Martan	24/02/1998	
98	98	Hameed ur Rahman	Muhammad Zada	TT 09	07/02/1974	Mardan	25/03/1998	25/03/1998	GMS Muti Banda	25/03/1998	
99	99	M. Raees Khan	Khan Bahadar	TT 07	04/01/1979	Mardan	04/04/1998	04/04/1998	GMS Railway Station	04/04/1998	
100	100	Faz ur Rahman	Habb ur Rahman	TT 14	30/12/1959	Mardan	05/04/1998	05/04/1998	GHS No. 2 Ricket Guni	05/04/1998	
101	101	Muhammad Ayaz	Muhammad Jabben	TT 14	12/08/1973	Mardan	19/04/1998	19/04/1998	GMS Bul Sari	19/04/1998	
102	102	Muhammad Tayyab	Muhammad Qamar	TT 09	24/05/1976	Mardan	05/04/1999	05/04/1999	GHS Kandahar	05/04/1999	
103	103	M. Shaukat Ali	Muhammad Shah	TT 09	24/04/1959	Mardan	03/04/1999	03/04/1999	GHS Labour Colony	03/04/1999	
104	104	Aziz ur Rehman	Noor Muhammad	TT 14	17/04/1970	Mardan	03/04/1999	03/04/1999	GMS Guli Bakhsh	03/04/1999	
105	105	Abdul Ghafoor	Aman ul Haq	TT 14	24/04/1970	Mardan	10/04/1999	10/04/1999	GMS Kalb Lunz Kohwar	10/04/1999	
106	106	Umar Gul	Teor Lal	TT 07	12/04/1953	Matakand	01/11/1993	11/05/1999	GHS Jawa	11/05/1999	IDT
107	107	Dyar Khan	Taqees Khan	TT 14	09/02/1975	Mardan	22/12/1999	20/12/1999	GHS Pali Kanan	20/12/1999	
108	108	Za ur Rehman	Gul Rehman	TT 14	05/02/1970	Mardan	23/12/1999	23/12/1999	GMS Surkhahi	23/12/1999	

Attested to be True Copy

ATTESTED

33

OFFICE OF THE EXECUTIVE DISTRICT ELEMENTARY & SECONDARY EDUCATION MARDAN

General Seniority List of TT Teachers (Male) District Mardan

Sl. No.	Seniority No.	Name with Academic & Professional Qualification	Father's Name	BPS Post Held	Date of Birth	Domicile	Date of 1st entry into Govt. service	Date of Appointment on the present post	Place of posting	TT Passing App. Transf. Date	Remarks
109	109	Imran Ullah MA 8 Ed	Ghufraanullah	TT 14	07/04/1975	Mardan	23/12/1999	23/12/1999	GHS Gujrat	23/12/1999	
110	110	Rasheed Ahmad FA Sanad Farah	Abdur Rahim	TT 09	12/04/1975	Mardan	23/12/1999	23/12/1999	GMS Mohabat Abad	23/12/1999	
111	111	Rizwan Haq MA Aalmia	Shereenul Haq	TT 09	03/03/1975	Mardan	27/12/1999	27/12/1999	GHS Kot Takht Bhai	27/12/1999	
112	112	Molvi Muhammad Haq SSC Sanad Farah	Muhammad Ayub	TT 07	10/01/1979	Mardan	23/12/1999	28/12/1999	GHS Sa'araz Koti	28/12/1999	
113	113	Muhammad Ayaz BA Aalmia	Muhammad Ajeem	TT 14	25/05/1972	Mardan	05/01/2000	05/01/2000	GHS Snamacron Kulli	05/01/2000	
114	114	Muhammad Ouresh BA Aalia, Khassa	Rehan Ullah	TT 14	30/09/1969	Charsadda	24/02/1998	01/10/2000	GHS Sangao	01/10/2000	
115	115	Haiz Behram Ahmad BA Aalmia B Ed	Sherin Khan	TT 14	17/03/1971	Mardan	11/02/1998	11/02/1998	GHSS No.1 Mardan	22/12/2000	
116	116	Noor Haq MA Aalma	Molvi Habib Gul	TT 10	24/10/1952	Mardan	03/05/1976	04/10/2001	GHS Baru Bnada	04/10/2001	IDT
117	117	Husamud Din SSC D Nizami	Saad ud Din	TT 10	13/05/1956	M Agency	23/12/1981	01/01/2002	GMS Shah Noor Pul T. Bha	01/01/2002	IDT
118	118	Muhammad Siyar D Nizami	Haji Muhammad	TT 07	03/10/1960	Peshawar	12/05/1989	01/06/2002	GMS Mehmood Abad	01/06/2002	IDT
119	119	Lutfat Ullah FA Sanad	Shafi Ullah	TT 14	06/03/1969	Malakaid	23/05/1992	01/04/2003	GMS Musafar Khan Kuli	01/04/2003	IDT
120	120	Ubaid Ullah UIA Aalmia	Muhib Ullah	TT 10	20/11/1956	Mardan	20/11/1976	21/01/2004	GMS Tambulak	21/01/2004	IDT
121	121	Ihsan Ullah BA Sanad	Abdullah	TT 07	14/03/1981	Mardan	05/04/2004	06/04/2004	GHSS Baghcha Oheri	06/04/2004	
122	122	Muhammad Islam Sanad	Abdul Hamid	TT 07	01/11/1966	ChR	27/05/1990	01/06/2005	GMS Zardo Dhen	01/06/2005	IDT
123	123	Syed Akbar Sabir FA Aalmia	Banar Khan	TT 14	10/02/1977	ChR	23/03/2005	09/12/2005	GHSS Takht Bhai	09/12/2005	IDT
124	124	Zawar Hussain MA Aalmia	Ihsanullah	TT 14	14/03/1972	Mardan	22/02/2007	22/02/2007	GHS Naseer Kuli	22/02/2007	
125	125	Mukhtar Alam FA Aalmia	Khan Badshah	TT 09	30/03/1964	Mardan	23/02/2007	23/02/2007	GMS Landai	23/02/2007	
126	126	Muhammad Hassan SSC Aalmia	Muhammad Ishaq	TT 14	20/03/1970	Mardan	23/02/2007	23/02/2007	GMS Garai T Bhai	23/02/2007	
127	127	Muhammad Arshad SSC Aalmia	Rahman Gul	TT 14	01/04/1971	Mardan	23/02/2007	23/02/2007	GHSS Takht Bhai	23/02/2007	
128	128	S. Muhammad Anf FA Aalmia	S. Muhammad Sadq	TT 07	13/05/1971	Mardan	17/05/2005	23/02/2007	GHS Ba'a Gami	23/02/2007	
129	129	Muht Ahmad Ali MA Aalmia	Khan Bahadar	TT 14	15/04/1972	Mardan	23/02/2007	23/02/2007	GHS Khadi Kuli	23/02/2007	
130	130	Hanifullah MA Aalmia	Abdus Sattar	TT 14	02/02/1973	Mardan	23/02/2007	23/02/2007	GHSS Hathian	23/02/2007	
131	131	Muhammad Hussain FA Aalmia	Muhammad Ishaq	TT 14	02/02/1973	Mardan	23/02/2007	23/02/2007	GHSS Takkar	23/02/2007	
132	132	S. Aziz Ahmad Shah SSC Aalmia	S. Ahmad Hussain	TT 14	05/03/1974	Mardan	23/02/2007	23/02/2007	GHS Gujrat	23/02/2007	
133	133	Said Riaz Ahmad SSC Aalmia	Said Anwar Ahmad	TT 07	15/05/1974	Mardan	23/02/2007	23/02/2007	GMS Nawar Kuli Rustam	23/02/2007	
134	134	Noorul Haq FA Sanad	Sabir Khan	TT 09	10/05/1974	Mardan	23/02/2007	23/02/2007	GHS Pa'abo Dhen	23/02/2007	
135	135	Qazi Muhammad Ibrah FA Aalmia	Qazi Fazal Badshah	TT 14	31/01/1975	Mardan	23/02/2007	23/02/2007	GMS Hosi Mardan	23/02/2007	

Attested to be True Copy

*[Handwritten signature]*

*[Handwritten signature]*

*[Handwritten signature]*

34

**OFFICE OF THE EXECUTIVE DISTRICT ELEMENTARY & SECONDARY EDUCATION MARDAN**  
**General Seniority List of TT Teachers (Male) District Mardan**

Sl. No.	Seniority No.	Name with Academic & Professional Qualification	Academic Qualification	Father's Name	BPS Post Held	Date of Birth	Domicile	Date of 1st entry into Govt. service	Date of Appointment on the present post	Place of posting	TT Passing / App/Transf. / Date	Remarks
136	136	Syed Murtaza	SSC	Khassa	Syed Muhammad Nabi	TT 07	03/07/1975	Mardan	23/02/2007	23/02/2007	GMS Cheena	23/02/2007
137	137	Faiz Rahim	BA	Aafia	Abd. Sattar	TT 14	05/01/1976	Mardan	23/02/2007	23/02/2007	GMS Khazana Dheri	23/02/2007
138	138	Muhammad Jehan Zeb Khan	SSC	Aalmia	Abd. Hassan	TT 07	14/02/1976	Mardan	23/02/2007	23/02/2007	GMS Sadiq Abad	23/02/2007
139	139	Gul Bad Shah	FA	Aalmia	Tar Zar	TT 14	24/02/1976	Mardan	23/02/2007	23/02/2007	GMS Muhammad Din Killa	23/02/2007
140	140	S.M. Yahya Jan		Aalmia	S. Shahzadullah Jan	TT 07	15/04/1978	Mardan	23/02/2007	23/02/2007	GHS Gujral	23/02/2007
141	141	Khalid Mehmood	MA	Aalmia	Hussain Maab	TT 14	15/04/1978	Mardan	23/02/2007	23/02/2007	GMS Kot Junoara	23/02/2007
142	142	Shahzad Ali	MA	Aalmia	Mehboobur Rahman	TT 14	02/03/1979	Mardan	23/02/2007	23/02/2007	GMS Mir Baz Ghaz	23/02/2007
143	143	Shamsur Rahman	SSC	Aalmia	Gul Pahman	TT 14	05/01/1977	Mardan	24/02/2007	24/02/2007	GHS Barangan	24/02/2007
144	144	Arbab Khan	MA	Aalmia	Amir Shah	TT 07	22/02/1958	Mardan	24/02/2007	24/02/2007	GHS Katlang	24/02/2007
145	145	Roshid Amin	FA	Aalmia	Maman Khan	TT 14	13/05/1970	Mardan	24/02/2007	24/02/2007	GHS Hathiyan	24/02/2007
146	146	Faiz Karim	SSC	Aalmia	Faiz Mehbub	TT 14	02/02/1971	Mardan	24/02/2007	24/02/2007	GHS Kohi Barmol	24/02/2007
147	147	Muhammad Shoaib	BA	Aalmia	Muhammad	TT 09	03/02/1971	Mardan	24/02/2007	24/02/2007	GHS Orab Garh T. Bahi	24/02/2007
148	148	Abdur Rahman	SSC	Aalmia	Faiz Manan	TT 07	12/05/1972	Mardan	24/02/2007	24/02/2007	GHS Dhen Lakani	24/02/2007
149	149	Gul Sher Khan		Aalmia	Shamsur Khan	TT 14	05/03/1973	Mardan	24/02/2007	24/02/2007	GHS Gashi Kapura	24/02/2007
150	150	Rizal Uddin	SSC	Aalmia	Abdul Haleem	TT 14	22/04/1973	Mardan	24/02/2007	24/02/2007	GHS Balda Killa	24/02/2007
151	151	Sher Bahadar	MA	Aalmia	Hussain Gul	TT 14	05/01/1974	Mardan	24/02/2007	24/02/2007	GMS Mehtar Ghund	24/02/2007
152	152	Abdul Samad	FA	Aalmia	Basir Ahmad	TT 14	24/02/1975	Mardan	24/02/2007	24/02/2007	GMS Pezal	24/02/2007
153	153	Fayaz Ali	FA	Aalmia	Mehar Muhammad	TT 14	02/05/1975	Mardan	24/02/2007	24/02/2007	GCMHS Boys	24/02/2007
154	154	Muhammad Ahmad	SSC	Aalmia	Noor ul Haq	TT 14	05/05/1976	Mardan	24/02/2007	24/02/2007	GMS Barat Khel	24/02/2007
155	155	Sajid Uddin	BA	Aalmia	Rahman Gul	TT 09	22/10/1976	Mardan	24/02/2007	24/02/2007	GHS Qasim	24/02/2007

Attached to be  
True Copy

*[Handwritten signature]*

*[Handwritten signature]*

**ATTESTED**

OFFICE OF THE EXECUTIVE DISTRICT ELEMENTARY & SECONDARY EDUCATION MARDAN

General Seniority List of TT Teachers (Male) District Mardan

35

Sr. No.	Seniority No.	Name with Academic & Professional Qualification	Academic & Professional Qualification	Father's Name	BPS Post Held	Date of Birth	Domicile	Date of 1st entry into Govt. Service	Date of Appointment on the present post	Place of posting	TT Passing /App/Transf. Date	Remarks
156	156	Abdul Aziz	FA	Aalnia	Raham Karim	TT 07	20/12/1976	Mardan	24/02/2007	24/02/2007	GHS Gufi Bagh	24/02/2007
157	157	Naseemullah	FA	Aalnia	Abdul Ghani	TT 14	27/03/1977	Mardan	24/02/2007	24/02/2007	GHS Ghalla Dher	24/02/2007
158	158	Muhammadul Haq	BA	Samad Aalnia	Misbah Ahmad	TT 14	01/02/1978	Mardan	24/02/2007	24/02/2007	GHS Ibrahim Khan Kili	24/02/2007
159	159	Mushtaq Ali	FA	Aalnia	Aman Gul	TT	16/04/1978	Mardan	24/02/2007	24/02/2007	GHS Rustam	24/02/2007
160	160	Naseem ul Haq	SSC	Aalnia	Abdul Haq	TT 07	02/03/1971	Mardan	25/02/2007	25/02/2007	GHS Alo Mardan	26/02/2007
161	161	Muhammad Ibrahim	SSC	Aalnia	Muhammad Abdul Satar	TT 14	02/03/1977	Mardan	25/02/2007	26/02/2007	GMS Shawa Banda	26/02/2007
162	162	Amanullah	SSC	Aalnia	Muhammad Khan	TT 14	09/10/1980	Mardan	25/02/2007	26/02/2007	GHS Kot Ismail Zai	26/02/2007
163	163	Noor Ullah	FA	Aalnia	Karim Dad	TT 14	05/03/1979	Mardan	27/02/2007	27/02/2007	GHS Mayar	27/02/2007
164	164	Khayatullah	MA	Aalnia	Nazir Ullah	TT 09	04/02/1976	Mardan	05/03/2007	05/03/2007	GMS Sherabad	05/03/2007
165	165	Sasir Ahmad	MA	Khassa	Muhammad Farooq	TT 14	15/03/1978	Mardan	05/10/2007	05/10/2007	GHS Shah Baig	08/10/2007
166	166	Fazul Haq	MA	Aalnia	Ammul Haq Kausar	TT 14	16/04/1978	Mardan	05/10/2007	05/10/2007	GHS Takkar	05/10/2007
167	167	Ashed Iqbal	BA	Aalnia, B Ed	Qajeer Gul	TT 14	18/03/1980	Mardan	05/10/2007	05/10/2007	GHS Sikandari	08/10/2007
168	168	Musdul Maab	MA	B Ed	Azizul Haq	TT 14	05/04/1981	Mardan	05/10/2007	05/10/2007	GHS Palo Dheri	05/10/2007
169	169	Fazl Rahman	MA	Aalnia, B Ed	Behram Khan	TT 14	20/05/1978	Mardan	05/10/2007	05/10/2007	GHS Saro Shah	05/10/2007
170	170	Manullah	FA	Aalnia	Abdul Ghaloor Khan	TT 14	01/07/1978	Mardan	11/10/2007	11/10/2007	GHS Zoor Abad	11/10/2007
171	171	A. Rahman	MA	Aalnia	Sultan Muhammad	TT 14	01/01/1976	Mardan	22/10/2007	22/10/2007	GMS Safi Abad	22/10/2007
172	172	Inteshamul Haq	FA	Aalnia	Baqi Billah	TT 14	01/05/1983	Mardan	18/03/2009	18/03/2009	GMS Garyala Bala	18/03/2009
173	173	Muhammad Asif	MA	Aalnia	Khan Bahadar	TT 14	15/05/1981	Mardan	17/02/2010	17/02/2010	GHS Toru Maira	17/02/2010
174	174	Muhammad Amin	MA	M Ed	Muhammad Halim	TT 14	04/02/1981	Mardan	25/10/2004	18/02/2010	GHSSS Gujar Garhi	18/02/2010
175	175	Shakirullah	MA	B Ed	Abdul Hameed	TT 14	15/03/1983	Mardan	18/02/2010	18/02/2010	GMS Sarband	18/02/2010
176	176	Ismael Ahmad	MA	Aalnia, B Ed	Shamroz Khan	TT 14	18/03/1983	Mardan	18/02/2010	18/02/2010	GHS Sangra Takht Bhai	18/02/2010
177	177	Khayatullah	MA	Aalnia, B Ed	Shahiehan	TT 14	05/04/1983	Mardan	18/02/2010	18/02/2010	GMS Bakhshali	18/02/2010
178	178	Muhammad Yousof	MA	Khassa	Hakeem Ullah	TT 14	10/04/1985	Mardan	18/02/2010	18/02/2010	GMS Suni Malandi	18/02/2010
179	179	Muhammad Tausif	MA	Khassa	Shamand Khan	TT 14	20/04/1985	Mardan	18/02/2010	18/02/2010	GMS Anwar Khan Kili	18/02/2010
180	180	Muhammad Ismael	MA	Aalnia	Mohd Abdul Khalig	TT 14	08/04/1974	Mardan	25/10/2004	15/02/2010	GMS Khura Banda	15/02/2010
181	181	Saad Ahmad	MA	Khassa	Sarifraz Khan	TT 14	12/11/1979	Mardan	15/02/2010	15/02/2010	GMS Mahal Zareenabad	15/02/2010
182	182	Muhammad Hussain	MA	Aalnia, B Ed	Musannif Shah	TT 14	15/04/1981	Mardan	25/10/2004	15/02/2010	GMS Hamza Khan	15/02/2010

Attested to be True Copy

*[Handwritten Signature]*

ATTESTED



36

OFFICE OF THE EXECUTIVE DISTRICT ELEMENTARY & SECONDARY EDUCATION MARDAN  
General Seniority List of TT Teachers (Male) District Mardan

Sl. No.	Seniority No.	Name with Academic & Professional Qualification	Father's Name	BPS Post Held	Date of Birth	Domicile	Date of 1st entry into Govt. service	Date of Appointment on the present post	Place of posting	TT Passing (App/Transf) Date	Remarks
183	183	Fazle Mufa MA Aalio, B Ed	Abdul Hakeem	TT 14	02/01/1953	Mardan	19/02/2010	19/02/2010	GHS Jalala	19/02/2010	
184	184	Lalif Khan MA Aala	Syed Wali Ur Rahman	TT 14	03/03/1954	Mardan	19/02/2010	19/02/2010	GHS Ikram Pur	19/02/2010	
185	185	Farooq Ahmad BA Khassa	Hakim Hidayatullah	TT 14	04/02/1966	Mardan	19/02/2010	19/02/2010	GMS Bahi Khan	19/02/2010	
186	186	Zahid Hussain MA Khassa	Muffarig Shah	TT 14	15/11/1953	Swabi	19/11/2007	01/07/2011	GHS3 Shahbaz Garhi	01/07/2011	IDT

Copy forwarded for information and necessary action to the:-

*MMA*

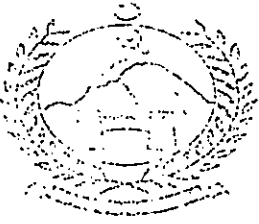
1. Director Elementary and Secy Education Khyber Pakhtunkhwa Peshawar.
2. District Coordination Officer Mardan.
3. All the Principals/HeadMasters of GHSS/GHS/GMS in Mardan District with the remarks to get it noted from the concerned and submit appeal if any within 15 days of the receipt of this Seniority List to this office for correction.
4. All Masters concerned

Bahadar Khan Marwat  
Executive District Officer  
E&S Education/Mardan

*[Signature]*

ATTESTED

Attested to be True Copy



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

PH No. 091-9210389, 9210938,  
9210437, 9210957, 9210468  
Fax 091-9210936, 0800-33857  
E-mail rafiq\_kk851@yahoo.com

37

Notification

Consequent upon the recommendations of the Departmental Promotion Committee and in pursuance of the Government of Khyber Pakhtunkhwa Elementary and Secondary Education Notification NoSO(D&A)/1-18/E&SE/2012 dated 11.07.2012 and Finance Department Endorsement No SO(FR)/FD/10-22(E)/2010 dated 16.07.2012, the following Male TTs B-15 are hereby promoted to the post of Senior TT BPS-16 (Ks.10000-500-34000) 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 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 TT (M) Posts duly verified by the DAO	202 /
1/3 share of Senior TT Posts	67 /
Share of promotion 100 %	67 /
Already Promoted to the post of Senior TT B-16.	64
Posts available for promotion to the post of Senior TT B-16.	03
Promoted to the post of Senior TT B-16 in this order	03

S. No.	Sen. No.	Name	Place of posting	Date of Birth	Remarks
1	25	Habib Muhammad	GMS Farsh Chichar	01/01/1956	Services placed at the disposal of DEO (M) Mardan, or further posting.
2	51	Sadi Khan	GHS Badar Banda	01/01/1957	-----Do-----
3	121	Zawar Hussain	GHS Naseer Killi	14/04/1972	-----Do-----

Terms and conditions:-

- They would be on probation for a period of one year extendable for another one year.
- They will be governed by such rules and regulations as may be issued from time to time by the Govt.
- 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 proceeded under the rules issued from time to time.
- Charge report should be submitted to all concerned.
- Their Inter-Sc- seniority on lower post will remain intact.
- No TA/DA is allowed for joining his duty.
- They will give an under taking 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 recovered and if he is wrongly promoted he will be reversed.

(Muhammed Rafiq Khattak)

Director  
Elementary and Secondary Education  
Khyber Pakhtunkhwa Peshawar.

3397-3902

Encl: No. / File No.1/Promotion Senior TT B-16: Dated Peshawar the 28/05/2013.

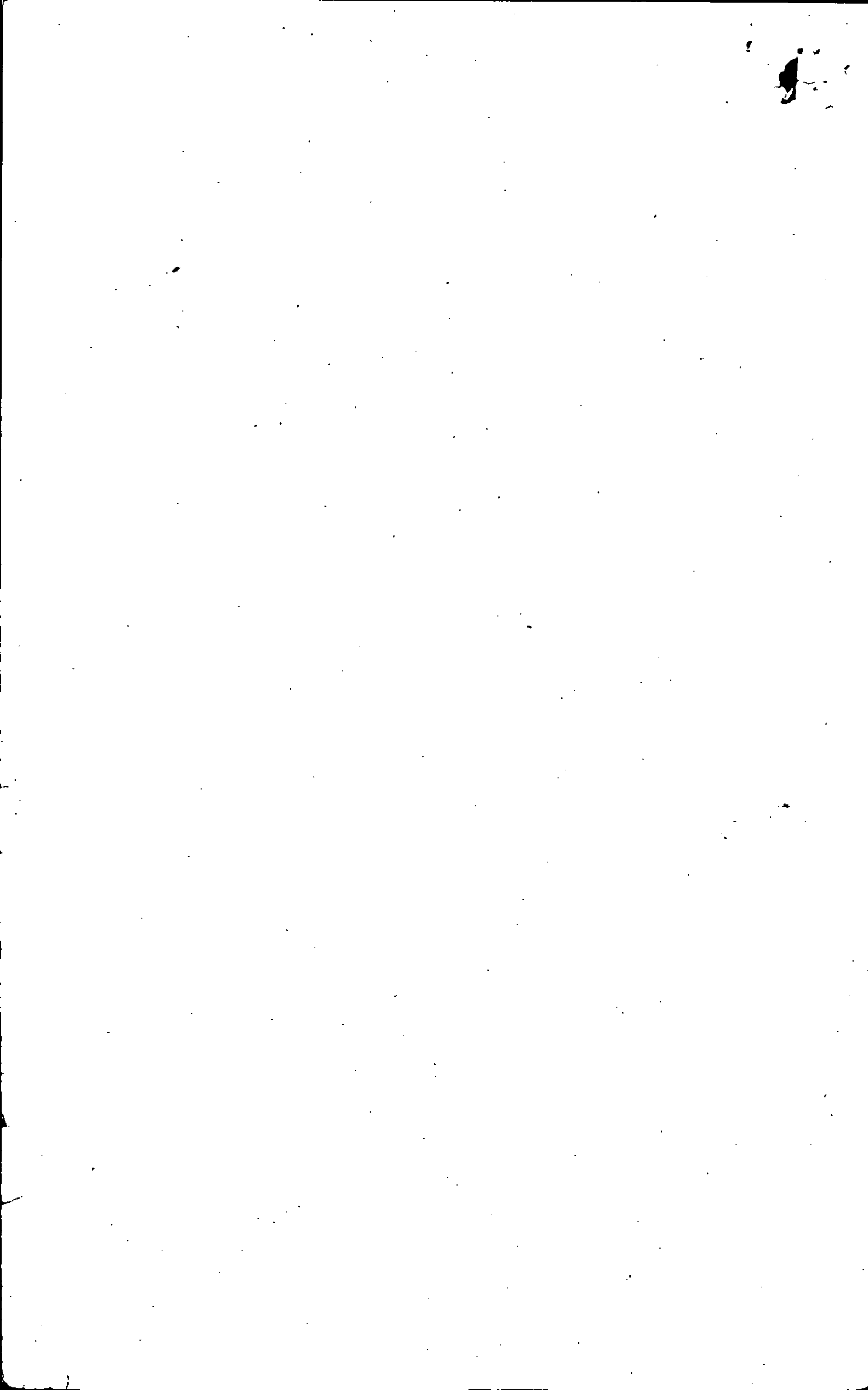
Copy forwarded for information and necessary action to the:-

- Accountant General Khyber Pakhtunkhwa Peshawar.
- District Education Officers (M) Mardan.

**ATTESTED**

Attested to be  
True Copy





38

3. District Accounts Officer Mardan.
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.
7. A/File

*[Handwritten Signature]*  
23/5/2013

**Dy: Director (Estab)**  
Elementary and Secondary Education  
Khyber Pakhtunkhwa Peshawar

*[Handwritten Signature]*  
**ATTESTED**

**Attested to be**  
*[Handwritten Signature]*

Amex "G"

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

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

(39)

Hameed-ur-Rahman,  
T.T., GMS Moti Banda, Lund Khwar,  
District Mardan.....

Appellant.

Versus

1. The Govt. of Khyber Pakhtunkhwa through Secretary Elementary & Secondary Education Civil Secretariat, Peshawar.
2. The Director, Elementary & Secondary Education, Khyber Pakhtunkhwa, Peshawar.
3. The District Education Officer (Male), District Mardan.
4. Mr. Zawar Hussain, T.T., GHS Naseer Kaley, District Mardan..... Respondents

SERVICE APPEAL UNDER SECTION 4 OF THE KHYBER PAKHTUNKHWA SERVICE TRIBUNALS ACT, 1974 AGAINST THE IMPUGNED NOTIFICATION DATED 28.05.2013 WHEREBY JUNIORS TO THE APPELLANT INCLUDING RESPONDENT NO.4 WERE PROMOTED TO THE POST OF SENIOR T.T. (BPS-16) AGAINST WHICH APPELLANT PREFERRED DEPARTMENTAL REPRESENTATION ON 08.06.2013 BUT THE SAME RECEIVED NO RESPONSE WITHIN THE STATUTORY PERIOD OF 90 DAYS.

tested to be  
True Copy

5

(40)

PRAYER:

On acceptance of the instant appeal, the impugned Notification dated 28.05.2013 may graciously be set aside to the extent of Respondent No.4 and Respondents be directed to consider appellant for promotion to the post of Senior T.T. (BPS-16) w.e.f. 28.05.2013 with all consequential back benefits.

Respectfully Sheweth,

Facts giving rise to the present appeal are as under:-

1. That the appellant has qualified B.A Degree from Allama Iqbal Open University, Islamabad as well as Shahadat-ul-Alia and Shahadat-ul-Alamia from Wafaq-ul-Madaris (Credentials *Annex:-A*). He joined the Education Department as T.T. vide order dated 26.03.1998 (*Annex:-B*) and at the moment at his credit 15 years unblemished service.
2. That as per Notification dated 13.11.2012 (*Annex:-C*) as amended vide Notification dated 24.04.2013 (*Annex:-D*) 1/3<sup>rd</sup> of the total strength of the T.T. i.e. 67 shall be promoted to BPS-16 on the basis of seniority cum fitness with at least five years service and having the qualification for initial recruitment or having Bachelor's degree or equivalent qualification with Shahadat-ul-Alia from a recognized Institution to be designated as Senior Theology Teacher.
3. That as per the Seniority List (*Annex:-E*), appellant dwells at Serial No.98 while Respondent No.4 is at Serial No.124 and thus junior to the

Attested to be  
True Copy

41

appellant but inspite of the same vide impugned Notification dated 28.05.2013 (*Annex:-F*) he was promoted to the next higher grade while appellant was not considered for promotion.

4. That being aggrieved of the impugned Notification, appellant preferred departmental Representation on 10.06.2013 (*Annex:-G*) but the same was not disposed off within the statutory period of 90 days hence this appeal inter-alia on the following grounds:-

**Grounds:**

- A. That Respondents have not treated appellant in accordance with law, rules and policy on subject and acted in violation of Article 4 of the Constitution of Islamic Republic of Pakistan, 1973 and unlawfully issued the impugned Notification, which is unjust, unfair and hence not sustainable in the eye of law.
- B. That Respondent No.4 is junior to appellant and therefore he was not entitled for promotion but it was the appellant who being senior was entitled to be considered for promotion, therefore, the impugned Notification is illegal and thus liable to be set aside.
- C. That the Sanad Shahadat-ul-Alia was referred for verification by Respondent No.3 to the concerned quarter which was duly verified and communicated to him vide letter received on 18.12.2012 (*Annex:-*

**Attested to be  
True Copy**

H) but even then appellant was not considered for promotion to the next higher grade for malafide reasons.

D. That appellant would like to offer some other grounds with the permission of this Hon'ble Tribunal during the course of arguments.

It is, therefore, humbly prayed that the instant appeal may graciously be accepted as prayed for above.

Any other relief as deemed appropriate in the circumstances of case not specifically asked for, may also be granted to appellant.

Through

*[Signature]*  
Appellant  
*[Signature]*  
Khaled Rahman,  
Advocate, Peshawar.

Dated: 9 / 10 / 2013

Attested to be  
True Copy



APP 256/15

WAKALAT NAMA

IN THE COURT OF KPK Service Tribunal

Hamid-ur-Rahman

Appellant(s)/Petitioner(s)

SCANNED  
KPST  
Peshawar

VERSUS

The Govt of KPK

and others

Respondent(s)

I/We Appellant do hereby appoint Mr. Khaled Rehman, Advocate in the above mentioned case, to do all or any of the following acts, deeds and things.

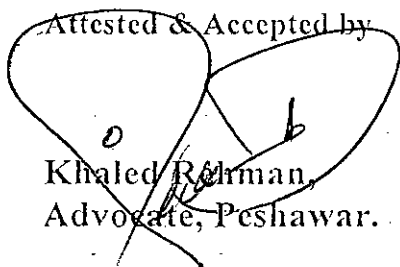
1. To appear, act and plead for me/us in the above mentioned case in this Court/Tribunal in which the same may be tried or heard and any other proceedings arising out of or connected therewith.
2. To sign, verify and file or withdraw all proceedings, petitions, appeals, affidavits and applications for compromise or withdrawal or for submission to arbitration of the said case, or any other documents, as may be deemed necessary or advisable by them for the conduct, prosecution or defence of the said case at all its stages.
3. To receive payment of, and issue receipts for, all moneys that may be or become due and payable to us during the course of proceedings.

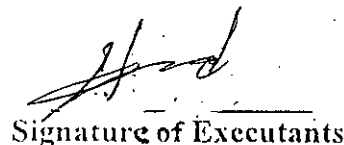
AND hereby agree:-

- a. That the Advocate(s) shall be entitled to withdraw from the prosecution of the said case if the whole or any part of the agreed fee remains unpaid.

In witness whereof I/We have signed this Wakalat Nama hereunder, the contents of which have been read/explained to me/us and fully understood by me/us this \_\_\_\_\_

Attested & Accepted by

  
Khaled Rehman,  
Advocate, Peshawar.

  
Signature of Executants

M. Ghazwan Ali





73

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

QUARTER  
KPST  
Peshawar

**Service Appeal No: 256/ 2015**

Hameed Ur Rehman Senior Theology Teacher GHS Ikram Pur District Mardan ... Appellant

VERSUS

Secretary E&SE Department, Khyber Pakhtunkhwa & others. .... Respondents

**JOINT PARAWISE COMMENTS FOR & ON BEHALF OF RESPONDENTS 1-3.**

**Respectfully Sheweth :-**

The Respondents submit as under:-

**PRELIMINARY OBJECTIONS.**

1. That the Appellant has got no cause of action / locus standi.
2. That the instant Service Appeal is badly time barred.
3. That the Appellant has concealed material facts from this Honorable Tribunal, hence liable to be dismissed on this score.
4. That the Appellant has filed the instant appeal on malafide motives.
5. That the Appellant has not come to this Honorable Tribunal with clean hands.
6. That the Appellant is not entitled for the relief he has sought from this Honorable Tribunal.
7. That the instant Service Appeal is against the prevailing law & rules.
8. That the instant appeal is based on malafide intentions just to put extra pressure on the Respondents for gaining illegal service benefits.
9. That this Honorable Tribunal has got no jurisdiction to adjudicate upon the present service appeal.
10. That the Appeal is not maintainable in its present form & circumstances of the case.
11. That the Appeal is bad for mis-joinder & non-joinder of the necessary parties.
12. That the Notifications dated 18-4-2014 is legally competent & is liable to be maintained in favour of the Respondents.
13. That no Departmental Appeal has been filed by the Appellant, hence liable to be dismissed at this score too.

**ON FACTS**

1. That Para-I needs no comments being pertains to the service & academic record of the appellant.


- 2 That Para-2 is correct to the extent that the Govt: of Khyber Pakhtunkhwa, has promoted /upgraded the post TT to STT in BPS-16 on the basis of seniority of 1/3<sup>rd</sup> of the total strength with at least 05-years qualifying service with at least BA/ B. Sc in 2<sup>nd</sup> Division from duly recognized University of the Country, alongwith the additional qualification of Shahadatul Alia from recognized by the Wafaqul Madaras Pakistan for the grant of promotion / upgradation against the STT (post) in the light of the policy issued vide Notification dated 13-11-2012 (copy of the said Notification is attached as Annexure-A).
  
- 3 That Para-3 is incorrect & misleading on the grounds that the appellant has been treated as per above referred upgradation policy. He has been promoted vide Notification dated 08-8-2014 issued by the Respondent No: 2 in favour of the appellant against the STT (M) post in BPS-16 with immediate effect & the interest of public service by the Respondents.  
 Furthermore, so far as the promotion of Zawar Hussain STT(M) is concerned, he is senior to the appellant on the basis of his date of birth. The date of birth the appellant has recorded in the said seniority as 07-2-1974, with the qualification of BA as against the academic qualification of MA is required for the promotion against the STT(M) in BPS-16. Whereas the date of birth of Mr. Zawar Hussain STT(M) is 14-4-1972. Therefore, the impugned Notification dated 08-5-2013 & 08-08-2014 are in accordance with law, rules & upgradation policy, hence is liable to be maintained.
  
- 4 That Para-4 is incorrect & denied. No departmental appeal has been filed by the appellant nor any such record is available in the office of the Respondent No: 2. Whereas rest of the Para regarding dismissal of his Service Appeal No: 1487/2013 vide order dated 26-3-2015 is correct to the extent that the appellant has been promoted to STT(M) BPS-16 post vide the impugned Notification dated 08-8-2014 by the Respondent No: 2 against which no Departmental Appeal has been filed by the appellant. Hence the matter had been seen badly time barred by law & is liable to be struck down in favour of the Respondents in the interest of justice.
  
- 5 That Para-5 is legal. However the Respondents further submit on the following grounds inter alia :-

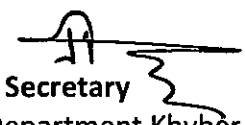
**GROUNDS**

- A Incorrect & denied. The appellant has been treated as per law, rules & cited policy dated 13-11-2012 by the Respondents in the instant case. Therefore, no violation of the said Article has been committed by the Respondent Department with regard to the Notification dated 18-4-2014 issued by the Respondent No: 2. Which is liable to be maintained in favour of the Respondents in the interest of justice.
  
- B Incorrect & denied. The act of the Respondents with regard to the impugned Notification dated 18-4-2014 vide which he appellant has been upgraded against the Senior Theology Teacher post with immediate effect is legally competent and liable to be maintained in favour of the Respondent Department.
  
- C Needs no comments being pertains to the service record of the appellant.
  
- D Incorrect & denied. The statement of the appellant is baseless ad without any merit, hence is liable to be struck down in favour of the Respondents.
  
- E Legal. However, the Respondents seek leave of this Honorable Tribunal to submit additional case law & record at the time of arguments.

71

In view of the above made submissions, it is humbly requested that this Honorable Tribunal may very graciously be pleased to dismiss the instant appeal with cost in favour of the respondent Department.

  
Director  
E&SE Department Khyber  
Pakhtunkhwa, Peshawar.  
(Respondents NO: 2&3)

  
Secretary  
E&SE Department Khyber  
Pakhtunkhwa, Peshawar.  
(Respondent No: 1).

**AFFIDAVIT**

I, Khaista Rehman Asstt: Director (Lit: II) E&SE Department Khyber Pakhtunkhwa, Peshawar do hereby solemnly affirm and declare on oath that the contents of the instant Parawise Comments in the titled Service appeal are true & correct to the best of my knowledge & belief & that nothing has been concealed from the ambit of this Honorable Tribunal. .

  
Deponent

43/18

Annex "H"



Directorate of Elementary and Secondary Education  
Khyber Pakhtunkhwa Peshawar

PH No. 091-9210389, 9210938,  
9210437, 9210957, 9210468  
Fax 091-9210936, 0800-33857  
E-mail raj.g\_kk851@yahoo.com

### Notification

Consequent upon the recommendations of the Departmental Promotion Committee and in pursuance of the Government of Khyber Pakhtunkhwa Elementary and Secondary Education Notification NoSO(B&A)/1-18/E&SE/2012 dated 11.07.2012 and Finance Department Endorsement No SO(FR)/FD/10-22(E)/2010 dated 16.07.2012, the following Male TTs B-15 are hereby promoted to the post of Senior TT BPS-16 (Ks.10000-800-34000) 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 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 TT (M) Posts duly verified by the DAO	202
1/3 share of Senior TT Posts	67
Share of promotion 100 %	67
Already Promoted to the post of Senior TT B-15	67
One TT B-16 Sharifullah retired from service.	01
Posts available for Promotion	01

S. No.	Sen. No.	Name	Place of posting	Date of Birth	Remarks
1	95	Hameed ur Rahman	GMS Muti Banda	07/02/1974	Services placed at the disposal of DEO (M) Mardan for further posting.

#### 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 his performance is found unsatisfactory during probationary period. In case of misconduct, he shall be proceeded under the rules framed from time to time.
- 4 Charge report should be submitted to all concerned.
- 5 Their Inter-Seniority on lower post will remain intact.
- 6 No TA/DA is allowed for joining his duty.
- 7 They will give an under taking 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 recovered and if he is wrongly promoted he will be reversed.

(Muhammad Rafiq Khattak)

Director

Elementary and Secondary Education  
Khyber Pakhtunkhwa Peshawar.

1447-53

Endst: No. / File No.1/Promotion Senior TT 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 Officers (M) Mardan.
3. District Account's Officer Mardan.
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.
7. M/File

8/8/2014

Dy: Director (Estab)  
Elementary and Secondary Education  
Khyber Pakhtunkhwa Peshawar

Attested to be  
True Copy

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR****Service Appeal No. 61 /2016****SCANNED  
KPST  
Peshawar**

Hameed-ur-Rehman .....Appellant

Versus

The Secretary E&amp;SE and others.....Respondents

---

**REJOINDER ON BEHALF OF APPELLANT IN RESPONSE  
TO REPLY FILED BY RESPONDENTS NO.1-3.**

---

Respectfully Sheweth,

**Preliminary Objections:**

Preliminary objections raised by answering respondents are erroneous and frivolous. Appellant has got a strong cause of action and for that matter locus standi to file the instant appeal. The estoppels cannot run against the law. All the proper and necessary parties have been arrayed as Respondents in the instant appeal being filed within time in its correct form and shape. No thing has been concealed from the Hon'ble Tribunal.

**Facts:**

1. Being not replied hence admitted.
2. Being not replied hence admitted.
3. Incorrect. As a matter of fact Mr. Zawar Hussain was at Serial No.124 of the Seniority List while the appellant dwelt at Serial No.98 of the same Seniority List, therefore, appellant was entitled for promotion irrespective of the distinction in the dates of birth of both.

4. Incorrect. Proper departmental appeal was moved as per Diary No.86 dated 11.11.2014.
5. Being not replied hence admitted.

**Grounds:**

- A. Incorrect. The appellant was not treated according to law. Though the appellant was compensated after the illegality was challenged before the Tribunal but the promotion was granted with immediate effect instead of the due date for which appellant was not responsible.
- B. Incorrect. As explained hereinabove.
- C. Being not replied hence admitted.
- D. Incorrect. Since the mistake was committed by the Department, therefore, the appellant cannot be made to suffer on account of the lapse on the part of the Department.
- E. Needs no reply.

It is, therefore, humbly prayed that the reply of answering Respondents No.1-3 may graciously be rejected and the appeal as prayed for may graciously be accepted with costs.

Through

Appellant

  
Khaled Rahman  
Advocate, Peshawar

Dated: 13 /06/2016

**Verification**

Verified that the contents of this rejoinder are true and correct to the best of my knowledge and belief and nothing has been concealed from this Hon'ble Tribunal.

  
Appellant

BEFORE THE WORTHY CHAIRMAN, KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,  
PESHAWAR

Service Appeal No. 256 /2015

Hameed-ur-Rahman.....Applicant/Appellant

Versus

The Govt of KPK & others.....Respondents

**Application for Substitution of the word "up gradation" with  
the word "promotion" in the memo of appeal.**

Respectfully Sheweth,

1. That the titled appeal is pending before this Hon'ble Tribunal which is fixed for today.
2. That at the time of drafting the appeal inadvertently instead of promotion the word up gradation has written which obviously is a clerical mistake needing correction.
3. That the correction is mentioned above as in the interests of justice and moreover, the same would not bring any minor or substantial change in the cause of action.

It is therefore humbly prayed, that on acceptance of this application, that the correction as mentioned under above may graciously be allowed and the office is directed to substitute the word "up gradation" with the word "promotion" with red ink.

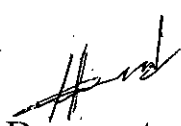
Through

Applicant/Appellant

  
Khaled Rahman,  
Advocate, Peshawar.

Affidavit

I, Hameed-ur-Rahman, Senior Theology Teacher GHS Ikram Pur, Mardan, do hereby affirm and declare on oath that the contents of this application are true and correct to the best of my knowledge.

  
Deponent

THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

I-32

Service Appeal No. 1002/2013



Handwritten notes: No. 1003, dated 05-6-13

Muhammad Shuaib,  
Theology Theacher, Govt. High School,  
Qutabgarh Takht Bhai Mardan.....Appellant.

Versus

1. The Govt. of Khyber Pakhtunkhwa through Secretary Elementary & Secondary Education Civil Secretariat Peshawar.
2. PThe Director, Elementary & Secondary Education Dabgari Garden Peshawar.
3. The District Education Officer, Elementary & Secondary Education, (Male) Mardan.....Respondents

SERVICE APPEAL UNDER SECTION 4 OF THE KHYBER PAKHTUNKHWA SERVICE TRIBUNALS ACT, 1974 AGAINST THE IMPUGNED NOTIFICATION DATED 21.02.2013 WHEREBY 64 TTS (MALE) WERE PROMOTED TO THE POSTS OF STTS WHILE APPELLANT AT SERIAL NO.64 WAS UNLAWFULLY IGNORED AGAINST WHICH APPELLANT FILED DEPARTMENTAL REPRESENTATION ON 04.03.2013 BUT THE SAME WAS NOT DISPOSED OFF WITHIN THE STATUTORY PERIOD OF 90 DAYS.

PRAYER:

On acceptance of the instant appeal, the impugned Notification dated 21.02.2013 may graciously be

Certified to be true copy

EXAMINER  
Khyber Pakhtunkhwa  
Service Tribunal,  
Peshawar

ATTESTED



33



Appeal No. 1002/2013, *Muhammad Shoaib vs Govt*

13.08.2018

Appellant Muhammad Shoaib in person along with counsel Mr. Khalid Rehman, Advocate present. Mr. Hameed ur Rehman, AD(Lit) alongwith Mr. Zia Ullah learned DDA for respondents present.

The main contention of the appellant is that while issuing the impugned notification by the respondents on 21.03.2013, 67 posts as per quota, were required to be promoted but instead, 64 were promoted and at that time, the appellant was standing at Sr. no.144 whereas the last promotee was at Sr. no.142 and in case, all the 67 posts would have been filled vis promoted, then the appellant would have also been promoted but he was not considered at that time. Later on, he was promoted on 01.08.2017 but with immediate effect. So his grievance is that he has been kept deprived of the benefits available to him at the time of issuance of the impugned notification. At this stage, learned Deputy District Attorney raised preliminary objection on the jurisdiction of this Tribunal by citing the judgment of august Supreme Court of Pakistan reported in 2017 SCMR 890 and then the same followed by this Tribunal in service appeal no. 984/15 titled *Badshah Islam vs Chief Secretary Khyber Pakhtunkhwa* decided on 11.10.2017. However, learned counsel for the appellant was not agreed with the objection raised by the DDA and still stressed to decide the case on merit.

The upshot of the foregoing limited discussion is that, this Tribunal is agree with the objection raised by the learned DDA, as such, placing reliance on the verdict of the august Supreme Court of Pakistan, this Tribunal lacks the jurisdiction to entertain the appeal in hand, thus disposed off accordingly, However, the appellant will be at liberty to approach the proper forum for redressal of his grievances. In the circumstances, parties are left to bear their own costs. File be consigned to the record room.

Announced:  
13.08.2018

*Sd/-*  
*Member*

*Sd/-*  
*Chairman*

Certified to be true copy  
13.08.2018  
Khyber Pakhtunkhwa  
Service Tribunal  
Peshawar

Number of Pages of Present Case ..... 800  
Number of ..... 15-08-18  
Copying Fee ..... 600  
Date of Delivery of Copy ..... 27-08-18  
Date ..... 27-08-18



**GOVERNMENT OF  
KHYBER PAKHTUNKHWA  
ELEMENTARY & SECONDARY EDUCATION DEPARTMENT**

Dated Peshawar, 11.07.2012

**NOTIFICATION:**

**No. SO (B & A)/1-18/E&SE/2012:** Sanction of the Government of Khyber Pakhtunkhwa is hereby accorded to the up gradation of the posts for Grant of Incentive of Higher Pay Scale to different Categories/Cadres of teachers in Elementary & Secondary Education Department w.e.f. 01-07-2012 as per details given below:-

Sr. No.	Nomenclature of Teaching Cadre Post	Location	Existing Basic Pay Scale	New Approved Basic Pay Scale	Remarks
1.	Primary School Teacher (PST)	Govt. Primary School	BPS-5 BPS-6 BPS-7 BPS-9 BPS-10 BPS-12	(BPS-12)	The post of PST is upgraded to BPS-12. Accordingly, 33,497 posts of PSTs, already sanctioned in various pay scales are upgraded to BPS-12 for the present incumbents as well as future appointees.
2.	Senior Primary School Teacher (Sr. PST)	"do"	Newly Upgraded/ Redesignated Post	(BPS-14)	22,331 posts of the existing PSTs in various existing pay Scales are upgraded to BPS-14 and redesignated as Senior PST. The posts will be filled in the manner as may be prescribed by the Elementary & Secondary Education Department by making necessary service rules or amending the existing service rules, if any, for the post.
3.	Primary School Head Teacher (PSHT)	"do"	Newly Upgraded/ Redesignated Post	(BPS-15)	20,804 posts of the existing PST's (one post in each Primary School) are upgraded to BPS-15 and redesignated as Primary School Head Teacher, and will be filled in the manner as may be prescribed by the Elementary & Secondary Education Department by making necessary service rules or amending the existing service rules, if any, for the post.
4.	Certified Teachers (CT)	Govt. Middle/High/Higher Secondary School	BS-09 BS-10 BS-12 BS-14 BS-15	(BPS-15)	All the existing posts of CTs, are upgraded to BPS-15 for the present incumbents to the post as well as future appointees.
5.	Senior Certified Teachers (Sr. CT)	"do"	Newly Upgraded/ Redesignated Post	(BPS-16)	One thirds (1/3 <sup>rd</sup> ) of the total CT posts are upgraded to BPS-16 and redesignated as Senior CTs which will be filled in the manner as may be prescribed by the Elementary & Secondary Education Department by making necessary service rules or amending the existing service rules, if any, for the post.
6.	Arabic Teachers (A/T)	"do"	BS-09 BS-10 BS-12 BS-14 BS-15	(BPS-15)	All the existing posts of ATs are upgraded to BPS-15 for the present incumbents to the post as well as future appointees.
7.	Senior Arabic Teachers (Sr. AT)	"do"	Newly Upgraded/ Redesignated Post	(BPS-16)	One thirds (1/3 <sup>rd</sup> ) of the total AT posts are upgraded to BPS-16 and redesignated as Senior AT, which will be filled in the manner as may be prescribed by the Elementary & Secondary Education Department by making necessary service rules or amending the existing service rules, if any, for the post.
8.	Teacher of Theology (TT)	"do"	BS-07 BS-09 BS-10 BS-12 BS-14 BS-15	(BPS-15)	All the existing posts of TTs are upgraded to BPS-15 for the present incumbents to the post as well as future appointees.
9.	Senior Teacher of Theology (Sr. TT)	"do"	Newly Upgraded/ Redesignated Post	(BPS-16)	One thirds (1/3 <sup>rd</sup> ) of the total TT posts are upgraded to BPS-16 and redesignated as Senior TT, which will be filled in the manner as may be prescribed by the Elementary & Secondary Education Department by making necessary service rules or amending the existing service rules, if any, for the post.
10.	Drawing Masters (DM)	"do"	BS-09 BS-10 BS-12 BS-14 BS-15	(BPS-15)	All the existing posts of DMs are upgraded to BPS-15 for the present incumbents to the post as well as future appointees.
11.	Senior Drawing Masters (Sr. DM)	"do"	Newly Upgraded/ Redesignated Post	(BPS-16)	One thirds (1/3 <sup>rd</sup> ) of the total DM's posts are upgraded to BPS-16 and redesignated as Senior DM, which will be filled in the manner as may be prescribed by the Elementary & Secondary Education Department by making necessary service rules or

12.	Physical Education Teachers (PET's)	"do"	BS-09 BS-10 BS-12 BS-14 BS-15	(BPS-15)	All the existing posts of PETs are upgraded to BPS-15 for the present incumbents to the post as well as future appointees.
13.	Senior Physical Education Teachers (Sr. PET's)	"do"	Newly Upgraded/ Redesignated Post	(BPS-16)	One thirds (1/3 <sup>rd</sup> ) of the total PETs posts are upgraded to BPS-16 and redesignated as Senior PET, which will be filled in the manner as may be prescribed by the Elementary & Secondary Education Department by making necessary service rules or amending the existing service rules, if any, for the post.
14.	Qari/Qaria	"do"	BPS-7 BPS-9 BPS-10 BPS-12 BPS-14 BPS-15	(BPS-12)	All the existing posts of Qari/Qaria are upgraded to BPS-12 for the present incumbents to the post as well as future appointees.
15.	Sr. Qari/Sr. Qaria	"do"	Newly Upgraded/ Redesignated Post	(BPS-15)	One thirds (1/3 <sup>rd</sup> ) of the total Qari/Qaria posts are upgraded to BPS-15 and redesignated as Senior Qari/Qaria, which will be filled in the manner as may be prescribed by the Elementary & Secondary Education Department by making necessary service rules or amending the existing service rules, if any, for the post.


2. . . . A policy shall also be devised in the framework of input/output criteria in terms of qualification, length of service, regularity, punctuality, results, curricular and co-curricular achievements and other performance indicators, so that the teachers do not take the scheme for granted but work for it.

3. District wise/ school wise breakup of the posts is enclosed herewith as Annexure-A.

SECRETARY

Endst: No. SO(FR)/FD/10-22(E)/2010 Dated Pesh: the 16/07/2012

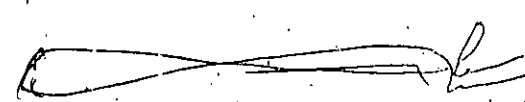
Copy is forwarded to Accountant General Khyber Pakhtunkhwa, Peshawar.  
All District Account Officers

  
SECTION OFFICER (FR)  
FINANCE DEPARTMENT

Endst. Of even Number & Date.

Copy of the above is forwarded to:-

1. The Secretary to Government of Khyber Pakhtunkhwa, Finance Department, with reference to his letter No SO(FR)/FD/10-22(E)/2010 dated 26.06.2012.
2. P.S. to Secretary, E&SE Department, Khyber Pakhtunkhwa, Peshawar.
3. P.S. to Special Secretary, E&SE Department, Khyber Pakhtunkhwa, Peshawar.
4. P.S. to Deputy Secretary-II, E&SE Department, Khyber Pakhtunkhwa, Peshawar.
5. P.S. to Minister of E&SE, Khyber Pakhtunkhwa.
6. The Director, E&SE Khyber Pakhtunkhwa, Peshawar.
7. All the Executive District Officers, E&SE Khyber Pakhtunkhwa.
8. The Managing Director, Printing Press, Khyber Pakhtunkhwa, Peshawar.
9. Master file.

  
(NOOR ALAM KHAN WAZIR)  
SECTION OFFICER (B&A)  
ELEMENTARY & SECONDARY EDUCATION  
DEPARTMENT

*Feroz Khan*

2016 S C M R 859

[Supreme Court of Pakistan]

Present: Anwar Zaheer Jamali, C.J., Mian Saqib Nisar, Amir Hani Muslim, Ejaz Afzal Khan and Mushir Alam JJ

**REGIONAL COMMISSIONER INCOME TAX, NORTHERN REGION, ISLAMABAD**  
and another---Appellants

Versus

**Syed MUNAWAR ALI and others---Respondents**

Civil Appeals Nos.101 and 102-P of 2011, decided on 17th February, 2016.

(On appeal from judgment dated 27-4-2010, of the Peshawar High Court, Peshawar, passed in Writ Petitions Nos.205 of 2010 and 33 of 2009)

(a) Civil service---

----"Upgradation" of post---"Promotion"---Issue of upgradation did not form part of terms and conditions of service of civil servants---"Upgradation" of a post was distinct, from "promotion".

(b) Civil service---

----"Upgradation" of post---Pre-conditions---Upgradation of post could not be made to benefit a particular individual in terms of promoting him to a higher post and further providing him with the avenues of lateral appointment or transfer or posting---In order to justify upgradation, the Government was required to establish that the department needed re-structuring, reform or to meet the exigency of service in the public interest---In the absence of such pre-conditions, upgradation was not permissible.

(c) Constitution of Pakistan---

----Arts. 199 & 212(3)---Civil Servants Act (LXXI of 1973), Preamble---'Upgradation' of post, issue of---Could be decided by the High Court in its Constitutional jurisdiction under Art. 199 of the Constitution.

Issue relating to upgradation of civil servants could be decided by High Court in exercise of its constitutional jurisdiction and bar contained under Article 212(3) of the Constitution would not be attracted. Policy of upgradation, notified by the Government, in no way, amended the terms and conditions of service of the civil servant or the Civil Servants Act, 1973 and or the Rules framed thereunder. Service Tribunal had no jurisdiction to entertain any appeal involving the issue of upgradation, as it did not form part of the terms and conditions of service of the civil servants.

Ali Azhar Khan Baloch v. Province of Sindh 2015 SCMR 456 and Chief Commissioner

Inland Revenue and another v. Muhammad Afzal Khan (Civil Appeal No.992 of 2014) ref.

Shahid Raza, Advocate Supreme Court for Appellants (in both appeals).

Ijaz Anwar, Advocate Supreme Court for Respondents Nos.1 - 8 (in C.A. No. 101-P of 2011).

Ijaz Anwar, Advocate Supreme Court for Respondents Nos.1 - 39 (in C.A. No. 102-P of 2011).

Date of hearing: 17th February, 2016.

## JUDGMENT

**AMIR HANI MUSLIM, J.**---These Appeals, by leave of the Court, are directed against common judgment dated 27.04.2010, passed by the Peshawar High Court, Peshawar, whereby the Writ Petitions filed by the Respondents were disposed of with the direction to the Appellants to act according to law and to do what is required by the law to do within a minimum possible time.

2. The facts necessary for the adjudication of the present proceedings are that the Respondents and others while working as Superintendents/Supervisors with the Appellants filed an Application before the Chairman, Federal Board of Revenue (Revenue Division) for upgradation of their posts from BS-13 to BS-16, inter alia, on the ground that since the post of Superintendent has been upgraded to BS-16 in Federal/Provincial Government, therefore, the post of Superintendent may also be upgraded in the Federal Board of Revenue from BS-13 to BS-16. The said Application remained undecided, and the Respondents filed Writ Petitions before the Peshawar High Court, which were disposed of by a learned Division Bench by the consolidated impugned judgment.

3. The Appellants filed Civil Petitions for leave to Appeal against the judgment of the Peshawar High Court in which leave was granted to consider whether in view of the bar contained under Article 212(3) of the Constitution, the High Court has the jurisdiction to entertain a Constitution Petition relating to the terms and conditions of service of civil servants. Hence these Appeals.

4. The learned Counsel for the Appellants has contended that the jurisdiction of the learned Peshawar High Court was barred under Article 212(3) of the Constitution, as the issue of upgradation which was the subject matter of the Writ Petitions relates to the terms and conditions of service of the Respondents and could not have been adjudicated upon by the High Court. He next contended that the terms and conditions of service of civil servants fall within the domain of the Service Tribunal, therefore, the impugned judgment was without jurisdiction.

5. As against this, the learned Counsel for the Respondents have contended that the issue of upgradation is not covered by the expression "terms and conditions of service" of a civil servant, therefore, the High Court has the jurisdiction to decide the issue.

6. We have heard the learned Counsel for the parties and have perused the record. The expression "upgradation" is distinct, from the expression "Promotion", which is not defined either in the Civil Servants Act or the Rules framed thereunder, and is restricted to the post

(office) and not with the person occupying it. The upgradation cannot be made to benefit a particular individual in term of promoting him to a higher post and further providing him with the avenues of lateral appointment or transfer or posting. In order to justify the upgradation, the Government is required to establish that the department needs re-structuring, reform or to meet the exigency of service in the public interest. In the absence of these pre-conditions, upgradation is not permissible.

7. The aforesaid definition of the expression "upgradation" clearly manifests that it cannot be construed as promotion, but can be granted through a policy. In fact, this Court in the judgment titled as Ali Azhar Khan Baloch v. Province of Sindh (2015 SCMR 456) and an unreported judgment of this Court passed in the case of Chief Commissioner Inland Revenue and another v. Muhammad Afzal Khan (Civil Appeal No.992 of 2014) has held that the issue relating to upgradation of civil servants can be decided by a High Court in exercise of its constitutional jurisdiction and bar contained under Article 212(3) of the Constitution would not be attracted. The policy of upgradation, notified by the Government, in no way, amends the terms and conditions of service of the civil servant or the Civil Servants Act and or the Rules framed thereunder. The Service Tribunals have no jurisdiction to entertain any appeal involving the issue of upgradation, as it does not form part of the terms and conditions of service of the civil servants. The question in hand has already been answered by the aforesaid two judgments of this Court.

8. For the aforesaid reasons, we do not find any infirmity in the impugned judgment; consequently these Appeals are dismissed.

MWA/R-2/SC

Appeals dismissed.

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

Service Appeal No. 256/2015

Khyber Pakhtunkhwa  
Service Tribunal

Hameed-ur-Rahman.....Applicant/Appellant 3613

Versus

Dated 16/2/2023

The Govt. of KPK and others ..... Respondents

APPLICATION UNDER RULE-27 OF THE SERVICE TRIBUNAL RULES, 1974 FOR  
CORRECTION IN HEADING AS WELL AS PRAYER OF THE TITLED APPEAL.

Respectfully Sheweth,

1. That the titled Service Appeal is scheduled for hearing before the Hon'ble Tribunal on 01.03.2023.
2. That at the time of drafting of the instant appeal, inadvertently the word "up-gradation" instead of "Promotion" has been inserted in the heading as well as prayer of the titled appeal, which needs rectification.

It is therefore, humbly prayed that on acceptance of this application the word "up-gradation" may kindly allowed to be replaced with "Promotion" in the heading as well as Prayer of the titled appeal.

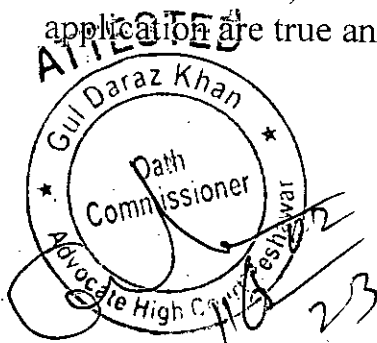
Through

*[Signature]*  
Appellant  
*[Signature]*  
Khaled Rahman,  
Advocate, Peshawar

Dated: 17/02/2023

Affidavit

I, Hameed-ur-Rahman, Senior Theology Teacher, GMS Mutti Banda, District Mardan, do hereby affirm and declare on oath that the contents of this application are true and correct to the best of my knowledge.



*[Signature]*  
Deponent

CNIC. 16102-8500661-3  
cell # 0348 5713361

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

Service Appeal No. 256/2015

Hameed-ur-Rahman.....Applicant/Appellant

Versus

The Govt. of KPK and others ..... Respondents

APPLICATION UNDER RULE-27 OF THE SERVICE TRIBUNAL RULES, 1974 FOR  
CORRECTION IN HEADING AS WELL AS PRAYER OF THE TITLED APPEAL.

Respectfully Sheweth,

1. That the titled Service Appeal is scheduled for hearing before the Hon'ble Tribunal on 01.03.2023.
2. That at the time of drafting of the instant appeal, inadvertently the word "up-gradation" instead of "Promotion" has been inserted in the heading as well as prayer of the titled appeal, which needs rectification.

It is therefore, humbly prayed that on acceptance of this application the word "up-gradation" may kindly allowed to be replaced with "Promotion" in the heading as well as Prayer of the titled appeal.

Through

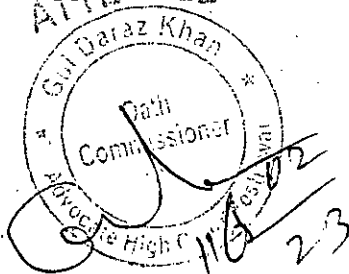
Appellant

Khaled Rahman,  
Advocate, Peshawar

Dated: 17/02/2023

Affidavit

I, Hameed-ud-rRahman, Senior Theology Teacher, GMS Mutti Banda, District Mardan, do hereby affirm and declare on oath that the contents of this application are true and correct to the best of my knowledge.



Deponent

CNIC 16102-8500661-3  
cell #: 0348 5713361



BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

Service Appeal No. 256/2015

Hameed-ur-Rahman.....Applicant/Appellant

Versus

The Govt. of KPK and others ..... Respondents

APPLICATION UNDER RULE-27 OF THE SERVICE TRIBUNAL RULES, 1974 FOR  
CORRECTION IN HEADING AS WELL AS PRAYER OF THE TITLED APPEAL.

Respectfully Sheweth,

1. That the titled Service Appeal is scheduled for hearing before the Hon'ble Tribunal on 01.03.2023.
2. That at the time of drafting of the instant appeal, inadvertently the word "up-gradation" instead of "Promotion" has been inserted in the heading as well as prayer of the titled appeal, which needs rectification.

It is therefore, humbly prayed that on acceptance of this application the word "up-gradation" may kindly allowed to be replaced with "Promotion" in the heading as well as Prayer of the titled appeal.

Through

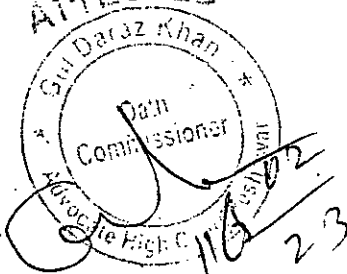
Appellant

Khaled Rahman,  
Advocate, Peshawar

Dated: 17/02/2023

Affidavit

I, Hameed-ud-rRahman, Senior Theology Teacher, GMS Mutti Banda, District Mardan, do hereby affirm and declare on oath that the contents of this application are true and correct to the best of my knowledge.



Deponent

CNIC 16102-8500661-3  
cell #: 0348 5713361

1  
BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

Service Appeal No. 256/2015

Hameed-ur-Rahman.....Applicant/Appellant

Versus

The Govt. of KPK and others ..... Respondents

---

APPLICATION UNDER RULE-27 OF THE SERVICE TRIBUNAL RULES, 1974 FOR  
CORRECTION IN HEADING AS WELL AS PRAYER OF THE TITLED APPEAL.

---

Respectfully Sheweth,

1. That the titled Service Appeal is scheduled for hearing before the Hon'ble Tribunal on 01.03.2023.
2. That at the time of drafting of the instant appeal, inadvertently the word "up-gradation" instead of "Promotion" has been inserted in the heading as well as prayer of the titled appeal, which needs rectification.

It is therefore, humbly prayed that on acceptance of this application the word "up-gradation" may kindly allowed to be replaced with "Promotion" in the heading as well as Prayer of the titled appeal.

Through

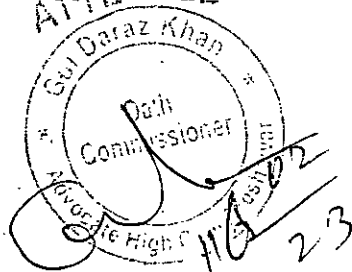
Appellant

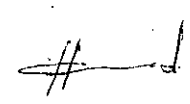
  
Khaled Rahman,  
Advocate, Peshawar

Dated: 17/02/2023

Affidavit

I, Hameed-ur-Rahman, Senior Theology Teacher, GMS Mutti Banda, District Mardan, do hereby affirm and declare on oath that the contents of this application are true and correct to the best of my knowledge.



  
Deponent

CNIC 16102-8500661-3  
cell # 0348 5713361

(For use in Police Department only).

① Passed S.S.C (S) Examination, 1989 From B.S.S.E Peshawar under Roll No. 11100 Marks obtained 382 out of 850 in the 3rd division.

Heirs,

Dy: D.E.O. (M)  
Secy: Mardan

② 1. Passed F.A (A) Exam 1997 from B.S.S.E. Peshawar under Roll No. 184952. Marks obtained 528 out of 1100 and was placed in the 2nd division.

Dy: D.E.O. (M)  
Secy: Mardan

③ Verification Roll No. dated received back Passed Honour in Arabic (H) Examination 1994 from Saidul Sharif (Swat) under Roll No 356 Marks obtained 244 out of 600 in 3rd division. Result declared on 26.2.1995.

Left thumb-impession.

④ Passed Sanadul Firaghat from Darul uloom Sher Gash Mardan session, 1997.

Dy: D.E.O. (M)  
Secy: Mardan

⑤ Passed Shahadat ul Alamia from Wifaqul Madaris Multan, Pakistan under Roll No 422 obtaining English 339 Marks out of 600 and was placed in the 2nd division. First Arts B. I. or B. A.

Dy: D.E.O. (M)  
Secy: Mardan

⑥ Sanad of Shahadatul Alamia issued by Darul uloom Arabia Sher Gash verified by the quarter concerned vide letter No. Nil dated 2.8.1998. 97 is also clarified that the said Darul uloom is recognised by the Govt.

Pledership examination Training School Final examination Other qualifications "BA"

⑧ Passed Reserve Duties Shahadatul Alia Exam from Wifaqul Madaras Multan under R.No. 420 marks obtained 318/600 in 2nd div. Result declared in 1996.

⑦ Passed BA (Spring) 2008 Exam. from AIOU Islamabad under Roll No. 15466965 Secured 62% marks in Grade "B", result declared on 02-3-2009, Marks obtained 554/900.

Dy: D.E.O. (M) MARDAN

15/7/13

D.O. (Male), E&SE Mardan

Handwritten signature

(2)

Note:—The entries in this page should be renewed or re-attested at least every five years and the Signature to lines 9 and 10 should be dated.

1. Name *Mr. Hameedur Rahman* ✓

2. Race *Pakistani*

3. Residence *vill. Jewo Banda Plo Abo Teh. Takht-Bhai  
Distt Mardan.*

4. Father's name and residence *Mr. Mohammad Zada - do -* ✓

5. Date of birth by Christian era as nearly as can be ascertained *07-02-1974* ✓  
*seventh February N.H. seventy four.*

6. Exact height by measurement *5-6*

7. Personal marks for identification *A wound mark on Right Leg.*

8. Left hand thumb and Finger impression of (non-gazetted) officer

Little Finger.

Ring Finger

Middle Finger.

Fore Finger

Thumb.

9. Signature of Government servant *Hameedur Rahman*

10. Signature and designation of the Head of the Office, or other Attesting Officer.

*[Signature]*  
D.V.D.E.O. (M)  
Secy. Mardan.

**PRINCIPAL**  
**Govt High School**  
**Ikrampur (Mardan)**

28/5/2013

20/5/2013

TTs (M) Mardan II



# Directorate of Elementary and Secondary Education Khyber Pakhtunkhwa Peshawar

31

PH No. 091-9210389, 9210938,  
9210437, 9210957, 9210468

Fax 091-9210936, 0800-33857

E-mail rafiq\_kk851@yahoo.com

## Notification

Consequent upon the recommendations of the Departmental Promotion Committee and in pursuance of the Government of Khyber Pakhtunkhwa Elementary and Secondary Education Notification NoSO(B&A)/1-18/E&SE/2012 dated 11.07.2012 and Finance Department Endorsement No SO(FR)/FD/10-22(E)/2010 dated 16.07.2012, the following Male TTs B-15 are hereby promoted to the post of Senior TT 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 the terms and condition 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 TT (M) Posts duly verified by the DAO	202
1/3 share of Senior TT Posts	67
Share of promotion 100 %	67
Already Promoted to the post of Senior TT B-16.	64
Posts available for promotion to the post of Senior TT B-16.	03
Promoted to the post of Senior TT B-16.in this order	03

S. No.	Sen No.	Name	Place of posting	Date of Birth	Remarks
1	26	Habib Muhammad	GMS Farsh Chichar	01/01/1966	Services placed at the disposal of DEO (M) Mardan for further posting.
2	51	Sadi Khan	GHS Badar Banda	01/01/1957	-----Do-----
3	121	Zawar Hussain	GHS Naseer Killi	14/04/1972	-----Do-----

### 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 his performance is found unsatisfactory during probationary period. In case of misconduct, he shall be preceded 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 his duty.
- 7 They will give an under taking 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 recovered and if he is wrongly promoted he will be reversed.

(Muhammad Rafiq Khattak)

Director

Elementary and Secondary Education  
Khyber Pakhtunkhwa Peshawar.

3897-3902

Endst: No. / File No.1/Promotion Senior TT B-16: Dated Peshawar the 28/05/2013.

Copy forwarded for information and necessary action to the: -

1. Accountant General Khyber Pakhtunkhwa Peshawar.
2. District Education Officers (M) Mardan.

TTs (M) Mardan II

2

30

3. District Accounts Officer Mardan.
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.
7. M/File

*[Handwritten Signature]*  
28/5/2013

**Dy: Director (Estab)**  
Elementary and Secondary Education  
Khyber Pakhtunkhwa Peshawar

(18-4-2014)

TTs (M) Mardan II 1

43



Directorate of Elementary and Secondary Education  
Khyber Pakhtunkhwa Peshawar

PH No. 091-9210389, 9210938,  
9210437, 9210957, 9210468  
Fax 091-9210936, 0800-33857  
E-mail raj\_q\_kk851@yahoo.com

Annex "H"

Notification

Consequent upon the recommendations of the Departmental Promotion Committee and in pursuance of the Government of Khyber Pakhtunkhwa Elementary and Secondary Education Notification NoSO(B&A)/1-18/E&SE/2012 dated 11.07.2012 and Finance Department Endorsement No SO(FR)/FD/10-22(E)/2010 dated 16.07.2012, the following Male TTs B-15, are hereby promoted to the post of Senior TT 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 the terms and condition 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 TT (M) Posts duly verified by the DAO	202
1/3 share of Senior TT Posts	67
Share of promotion 100 %	67
Already Promoted to the post of Senior TT B-15	67
One TT B-16 Sharifullah retired from service.	01
Posts available for Promotion	01

S. No.	Sen No.	Name	Place of posting	Date of Birth	Remarks
1	95	Hameed ur Rahman	GMS Muti Banda	07/02/1974	Services placed at the disposal of DEO (M) Mardan for further posting.

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 his performance is found unsatisfactory during probationary period. In case of misconduct, he 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 his duty.
- 7 They will give an under taking 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 recovered and if he is wrongly promoted he will be reversed.

(Muhammad Rafiq Khattak)

Director

Elementary and Secondary Education  
Khyber Pakhtunkhwa Peshawar.

1447-53

Endst: No. / File No.1/Promotion Senior TT 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 Officers (M) Mardan.
3. District Accounts Officer Mardan.
4. Official Concerned.
5. PS to the Secretary to Govt: Khyber Pakhtunkhwa E&S.E. Department.
6. PA to the Director E&SE Khyber Pakhtunkhwa, Peshawar.
7. M/File

Handwritten signature and date 18/04/2014

18/8/2014

Dy: Director (Estab)

Elementary and Secondary Education  
Khyber Pakhtunkhwa Peshawar

Attested to be True Copy

Office of the DEO Male (E & SE) Mardan  
Notification

In consequence upon the recommendations 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 11/07/2012 and Finance Departmental Locoment No SO (FR)/FD/10-22(E)/2010 dated 16/07/2012, the following teachers are hereby promoted to the post of Senior TT BPS-16 (Rs. 10000-800-34000) plus about allowances as admissible under the rules on regular basis under the existing rules of the Provincial Government, on the terms and condition given below from the date of notification vide Director (E & SE) Peshawar Endst No. 1447-53/P.No. 1/ Promotion Senior TT B-16 dated 18.04.2014.

They are further adjusted in High/Higher Secondary Schools as noted below:

S. No.	S.L. No.	Name of Official	From	To	Remarks
1		Harisudur Rahman	GMS Muti Banda	GHS Ikram Pur	V.S.No.2

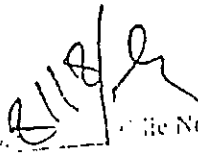
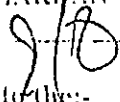
The following TT Teachers are hereby adjusted on their own pay BPS- 15 in the Schools noted on list below.

S. No.	S.L. No.	Name of Official	From	To	Remarks
1		Anwar Shah B-15	GHS Ikram Pur	GMS Muti Banda	Vice Serial No. 1

Conditions:


1. They will 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 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 proceeded as per the rules framed time to time.
4. Charge sheet should be submitted to all concerned.
5. Their inter-caste-seniority on lower post will remain intact.
6. No TADA is allowed for joining his duty.
7. They will give an undertaking to be recorded in their service books to the effect that if any over payment is made to him in light this order will be recovered and if he is wrongly promoted he will be reversed.

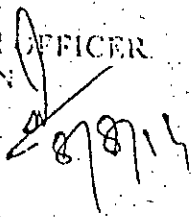
(HANIFULLAH FAROOQI)  
DISTRICT EDUCATION OFFICER  
(MALE)MARDAN

End No.  File No. /Promotion Senior TT BPS- 16: Dated Mardan  /2014

Copy forwarded for information and necessary action to the:-

1. Director (E & SE) Khyber Pakhtunkhwa Peshawar.
2. District Accounts officer Mardan.
3. Principal/Headmaster concerned.
4. Official Concerned
5. M. file

  
DISTRICT EDUCATION OFFICER  
(MALE)MARDAN





Working Paper

15

EXECUTIVE DISTRICT OFFICER ELEM: & SEC: EDUCATION MARDAN

Working Papers for Departmental Promotion Committees for the Promotion of TT Male BPS-15 to Senior TT Male BPS-16

Total No. of TT (M) Posts duly verified by the DAO	202
1/3 share of Senior TT Posts	67
Share of Promotion 100%	67.33
Net to be Promoted	67
Proposed for Promotion	170

List of TTs (Male) for the Promotion of B-15 to Senior TT BPS-16

S. No	S.L.No	Name of Official	Present Place of Posting	D.O.B	Date of App. as Reg TT	Whether Eligible for Up. gradation	Remarks
1	1 ✓	Shamsu Tabrez	GHS Sawal Dher	12/01/1952	30/11/1978	Clear	
2	2 ✓	Wahid Gul	GHS Toru	06/07/1953	28/05/1979	less qualification	IDT
3	3 ✓	Najeeb Ahmad	GHS Pirabad	03/09/1952	24/10/1979	less qualification	Retired 02/09/2012
4	4 ✓	Mian Khan uddin	GHSS Baghdada	04/09/1954	01/12/1979	less qualification	
5	5 ✓	Mian Said	GMS Babeni	02/10/1954	01/12/1979	less qualification	IDT
6	6 ✓	Fazal Akram	GMS Kotki	01/04/1960	02/03/1980	less qualification	
7	7 ✓	Ihsan ullah	GMS Lund Khwar	10/05/1954	05/05/1980	less qualification	
8	8 ✓	Rahmat Wali	GHS Garhi Kapura	01/01/1963	13/10/1981	less qualification	
9	9 ✓	Syed Zakirullah Jan	GHS Shamoza	10/11/1952	15/11/1982	Retired	Retired 09/11/2012
10	10 ✓	Sharif Ullah	GMS Khan Pur	02/01/1954	01/01/1984	Clear	
11	11 ✓	Saif ur Rehman	GHS Katlang	02/01/1961	05/02/1984	SNA	
12	12 ✓	Rahmat Ullah Khan	GMS Landaki Hoti	22/06/1957	27/10/1984	less qualification	
13	13 ✓	Abdul Ghufan	GHS Khairabad	10/02/1958	28/10/1984	less qualification	
14	14 ✓	Shafiq ur Rahman	GMS Kopar Banda	05/05/1962	06/11/1984	less qualification	
15	15 ✓	Aziz ur Rehman	GMS Said Abad	12/03/1963	06/11/1984	less qualification	
16	16 ✓	Mukhtair Ahmad	GHS Sowaryan Toru	02/04/1960	02/09/1985	less qualification	
17	17 ✓	Ali Bahadar	GMS Suhbat Abad	20/08/1957	09/10/1985	Clear	
18	18 ✓	Abdul Munir	GHS Babu Zai Katlang	11/03/1965	15/12/1985	less qualification	
19	19 ✓	Fazli Mahood	GMS Mashal Khan Killi	01/09/1960	01/02/1985	less qualification	

FFIR

Diff

20	20	X	Abdur Raziq	GHS Rustum	16/02/1961	11/02/1986	less qualification
21	21	X	Qadirur Rahman	GHS Garhi Daudatad	01/01/1957	21/09/1986	less qualification
22	22	✓	Muhammad Younas	GMS GLARGO CHAIL	02/09/1961	27/09/1986	Clear
23	23	X	Naeemullah Shah	GCMHS Doya	15/11/1962	15/11/1986	less qualification
24	24	X	Muhammad Jafar	GHS Ghula	16/11/1958	17/11/1986	less qualification
25	25	X	Amir ul Haq	GMS Anar Dalg	09/06/1959	10/12/1986	less qualification
26	26	X	Habib Muhammad	GMS Fresh Chlehar	01/01/1966	15/11/1987	356-4-1987-120: Thirud
27	27	✓	Irfanullah	GHS Dughladn	01/04/1966	16/11/1987	Clear
28	28	X	Abdul Khaliq	GMS Land Khwar	15/02/1967	16/11/1987	less qualification
29	29	✓	Aminur Rahman	GHS Takht Bhul	20/09/1967	24/10/1988	Clear
30	30	✓	Muhammad Burhan	GHS Mazdoorabad T. Bhul	15/03/1965	31/10/1988	Clear
31	31	X	Abdur Rehman	GMS Cham Dheri	04/05/1962	01/11/1988	less qualification
32	32	X	Muhammad Tariq	GHS Mohabat Abad	18/03/1960	01/12/1988	less qualification
33	33	X	Ihsan ullah	GHS Gaddar	10/04/1968	28/10/1989	less qualification
34	34	✓	Muhammad Yousof	GHS Fatima	01/06/1961	30/10/1989	less qualification
35	35	X	Rahmat Jan	GHS Hoti Landeki	07/06/1965	07/11/1989	less qualification
36	36	✓	Muhammad Ishfaq	GMS Jozar Rustam	11/02/1968	01/02/1990	Clear HST
37	37	✓	Muhammad Qasim	GMS Junga	10/01/1962	10/03/1990	clear
38	38	X	Muhammad Pervez	GMS Chamrang	19/07/1965	15/04/1990	less qualification
39	39	X	Sadiq Ahmad	GHS Faran Koroon	30/03/1966	30/04/1990	less qualification
40	40	✓	Ahmad Saeed	GHS Casim Toru	25/12/1964	12/03/1991	Clear
41	41	✓	Fateh Khan	GHS Shamshad Abud Toru	10/03/1958	07/09/1991	Clear
42	42	X	Sarober Khan	GMS Lako Babn	02/09/1958	26/01/1992	less qualification HST
43	43	✓	Jehangir Khan	GHS Jehangir Abad	01/01/1967	01/01/1992	Clear
44	44	X	Fazli Karim	GMS Mula Dheri	15/03/1965	28/02/1992	less qualification
45	45	X	Muhammad Sadique	GHS Kairabad	01/03/1965	01/04/1992	less qualification
46	46	✓	Arsala Khan	GMS Chiragh Dln Killi	03/05/1965	01/04/1992	Clear
47	47	X	Abdus Samad	GMS Br-han	01/07/1967	01/04/1992	less qualification

48	48 ✓	Muhammad Rafiq	GMS Baghdada	11/08/1972	02/04/1992	Clear.	
49	49 ✗	Muhammad Sayyar	GHS Jaisal Garhi	08/03/1970	12/04/1992	less qualification	
50	50 ✓	Masood Akhtar	GHS Bicket Gunj No.1	12/02/1971	30/04/1992	Clear.	
51	51 ✗	Sadi Khan	GHS Badar Banda	01/01/1957	01/06/1992	less qualification	
52	52 ✗	Aziz ur Rehman	GHS Lund Khwar	15/12/1954	10/06/1992	less qualification	
53	53 ✗	Iltishamul Haq	GMS Purana Hoti	20/09/1972	09/09/1992	less qualification	
54	54 ✗	Molvi Muhammad Sadiq	GMS Kunj	10/04/1965	30/09/1992	less qualification IDT	
55	55 ✗	Shahid Ali Afsar	GMS Par Hoti	11/04/1973	29/10/1992	less qualification	
56	56 ✗	Asghar Ali	GMS Mian Esa	15/03/1968	01/11/1992	less qualification	
57	57 ✗	Sahib Noor	GMS Char Gulli	09/08/1966	05/11/1992	less qualification	
58	58 ✗	Imran Ali	GHS Kata Khat	04/01/1965	06/11/1992	less qualification	
59	59 ✗	Ali Rehman	GHS Seri Bchloi	04/02/1968	16/11/1992	less qualification	
60	60 ✗	Naqeeb Ahmad	GMS Garoo	10/04/1968	04/05/1993	less qualification	
61	61 ✓	Hamid Ali	GMS Kalpani	20/08/1968	04/05/1993	Clear	
62	62 ✓	Shamsul Haq	GMS Sarband	15/03/1969	09/05/1993	Clear.	
63	63 ✓	Noor Wahid	GMS Shah Dand	15/05/1971	09/05/1993	Clear.	
64	64 ✗	Syed Faiz hullah	GHS Tordher	06/03/1971	10/05/1993	less qualification	
65	65 ✓	Fazal Wahab	GMS Bunero Killi	07/01/1966	16/05/1993	Clear.	
66	66 ✓	Ijaz Ahmad	GMS Malak Abad	08/04/1969	21/10/1993	Clear.	
67	67 ✗	S. Mushtaq Ahmad	GHS Kass Korona	15/11/1972	21/10/1993	less qualification	
68	68 ✗	Fazli Haq	GMS Salak	05/01/1957	28/04/1994	less qualification IDT	
69	69 ✓	Shafiq ur Rehman	GHS Kathi Garhi	01/04/1966	01/05/1994	Clear	IDT
70	70 ✗	Saeed ur-Rahman	GHS Garyala	19/03/1974	08/05/1994	less qualification	
71	71 ✓	Muhammad Ghafoor	GHSS Pir Saddi	15/10/1971	26/09/1994	Clear.	
72	72 ✗	Noorul Amin	GHSS No.1 Mardan	01/11/1973	27/10/1994	less qualification	
73	73 ✗	Fayaz Khan	GMS Gumbat	20/09/1965	13/11/1994	less qualification	
74	74 ✗	Atcequllah	GHS Sharqi Hoti	22/04/1971	24/11/1994	less qualification	
75	75 ✗	Nascer	GCMS No.3	08/11/1970	15/12/1994	less qualification	Services have been checked

76	<del>76</del>	Muhammad Ayub Khan	GMS Bijli Ghar	14/04/1974	18/12/1994	less qualification
77	<del>77</del>	Muhammad Rafiq	GHS Khanjar	07/09/1974	22/12/1994	less qualification
78	78	Muhammad Farooq	GHSS Mardun	12/02/1972	20/03/1995	Clear.
79	<del>79</del>	Inayat ur-Rahman	GHS Bari Cham	15/10/1975	02/09/1995	less qualification
80	80	Muhammad Naseem	GMS Bahadar Khan Koty	20/05/1972	01/10/1995	Clear.
81	<del>81</del>	Akhtar Gul	GMS Jungara	25/03/1974	16/10/1995	less qualification
82	<del>82</del>	Ghulam Yousaf	GHS Park Takht Bhai	06/04/1957	06/03/1996	less qualification
83	<del>83</del>	Muhammad Altaul Karim	GMS Bari Cham	02/05/1968	11/09/1996	less qualification
84	<del>84</del>	Sultan ul Arifen	GMS Ghaz Killi	01/01/1963	01/03/1997	less qualification IDT
85	<del>85</del>	Inayat Ullah	GMS Mohabat Abad	05/06/1965	23/06/1997	less qualification
86	86	Syed Asif Uddin	GMS Surkh Dhcri	02/01/1971	23/06/1997	Clear.
87	87	Ghulam Ullah	GMS Tariq Abad	15/03/1976	30/06/1997	Clear.
88	<del>88</del>	Baqi Billah	GMS Afzal Abad	01/04/1965	05/08/1997	less qualification IDT
89	89	Hussain Ahmad	GCMS No.3	20/04/1975	05/02/1998	Clear.
90	90	Zahoorul Haq	GHS Mohib Banda	14/04/1968	09/02/1998	Clear.
91	91	M. Zakirul Haq	GHSS Chantar	01/01/1972	10/02/1998	Clear.
92	92	M. Ashraf Ali Shah	GHS Nodch Toru	06/09/1974	10/02/1998	Clear.
93	<del>93</del>	Nihad ullah	GHS Sokai	04/09/1970	23/02/1998	less qualification
94	94	Abdul Qayyum	GHSS Mardun	30/12/1969	24/02/1998	Clear.
95	<del>95</del>	Hameed ur Rahman	GMS Muti Banda	07/02/1974	26/03/1998	less qualification
96	<del>96</del>	M Races Khan	GMS Railway Station	04/01/1979	04/04/1998	less qualification
97	<del>97</del>	Faiz ur Rahman	GHS No. 2 Bicket Gunj	01/03/1969	06/04/1998	less qualification
98	98	Muhammad Ayaz	GMS Butt Seri	12/08/1973	19/04/1998	Clear.
99	99	Muhammad Tayyab	GHS Kandar	24/05/1976	06/04/1999	Clear.
100	<del>100</del>	H. Shaukat Ali	GHS Labour Colony	24/04/1969	08/04/1999	less qualification
101	101	Aziz ur Rehman	GMS Guli Bagh sid	17/04/1970	08/04/1999	Clear.
102	102	Abdul G'afar	GMS Spelano Dlicri L.K	24/04/1970	10/04/1999	Clear.
103	<del>103</del>	Umar Gul	GHS Jewar	12/04/1963	11/05/1999	less qualification IDT

104	✓	Diyar Khan	GHS Pati Kalan	09/02/1975	20/12/1999	Clear.	
105	✓	Zia ur Rehman	GMS Surkhahi	06/02/1970	23/12/1999	Clear.	
106	✓	Imran Ullah	GHS Gujrat	07/04/1975	23/12/1999	Clear.	
107	✓	Rasheed Ahmad	GMS Mohabat Abad	12/04/1975	23/12/1999	less qualification	
108	✓	Rizwanul Haq	GHS Kot Takht Bhai	03/03/1975	27/12/1999	Clear.	
109	✓	Molvi Muhammad Haq	GMS Safaraz Killi	10/01/1979	28/12/1999	Clear.	
110	✓	Muhammad Ayaz	GMS Shamaon Killi	25/08/1972	05/01/2000	less qualification	
111	✓	Muhammad Quresh	GHS Sangao	30/09/1969	01/10/2000	Clear.	IDT
112	✓	Hafiz Rehman Ahmad	GHSS No.1 Mardan	17/08/1971	22/12/2000	Clear	
113	✓	Noor Habib	GMS Baru Bnada	24/10/1952	04/10/2001	Retired	IDT
114	✓	Husnurd Din	GMS Shah Noor Pul T. Bhai	13/05/1956	01/01/2002	less qualification	IDT
115	✓	Muhammad Siyar	GMS Mehmood Abad	03/10/1960	01/06/2002	less qualification	IDT
116	✓	Lutfut Ullah	GMS Musafar Khan Killi	06/08/1969	01/04/2003	Clear.	IDT
117	✓	Ubaid Ullah	GMS Tambulak	20/11/1956	21/01/2004	less qualification	IDT
118	✓	Ihsanullah	GHSS Baghicha Dheri	14/04/1981	06/04/2004	less qualification	
119	✓	Muhammad Islam	GMS Zando Dheri	01/11/1966	01/06/2005	less qualification	IDT
120	✓	Syed Akbar Sabir	GHSS Takht Bhai	10/02/1977	08/12/2006	Clear.	IDT
121	✓	Zawar Hussain	GHS Nascer Killi	14/04/1972	22/02/2007	less qualification	
122	✓	Mukhtar Alam	GMS Landai	30/03/1964	23/02/2007	less qualification	
123	✓	Muhammad Hassan	GMS Ganjai T.Bhai	20/03/1970	23/02/2007	Clear	
124	✓	Muhammad Arshad	GHSS Takht Bhai	01/04/1971	23/02/2007	Clear	
125	✓	S. Muhammad Arif	GHS Bala Garhi	13/05/1971	23/02/2007	Clear.	
126	✓	Mufi Amjad Ali	GHS Khadi Killi	15/04/1972	23/02/2007	Clear	
127	✓	Hanifullah	GHSS Hathian	02/02/1973	23/02/2007	Clear	
128	✓	Muhammad Hussain	GHSS Takkar	02/02/1973	23/02/2007	Clear	
129	✓	S. Aziz Ahmad Shah	GHS Gujrat	05/03/1974	23/02/2007	Clear	
130	✓	Said Riaz Ahmad	GMS Nawan Killi Rustan	15/05/1974	23/02/2007	Clear	
131	✓	Noorul Haq	GHS Parkho Dheri	10/09/1974	23/02/2007	less qualification	
132	✓	Qazi Muhammad Ibrar	GMS Hoti Mardan	31/01/1975	23/02/2007	Clear	
133	✓	Syed Murtaza	GMS Cheena	03/07/1975	23/02/2007	Clear.	

134	134	✓	Fazli Rahim	GMS Khazana Dheri	05/01/1976	23/02/2007	Clear.	
135	135	✓	Muhammad Jehan Zeb Khan	GMS Sadiq Abad	14/02/1976	23/02/2007	Clear.	
136	136	✓	Gul Bad Shah	GMS Muhammad Din Killi	24/02/1976	23/02/2007	Clear.	
137	137	✓	S.M. Yahya Jan	GHS Gujrat	15/04/1978	23/02/2007	Clear	
138	138	✓	Khalid Mehmood	GMS Kot Jungara	15/04/1978	23/02/2007	Clear	
139	139	✓	Shaukat Ali	GMS Mir Baz Ghaz	02/03/1979	23/02/2007	Clear	
140	140	✓	Shamsur Rahman	GHS Baringan	09/01/1967	24/02/2007	Clear.	
141	141	✓	Ayub Khan	GHS Katlang	22/02/1968	24/02/2007	Clear.	
142	142	✓	Roohul Amin	GHSS Hathian	13/05/1970	24/02/2007	Clear.	promoted up to SNO 142.
143	143	X	Fazli Karim	GHS Kohi Barmol	02/02/1971	24/02/2007	DNA	
144	144	✓	Muhammad Shoaib	GHS Qutab Garh T. Bahi	03/02/1971	24/02/2007	Clear.	
145	145	X	Abidur Rahman	GHSS Dheri Likpani	12/06/1972	24/02/2007	DNA	
146	146	✓	Gul Sher Khan	GHS Garhi Kapura	05/03/1973	24/02/2007	Clear	
147	147	✓	Riaz Uddin	GMS Baido Killi	22/04/1973	24/02/2007	Clear.	
148	148	✓	Sher Bahadar	GMS Mehtar Ghundai	05/01/1974	24/02/2007	Clear.	
149	149	✓	Aziz Ahmad	GMS Pepal	24/02/1975	24/02/2007	Clear.	
150	150	✓	Fayaz Ali	GCMHS Boys	03/09/1975	24/02/2007	Clear.	
151	151	✓	Munir Ahmad	GMS Barat Khel	05/09/1976	24/02/2007	Clear.	
152	152	✓	Siraj ud Din	GHS Qasmi	22/10/1976	24/02/2007	Clear.	
153	153	X	Abdul Aziz	GHS Guli Bagh	20/12/1976	24/02/2007	less qualification	
154	154	✓	Naeemullah	GHS Ghalla Dher	27/03/1977	24/02/2007	Clear	
155	155	✓	Mujahidul Haq	GHS Ibrahim Khan Killi	01/02/1978	24/02/2007	Clear.	
156	156	✓	Mushtaq Ali	GHS Rustam	16/04/1978	24/02/2007	Clear.	
157	157	X	Naseem ul Haq	GHS Ato Mardan	02/03/1971	26/02/2007	DNA	
158	158	✓	Muhammad Ibrahim	GMS Shawa Banda	02/05/1977	26/02/2007	Clear.	
159	159	✓	Amanullah	GMS Kot Ismail Zai	09/10/1980	26/02/2007	Clear.	
160	160	✓	Noor Ullah	GHSS Mayar	06/03/1979	27/02/2007	Clear.	
161	161	X	Kifayatullah	GMS Sherabad	04/02/1976	05/03/2007	DNA	
162	162	✓	Bashir Ahmad	GHS Shah Baig	15/03/1978	08/10/2007	Clear.	
163	163	✓	Faridul Haq	GHSS Takkar	16/04/1978	08/10/2007	Clear.	
164	164	X	Ashed Iqbal	GHS Sikandari	13/03/1980	08/10/2007	DNA	

Differ

Differ

57

7

add

Differ

Differ

9

✓ Husain Muz	GHS Palo Dheri	06/07/1981	08/10/2007	Clear
✓ Fadi Rahman	GHS Saro Shah	20/05/1978	09/10/2007	Clear
✓ Inamullah	GMS Zoer Abad	01/07/1978	11/10/2007	Clear
✓ Ali Rahman	GMS Safi Abad	01/01/1976	22/10/2007	Clear
✓ Ghulam Nabi Haq	GMS Garvala Bala	01/05/1983	18/03/2009	N/A
✓ Muhammad Asif	GHS Teru Maira	15/06/1981	17/02/2010	N/A

Certificate:

1. It is certified that all the TT (Male) included in the panel for the promotion of TT BPS-15 to senior TT BPS-16.
  - a. Held Post on regular basis and non of them is holding the post on adhoc/ acting charge basis/ Contract.
  - b. Have completed the required minimal length of qualifying service and qualification as require for promotion of TT BPS-15 to senior TT BPS-16 under the rules.
  - c. Non of them is on Deputation to any organization under the Federal/ Provincial/ Autonomous/ Semi Autonomous Organization.
  - d. Neither any disciplinary /departmental proceeding / anti corruption/ Judicial enquiry is not pending against them nor has any penalties imposed upon any one of them during the last five years.
  - e. No one is on long leave/ Ex-Pakistan leave.
  - f. There is ACRs, Synopsis are free from adverse remarks.
  - g. They are all alive and serving.
  - h. Their appointment orders against TT Post are attached herewith.
  - i. The seniority List of BPS-16 officers are final, undisputed and not subjudice.
2. The Departmental Promotion Committee is requested to determine the suitability of above TTs for promotion of TT-15 to Senior TT BPS-16.

MUSLIM KHAN

Muhammad Ibrahim

M. Syed

*[Signature]*

EXECUTIVE DISTRICT OFFICER  
(ELEM: & SEC: EDU:) MARDAN

31/12/2012

Total = 145  
 Clear = 87  
 Differ = 06  
 Less qualification 70

2006 SCMR 1938 }

[Supreme Court of Pakistan]

Present: Khalil-ur-Rehman Ramday and Raja Fayyaz Ahmed, JJ

LUQMAN ZAREEN and others----Petitioners

Versus

SECRETARY EDUCATION, N.-W.F.P. and others----Respondents

C.Ps. Nos.326-P to 342-P, 485-P, 486-P, 513-P to 519-P, 586-P and 622-P of 2005, decided on 21st June, 2006.

(On appeal from the judgment/order, dated 14-5-2005 of the N.-W.F.P. Service Tribunal, Peshawar, passed in Service Appeals Nos.187 and 188 of 2004, 1019, 1020, 1021, 1022, 1023, 1025, 1026, 1122, 1178, 1191, 1192, 1193, 1194, 1195, 1196, 1024, 1151, 1152, 1153, 1154, 1158, 1159, 1160, 1161, 1157 and 997 of 2003, respectively).

(a) North-West Frontier Province Civil Servants Act (XVIII of 1973)---

----S. 8---Promotion--- Principle--- Acting charge--- Departmental Promotion Committee issued delayed notification---Effect---Where a post was available against which a civil servant could be promoted; where such civil servant was qualified to be promoted to such a higher post; where he was put on such higher post on officiating or acting charge basis only because requisite exercise of allowing regular promotion to such post was being delayed by competent authority and where he was subsequently found fit for such promotion and was so promoted on regular basis, then the civil servant was entitled not only to the salary attaching to such post but also to all consequential benefits from that very date from which he had put on the said post on officiating or acting charge basis.

(b) North-West Frontier Province Civil Servants Act (XVIII of 1973)---

----S. 8---Promotion---Acting charge---Date of promotion---Determination---Civil servants were promoted on 31-8-2000, on acting charge basis but Departmental Promotion Committee issued their notification of promotion on 27-5-2003---Grievance of civil servants was that their promotion was not considered from the date when they were promoted on acting charge basis---Validity---Civil servant who was asked to hold a higher post to which he was subsequently promoted on regular basis, was entitled to the salary etc. attaching to such post for the period that he held the same---Such civil servant was also entitled to any other benefits which might be associated with such post---If a vacancy existed in the higher cadre to which a civil servant was qualified to be promoted on regular basis but was not so promoted without any fault on his part and was instead put on such post on officiating basis, then on his regular promotion to such post, the civil servant would be deemed to have been so promoted to the same from the date from which he was allowed to hold the higher post, unless justifiable reasons existed to hold otherwise---Supreme Court converted petition for leave to appeal into appeal and set aside the judgment passed by Service Tribunal---Supreme Court declared the civil servants to be deemed to be promoted from 31-8-2000 and not from 27-5-2003---Appeal was allowed.

Sarwar Ali Khan's case PLD 1994 SC 233 and Chaudhry Mehmood Akbar's case 2003 SCMR 13 rel.

(c) North-West Frontier Province Service Tribunals Act (I of 1974)---

----S. 4---North-West Frontier Province Civil Servants Act (XVIII of 1973), S.8---Appeal--- Maintainability---Necessary parties---Non-impleading of direct appointees---Civil servants were

*for appealant*  
*Antidated promotion*  
*Non-impleading Private*  
*Respondents.*



promoted on 31-8-2000, on acting charge basis but Departmental Promotion Committee issued their notification of promotion on 27-5-2003---During promotion on acting charge basis and issuance of notification, department directly recruited few civil servants---Grievance of said civil servants was that their promotion was not considered from the date when they were promoted on acting charge basis---Service Tribunal dismissed appeal on the ground that the direct appointees were not made party to the appeal---Validity---Appeals filed by civil servants before Service Tribunal did not seek seniority over directly recruited persons and what they were asking for was vindication of their right to regular promotion from the date in question---If civil servants were found entitled to the same then they could not be deprived of it only because it could have caused some prejudice to some others nor could those others be heard to deny such benefit deserved by the civil servants---Non-impleading" of the direct appointees to the appeals filed by civil servant in Service Tribunal could be no ground to deny them a right which had lawfully accrued to them--Appeal was allowed.

Javed A. Khan, Advocate Supreme Court with Mir Adam Khan, Advocate-on-Record for petitioners (in all petitions).

M. Saeed Khan, Additional Advocate-General, N.-W.F.P. with Haji Ahmed Khan, Additional Secretary (S&L) and Fazli Manan, Director (S&L) Education Department, Peshawar for Respondents.

Date of hearing: 21st Just, 2006.

## JUDGMENT

**KHALIL-UR-REHMAN RAMDAY, J.**---All these petitions, twenty-eight in number, involve identical questions of law and facts; arise out of the same consolidated judgment of the learned N.-W.F.P. Service Tribunal and are, therefore, being disposed of together through this single judgment.

2. The petitioners in all these cases were serving the respondent-Government as S.E.Ts. in different schools of the Province. Through a notification dated 31-8-2000, they were "ADJUSTED" against the higher posts of Subject-Specialists in the following terms:

"The following SETs holding M.A./M.Sc. Degrees in the relevant subject for the post of Subject Specialists on acting charge basis in the schools noted against each on seniority basis with immediate effect subject to the terms and conditions in vogue or ones to be framed in future."

3. After the petitioners had held the said higher posts of Subject Specialists and Headmasters for about three years, a further notification was issued on 27-5-2003 which read as under:

"On the recommendation of the Departmental Promotion Committee, the Competent Authority has been pleased to promote the following S.E.Ts. (BPS- 16) (I/C S.S.) to the rank of Subject Specialists (BPS-17) on regular basis with immediate effect and adjusted in the schools as noted against their names."

4. The petitioners felt aggrieved of their promotion to the said post from 27-5-2003 and not from the date when they had been actually appointed to the said posts though on acting charge basis i.e. from 31-8-2000. They sought redress of their said grievance from the learned Service Tribunal but failed.

5. Hence these petitions.

6. It has not been denied even before us that clear vacancies of Subject Specialists existed on 31-8-2000. It has also not been denied that all the petitioners possessed the requisite

Qualifications for being regularly promoted to the said posts on the said date and no impediment existed in their way to such a promotion. The reason offered for not so doing was that since a large number of SETs were to be promoted, therefore, it took the Departmental Promotion Committee some time i.e. about three years to do the needful. It was, however, submitted that no financial loss had accrued to the petitioners because during these three years when they were holding the said higher posts, they had been paid salaries etc. attached to the same.

7. The learned Tribunal non-suited the petitioners essentially on the ground that during the period in question when they were holding the higher posts on acting charge basis, they were entitled only to the salaries of the said posts and nothing more and that they were not possessed of any right to claim regular promotion from 31-8-2000. A mention had also been made by the learned Tribunal that during this period some twenty-seven persons had got directly recruited as Subject Specialists who had not been arrayed as parties to the appeals filed by the petitioners before the said learned Tribunal; that ante-dating the promotion of the petitioners to the said posts would adversely affect the seniority of the said direct appointees and since they had not been made parties to the said appeals, therefore, the sought relief could not be granted to them. From the impugned judgment of the learned Service Tribunal, an impression is also gathered that while refusing the said relief to the petitioners, the said learned Tribunal had also been influenced by the fact that they had not re-coursed to the available remedies in the year 2000 when they had been promoted to the posts in question on acting charge basis only and not on regular basis.

8. We have heard the learned counsel for the parties and have also perused the record in the light of the submissions made before us.

9. It is then a position admitted on all sides that nothing existed in the way of the petitioners on 31-8-2000 which could have disentitled them to regular promotion to the posts in question and that it was only the usual apathy, negligence and bureaucratic red-tapsim which had deprived the petitioners of the fruits that they deserved. The petitioners could not be permitted to be punished for the faults and inaction of others. We are of the view that where a post was available against which a civil servant could be promoted; where such a civil servant was qualified to be promoted to such a higher post; where he was put on the said higher post on officiating or acting charge basis only because the requisite exercise of allowing the regular promotion to the said post was being delayed by the competent authority and where he was subsequently, found fit for the said promotion and was so promoted on regular basis then he was entitled not only to the salary attaching to the said posts but also to all consequential benefits from the very date from which he had been put on the said post on officiating or acting charge basis and we hold accordingly.

10. The learned Tribunal had brushed aside some precedent cases cited before it including some cases of this Court by declaring that the same were distinguishable. We have gone through the said judgments delivered by this Court and find that the learned Tribunal had failed to read the said judgments properly and to appreciate the ratio of the same in its correct prospective.

11. One such judgment to which a reference had been made in detail in the impugned judgment was Sarwar Ali Khan's case reported as PLD 1994 SC 233. This was a case where a Deputy Registrar of the Sindh Labour Appellate Tribunal had been appointed to the post of the Registrar of the same Tribunal on 5-7-1988 with immediate effect and till further orders but in his own pay and scale. It was almost three years later that he was regularly promoted to the said post on the recommendation of the Departmental Promotion Committee. Since there was no prospect of his further promotion beyond the post of Registrar, therefore, he had claimed only the salary of the post of Registrar which he had held on officiating basis for about three years and had prayed for nothing more. This claim was denied to him which finally led him to this Court. And this is what was held by this Court in the said facts and circumstances:

".... This cannot be stretched to cover the case in hand, where the incumbent has worked

against that post on his own pay and status for three years, particularly when there was no legal impediment in his way to be promoted at that time on regular basis when he was inducted on 5-7-1988. In the instant case, since the appellant was eligible and qualified for promotion to B-18, there appears no justifiable reason to deprive him of the salary and others benefits of that post for a period of three years, which he would have received, had he been promoted on regular basis. The appellant had discharged full duties and responsibilities of the higher post and in the absence of some plausible reason, he cannot be deprived of the salary and other benefits connected with that post." Underlining is ours).

12. Dealing with this judgment, the learned Tribunal had failed to appreciate the principle laid therein by this Court by omitting to give the requisite weight to the principle enunciated and the words "other benefits" emphasized by this Court through the said judgment.

13. Another judgment of this Court placed before the learned Tribunal for its guidance was the one delivered in the case of Chaudhry Mehmood Akbar reported as 2003 SCMR 13.

14. This was a case where Muhammad Afzal, the respondent in that case, while serving as Deputy Superintendent of Jail on 21-12-1989, was transferred and posted as Superintendent of Jail in his own pay and scale and it was almost live years thereafter i.e. on 1-9-1994 that he was regularly promoted to the said post of Superintendent. He reached the Service Tribunal claiming regular promotion from the date when he had been appointed to the said post of Superintendent i.e. from 21-12-1989 instead of the date of his regular promotion to the same i.e. on 1-9-1994. The learned District Attorney who represented the Government before the learned Tribunal did not object to the grant of the said relief and the same was accordingly allowed to him. One Muhammad Akbar questioned the said judgment of the learned Tribunal before this Court submitting that he was senior to Muhammad Anal in service; had been promoted to the post of Superintendent of Jail after Muhammad Afzal had been put on the said post in his own pay and scale but before his regular promotion to the said post on 1-9-1994 and that granting promotion to the said Muhammad Afzal with effect from 21-12-1989 would operate prejudicially to his seniority and interests vis-a-vis the said Muhammad Afzal. After hearing all the sides, this Court sanctified the promotion of Muhammad Afzal with effect from the date when he had been actually put on the said higher post i.e. with effect from 21-12-1989 subject only to the proviso that the same would not adversely affect the rights of the other Superintendents of Jail who were senior to the said Muhammad Afzal.

15. A bare perusal of these judgments would thus, show that this Court had always accepted the principle that a person who was asked to hold a higher post to which he was subsequently promoted on regular basis, was entitled to the salary etc. attaching to such a post for the period that he held the same; that he would also be entitled to any other benefits which may be associated with the said post and further that if a vacancy existed in a higher cadre to which a civil servant was qualified to be promoted on regular basis but was not so promoted without any fault on his part and was instead put on the said post on officiating basis then on his regular promotion to the said post, he would be deemed to have been so promoted to the same from the date from which he was allowed to hold the said higher post unless justifiable reasons existed to hold otherwise.

16. The appeals filed by the petitioners before the learned Service Tribunal could not have been dismissed on the ground of limitation. Firstly, because it was the subsequent notification dated 27-5-2003 which had ordered their regular promotion not from the date that they had been promoted to the posts in question on acting charge basis but from the date of the said notification, which had caused grief to them. Therefore, limitation would start running against them not from 31-8-2000 but from 27-5-2003. And secondly, because on similar question of limitation, this Court had thus, held in Sarwar Ali Khan's case (supra)

"... it can be said that presumption favourable to the civil servant (appellant) would be that it was temporary arrangement and would not last long but it lasted for three years. Filing representation was also proper remedy and in such circumstances, it would not

be fair to knock down service appeal as time-barred on the ground that first notification was not challenged."

17. This brings us to the question whether the petitioners could have been denied relief by the learned Tribunal on the ground that allowing relief in question to them could have operated to the prejudice of some persons who had been directly recruited to the posts of Subject Specialists between 31-8-2000 and 27-5-2003 and who had not been impleaded as respondents in the said appeals. Suffice it to say that the appeals filed by the petitioners before the Service Tribunal did not seek seniority over the said directly recruited persons and what they were asking for was the vindication of their right to regular promotion from the date in question and if the petitioners were found entitled to the same then they could not be deprived of it only because it could have caused some prejudice to some others nor could the said others be heard to deny the said benefit deserved by the petitioners. Therefore, we find that nonimpleading of the said direct recruits to the appeals filed by the present petitioners in the learned Tribunal could also be no ground to deny them a right which had lawfully accrued to them.

18. Having thus, examined all aspects of the matter and for the above-discussed reasons, all these petitions are converted into appeals which are allowed as a result whereof the impugned judgment of the N.-W.F.P. Service Tribunal is set aside and as a further result whereof it is declared that the petitioners (now appellants) shall be deemed to have been regularly promoted as Subject Specialists from 31-8-2000 and not from 27-5-2003.

19. No orders as to costs.

M.H./L-6/SC

Appeals allowed.