


FORM OF ORDER SHEET

Court of _____

Appeal No. 867/2024

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	25/06/2024	<p>The appeal of Mr. Ashraf Khan received today by registered post through Mr. Arshad Khan Battani Advocate. It is fixed for preliminary hearing before touring Single Bench at D.I.Kkan on 19.08.2024. Counsel for the appellant has been informed telephonically.</p> <p style="text-align: right;">By the order of Chairman  REGISTRAR</p>

BEFORE THE KPK SERVICES TRIBUNAL, KPK PESHAWAR CAMP
COURT DERA ISMAIL KHAN

In Service Appeal No. 867 /2024

Ashraf Khan
(**Appellant**)

Versus

Govt Of KPK, etc
(**Respondents**)

SERVICE APPEAL
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Dated: ___/06/2024

Your Humble Appellant


Ashraf Khan
Through Counsel

Arshad Khan Bhattani
Advocate High Court

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BEFORE THE HONOURABLE SERVICES TRIBUNAL, KPK.
PESHAWAR CAMP COURT DERA ISMAIL KHAN

Service Appeal No. 867 /2024

Ashraf Khan, son of Raza Khan casteDawar r/o village HurmazTeshil
Mir Ali North Waziristan, presently posted as Librarian-II (BPS-09)
Mufti Mehmood Public Library Dera Ismail Khan.

Mob No. 0336-1953819

.....(**APPELLANT**)

VERSUS

1. Govt. of Khyber Pakhtunkhwa through Secretary Higher Education
Archives And Libraries Department, Khyber Pakhtunkhwa,
Peshawar.
2. The Director Archives And Libraries Department, Khyber
Pakhtunkhwa.

(**RESPONDENTS**)

SERVICE APPEAL UNDER SECTION 4 OF SERVICE TRIBUNAL
ACT, 1974 AGAINST IMPUGNED APPOINTMENT ORDER
NO.2246/3/IDA DATED 02/11/2022 TO THE EXTENT OF
(incorrect seniority position) of the APPELLANT WHEREBY THE
APPELLANT HAS BEEN WRONGLY PLACED AT SERIAL NO.23 OF
THE IMPUGNED ORDERAND FINALLY AGAINST THE
INDECISSION OF DEPARTMENTAL APPEAL/REPRESENTATION
DATED 26/02/2024 OF THE APPELLANT.

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PRAYER

On acceptance of the instant service appeal, to declare the impugned appointment order (to the extent of assignment of incorrect seniority position) against the law; facts and merit position and incorrect to the extent of the placement of the appellant on serial No. 23. Respondent may kindly be directed to correct/modify the impugned appointment order/seniority position No. 2246/3/IDA dated 02/11/2022 to the extent of appellant by including the experience marks of the appellant in final merit of the appellant, and the appellant may graciously be placed at serial number No. 1.

The respondent may kindly be directed rectify their omission by adding/including the experience marks of appellant while preparing the assignment of merit position.

That after correcting the merit position in impugned order, subsequently, seniority position of appellant may kindly be prepared as per correct merit position, with back benefits.

Any other relief deemed appropriate in circumstances of the case may also be allowed in favour of appellants as against respondents with costs.

Respectfully Sheweth;

1. That the appellant is a law abiding citizen of Pakistan and is enjoying well reputation in the society, and is permanent resident of North Waziristan. Copy of CNIC is annexed as **Annexure-A**.
2. That the appellant is an educated person and got the degree of Master Library information Science. Similarly the appellant is well experienced individual and got many years of experience working as Librarian from different recognized institutions. Copy of educational testimonials and experience certificate are annexed as **Annexure-B**.

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3. That the respondent department advertised posts of Librarian-II(BPS-09) along with other different categories. Copy of the advertisement is enclosed as **Annexure-C**.
4. That the appellant being an eligible and fit candidate, applied for the post of Librarian-II (BS-09). Later on the appellant appeared in the test said post and the appellant stood successfully in the said test. Later on appellant along with other candidates were advised to furnish their Bio-data along with other documents within prescribed time. The petitioner submitted all the required documents along with his experience certificates, to respondent department within the prescribed time.
5. That the appellant along with 24 other candidates was appointed vide impugned order No. 2246/3/IDA dated 02/11/2022 by respondent No. 2. While issuing the said appointment order, respondents though, followed the law and the rules by the assigning the seniority to the candidates (being appointed under same process and on same date) on the basis of their respective merit position. The appellant was wrongly placed at serial number 23 of the impugned appointment order. Copy of the impugned appointment order No. 2246/3/IDA dated 02/11/2022 is annexed as **Annexure-D**.
6. That the appellant was posted at Mufti Mehmood Public Library District Dera Ismail Khan. Appellant joined his legitimate duties on 07/11/2022. Copy of the arrival report is annexed as **Annexure-E**.
7. That after joining his duties the appellant had served the department honestly and has not left any stone unturned in obeying his legitimate duties.

8. That soon after the joining of his duties the appellant has frequently been requesting the high ups and competent authority regarding the incorrect merit position of the appellant. The omission on the part of the appointing authority qua exclusion of experience marks in merit position of the appellant, the appellant moved an application to the respondent No. 2 regarding the same. Which was turned down/dismissed by the respondent No. 2 merely on the grounds of being illogical and unjustified. Copy of the application order No. 1339/3/52/DA dated 08/12/2023 is annexed as **Annexure-F**.
9. That feeling aggrieved from the order of the respondent No. 2 moved representation/departmental appeal on 26/02/2024 against the said order No. 1339/3/52/DA dated 08/12/2023, regarding the correction/modification in the merit order/seniority position. Copy of representation/departmental appeal is annexed as **Annexure-G**.
10. That up till now no response has been shown by the respondents regarding the representation and remains undecided. After the laps of statutory limitation of departmental appeal, cause of action has been accrued to the appellant for instant Service Appeal. Hence, the instant service appeal is being preferred, inter alia on the following grounds.

GROUND

1. The impugned appointment order No. No. 2246/3/IDA dated 02/11/2022, qua appointment of the appellant and preparation of seniority position therein by following the service laws is according to the law and procedure but to the extent of assignment of wrong seniority position/merit to the appellant is against the law, rules,

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- facts and the procedure, adversely affecting the fundamental rights of the appellant.
2. That mistake was occurred, either intentionally or by inadvertence, due to wrongly calculation of marks on the basis of documents and experience certificates. The seniority on the basis of merit assignment in the appointment order dated 02/11/2024 is against service laws, incorrect, infringing the rights and only to the extent of placement of the appellant on serial No. 23. The appellant has wrongly been placed at Serial No. 23 of Impugned appointment order/Seniority list. Appellant is very much entitled that his relevant experience in the field may graciously be considered and the impugned appointment order is liable to be Corrected/modified to the extent of the appellant and appellant is entitled to be placed at Serial No. 01 of the impugned order. So the seniority of the appellant may kindly be corrected at earlier stage to avoid future complications qua seniority.
 3. That act/omission on the part of respondents is illegal against the fundamental and basic rights of the appellant, is violative of the service laws, hence, need issuance of this worthy tribunal.
 4. That the appellant is very much entitled to be placed at serial No. 01 of the impugned order in accordance with law but denial on the part of respondents is against all canons of Justice and in utter disregard of Natural justice.
 5. That it is crystal clear from the record annexed, that appellant has served as Librarian in Army Public School and College Bannuw.e.f 12/02/2019 to 02/10/2019 (aprox 09 months) and in the Govt Post Graduate College Miran Shah North Waziristan w.e.f (04/10/2019 to

10/08/2021 (aprox 1 Year and 10 months). Appellant has the total experience of 2 years and 7 months in the relevant field from a recognized institutes. According to ESTA CODE, comparative grading of qualification the candidate having the experience of two years gets the 07 marks of experience in his final merit and the same marks were not included in the final merit of the appellant. Hence, according to service laws and ESTA CODE the impugned order/seniority is very much liable to be corrected/modified to the extent of placement of the name of the appellant. Copy of ESTA code and comparative grading of qualification is annexed as **Annexure-H.**

6. That the appellant got 81.1 total merit marks in vide impugned appointment order No. 2246/3/IDA dated 02/11/2022 and was placed on serial No. 23. The total merit marks of the appellant was calculated by the comparative grading of qualification under ESTA CODE in the following manner.

Qualification	Marks
FSc (1 st division)	70
High qualification (1 st division)	08
Two stage Above (BSc + MA)	
Interview Marks	03
Total Merit Marks	81

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Which clearly transpires that the experience marks of the appellant had not been added to the final merit marks of the appellant. The actual marks of the appellant after the addition of the experience marks will be 88 according to comparative grading of qualification under ESTA CODE.

Qualification	Marks
FSc (1 st division)	70
High qualification (1 st division)	08
Two stage Above (BSc + MA)	
Interview Marks	03
Experience marks (two years)	07
Total Merit Marks	88

Hence, according to service laws and ESTA CODE the impugned order/seniority is very much liable to be corrected/modified to the extent of placement of the name of the appellant and the appellant may graciously be placed at serial No. 1 because the individual placed on the serial number of impugned order has 85.43 total merit marks.

7. That the petitioner is very much entitled to placed at serial No. 1 of the impugned order/seniority list under rule 17 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989.

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8. That the request of the appellant is legitimate but due to the lethargic conduct of the respondents, the case of the appellant has been shuffling from desk to desk and the rights guaranteed to the appellant by the Constitution are being violated by the respondents.
9. That appellant has wrongly been placed at serial No. 23 in the impugned order/seniority list, as correct position of the appellant is at serial No. 01 by including the experience marks of the appellant in the final merit of the appellant.
10. That it is pertinent to mention here that if the correction in the impugned order is not made the appellant will face irreparable loss and complications in the future and matter will get more complicated if any other seniority list has been issued by the department.
11. That the petition of appeal is duly supported by law and rules formulated there under, besides the affirmation/affidavit annexed hereto.
12. That this honourable Tribunal is competent and has ample powers to adjudge the matter under reference/appeal.
13. That counsel for the appellant may graciously be allowed to raise additional grounds at the time of arguments.

It is therefore humbly request that on acceptance of the instant service appeal, to declare the impugned appointment order (to the extent of assignment of incorrect seniority position) against the law; facts and merit position and incorrect to the extent of the placement of the appellant on serial No. 23. Respondent may kindly be directed to correct/modify the

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Impugned appointment order/seniority position No. 2246/3/IDA dated 02/11/2022 to the extent of appellant by including the experience marks of the appellant in final merit of the appellant, and the appellant may graciously be placed at serial number No. 1.

The respondent may kindly be directed rectify their omission by adding/including the experience marks of appellant while preparing the assignment of merit position.

That after correcting the merit position in impugned order, subsequently, seniority position of appellant may kindly be prepared as per correct merit position, with back benefits.

Dated: 22/06/2024

Your Humble Appellant



Ashraf Khan
Through Counsel



Arshad Khan Bhattani
Advocate High Court

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BEFORE THE KPK SERVICES TRIBUNAL, KPK PESHAWAR CAMP
COURT DERA ISMAIL KHAN

In Service Appeal No. _____/2024

Ashraf Khan
(**Appellant**)

Versus

Govt of KPK, etc
(**Respondents**)

CERTIFICATE

Certified that appellant have not filed an appeal regarding the subject controversy, earlier in this august Tribunal.

Date: 22/06/2024

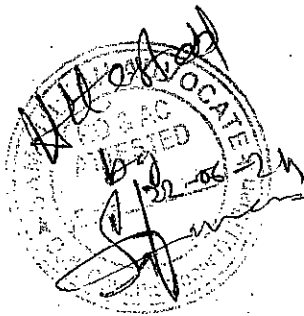
Appellant



AFFIDAVIT

I, **Ashraf Khan**, son of Raza Khan caste Dawar r/o village HurmazTeshil Mir Ali North Waziristan, presently posted as Librarian-II (BPS-09) Mufti Mehmood Public Library Dera Ismail Khan, appellant herein, do hereby solemnly affirm on oath that all parawise contents of the accompanying appeal are true and correct to the best of my knowledge, belief and information; that nothing has been concealed or kept secret from this worthy Tribunal, nor anything contained therein is based on exaggeration or distortion of facts.

Dated: 22/06/2024



Deponent

Cnic# 21505-0596029-3

(11)

**BEFORE THE KPK SERVICES TRIBUNAL, KPK PESHAWAR CAMP
COURT DERA ISMAIL KHAN**

In Service Appeal No. _____/2024

Ashraf Khan
(**Appellant**)

Versus

Govt of KPK, etc
(**Respondents**)

ADDRESSES OF PARTIES

APPELLANT

Ashraf Khan, son of Raza Khan caste Dawar r/o village Hurmaz Teshil
Mir Ali North Waziristan, presently posted as Librarian-II (BPS-09)
Mufti Mehmood Public Library Dera Ismail Khan.

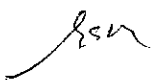
Mob No. 0336-1953819

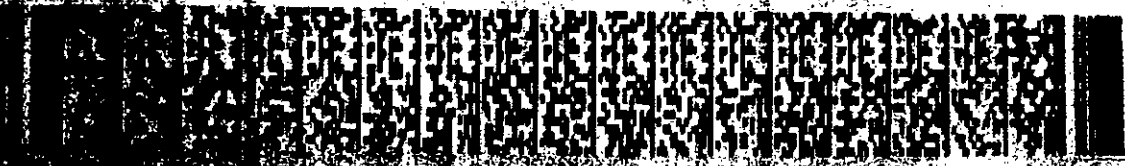
RESPONDENTS

1. Govt. of Khyber Pakhtunkhwa through Secretary Higher Education
Archives And Libraries Department, Khyber Pakhtunkhwa,
Peshawar.
2. The Director Archives And Libraries Department, Khyber
Pakhtunkhwa.

Your Humble Appellant


Ashraf Khan
Through Counsel


Arshad Khan Bhattani
Advocate High Court



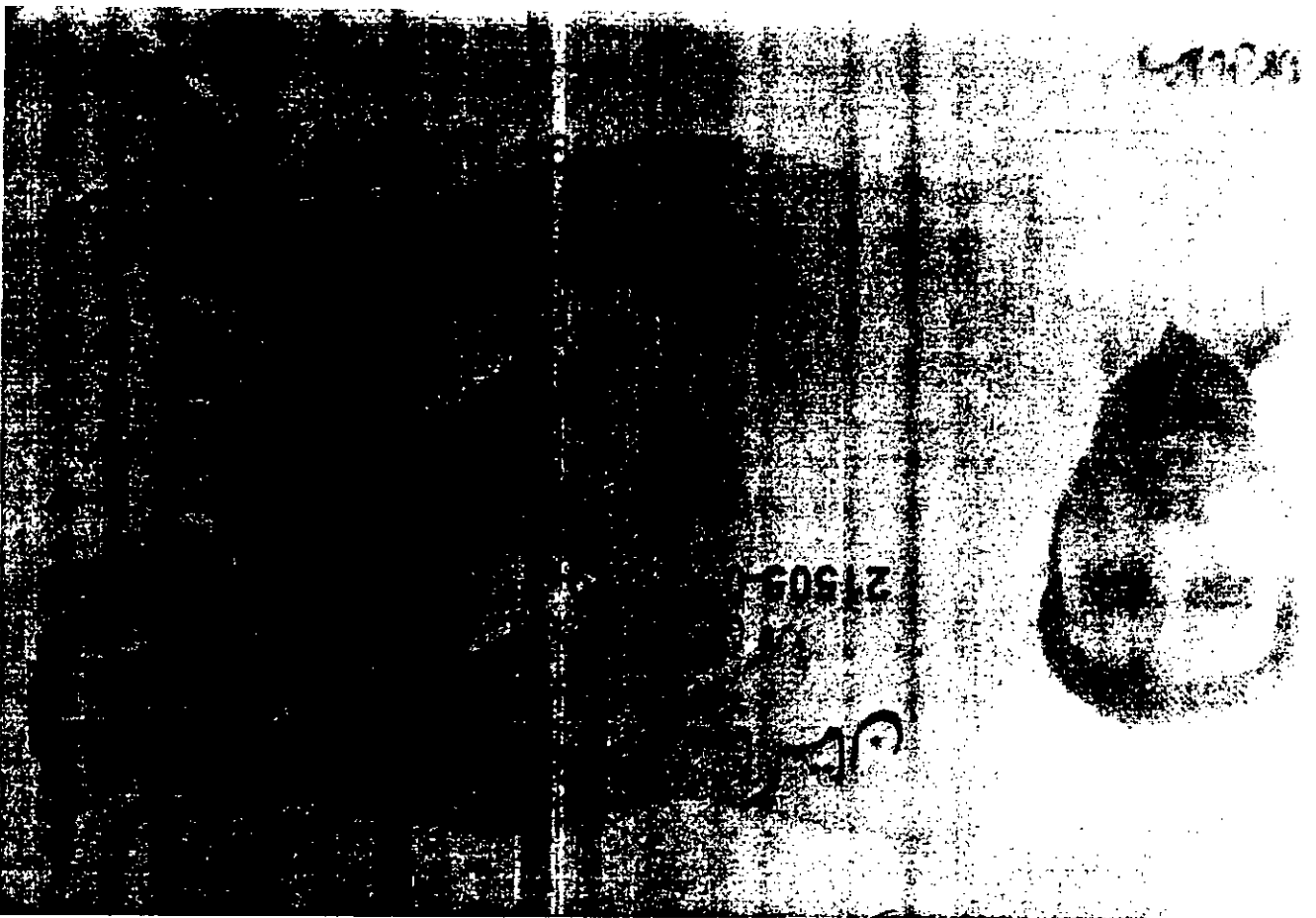
07/12/2024



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Attached true to be copy

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Annex (A)

بِسْمِ اللّٰهِ الرَّحْمٰنِ الرَّحِیْمِ

University of Peshawar Pakistan

This certifies that

Ashraf Khan son of Raza Khan

having fulfilled all the requirements is hereby admitted to the degree of

Master of Library & Information Sciences

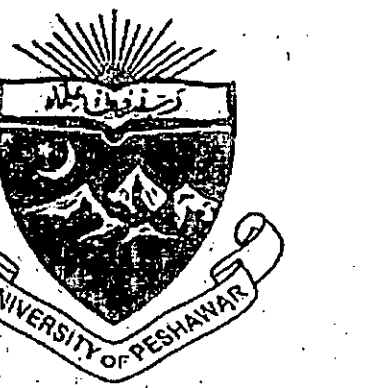
and is entitled to all the rights, honours and privileges thereunto appertaining.

Given this 22nd day of February, 2018.

Roll No: 3533

Session: Annual 2017

Reg. No: 2015-LIB-770



143543

Registrar

Vice Chancellor

Annex (B)

Noted to be
True copy
Raza

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CONTROL OF EXAMS

SIKHMAL

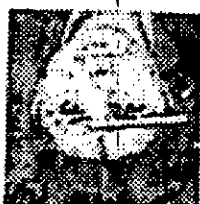
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Checked by: *Handwritten signature* / Prepared by: *Handwritten signature*

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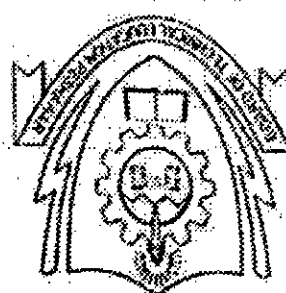
3150 2337 Two thousand three hundred thirty seven

Sl. No.	Subject	Total Marks	Th		Total	Obtained Marks	in Words
			P1	P2			
1	GEN-311 Management Studies	200	20	-	20	Twenty-six	
2	CT-312 Project Management	100	50	-	50	Fifty-nine	
3	CT-322 Quantity Surveying-II	100	-	72	72	Seventy-two	
4	CT-313 Public Health Engg-II	100/50	61	47	108	One hundred eight	
5	CT-314 Hydraulics & Irrigation	150/50	80	48	128	One hundred twenty-eight	
6	CT-320 Railway, Docks, Harbors & Bridges	100/50	58	47	105	One hundred five	
7	CT-324 Concrete Tech. RCC Design	150/50	84	47	131	One hundred thirty-one	
8	CT-317 Soil Mechanics, Highways & Airports	100/50	84	46	130	One hundred ten	
9	CT-301 Civil Engineering Project	50	-	47	47	Forty-seven	



Name of Candidate: ASHRAF KHAN
 Father's Name: RAZA KHAN
 Roll No: 822229
 Reg No: KPIT/BLUC/109-19899
 Institute/College: KURRAM POLYTECHNIC INSTITUTE TOWN SHIP CAMPUS GARNI
 Session: ANNUAL 2012

PESHAWAR
 DETAIL MARKS CERTIFICATE
 DIPLOMA OF ASSOCIATE ENGINEER
 3RD YEAR
 CIVIL TECHNOLOGY



BOARD OF TECHNICAL EDUCATION
KHYBER PAKHTUNKHWA

44503

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(15)

OFFICE OF THE PRINCIPAL, GOVERNMENT POST GRADUATE COLLEGE
MIRAN SHAH TRIBAL DISTRICT NORTH WAZIRISTAN, KHYBER PAKHTUNKHWA

Website Link: gpgc.mfn.gov.pk

Email: gpgemiranshah@gmail.com

Facebook: [gpgemiranshahnorthwaziristan](https://www.facebook.com/gpgemiranshahnorthwaziristan)

Phone No: 0928-311994

No. 293

Dated: 10/11/2021

EXPERIENCE CERTIFICATE

Certified that Mr. Ashraf Khan s/o Raza Khan has performed duty as a Librarian from college pupil fund at Govt: Post Graduate College Miran Shah NWTD since October 4th, 2019 to August 10th 2021. His performance was good and dutiful.

The undersigned is very satisfied from his performance. He bear good moral character.

Method do be
True copy
JSM

M. Alam

Principal

Govt: Post Graduate College

Miran Shah NWTD

Principal

GPGC Miranshah

NWTD

(16)

Army Public School & College
Bannu Cantonment
Telephone Number : 621955
Number : 125 / 05 / APS & C
February 2019

To: Mr Asiraf Khan ✓
S/O Raza Khan
Village Hurmaz Tehsil Mir Ali
NWA

Subj: Appointment "Librarian" in APS&C Bannu

1. Chairman Board of Governors is pleased to appoint you as temporary Librarian in APS&C Bannu Cantonment with effect from 12 February 2019. Your pay will be Rs. 18150/- PM

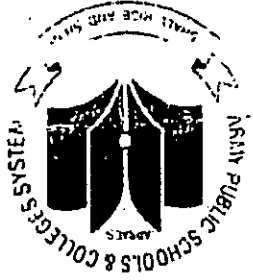
2. Following are the terms and conditions of service: -

- a. You will remain on six months probationary period from the date of joining the service. Thereafter, subject to your ground performance during the period of probation, you will be confirmed as regular employee through a fresh appointment letter. However, your employment with the APS&C Bannu will continue to remain dependent on your probationary reports at the end of the year.
- b. During the period of probation your employment may be terminated at any time by either the School or yourself without notice and without given any reason.
- c. An amount equal to three months salary is required to be deposited as security in installments of Rs. 1 000/- for 1st six months and then Rs. 500/- per month.
- d. After becoming regular, if you desire to leave / resign the service, three months notice will be mandatory. Without three months notice, the security amount will not be refunded.
- e. Your services could be terminated after giving you one month's notice in writing. However, no notice will be required to be given and no salary in lieu of notice will be payable in the event of termination of your services due to misconduct in which case the decision of Governing Body will be final.
- f. You will draw your full pay and allowances for the summer vacation provided your total service prior to start of the vacation is minimum eight months.
- g. No increment will be given for experience with other institutions except APS&C.
- h. It is mandatory for all the staff to sign bond of service on arrival and will be bound by the School rules and regulation as amended from time to time or without notice.
- j. No appeal / representation against the APS&C Bannu rules / regulations shall be allowed.
- k. The rules for leave shall be applicable as per APS&C Bannu by laws.
- l. House rent and conveyance allowance is not admissible except where negotiated in pay package.
- m. Other terms and conditions given in the Manual of APS&C Bannu 1996 and standing operating procedures of the School will also be applicable.
- n. You are required to devote the whole of your time for the School and not to work for or be in the service of any other educational institution.
- o. You are required not to be a party to or indulge in any activity, whether inside or outside the School, which may be detrimental to the interest of the School.

Attacked copy
to be true copy
Sana


(Mrs Nuzofar Tahir)
Principal

ARMY PUBLIC SCHOOL & COLLEGE BANNU CAMPUS
TO WHOM IT MAY CONCERN



It is certified that Mr Ashraf Khan S/O Raza Khan has served as Librarian in this institution from 12 February to 02 October 2019.
Wish him best of luck.

Army Public School & College
Bannu Cantonment
Telephone Number : 629155
Number 125/05 / A P S & C
03 October 2019



Approved to be made copy

[Signature]
P. Topal
(Mrs Neelofar Tahir)

*to be given
at the end of
copy*

(Page 01 of 01)

- Appointment of Mr. Muhammad Shireh S/O Adhar Khan (CNIC No. 14202-0739642-1) resident of district Karak as Librarian-II(DPS-09) under the quota reserved for persons with disabilities and post him against the existing vacancy in Public Library, Lakki Marwat with immediate effect.
- Appointment of Mr. Sajid Nawaz S/O Rahim Nawaz (CNIC No. 11101-0977586-7), resident of Lakki Marwat as Librarian-II(DPS-09) and post him against the existing vacancy in Public Library, Hanau with immediate effect.
- Appointment of Mr. Muhammad Usman S/O Saqer Shah (CNIC No. 21202-2877176-7), resident of district Khyber as Librarian-II(DPS-09) and post him against the existing vacancy in Public Library, Lakki Marwat with immediate effect.
- Appointment of Mr. Muhammad Ayub S/O Said Muhammad (CNIC No. 21101-3827510-1), resident of district Khyber as Librarian-II(DPS-09) and post him against the newly created post in Public Library, Chazal, district Haripur with immediate effect.
- Appointment of Mr. Ashraf Khan S/O Raza Khan (CNIC No. 21505-0596029-3), resident of district North Waziristan as Librarian-II(DPS-09) and post him against the existing vacancy in Muzil; Jamrud Public Library, D.I. Khan with immediate effect.
- Appointment of Mr. Muhammad Arshad S/O Fazal Manan (CNIC No. 22501-2943356-1), resident of FR Peshawar as Librarian-II(DPS-09) and post him against the existing vacancy in Khushal Khan Khattak Memorial Library, Nowshera with immediate effect.
- Appointment of Mr. Adnan Khan S/O Alam Zeb (CNIC No. 15402-4927837-1), resident of district Malakand as Librarian-II(DPS-09) and post him against the newly created post in Public Library, Buner with immediate effect.
- Appointment of Mr. Manzoor Elni S/O Fazal Ali (CNIC No. 15202-7047474-7), resident of district Chitral as Librarian-II(DPS-09) and post him against the existing vacancy in Public Library, Manshira with immediate effect.
- Appointment of Miss Samina Rahman D/O, Haji Rahman (CNIC No. 15201-7284756-2), district Chitral as Librarian-II(DPS-09) and post her against the existing vacancy in Public Library, Dir Lower with immediate effect.
- Appointment of Miss Khalida Perveen D/O Sarder Hussain (CNIC No. 15202-9512939-2), resident of district Chitral as Librarian-II(DPS-09) and post her against the existing vacancy in Public Library, Dir Lower with immediate effect.
- Appointment of Mr. Nahid Ali S/O Mian Zairi Shah (CNIC No. 15402-8973826-1), resident of district Malakand as Librarian-II(DPS-09) and post him against the newly created post in Public Library, Buner with immediate effect.

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Consent given by the recommendations of Departmental Selection Committee, made in its meetings held from 24th to 28th October, 2022, the competent authority in exercise of powers conferred under Rule-4(3-ii) of the Appointment, Termination and Transfer Rules, 1989, is pleased to order -

DATE: 28/10/22

28/10/2022
28/10/2022

DIRECTORATE OF ARCHIVES & LIBRARIES,
NATIONAL PAKISTANI LIBRARIES,
P.O. Box 101-921100, Wazirabad, Faisalabad.

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- xiii. Appointment of Mrs. Kausar Gul D/O Muhammad Anwar (CNIC No. 16101-2474836-6), resident of district Mardan as Librarian-II(BPS-09) under female quota and post her against the existing vacancy in Public Library, Mardan with immediate effect.
- xiv. Appointment of Mr. Noman Ahmad S/O Khalil Muhammad (CNIC No. 17101-5231682-5), resident of district Charsadda as Librarian-II(BPS-09) and post him against the existing vacancy in Public Library, Charsadda with immediate effect.
- xv. Appointment of Mr. Sajid Ullah S/O Farli Rabi (CNIC No. 17301-3344019-1), resident of district Peshawar as Librarian-II(BPS-09) and post him against the existing vacancy in Public Library, Mardan with immediate effect.
- xvi. Appointment of Miss Sumaira Sultan D/O Sultan Muhammad (CNIC No. 17301-9039749-4), resident of district Swabi, as Librarian-II(BPS-09) and post her against the existing vacancy in Directorate of Archives & Libraries, Peshawar with immediate effect.
- xvii. Appointment of Sahibzada Mazhar Nisar S/O Sahibzada Nisar Hussain (CNIC No. 16204-0356047-3), district Swabi, as Librarian-II(BPS-09) and post him against the existing vacancy in Public Library, Swabi with immediate effect.
- xviii. Appointment of Miss Aliya Bibi D/O Syed Zakir Hussain Shah (CNIC No. 13101-9572661-6), resident of district Abbottabad as Librarian-II(BPS-09) and post her against the existing vacancy in Maulana Muhammad Ishaq Public Library, Abbottabad with immediate effect.
- xix. Appointment of Miss Nayab D/O Abdur Rahman (CNIC No. 13101-1955-986-4), resident of district Abbottabad as Librarian-II(BPS-09) and post her against the existing vacancy in Public Library, Mansehra with immediate effect.
- xx. Appointment of Miss Uzma Gul D/O Gulamir Khan (CNIC No. 13302-6083366-6), resident of district Haripur as Librarian-II(BPS-09) and post her against the existing vacancy in Hakim Abdus Salam Public Library, Haripur with immediate effect.
- xxi. Appointment of Mr. Naveed Iqbal S/O Khan Nabi (CNIC No. 14203-4323271-3), resident of district Karak as Librarian-II(BPS-09) and post him against the existing vacancy in Public Library, Lakki Marwat with immediate effect.
- xxii. Appointment of Mr. Fida Ullah S/O Muhammad Ibrahim (CNIC No. 14202-1273084-3), resident of district Karak as Librarian-II(BPS-09) and post him against the existing vacancy in Public Library, Bannu with immediate effect.
- xxiii. Appointment of Mr. Shehriyar S/O Inam Khan (CNIC No. 14202-8744845-5), resident of district Karak as Librarian-II(BPS-09) and post him against the existing vacancy in Public Library, Nowshera with immediate effect.
- xxiv. Appointment of Mr. Zahid Ur Rahman S/O Ayub Khan Marwat (CNIC no. 11201-0495007-9), resident of district Lakki Marwat as Librarian-II(BPS-09) and post him against the existing vacancy in Public Library, Charsadda with immediate effect.
- xxv. Appointment of John Mickle S/O Alfarid (CNIC No. 12101-3742360-1), resident of district D.I.Khan as Librarian-II(BPS-09) and post him against the existing vacancy in Mufli Mahmood Public Library, D.I.Khan with immediate effect.

02- The above appointments will be subject to the following terms and conditions: -

- i. They will have all rights/privileges contained in Khyber Pakhtunkhwa Civil Servants Act, 1973 with all amendments made therein and rules made there-under.
- ii. They will be on probation initially for a period of one year extendable for further one year under Rule-15 of the Khyber Pakhtunkhwa Appointment, Promotion & transfer rules, 1989.
- iii. In case of resignation, they will be required to give 14- days advance notice, otherwise, in lieu thereof fourteen days pay shall be forfeited to Government.
- iv. They will be required to produce medical fitness certificate from Medical Superintendent, Civil Hospital, Peshawar or concerned District Headquarters Hospital.

Attested to be True copy
Jawar

- v. Their retention in service will be subject to verification of their testimonials, antecedents and authentication of experience certificates (if any) from the concerned authorities/offices.
- vi. Their appointment will be liable to termination any time without assigning any reason before expiry of the period of probation/extended period of probation, if their performance during this period is not found satisfactory.
- vii. They will join duty within 30 days of the issuance of this order at their own expense, otherwise, their appointments will stand cancelled. No TA/DA shall be admissible thereof.
- viii. They will be required to produce proper Covid-19 vaccination certificate.
- vi. Under Rule-17(a) of the Appointment, Promotion & Transfer Rules, 1989, seniority position of the above referred appointees are as under:-

S.No	Name of the appointee	Total Merit Marks.	Seniority Position.
i.	Aliya Ilibi	85.43	1 st
ii.	Adnan Khan	85.33	2 nd
iii.	Nayab	85.33	3 rd
iv.	Manzoor Elahi	85.23	4 th
v.	Samrina Rahman	85.13	5 th
vi.	Khalida Perveen	85.1	6 th (Older in age).
vii.	Noman Ahmad	85.1	7 th
viii.	Kausar Gul	85.03	8 th (Older in age).
ix.	Sajid Ullah	85.03	9 th
x.	Sumaira Sultan	85	10 th
xi.	Uzma Gul	84.83	11 th (Older in age).
xii.	Nahced Ali	84.83	12 th
xiii.	Naveed Iqbal	84.5	13 th (Older in age).
xiv.	Sahibzada Mazhar Nisar	84.5	14 th
xv.	Fida Ullah	84.4	15 th
xvi.	Sajid Nawaz	84.23	16 th
xvii.	Muhammad Usman	84.2	17 th
xviii.	Shehriyar	84	18 th
xix.	Zehid Ur Rahman	83.96	19 th
xx.	Aaqib Qasid	83.6	20 th
xxi.	Muhammad Shahzeb	83.6	21 st
xxii.	Muhammad Ayub	83.4	22 nd
xxiii.	Ashraf Khan	81.1	23 rd
xxiv.	Muhammad Arshad	77.13	24 th
xxv.	John Mickle	61.16	25 th

Attested
to be True copy
for

(Rabeela Breez)
Director of Archives & Libraries,
Khyber Pakhtunkhwa, Peshawar.

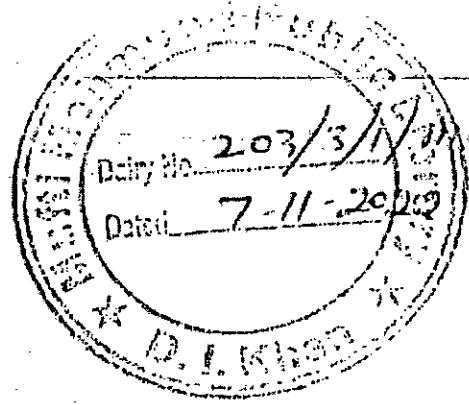
(S)

Annex-E

(22)

To

The Librarian,
Mufti Mehmood Public Library,
D.I. Khan.



Subject:

ARRIVAL REPORT

Sir,

Reference Director of Archives & Libraries, Khyber Pakhtunkhwa, Peshawar
Order No.2246/3/1/DA dated 02-11-2022, I, Mr. Ashraf Khan, submit my arrival report as
Librarian-II (BPS-09) today on 07-11-2022 (F.N).

Dated: 07-11-2022

Your's Obediently,

Ashraf Khan

*Attest ad
to be True copy
JSM*

23

Annex (F)

To

The Director,
Archives & Libraries,
Khyber Pakhtunkhawa Peshawar.

Subject: REQUEST FOR INCLUSION OF EXPERIENCE MARKS FOR POST OF LIBRARIAN-II (BPS-09) POST.

Respected Ma'am,

With due respect it is stated that I was appointed Librarian-II (BPS-09) vide this Directorate order No. 2246/3/IDA dated 02.11.2022 and I was posted at Mufti Mehmood Public Library, D. I. Khan against the vacant post of Librarian-II (Copy enclosed). I am performing my duty regularly and efficiently at above mentioned station. Merit order / seniority position was also given in appointment order. I was on 23rd position of merit order with merit score of 81.1.

It is come to my notice that my experience marks was not included in the merit list although I have a regular experience relevant to the job. I served as Librarian from College Fund at Govt Post Graduate College Miran Shah, North Waziristan with effect from 04.10.2019 to 10.08.2021 (Copy of the appointment order and experience is enclosed). I have also served as Librarian at Army Public School and College, Bannu with effect from 12.02.2019 to 02.10. 2019 (copy enclosed). I have MIISC qualification and throughout First Division in my entire career (copy enclosed). As per advertised qualification for the post of Librarian-II the candidate who have Master Degree in Library Sciences are exempted from experience in the reputed Library.

It is therefore requested to your good-self that my experience Certificates may be examined in light of relevant rules/ policies and experience marks may be given so that my Seniority Position is corrected.

I shall be grateful to you for this.

*Attested to be
True copy
[Signature]*

Sincerely yours,



Ashraf Khan,
Librarian-II (BPS-09) Mufti
Mehmood Public Library D. I. Khan.

24



DIRECTORATE OF ARCHIVES & LIBRARIES,
KHYBER PAKHTUNKHWA, PESHAWAR.

Phone: - 091- 9210100 Website: - www.kpdal.gov.pk

www.facebook.com/KIarchivesandlibraries

No. 1337/3/52/DA Dated 8th December, 2023.

To.

Mr. Ashraf Khan, Librarian-II,
Mufti Mehmood Public Library, D.I. Khan.

Subject: - REQUEST FOR INCLUSION OF EXPERIENCE MARKS FOR POST OF
LIBRARIAN-II (BPS-09) POST.

With reference to your application on the above referred subject received on 07-12-2023, you were required to take up the issue regarding non-inclusion of your experience marks with ETEA after uploading of provisional merit/screening results. Moreover, you also failed either to raise the said issue or provide your experience certificates at the time of submitting documents to this Directorate sought for finalizing merit position, hence, raising the issue after lapse of more than one year after issuance of appointments orders is illogical and unjustified. You are further informed that the right of seniority of all appointees have been established and gotten finality, therefore, your request can not be entertained.

(Raheela Hafeez)

Director of Archives & Libraries,
Khyber Pakhtunkhwa, Peshawar.

Endst: No. & Date even.

Copy forwarded to the Librarian, Mufti Mehmood Public Library, D.I Khan.

*Attested to
be True copy
for*

Director of Archives & Libraries,
Khyber Pakhtunkhwa, Peshawar.

NO. 17/3/52/MMPL

25

Annex G

Dated 26 February 2024

To

The Secretary,
Higher Education Archives & Libraries Department,
Khyber Pakhtunkhwa, Peshawar.

Subject: APPEAL AGAINST SENIORITY LIST OF LIBRARIAN-II

Respected Sir,

With due respect it is stated that I was appointed as Librarian-II (BPS-09) vide Directorate of Archives & Libraries vide order No. 2246/3/1DA dated 02.11.2022 and I was posted at Mufti Mehmood Public Library, D. I. Khan against the vacant post of Librarian-II (Annex-A). I am performing my duty regularly and efficiently at above mentioned station. Merit order / seniority position was also given in appointment order. I was on 23rd position of merit order with merit score of 81.1.

It has come to my notice that my experience marks was not included in the merit list although I have a regular experience relevant to the job. I served as Librarian from College Fund at Govt Post Graduate College Miran Shah, North Waziristan with effect from 04.10.2019 to 10.08.2021 (Annex-B & C). I have also served as Librarian at Army Public School and College, Bannu with effect from 12.02.2019 to 02.10. 2019 (Annex-D). I have MIISe qualification and throughout First Division in my entire career (Annex-E). As per advertised qualification for the post of Librarian-II the candidate who have Master Degree in Library Sciences are exempted from experience in the reputed Library (Annex-F).

I have submitted my application to worthy Director, Archives & Libraries on 05.12.2023 being Competent Authority (Annex-G). However, she had denial my request.

It is pertinent to mention that I have thoroughly checked and submitted my documents including whole Academic record and Experience Certificates of my previous jobs at the time of submission of documents for interview to the Directorate of Archives & Libraries. My experience issue was also discussed by the Departmental Selection Committee at the time of Interview. However, they did not award me my experience marks as evident from my appointment order.

It is therefore requested to your good-self that my Case should be placed before of Grievances Redressal Committee of the Department to consider / examined my experience Certificates in light of relevant rules / policies and experience marks should be awarded so that my Merit order / Seniority Position is corrected.

I shall be grateful to you for this.

*Attached
to be True copy
for*

Sincerely yours,

[Signature]
Ashraf Khan,
Librarian-II (BPS-09)
Mufti Mehmood Public Library D.I. Khan

Copy forwarded to the Director Archives & Libraries for information.

[Signature]
Librarian
Mufti Mehmood Public Library
for D.I. Khan

26,

Amor - (H)



ESTA CODE

**ESTABLISHMENT CODE KHYBER PAKHTUNKHWA
(REVISED EDITION) 2011**

**A COMPENDIUM OF LAWS, RULES AND INSTRUCTIONS
RELATING TO THE TERMS AND CONDITIONS
OF PROVINCIAL CIVIL SERVANTS**

*Attentive to
be
Jen*

**COMPILED BY;
(O&M) SECTION
ESTABLISHMENT & ADMINISTRATION DEPARTMENT**

COMPARATIVE GRADING OF QUALIFICATION

A. Minimum Prescribed Qualification.

1	For Non-Professional Posts	First	Second	Third	Total Mark
					70
(i)	Matric	70	53	42	
(ii)	Matric	35	26	21	
	FA/F.Sc	35	27	21	
(iii)	Matric	23	17	14	
	FA/F.Sc	23	17	14	
	B.A/B.Sc	24	18	14	
(iv)	Matric	17	13	10	
	FA/F.Sc	17	13	10	
	B.A/B.Sc	17	13	11	
	M.A/M.Sc	19	14	11	
2.	For Professional Posts.				
(i)	For four examination				
	Ist Professional.	17	13	10	
	2 nd Professional	17	13	10	
	3 rd Professional	17	13	10	
	Final	19	14	12	
(ii)	For three examination				
	Ist Professional.	23	17	14	
	2 nd Professional	23	17	14	
	Final	24	19	14	
(iii)	For two examination				
	Ist Professional	35	26	21	
	Final	35	27	21	

B. Higher Qualification 12
(Next above the qualification prescribed under the rules).

one stage above	06
two stage above	08
three stage above	12

C. Experience 10
Experience of one year 04
Experience of two years 07
Experience of three years and above 10

D. Interview 08

Total marks... 100

Attention to be taken
BITE

PROCEDURE FOR SELECTION FOR PROMOTION/INITIAL RECRUITMENT

I am directed to say that under rule 7 of the NWFP Civil Servants (Appointment, Promotion & Transfer) Rules, 1989 appointment by promotion to posts in BPS-2 to BPS-16 shall be made on the recommendations of the appropriate Departmental Promotion Committee. Similarly, under rule 11 of the rules *ibid*, initial appointments to posts in BPS-1 to 15 shall be made on the recommendation of the Departmental Selection Committee after the vacancies have been advertised in newspapers. However, no criteria for selection has so far been prescribed.

2. In order to ensure a fair degree of selection, minimize the chances of discretion and favouritism, the Provincial Government have laid down the following criteria for selection for promotion vis-a-vis initial recruitment to the posts which are filled by the department concerned:-

- (I) **Criteria for Selection for Promotion:-** Promotion to any post in a grade below Grade-16 shall not be subject to any test. The suitability of candidates shall be determined on the basis of service record i.e seniority-cum-fitness.
- (II) **Criteria of Selection for initial recruitment:-**
 - (i) **For post in Grades 1 to 4-** No special criteria has been laid down and the committee concerned shall adopt its own method and procedure for selection.
 - (ii) **For posts in Grade-5 and above in all departments-** -In addition to the total marks allocated for a written competitive examination, if any held, the total marks will be 100 as per distribution given below:-

(a) Prescribed qualification	...70
(b) Higher qualification	...12
(c) Experience	...10
(d) Interview	...08

3. Para 2. above indicates only the general distribution of the marks. To enable the Administrative Departments to develop criteria of comparative grading of candidates within the above overall framework, S&GAD has done a model exercise (attached as Annexure) for guidance of all concerned.

4. I am accordingly directed to request you to kindly ensure that the aforesaid criteria for selection for promotion vis-a-vis initial recruitment to posts is adhered to strictly in filling the vacant posts in future.

KP Bar Council

Secretary

Valid upto: August 2026

Date of issue: August 2023

bc-17-7313

Advocate

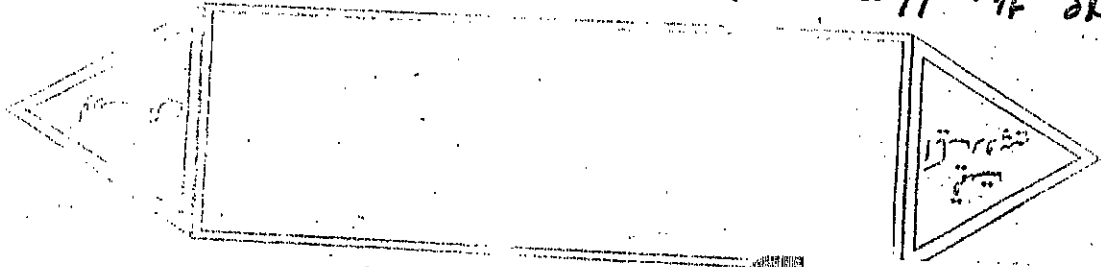
SHAD KHAN



REGISTERED

KHYBER PAKHTUNKHWA BAR COUNCIL

(28)



Belong to Honorable Bench of KP Bar Service Tribunal LRPK
Appellant vs DST Dikran etc

Service Appal
Appellant vs DST Dikran etc

Appellate Bench of the Court

Main body of the handwritten document, containing detailed text in Urdu script.

Accepted

Appellant Ashraf Khan

CNIC # 21505-80596029-3

M-1-A 032-1953819