

original,

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

SERVICES APPEAL NO 2461/2023

Khalil-ur-Rehman Arabic Teacher (BPS-15) Govt. Middle School Adnan,
Sardi Khel, Bannu Appellant

VS

Government of Khyber Pakhtunkhwa through Secretary (E&SE)
Education Department and others Respondents

INDEX

S.N	Description of documents	Annexure	Page No.
1.	Para wise Comments		01-03
2.	Affidavit		04
3.	Authority Letter		05
4.	Notice	A	06
5.	Act 2017	B	07-10
6.	APT Rules 1989	C	11-22
7.	Office Order Dated: 09-09-2014	D	23
8.	Seniority list	E	24-29

Dated: *04/07/2024.*

Alm.
04/06/2024
Nisar Ahmad
DISTRICT EDUCATION OFFICER
(MALE) BANNU

04-07-24
F

(1)

BEFORE THE KHYBER PAKHTUNKHWA SERVICE
TRIBUNAL PESHAWAR.

SERVICES APPEAL NO 2461/2023

Khalil-ur-Rehman Arabic Teacher (BPS-15) Govt. Middle School Adrian
Sardi Khel, Bannu Appellant

VS

Government of Khyber Pakhtunkhwa through Secretary (E&SE)
Education Department and others Respondents

PARA WISE COMMENTS ON BEHALF OF RESPONDENT

RESPECTFULLY SHEWETH: -

That the respondents from 1 to 3 submit as under:

PRELIMINARY OBJECTIONS:

1. That the present appellant was appointed as AT BPS-15 through NTS and as per 2017 Act and regularization Notification 2018 the seniority was framed accordingly. Hence the appellant has no cause of action and the instant appeal is liable to be dismissed.
2. That the present Appeal of the Appellant is not maintainable in its present form.
3. That the Appellant has logged the instant Appeal to waste the precious time of this Honorable Services Tribunal.
4. That the case of the Appellant is devoid of merit and having no legal force.
5. That the appeal of the appellant is barred by law and limitation.
6. That the appeal is bad for misjoinder and non-joinder of the necessary parties.

ON FACTS:

1. That Para No 1 is incorrect and denied, as the tentative seniority list was widely circulated through social media, and notice board as well as WhatsApp groups and then appeals were entertained but the present appellant has submitted his appeal in a belated stage which was not entertainable after the stipulated time period which was given for appeal. Hence the appeal of the appellant was treated as time barred as per section-4 of the Services Tribunal Act. (**Annexure A**)
2. That Para No 2 is correct to the extent of appointment of the appellant and his employment in the police department. Moreover, he has served as constable BPS-05 in police department and pay protection was accorded as per law, rules and policy. The appellant applied for the post of AT (BPS-15) under the advertisement dated: 11-01-2014 purely on adhoc basis. His seniority will be determined under 2017 Regularization Act wherein all the adhoc employees

2

were regularized and there inter se seniority will be calculated as per service in cadre and age factor. (Annexure B & C)

3. That Para No 3 is related to official record of this office.
4. That Para No 4 on facts is related to the service record and regularization of the appellants along with others under regularization Notification 2018.
5. That Para No 5 is related to the official record of this office as well as admission of the appellants about his pay protection as per law, rules and policy. Moreover, the office order Dated:09-09-2014, which is annexed with the appeal of the appellants is fake and bogus as no dispatch record is available in this office regarding the same letter. (Annexure D)
6. That Para No 6 is incorrect and denied as only pay protection was provided to the appellants under the relevant rules while he is not entitled for other benefits as he was appointed as AT BPS-15 through NTS on adhoc and contract basis and he was to be dealt along with other NTS employees under 2017 Act and regularization Notification 2018 as all such employees are sailing in the same boat.
7. That Para No 7 is incorrect and denied, the seniority of all Arabic Teachers have been framed under 2017 Act and the appellants has been placed at his own serial No as per law, rules and policy. (Annexure E).
8. That Para No 8 is incorrect and denied, as the seniority of all such employees were finalized after redressal of grievances, removal of objections and necessary corrections and the appellants was informed time and again that his appeal is time barred and is without any legal justification as he has been placed at his own serial No in the seniority list under the same law along with others NTS employees.
9. That Para No 9 is related to the appellants and his counsel, personal legal approach and justifications.

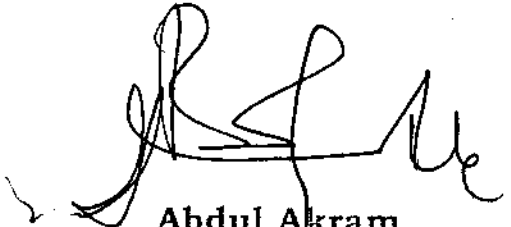
GROUND:

- A. That Para A is incorrect and denied as stated in the preceding paras the appellants has served in the police department in BPS-05 and then applied for the post of AT BPS-15 through NTS in the year 2014, only pay protection was provided while the seniority is to be determined under 2017 Act as this Honorable Services Tribunal decided all such cases in various judgments that the inter se seniority is to be determined on the basis of service in cadre and age factor as per section-4 & 5 of 2017 Act and regularization Notification 2018.
- B. That Para B on ground is incorrect and denied, and Para 8 on facts and Para A on grounds are referred as ready reference.
- C. That Para C on ground is incorrect and denied, as this department always follow law, rules and policy.
- D. That Para D on ground is incorrect and denied, as stated in the preceding paras the seniority has been framed under the existing rules and the appellants has properly placed in the seniority list to which he was entitled and no other remedy/benefit can be provided as no such provision exists in the act 2017.

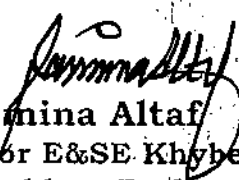
E. That Para E on ground is related to the appellant and his counsel, but the response may be allowed for additional arguments at the time of hearing.

PRAYER:

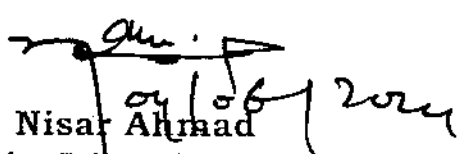
In view of the above made submissions it is requested that this Honorable Services Tribunal may very graciously be please to dismiss the instant appeal with heavy cost.



Abdul Akram
Additional Secretary(General),
E&SED
On behalf of
Masood Ahmad
Secretary E&SED
(Respondent No.1)



Samina Altaf
Director E&SE Khyber
Pakhtunkhwa Peshawar
(Respondent No.2)



Nisar Ahmad
District Education Officer
(Male) Bannu
(Respondent No.3)

(4)

BEFORE THE KHYBER PAKHTUNKHWA SERVICE
TRIBUNAL PESHAWAR.

SERVICES APPEAL NO 2461/2023

Khalil-ur-Rehman Arabic Teacher (BPS-15) Govt. Middle School Adnan
Sardi Khel, Bannu Appellant

VS

Government of Khyber Pakhtunkhwa through Secretary (E&SE)
Education Department and others Respondents

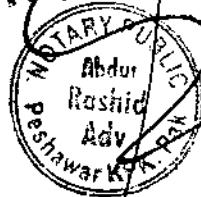
AFFIDAVIT

I Mr. Nisar Ahmad DEO (M) Bannu do here by Certify that all the contents of these Para wise comments are true & correct to the best of my knowledge and nothing has been concealed from this Honorable Services Tribunal. *The respondent neither been placed on-leave nor their defense struck off/lost.*

Nisar Ahmad
Nisar Ahmad

DISTRICT EDUCATION OFFICER
(MALE) BANNU

ATTESTED





**OFFICE OF THE DISTRICT EDUCATION OFFICER
(MALE) BANNU**



(Address: Outside Mirvan Gate Near GHS No 4 Bannu, Phone No: (0928-660019))

3

AUTHORITY

Certified that Mr. Bakhmal Jan ADEO Litigation of this Office is hereby authorized to submit this Para wise comments on behalf of under signed in connection with the Case titled as Mr. Khalil-ur-Rehman Vs Govt; in services appeal No 2461/2023.

Ali
04/06/2024
DISTRICT EDUCATION OFFICER
(MALE) BANNU

Nisar Ahmad

نوٹس
صرف 31/05/2023

Appendix
Annex - A

96

AT-IT. پیجیز کو مطلع کیا جاتا ہے کہ مندرجہ ذیل سینیاریٹی لسٹ میں اگر کسی شخص کی کوئی غلطی ہو یا کسی کا کوئی اعتراض ہو تو 05/31/2023 سے 03/06/2023 ایڈیشنڈ رپورٹ بطور ریفیوٹ مسئلہ حل کرنے کے ساتھ جمع کریں۔ بعد میں کسی قسم کا کوئی اعتراض قابل قبول نہیں ہوگا

31/05/2023
ایگزیکٹو ڈائریکٹ ایگزیکٹو سینیاریٹی سبک داری

Appendix
Annex - A

**THE KHYBER PAKHTUNKHWA EMPLOYEES OF THE ELEMENTARY &
SECONDARY EDUCATION DEPARTMENT (APPOINTMENT AND
REGULARIZATION OF SERVICES) ACT, 2017.**

(KHYBER PAKHTUNKHWA ACT NO. I OF 2018)

CONTENTS

PREAMBLE

SECTIONS

1. Short title, application, extent and commencement.
2. Definitions.
3. Regularization of services of employees.
4. Determination of seniority.
5. Overriding effect.

Handwritten signature

08

THE KHYBER PAKHTUNKHWA EMPLOYEES OF THE ELEMENTARY AND SECONDARY EDUCATION DEPARTMENT (APPOINTMENT AND REGULARIZATION OF SERVICES) ACT, 2017.

(KHYBER PAKHTUNKHWA ACT NO. 1 OF 2018)

(First published after having received the assent of the Governor of the Khyber Pakhtunkhwa in the Gazette of Khyber Pakhtunkhwa, (Extraordinary), dated the 8th January, 2018).

**AN
ACT**

to provide for the appointment and regularization of the services of certain employees appointed on adhoc or contract basis or appointed in certain projects in the Elementary and Secondary Education Department in the Province of the Khyber Pakhtunkhwa.

WHEREAS it is expedient to provide for the appointment and regularization of the services of certain employees appointed on adhoc or contract basis or appointed in certain projects in the Elementary and Secondary Education Department in the Province of the Khyber Pakhtunkhwa, in the public interest:

It is hereby enacted as follows:

1. Short title, application and commencement.---(1) This Act may be called the Khyber Pakhtunkhwa Employees of the Elementary and Secondary Education Department (Appointment and Regularization of Services) Act, 2017.

(2) It shall apply to all the employees in the Elementary and Secondary Education Department, as defined in clause (c) of sub-section (1) of section 2 of this Act.

(3) It shall come into force at once and it shall be deemed to have taken effect from the date of the initial appointment of the employees as referred to in clause (c) of sub-clause (1) of section 2 of this Act.

2. Definitions.---(1) In this Act, unless the context otherwise requires,-

- (a) "Commission" means the Khyber Pakhtunkhwa Public Service Commission;
- (b) "contract appointment" means appointment of a duly qualified person for a specific period made otherwise than in accordance with the prescribed method of recruitment;
- (c) "employees" mean duly qualified persons.-

09

- (i) who are appointed as teachers on adhoc or contract basis by the Government after 2013 through National Testing Service but does not include the teachers engaged on work charge basis or who are paid out of contingencies;
 - (ii) who are appointed in the projects on contract basis in accordance with the project policy; and
 - (iii) who are appointed as Junior Clerk in the Elementary and Secondary Education Department by Government after 2013 through National Testing Service;
- (d) "Government" means the Government of the Khyber Pakhtunkhwa;
- (e) "law or rule" means the law or rule for the time being in force governing the selection and appointment of civil servants;
- (f) "project" means,-
- (i) IT/Computer Teachers in Computer Labs Projects in Khyber Pakhtunkhwa (Phase-II);
 - (ii) establishment of five hundreds (500) IT Labs in Government High and Secondary Schools in Khyber Pakhtunkhwa; and
 - (iii) establishment of five hundreds (500) IT Labs in Government High Schools in Khyber Pakhtunkhwa (Phase-III); and
- (g) "teacher" means a teacher of primary, middle, secondary or higher secondary school

(2) The expressions "adhoc appointment" shall have the same meaning as respectively assigned to them in the Khyber Pakhtunkhwa Civil Servants Act, 1973 (Khyber Pakhtunkhwa Act No. XVIII of 1973).

3. Regularization of services of employees.---(1) Notwithstanding anything contained in any other law or rules, the employees, who hold posts till the commencement of this Act, ¹[or till 30th June 2017, in respect of the project as mentioned in sub-clause (i) of clause (f) of sub-section (1) of section 2 of this Act, as the case may be], shall be deemed to have been validly appointed on regular basis from the day of the **initial appointment**; provided that-

- (i) they possess the same qualification and experience required for a regular post;

¹Inserted vide Khyber Pakhtunkhwa Act No. 11 of 2019.

10

- (ii) they have not resigned from their services or terminated from services on account of misconduct, inefficiency or any other ground, before the commencement of this Act¹[:]

²[Provided that expiry of the project as mentioned in sub-clause (i) of clause (f) of sub-section (1) of section 2 of this Act, shall not be deemed a ground for non-appointment of an employee on regular basis under this Act; and]

- (iii) the service promotion quota of all service cadres shall not be affected.

(2) The services of the employees shall be deemed to have been regularized only on the publication of their names in the official Gazette.

4. Determination of seniority.---(1) The employees whose service are regularized under this Act or in the process of attaining service at the commencement of this Act, shall rank junior to all other employees belonging to the same Cadre, who are in service on regular basis on the commencement of this Act, and shall also rank junior to such other persons, if any, who, in pursuance of the recommendation of the Commission made before the commencement of this Act, are to be appointed to the Cadre, irrespective of their actual date of appointment.

(2) The seniority inter-se of those employees, whose services are regularized under this Act within the Cadre, shall be determined on the basis of their continuous service in Cadre:

Provided that if the date of continuous service in the case of two or more employees is the same, the employee older in age shall rank senior to the younger one.

5. Overriding effect.--- Notwithstanding anything to the contrary contained in any other law or rules for the time being in force, the provisions of this Act shall have an overriding effect and the provisions of any such law or rules to the extent of inconsistency to this Act shall cease to have effect.

¹ Replaced vide Khyber Pakhtunkhwa Act No. 11 of 2019.

² Inserted vide Khyber Pakhtunkhwa Act No. 11 of 2019.

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

PART-I

GENERAL

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

(2) They shall come into force at once.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(2) The method of appointment, qualifications and other conditions applicable to a post shall be such as laid down by the Department concerned in consultation with the ⁹Establishment and Administration Department and the Finance Department.

4. **Appointing Authority:-** The authorities competent to make appointment to posts in various basic pay scales shall be as follows:-

S.No. !	Posts !	Appointing Authority
¹⁰ 1. (a)	Posts in Basic Pay Scale 18 and above including posts in Basic Pay Scale 17 borne on any of the following services; (i) Former Provincial Civil Service (Executive Branch); (ii) Former Provincial Civil Service (Judicial Branch); and (iii) Provincial Civil Secretariat Service.	Chief Minister
	¹¹ (b) Posts in Basic Pay Scale 17	Chief Secretary

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

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

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

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

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

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

13

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

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

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

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

(b) In case of High Court, the Chief Justice; and

(c) In the case of Attached Department:

(i) the Head of Attached Department concerned; and

(ii) In any other case the Secretary of the Department concerned.

3. Posts in Basic Pay Scales 3 to 15.

(a) In the case of civil Servants borne on ministerial establishment of Civil Courts subordinate to High Court, the officer authorized as such by the Chief Justice; and

(b) In other cases

(i) an officer declared under the relevant Delegation of Powers Rules, which shall to this extent be deemed as operative; or

(ii) Where no such appointing authority has been declared, the Secretary to Government or the Head of an Attached Department/ Office, as the case may be.

4. posts in Basic pay Scale 1 and 2.	Deputy Secretary incharge of Administration or office, , as the care may be
--------------------------------------	---

5. ¹⁴Departmental Promotion & Selection Committee/Board- (1) In each Department or office of Government there shall be one or more Departmental Promotion Committee and Departmental Selection Committee ¹⁵(or, as the case may be, Departmental Selection Board), the composition of which shall be determined by the Establishment and Administration Department or the Department in consultation with the Establishment and Administration Department.

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

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

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

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

PART-II

APPOINTMENT BY PROMOTION OR TRANSFER

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

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

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

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

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

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

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

Provided that:-

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

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

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

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

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

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

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

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

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

²²[(2)].

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

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

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

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

PART-III

INITIAL APPOINTMENT

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Provided that, the reservation shall not apply to—

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

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

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

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

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

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

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

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

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

⁴⁰[(2)]

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

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

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

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

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

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

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

PART-IV

AD HOC APPOINTMENTS

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

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

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

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

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

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

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

PART-V

PROBATION AND CONFIRMATION

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

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

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

Provided that if no specific order regarding termination of the probation period of the official or officer concerned is issued within two months, the period of probation shall be deemed to have been extended under sub-rule (2):

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

16. **Confirmation:-**After satisfactory completion of the probationary period, a civil servant shall be confirmed; provided that he holds a substantive post. Further that a civil servant shall not be deemed to have satisfactorily completed his period of probation if he has failed to pass an examination, test or course or has failed to complete successfully a training prescribed within the meaning of sub-section (3) of Section 6 of the ⁴⁶[Khyber Pakhtunkhwa] Civil Servants Act, 1973.

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

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

⁴⁴ Rule-15 substituted vide Notification No. SOR-VI/E&AD/1-3/2009/No. 1 dated 10.2.2010.

⁴⁵ Sub rule (3) substituted vide Notification No. SOR-VI (E&AD)1-3/2010/No. 1 dated 10.2.2010.

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

(1)

PART-VI

SENIORITY

17. **Seniority :-** (1) the seniority inter se of civil servants ⁴⁷(appointed to a service, cadre or post) shall be determined:-

- (a) in the case of persons appointed by initial recruitment, in accordance with the order of merit assigned by the Commission ⁴⁸[or as the case may be, the Departmental Selection Committee:] provided that persons selected for appointment to post in an earlier selection shall rank senior to the persons selected in a later selection; and
- (b) in the case of civil servants appointed otherwise, with reference to the date of their continuous regular appointment in the post; provided that civil servants selected for promotion to a higher post in one batch shall, on their promotion to the higher post, retain their inter se seniority as in the lower post.

Explanation-I:- If a junior person in a lower post is promoted to a higher post temporarily in the public interest, even though continuing later permanently in the higher post, it would not adversely effect the interest of his seniors in fixation of his seniority in the higher post.

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

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

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

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

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

Provided that if the date of regular appointment is the same of two or more civil servants in the

⁴⁷ Substituted for the words appointment to a post in the same basic pay scale by Notification No. SOR-I(S&GAD)4-1/80, dated 17-05-1989.

⁴⁸ The words inserted by Notification No. SOR-I(S&GAD)4-1/80/II, dated 17-05-1989.

⁴⁹ Sub-rule (3) of Rule 17 added vide Notification No. SOR-I(E&AD)4-1, dated 17-05-1989.

⁵⁰ Sub-rule (4) of Rule 17 added vide Notification No. SOR-VI (E&AD) 1, dated 17-05-1989.

22

lower post is the same, the civil servant older in age, shall be treated senior.

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

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

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

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

Annexure - D

23

~~23~~

A

OFFICE OF THE DISTRICT EDUCATION OFFICER
(MALE) BANNU

OFFICE ORDER

Mr. Khalil Ur Rehman AT (Ex-Constable) of Police Department Bannu applied for AT Post and appointed as AT Teacher through proper Channel vide SP Investigation Order Endst: No. 1219 dated 27.05.2014.

As he is permanent Govt: Servant in BPS-05, therefore his services is hereby regularized on AT Post (BPS-15) and pay protection is also granted in the light of Govt: Rules.

Necessary Entry to this effect should be made in his Service Book accordingly.

District Education Officer,
(Male) Bannu

9897-9900
Endst: No. /DEO (M) Dated 09/09/2014

Copy to:

1. The District Accounts Officer, Bannu
2. The Deputy Education Officer, (M) Bannu
3. Accountant local office.
4. Official concerned.

District Education Officer,
(Male) Bannu

Annex - E

24

CS CamScanner

OFFICE OF THE DISTRICT EDUCATION OFFICER MALE-BANNU
 Seniority List of AT of District Bannu 21-03-2024

S.No	Name of teacher	Father Name	BPS	Qualification Acad:	Prof:	D/o Birth	D/o First Appoint:	D/o Taking over charge/Regularize	Merit Score	Subject	Place of posting	Mobile
1	Noor Barkat Ali Shah	Muhammad Ali Shah	15	FA	Shahadat-ul-Alamia	25/11/66	24/11/86	24/11/86			GHS Naar Jafir	
2	Abdul Hassan	Muhammad Hasan	16	MA	Shahadat-ul-Alamia	08/04/63	14/01/87	14/01/87			GHS Khajari Babar	
3	M Usman	Sher Ali Khan	16	BA	Shahadat-ul-Alamia	20/10/63	03/12/88	03/12/88			GHSS Hakim Harod	
5	Muhammad Shafi	Amir Sahib Khan	16	MA	Shahadat-ul-Alamia	21/05/72	20/01/96	20/01/96			GHS Syed Teghal Khel	
6	Asad Ullah	Shamsul Aalam	16	MA (Ar)	Shahadat-ul-Alamia	10/10/71	08/01/91	06/04/99			GHSS Shabaz Azmatkhel	
7	Abdur- Rahman	Sher Zad Khan	16	M.Phil (H)	Shahadat-ul-Alamia / M.Ed	13/03/75	06/04/99	25/03/05			GHSS Mamash Khel	
8	Ghufrun Ali Shah	Mazulkhal Khan	16	MA (Arb)	B.Ed	10/10/71	19/04/99	24/03/05			GHS Hibat Sherza Khan	
9	Niaz Farid Ullah	M.Roshan	16	MA	Arabic	01/04/73	01/01/05	07/04/09			GHS Gorwala	333-3311227
10	Farid Ullah Khan	Gul Khan	16	M.A	MEd Shahadat-ul-Alamia	11/11/72	24/03/05	06/04/09			GHS Bazar Ahmad Khan	
11	Alim Khan	Muhammad Nawaz Khan	16	MA (Arb), B.Ed	MA (Arb), B.Ed	07/10/73	24-3-05	24/03/05			GHS Hassan Khel Jaffar Khan	
12	Gul Daraz	Umer Daraz	16	MA (M.Ed)	Shahadat-ul-Alamia	06/01/74	24/03/05	07/04/09			GMS Sero Boda Khel	
13	Hamidullah	M Zabor Shah	16	MA B.Ed	Shahadat-ul-Alamia	25/01/76	24/03/05	24/03/05			GHS Kaddi	
14	Rashid Ullah	Mir Nawaz Khan	16	MA D.Ed	Shahadat-ul-Alamia	22/03/76	24/03/05	06/04/09			GHS Noj Bazar	
15	Zainebah	Fazal Subhan	16	MA B.Ed	Shahadat-ul-Alamia	03/06/76	24-3-05	07/04/09			GHS Mombai Barakzi	
16	Umer Niaz	Afsar Zaman	16	MA	Shahadat-ul-Alamia	12/05/77	24/03/05	06/04/09			GHS Naar Shikarullah	
17	Sherif Ud Din	Abdul Wasi	16	MA (Arb)	B.Ed	04/01/79	24/03/05	04/04/09			GMS Hasani Dara Shah	
18	Muhammad Abdullah	Mir Dil Khan	16	MA Arabic Islamiyat, MEd	Shahadat-ul-Alamia	04/01/79	24/03/05	06/04/09			GHS Sikandar Khori	3339746397
19	Mir Hassan	Amir Abdullah Shah	16	MA M.Ed	M.Ed/ Shahadat-Alamia	30/01/80	24/03/05	01/09/05			GHS Gul Zaman Ghorwala	
20	Abid Ullah	Mir Tor Ali	16	MA	B.Ed	05/04/80	24/03/05	24/03/05			GHS Khan Zaman Nurar	
21	Muhammad Khan	Mir Shah Zada	16	M.A B.Ed	Shahadat-ul-Alamia	15/03/81	24/03/05	06/04/09			GMS Lohan Khajari	
22	Sabza Ali Khan	Umer Ali Khan	16	MA (Arb)	MA (Arb)	29-2-78	24/03/05	24-03-05			GMS Adami Sektan Shah	

Bm

ASSISTANT DISTRICT EDUCATION OFFICER
 (MALE) BANNU

[Handwritten Signature]

[Handwritten Signature]
 District Education Officer
 (Male) Bannu

S.No	Name of teacher	Father Name	BPS	Qualification Acad.	Prof.	DoB	Do First Appoint.	Do Taking over charge/Regular	Merit Score	Subject	Place of posting	Roll No.
23	Javid Iqbal	Ghafoor Khan	16	M.A	Shahadat-ul-Alamia /B.Ed	06/11/79	13/04/05	06/04/09			GHS No 1	
24	Ziaur Rahman	Manwar Khan	16	M.A	Shahadat-ul-Alamia /M.Ed	25/03/80	03/10/05	06/04/09			GMS Bhaagi Khan Meghal Khel	
25	Umer Khan	Akhtar Zaman	16	M.A M.Ed	Shahadat-ul-Alamia	04/02/79	04/09/06	04/07/09			GMS Nuruz Khass	
26	Samiullah	M Ali shah	16	M.A	MEd Shahadat-ul-Alamia	18/01/80	13/09/07	06/04/09			GHS Mira Khel	
27	Inteshamul Haq	M Sheroon Jan	16	MA M Ed	Shahadat-ul-Alamia	02/04/82	26/03/09	26/03/09			GHS Lalozai Serrani	3339729352
28	M.Ali Shah	Behrun Khan	16	M.A	Shahadat-ul-Alamia	31/03/73	13/04/09	13/04/09			GMS Nar Hafiz Abad Bannu	
29	Dost Muhammad	SherAfzal Khan	16	M.A	Shahadat-ul-Alamia /B.Ed	05/12/76	04/04/09	06/04/09			GMS Chamber	
30	Hafiz Ullah	Abdul Ghafor	16	MA B.Ed	Shahadat-ul-Alamia	03/02/78	01/04/09	06/04/09			GHS Bharati michen Khel	
31	Noor Alam Shah	Mir Ali Shah	16	MA	MA Arabic	01/03/1978	04/04/09	04/06/2009			GHSS Iemal Khel Bannu	3348817185
32	Isnatullah	Durrani Khan	16	MA, B.ED	Shahadat-ul-Alamia	20/03/78	04/04/09	06/04/09			GHS Kanger Jan Dahadar	
33	Imran Ullah Khan	Muhammad Sadiq Khan	16	MA Arabic, Urdu, Urdu	B.Ed	31/03/78	04/04/09	06/04/09			GHS Beza Khel Serrani Bannu	3349327693 3349327693
34	M Raiz	Gul Dar	16	MA (Arb)	B.Ed	12/04/78	04/04/09	05/04/09			GHSS Comprehensive	
35	Khalid Zaman Shah	Akbar Zaman Khan	16	BA	Shahadat-ul-Alamia	28/07/78	04/04/09	04/04/09			GHSS Bhaagi Khan Khajari Bannu	
36	Atiq ur Rahman	Sadar Shaheed	16	BA	B Ed	01/05/79	04/04/09	06/04/09			GHS Bizen Khel	
37	Amir Amanullah Khan	Mir Sharaf Khan	16	MA Arabic, Urdu, Urdu	Shahadat-ul-Alamia	02/04/79	04/04/09	06/04/09			GHS Hjal Noor Bez	3339738455
38	Asal Khan	Kala Khan	16	M.A	Shahadat-ul-Alamia	15/09/79	04/04/09	04/04/09			GHSS Painsa Khel	
39	Rafaqat Ullah	Haqdad	16	M.A	matullah	15/10/79	04/04/09	04/04/09			GHS Shabez Azmat Khel	
40	Habibullah	Bashar Gul	16	M.A	Shahadat-ul-Alamia /B Ed	03/03/80	04/04/09	04/04/09			GHSS Baka Khel	
41	Karim Khan	Mir Attas	16	BA	Shahadat-ul-Alamia	13/06/82	04/04/09	07/04/09			GHS Dowa Manza Bezan Khel	
42	Aminullah	Muhammad Jalil	16	M.A	B.Ed Shahadat-ul-Alamia	20/02/83	04/04/09	06/04/09			GHS Bahader Manak Khel	
43	Ferhat Ullah Khan	Akhtar Munir	16	MA M.Ed	MA Arabic	05/04/69	07/03/11	07/03/11			GHS Kori Sadat	
44	Hazrat Ullah	Sher Draz Khan	16	MA, B.Ed	Shahadat-ul-Alamia	15/11/1978	22-05-2014	21/03/2018	122.61	General	GHS Bahader Manak Khel	0333 9724495

Signature

ASSISTANT DISTRICT EDU. OFFICER
(MALE) BANNU

Signature
DISTRICT EDUCATION OFFICER
BANNU

26

CS CamScanner

S.No	Name of Teacher	Father Name	BPS	Qualification Acad.	Specialization	D/O Birth	D/O First Appoint	D/O Taking over charge/Regularize	Merit Score	Subject	Place of posting	Mobile
45	Syed Rehamullah Shah	M. Ghani Shah	16	MSc Maths, M.Ed	MA Arabic	18/09/1979	22-05-2014	21/03/2018	122.39	Math/Phy	GHSS Amanah Usar Khan Baran	0334 7082535
46	M. Aslam Khan	Haji Mir Aslam Khan	16	M.A. D. Ed	MA Arabic, Islam, M. Ed	25/12/1979	22-05-2014	21/03/2018	118.97	General	GHS Hakira Bharat	0333 9740815
48	Rahim Dil Khan	Ghulam Rabani Khan	15	M.A. M. Ed	Shahadat-ul-Alamia	04/03/1980	22-05-2014	21/03/2018	115.04	General	GMS Kachorai Serrari	0307 8785129
49	Imamullah Khan	Faqir Ullah Khan	15	MA	Shahadat-ul-Alamia	01/01/1981	22-05-2014	21/03/2018	113.89	General	GMS Zaran Wara	0335 5622909
50	Abdul Wahab Khan	Gul Shah Daraz Khan	16	M.BED	Shahadat-ul-Alamia	09/02/1981	22/05/2014	21/03/2018	127.53	General	GHS Achani rasool Khan Baran	0344-2409315
51	M. Younis Khan	Abdul Manso	16	M.A. B. Ed	Shahadat-ul-Alamia	11/01/1982	22-05-2014	21/03/2018	125.17	General	GHS Jan Killa Baran	0334 9548671
52	Khawaja Muhammad	Ghulam Jalani	15	M.A. M. Ed	Shahadat-ul-Alamia	07/03/1983	22-05-2014	21/03/2018	114.96	General	GMS Mir Aslam Lalozai	0332 3218724
53	Sherin Jan	Ali Marjan	15	M.A. M. Ed	Shahadat-ul-Alamia	15/04/1983	22-05-2014	21/03/2018	115.49	General	GMS Hassan Khef Kherak	0345 9153513
54	Ulfat Qadir	Shah Zaman	16	M.A. M. Ed	Shahadat-ul-Alamia	15/02/1984	22-05-2014	21/03/2018	117.81	General	GHS Kotla Ayn Baran	0331 3113524
55	Barakat Ullah Khan Qureshi	Mehmood Jehan	16	P. Ed	M.A. Arabic, D. Ed, M. Ed	13/03/1984	22/05/2014	21/03/2018	118.63	General	GHSS Baqji Khef Khujari Baran	0334-8456795
56	Tariq Ali Shah	Sher Dar Ali Shah	16	M.A. B. Ed	Shahadat-ul-Alamia	24/03/1984	22-05-2014	21/03/2018	124.72	General	GHS Al-Momin Bachala Jan Khef	0332 3348117
57	Obaid Ullah Shah	Farid Ullah Shah	16	M.A. M. Ed	Shahadat-ul-Alamia	10/06/1984	22-05-2014	21/03/2018	118.32	General	GHS Mansa Khef Barochi Baran	0335 9553123
58	Jameed Khan	Mushk Alam Khan	15	M.A. M. Ed	MA Arabic	31/01/1985	22-05-2014	21/03/2018	113.77	General	GHSS Jani Khef	0331 9178619
59	Masfullah Khan	Jalal Udin	16	M.A. M. Ed	Shahadat-ul-Alamia	08/02/1985	22-05-2014	21/03/2018	120.93	Math/Phy	GHS Bani Killa Umerzai Korjak	0334 1969101
60	Anees Ullah Khan	Hamza Ali Khan	15	M.A. M. Ed	Shahadat-ul-Alamia	15/02/1985	22-05-2014	21/03/2018	114.2	General	GHS Domaza Biran Khef	3334-374363
61	Abdul Sabhan	Abdul Shakoor	15	MA Islamicat	Shahadat-ul-Alamia / D. Ed	15/03/1985	22-05-2014	21/03/2018	116.49	General	GMS Nezan Dhara Khef	0333 9034629
62	Imam Ullah Shah	Muhammad Shah	15	M.A. M. Ed	Shahadat-ul-Alamia	20/07/1985	22-05-2014	21/03/2018	117.61	General	GHS NO 2 BANSU	0335 9704355
63	Abid Ullah Khan	Raip Khan	16	M.A. M. Ed	MA Arabic	01/10/1985	22-05-2014	21/03/2018	118.31	General	GHS Alambou Barakza Baran	0333 9736633
64	M. Murtaza Khan	M. Usman Khan	16	M.A. B. Ed	Shahadat-ul-Alamia	13/11/1985	22-05-2014	21/03/2018	122.71	General	GHS Ajmal Barakza Baran	0330 9064605
65	Abdul Hafiz	Muhammad Qadir	16	MA	Shahadat-ul-Alamia	05/02/1986	22-05-2014	21/03/2018	118.68	General	GHSS Ismail Mansa Khef Baran	0346 9270182
66	Nasib Ullah Khan	Mir Kabool Khan	15	MA	Shahadat-ul-Alamia	01/03/1986	22-05-2014	21/03/2018	110.93	General	GMS Naw Zafar Ghorewala	0334 8821441
67	Imran Khan	Khan Sahab	15	M.A. M. Ed	Shahadat-ul-Alamia	04/05/1986	22-05-2014	21/03/2018	113.84	General	GMS Amanah Shah Jehan	0345 9277405

Ben

ASSISTANT SUPERVISOR
BANSU

Muhammad M

S.No	Name of teacher	Father Name	BPS	Qualification Acad.	Prof:	D/o Birth	D/o First Appoint	D/o Taking over charge/Regular	Merit Score	Subject	Place of posting	Mobile
68	Sibghat Ullah Khan	Shah Alam Khan	15	MA,B.Ed	MA Arabic	13/11/1986	22-05-2014	21/03/2018	115.32	General	GHS Dala Khan Mardan	0334 599605
69	Karim Ullah Shah	Abdullah Shah	15	MA,M.Ed	Shahadat-ul-Alamia	01/01/1987	22-05-2014	21/03/2018	114.47	General	GMS Shaheed Babu	0336 942396
70	M. Ismail Khan	Sardar Ali Khan	16	MA,M.Ed	Shahadat-ul-Alamia	01/09/1987	22-05-2014	21/03/2018	130.32	General	GHS NO 2 BARDUJ	0334 8820573
71	Teriq Khan	Dilabaz Khan	16	MA,M.Ed	MA Arabic	02/05/1988	22-05-2014	21/03/2018	120.14	General	GHS NO 2 BARDUJ	0334 8811853
72	Shahid Ullah Khan	Karam Ali Khan	15	MA,M Ed	Shahadat-ul-Alamia	23/09/1988	22-05-2014	21/03/2018	115.39	General	GMS Abdul Qadir Mardan	0332 5767373
73	Irfanullah	Najeeb Ullah Khan	16	MA,M Ed	Shahadat-ul-Alamia	10/10/1988	22-05-2014	21/03/2018	132.57	Math/Phy	GMS No.3	0344 9315671
74	Khalid Ur Rehman	Naimullah	15	MA,B.Ed	MA Arabic	03/11/1988	22-05-2014	21/03/2018	115.88	General	GHS Adnan Sardi Khet	0308 8075373
75	Hamid Ullah Khan	Ghaws Ullah Khan	15	MA,M Ed	MA Arabic	10/04/1989	22-05-2014	21/03/2018	117.07	Math/Phy	GMS Shahdew	0333 932956
76	Safdar Ali Shah	Ayub Ali Shah	15	M.SC Bio Chem	MA Arabic Bod., Med	11/04/1989	22/05/2014	21/03/2018	124.55	Bio-Chem	GHS Bkranji michek Khet	0333-9754257
77	Muhammad Tahir	Shir Ahmad Khan	15	M.Phil	Shahadat-ul-Alamia	19/03/1981	27-05-2014	21/03/2018	119.47	General	GMS Dogar Umarai	0334 919384
78	Shafiq Ur Rehman	M.Abdurahman	15	MA,B.Ed	Shahadat-ul-Alamia	10/01/1985	29-03-2014	21/03/2018	116.26	General	GHS No2 Bama	0336 9017519
79	Mukhtaram Shah	Mir Ali Shah	15	MA,B.Ed	Shahadat-ul-Alamia	10/02/1979	08/06/2014	21/03/2018	115.49	General	GMS Noor Ali Khanji	0333 6411599
80	M.Islam Khan	M.Roshan	15	MA,B.Ed	Shahadat-ul-Alamia	04/02/1980	20/03/2014	21/03/2018	109.57	General	GMS Hazida Yousaf Khan	0332 9744318
81	Rahmat Noor	Mir Muhammad	15	MA,M Ed	MA Arabic	05/12/1982	18-03-2015	21/03/2018	114.7	General	GHS Wali Noor Jani Khet	0329 212820
82	Saifullah Khan	Majid Rahman	15	MA,M.Ed	Shahadat-ul-Alamia	05/04/1985	15-03-2015	21/03/2018	114.14	General	GMS Ghajan Ismail Khari	0335 9084513
83	Muhammad Safwan Inayat	Inayat Ullah Khan	15	BS(ML)	B.Ed	01/03/1988	18/04/2016	U-Probation		General	GMS Karbozai Sertaji	3423361262
84	Nowsher Zaman	Raqib Khan	15	MA,B.Ed	Shahadat-ul-Alamia	06/03/1994	08/04/2016	21/03/2018	122.57	General	GMS Sokari Jabbar	0331 9163172
85	Abdul Wahab Khan	Hakim Ullah Khan	15	MA,B.Ed	MA Arabic	15/05/1987	04/09/2016	21/03/2018	124.23	General	GMS Khwaja Mad Landaak	0332 9168958
86	Inamul Haq Khan	Muhammad Zarif	15	MA,M Ed	Shahadat-ul-Alamia	02/01/1985	13-04-2017	21/03/2018	124.5	General	GMS Safoor Khet Mardan	0334 1909126
87	M.Abdulhaq	Molvi Rahmat Gul	15	MA,M Ed	Shahadat-ul-Alamia, B.ED	30/03/1989	13-04-2017	21/03/2018	139.45	Bio Chem	GMS Dogar Shah Khan	0346 9270282
88	Teriq Khan	Mir Haider Khan	15	MA,M Ed	Shahadat-ul-Alamia	08/05/1989	13-04-2017	21/03/2018	131.21	Math Phy	GMS Hassan Khet Ismail Bama	0332 9755353
89	Sahib Rahman	Ahija Jan	15	MA	Shahadat-ul-Alamia	11/01/1990	13-04-2017	21/03/2018	123.45	General	GMS Miltan Landaak	0334 9387553

Signature

ASSISTANT DISTRICT EDUCATION OFFICER
(MALE) BARRU

Signature
Signature

28

CS CamScanner

S.No	Name of teacher	Father Name	BPS	Qualification Acad.	Prof.	D/O Birth	D/O First Appoint.	D/O Taking over charge/Regulariz.	Merit Score	Subject	Place of posting	Mobile
90	Sodiqullah Khan	Hamza Ali Khan	15	MA, M.Ed	Shahadat-ul-Alamin	28/03/1989	27-04-2017	21/03/2018	124.6	General	GMS Bazid Yousaf Khan	0334 8807379
91	Fida Muhammad	Tilla Muhammad Khan	15	MA, B.Ed	MA Arabic	08/10/1986	05/09/2017	21/03/2018	122.35	General	GMS Pir Kbel Kakk	0336 5541034
92	Abdur Rahman	Abdul Ghafoor	15			13-Sep-75	01/12/2019		99.75	General	GMS Kapor Fatah Kbel	
93	Hakoom Zaman	Syed Zaman	15			06-Sep-83	01/12/2019		124.6	General	GHS NO.2 BANNU	
94	Umer Ali Khan	Shir Dad Khan	15	MA, Bed	Arabic, Islamiyat	01-Apr-85	01/12/2019		126.31	General	GMS Jahangir Lakozai Barro	3319169666
95	Akbar Ullah	Rais Khan	15	MA, M.Ed	MA Arabic, Shahadat-ul-Alamin	16-Feb-86	01/12/2019		129.89	General	GHS Musa Khan Jazi Kbel	3358029965
96	Khurshid Zaman	Muhammad Basir Khan	15	MA, Med	Urdu, Islamiyat, Arabic	11-Feb-87	01/12/2019		126.05	General	GHS Al-Momin Baabaki Jazi Kbel	3348339266
97	Kamran Ali Shah	Muhammad Ghani Shah	15			01-Mar-87	01/12/2019		123.23	General	GMS team Teghal Kbel	
98	Fahimullah	Muhammad Daraz Khan	15	MA, MED	Arabic, Islamiyat	15-Apr-87	01/12/2019		123.29	General	GMS Hassani Dara Sabab	3359130150
99	Haziq Niaz Khan	Nazir Khan	15	MA, B.Ed, Med	Arabic, Islamiyat	02-Jan-89	01/12/2019		127.5	Med. Physio	GMS Sadat Hussain Chaki Sheikhzaan Barro	3455047142
100	Momraz Khan	Muhammad Ayub Khan	15	MA, Bed	Arabic, Islamiyat, Shahadat-ul-Alamin	01-Apr-89	01/12/2019		123.84	General	GHS Ghulam Jan Baka Kbel	3350642570
101	Muhammad Tufail	Abdur Rahman	15			25-Apr-89	01/12/2019		106	General	GMS Kabir Khargaji	
102	Safeer Ullah Khan	Dil Nawaz Khan	15	MA, Bed	Arabic, Islamiyat	01-Mar-90	01/12/2019		125.48	General	GMS Jhandu Kbel	3343702818
103	Kaloom Ullah	Nasib Ullah Khan	15	MA, BEO	MA Arabic, Islamiyat	10-Aug-91	01/12/2019		124.79	General	GMS Dil Nawaz Dad Kachhrot	3343550268
104	Naqib Ullah Khan	Afsar Ali Khan	15	MA, Bed	Arabic	04-Apr-93	01/12/2019		105.34	General	GMS Pir Kbel Kakk	3359768785
105	Zakir Ullah Khan	Niaz Faridullah	15	MA, Med	MA Arabic	05-May-93	01/12/2019		123.33	General	GMS Piran Draz Sabab	3345167723
106	Hamayoon Khan	Noor Zaman	15		Shahadat-ul-Alamin, Islamiat	02-Feb-86	27/08/2020		129.94	General	GMS SHER GUL KHLJARI	
107	Muhammad Tahir Khan	Noor Nawaz Khan	15		Shahadat-ul-Alamin, Islamiat	20-Feb-90	27/08/2020		130.63	General	GHS NO.2 BANNU	
108	Nasim Ullah Shah	Rauf Ali Shah	15	MA	Shahadat-ul-Alamin, Islamiat	03-Jan-96	27/08/2020		129.18	General	GMS BANGI KHEL SURANI	3119205467
109	Hazrat Ali	Muhammad Munir	15	MA, Bed	Arabic, Islamiyat	16-Apr-79	26/7/2021		123	General	GMS Raibat Khan Barro	3339723776
110	Saqib Iqbal	Fazal Ghani	15		Arabic, Islamiyat, Shahadat-ul-Alamin	02-Jul-92	24/9/2021		141	General	GMS GUL JAWAR DOMEL BANNU	
111	Muhammad Bilal	Hamza Ali Khan	15	MA, Bed	Urdu, Islamiyat, Shahadat-ul-Alamin	02-Apr-95	24/9/2021		128.2	General	GHS Nakhrot Asad Khan Surani Barro	3329853254

DM

ASSISTANT DISTRICT EDUC. OFFICER (MALE) BANNU

[Handwritten signature]

District Education Officer (Male) Bannu

S.No	Name of teacher	Father Name	BPS	Qualification Acad.	Prof.	D/O Birth	D/O First Appoint	D/O Taking over charge/Regularly	Merit Score	Subject	Place of posting	MoNo
112	Ibrar Khan	Mam Ullah Khan	15	MA Arabic	Bed, Mphil Chemistry	06-Feb-84	24-9-2021		122.5	Bio Chem	GMS MIZZALI KHAN GUL BADOI LAHORE	334812262
113	Abdul Wahab Shah	Umer Shah	15	MA	Islamiat, Shabdat ul Alamin	07-Feb-90	24-9-2021		120.5	General	GMS KANWAR FATEH KHAN	3327154136
114	Beayamin Khan	Noor Bashir Ali	15		Arabic, Islamiat, Shabdat ul Alamin	01-Apr-91	24-9-2021		120.51	General	GMS MALIY KHAN Seris Khan	
115	Asad Ur Rahman	Usman Ghani	15		Shabdat ul Alamin	20-Apr-93	24-9-2021		120.5	General	GMS Akmal Khanatun Beera	
116	Hafiz Nijaz Ullah	Shakir Ullah Khan	15		Shabdat ul Alamin	02-Feb-94	24-9-2021		119.4	General	GHS DAUDI WAZIR	
117	Irfan Ullah	Gul Azim	15	MA	Arabic, Islamiat	14-06-1987	26-11-2021		122.6	General	GMS Mir Alam Chishtia	3366607944
118	Ealiq Noor Khan	Shahood Ullah Khan	15		Arabic, Islamiat, Shabdat ul Alamin	13-Apr-87	15-09-2022		132.83	General	GMS Asad Khattak	
119	Asif Ur Rehman	Jamil Ur Rehman	15		Shabdat ul Alamin	08-Apr-88	15-09-2022		133.09	General	GMS Jamil Baka Khan	
120	Saif Ullah Khan	Haji Sarfaraz Khan	15	MA	Islamiat, Shabdat ul Alamin	09-Sep-87	15-09-2022		138.9	General	GMS Umer Khan Mansa Khan	3327193372
121	Ayman Ali Khan	Zar Ali Khan	15		Arabic, Islamiat, Shabdat ul Alamin	01-Nov-91	15-09-2022		135.54	General	GMS Adis Khan Ben Khan	
122	Aadil Khan	Noor Zakam Khan	15		Shabdat ul Alamin	30-Mar-92	15-09-2022		134.63	General	GMS Nabil Ullah Anam	
123	Salam Raza Khan	Sahar Din	15		Shabdat ul Alamin	13-Apr-92	15-09-2022		132.65	General	GMS Sardar Khan Mandera	
124	Rahim Ullah	Bram Ullah	15	MA	Shabdat ul Alamin	01-May-92	15-09-2022		135.94	General	GMS Debraj Chagan	3329738564
125	Kamal Hussain	Azam Khan	15		Arabic, Islamiat, Shabdat ul Alamin	02-Apr-93	15-09-2022		135.47	General	GMS Ayub Khan Nara	
126	Bashir Ullah	Faqir Ullah Khan	15	MA, Bed	Arabic, Islamiat, Urdu	07-May-94	15-09-2022		135.71	General	GMS GUL JAWAR DOMEL PUNNU	334967063
127	Zaid Ullah Khan	Umer Zada Khan	15	MA, Bed	Arabic, Islamiat, Shabdat ul Alamin	15-Apr-95	15-09-2022		134.14	General	GMS Malang Khattak	335342451
128	Zia Ullah Khan	Sakhi Zaman	15		MA Arabic MA Islamiat	01-Apr-97	15-09-2022		132.29	General	GMS Khayamud Lankat	
129	Akhter asif	Abdullah	15		Shabdat ul Alamin	15-05-1990	15-09-2022		137.8	General	GMS Sakhi uzwar Mandera	3492824473

Signature

ASSISTANT DISTRICT EDUCATION OFFICER (MALE) BANNU

Director Education Office Atak

Bannu

District Education Officer
Banu