## FORM OF ORDER SHEET

Court of		 _
Appeal No.	1265/2024	

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	4/9/2024	The appeal of Mr. Yasir Khan presented today by Mr. Muhammad Maaz Madni Advocate. It is fixed for
		preliminary hearing before Single Bench at Peshawar on
	·	12/9/2024. Parcha Peshi given to counsel for the appellant.
		By the order of Chairman
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The appeal of Mr. Yasir Khan received today i.e on 15.08.2024 is incomplete on the following score, which is returned to the counsel for the appellant for completion and resubmission within 15 days.

1- Copy of extract from service book be placed on file, to ascertain from what date the salary and annual increment of the appellant was started.

No. 60/\_\_/Inst./2024/KPST,

SERVICE TRIBUNAL KHYBER PAKHTUNKHWA PESHAWAR.

Muhammad Maaz Madni Adv.

High Court at Peshawar.

Resubmited, please.

### KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

#### CHECK LIST

Case Title: YASIR KHAN V/S GOVT. OF KP & OTHER

S#	CONTENTS	YES	NO
1	This Appeal has been presented by: MUHAMMAD MAAZ MADNI		
2	Whether Counsel/Appellant/Respondent/Deponent have signed the requisite documents?	Y	
3	Whether appeal is within time?	<b>√</b>	
4	Whether the enactment under which the appeal is filed mentioned?	Y	
5	Whether the enactment under which the appeal is filed is correct?	✓,	
6	Whether affidavit is appended?	<b>W</b> .	<u> </u>
7	Whether affidavit is duly attested by competent Oath Commissioner?	<b>-</b>	
8	Whether appeal/annexures are properly paged?	<b>V</b>	
9	Whether certificate regarding filing any earlier appeal on the subject, furnished?	Y	
10	Whether annexures are legible?	V	
11	Whether annexures are attested?	<b>V</b>	
12	Whether copies of annexures are readable/clear?	<b>Y</b>	
13	Whether copy of appeal is delivered to AG/DAG?		
14	Whether Power of Attorney of the Counsel engaged is attested and signed by petitioner/appellant/respondents?	V.	
15	Whether numbers of referred cases given are correct?	<b>V</b>	
16	Whether appeal contains cutting/overwriting?		1
17	Whether list of books has been provided at the end of the appeal?	V	
18	Whether case relate to this court?	<b>V</b>	
19	Whether requisite number of spare copies attached?	<b>V</b> .	
20	Whether complete spare copy is filed in separate file cover?	<b>V</b>	
21	Whether addresses of parties given are complete?	✓.	
22	Whether index filed?	<b>V</b>	
23	Whether index is correct?	<b>V</b>	
24	Whether Security and Process Fee deposited? On	<b>Y</b>	
25	Whether in view of Khyber Pakhtunkhwa Service Tribunal Rules 1974 Rule 11, notice along with copy of appeal and annexures has been sent to respondents? On	<b>S</b>	
26	Whether copies of comments/reply/rejoinder submitted? On	~	·
27	Whether copies of comments/reply/rejoinder provided to opposite party? On	<b>Y</b>	

It is certified that formalities/documentation as required in the above table have been fulfilled.

Name:	Muhammad	Maax Madn
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Signature: 12-08-2024

# BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

APPEAL NO	<u> </u>	/2024
	V/S	GOVT. OF KP
		& OTHERS

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2.	Condonation of Delay petition	**********	. 5	
3.	appointment order dated 31.05.2014/5, BA	L A/AA	6-7/2	-11
4.	Charge Report dated 31.05.2014	В	8	
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6.	Judgement dated 06.11.2023	D	12 – 15	
7.	Departmental Appeal dated 19.04.2024	E	16	
8.	Wakalatnama	********	17	:

Dated: 12th August, 2024

YASIR KHAN

Through:

MUHAMMAD MAAZ MADNI, ADVOCATE HIGH COURT, PESHAWAR

**APPELLANT** 

TF-291, 292, Deans Trade Centre, Peshawar Cantt:

0333-9313113, 0314-9965666

muhammad.m3adv@gmail.com

## BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

Khyber Pakhtukhwa Service Tribunaj

YASIR KHAN S/O Khalid Khan, Drawing Master (B-15), Govt. High School, Muhammad Nari, Charsadda.

Diary No. 14961
Dated 15-08-2-24

#### **VERSUS**

- 1- THE DIRECTOR (ELEMENTARY & SECONDARY EDUCATION), Khyber Pakhtunkhwa, Peshawar.
- 2- THE DISTRICT EDUCATION OFFICER, District Charsadda.

..... RESPONDENTS

APPEAL UNDER SECTION-4 OF THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL ACT, 1974 READ WITH ALL ENABLING LAWS & RULES AGAINST THE ACT & OMISSION OF THE PART OF RESPONDENTS BY NOT ALLOWING INCREMENT FOR THE YEAR 2014 & NOT RELEASING OUT STANDING SALARIES FOR THE MONTHS OF JUNE, JULY & AUGUST 2014 AND AGAINST NO ACTION TAKEN ON THE DEPARTMENTAL APPEAL DATED 26-04-2024 AFTER LAPSE OF STATUTORY PERIOD OF NINETY (90) DAYS

#### **PRAYER IN APPEAL:**

That on acceptance of the instant service appeal the inaction of the respondents by not allowing the annual increment for the year 2014 and not releasing outstanding salaries for the months of JUNE, JULY & AUGUST 2014 may very kindly be declared illegal and the respondents may very graciously be directed to allow the annual increment for the year 2014 with all back benefits and release of outstanding salaries for the month of JUNE, JULY & AUGUST 2014 while applying the PRINCIPLE OF PARITY. Any other remedy which this august Tribunal deems appropriate that may also be awarded in favor of the appellant.

Registro day

#### Respectfully Sheweth:,

#### FACTS:

#### Brief facts giving raise to the instant appeal are as under:

1. That appellant is a regular employee of the respondent Department and was initially appointed as Primary School Teacher (BPS-12) on adhoc basis vide order dated 31/05/2014 after fulfilling all the legal & codal formalities required for the post and since then the appellant is performing his duty quite efficiently whole heartedly and upto the entire satisfaction of his high ups.

2. That appellant after receiving the appointment order dated 31/05/2014 submitted his arrival report and took over the charge of his post on date 31/05/2014 the same date the appellant received the appointment order.

3. That service of all the adhoc teachers were regularized vide Regularization Act, 2017 and accordingly the services of the appellant was also regularized vide order dated 12/03/2018 from the date of appointment i.e. 31/05/2014.

Copy of Regularization Order dated 12.03.2018 is attached as Annexure .... C.

4. That, one of my colleagues who was appointment with the appellant on the same day filed Service Appeal No. 7597/2021 title Abdul Musawir versus Govt. Of KP & others decided vide dated 06/11/2023 and allowed the same benefit to the appellant (Abdul Musawir).

5. That while following the Principle of Parity the appellant also filed Departmental Appeal dated 19/04/2024 in light of the judgment dated 06/11/2023 which was allotted with dairy no. 709 but no response has been received so far after lapse of statutory period.

Copy of Departmental Appeal dated 26.04.2024 is attached as **Annexure** ... E.

6. That feeling highly aggrieved and is left with no other remedy but to file the instant service appeal before this Honourable Tribunal on the following grounds:

#### GROUNDS OF APPEAL:

- A-That act of the respondent by not allowing annual increment for the year 2014 & not releasing the monthly salary for the month of June, July & August 2014 is against the law, rules, facts, void ab initio. Norms of Natural Justice and materials available on the record hence not tenable in the eye of Law and needs interference of this Tribunal.
- **B-** That appellant has not been treated in accordance with law and rules by the respondent Department on the subject noted above and as such the respondents violated Article 4 and 25 of the Constitution of Islamic Republic of Pakistan 1973.
- C-That appellant has properly submitted his charge report well in time on 31/05/2024 and even then, the appellant was not allowed the benefit of Annual Increment for the year 2014 and also the outstanding salaries for the month of June, July & August 2014.
- **D-** That under Article 38 (e) of the Constitution of Islamic Republic of Pakistan, 1973 that:

"State is bound to reduce disparity in the income and earning of the individuals including persons in the various services of Pakistan."

therefore, the respondent has to act upon the ibid Article of the constitution and had to remove the disparity from the service of the appellant by allowing Annual Increment for the Year 2014 and releasing the monthly salary outstanding for the month of June, July & August 2014.

- **E-** That the respondent has acted in an arbitrary and malafide manner by not allowing annual increment for the year 2014 & not releasing the monthly salary for the month of June, July & August 2014.
- **F-** That act of the respondents is against the Fundamental Rights as enshrined in the Constitution & also against various judgments passed by the Apex Supreme Court of Pakistan.
- **G-**That act of the respondents by not allowing annual increment for the year 2014 & not releasing the monthly salary for the month of June, July & August 2014 without fulfilling the codal formalities required in the subject matter and hence the same is against the norm of Natural Justice.
- **H**-That appellant seeks permission to advance other grounds and proofs at the time of hearing.

It is therefore, most humbly prayed that the appeal of the appellant may be accepted as prayed for.

Dated: 12-08-2024

Appellant

(Ya) Khuy (ASIR KHAN

Through:

MUHAMMAD MAAZ MADNI-Advocate, High Court, Peshawar

#### **CERTIFICATE**

No, such like appeal has been filed or pending on the subject matter between the parties before this Honourable Tribunal.

ADVOCATE

### AFFIDAVIT

I, YASIR KHAN S/O Khalid Khan, do hereby solemnly affirm on oath that the contents of the appeal are true and correct to the best of my knowledge and belief and nothing has been concealed from this Honourable Tribunal.

DEPONENT 17101-0203548-5



## BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

CM No	_/2024	in .	APPEAL NO	/2024
YASIR KHAN	•	V/S	•••	Govt. of KP

#### APPLICATION FOR CONDONATION OF DELAY (IF ANY)

#### Respectfully Sheweth:,

- I. That the appellant/petitioner has filed the above titled service appeal before this Honourable Tribunal which has not been fixed so far.
- 2. That the appellant/petitioner has challenged arears of outstanding salaries for the month of June, July & August and Increment for the year 2014.
- 3. That case of the appellant/petitioner involves financial matter hence, no limitation runs against financial matter in light of various judgment of the superior courts of the country **2021 SCMR page 1320 citation (b)**.
- 4. That this Honourable Tribunal decided the case titled Abdul Musawir VS Govt. in light of judgment 2020 SCMR page 959 the appeal of the appellant/petitioner is well within time.
- 5. That it is well settled principle laid down by the Supreme Court of Pakistan in cases referred as 2023 SCMR page 8 and 2022 SCMR page 448 citation (i), the same question of Law has been decided by this Honourable Tribunal in the above-mentioned case same question has been decided.
- 6. That any grounds would be agitated at the time of argument with prior permission of this Honourable Tribunal.

It is, therefore, most humbly prayed that on acceptance of the instant petition the delay (if any) may kindly be condoned in filing of the appeal.

Date: 12/08/2024

Appellant

Through:

MUHAMMAD MAAZ MADNI,

Advocates, High Court, Peshawar

#### <u>AFFIDAVIT</u>

It is solemnly affirm that the contents of the above application are true and correct to the best of knowledge & belief and nothing has been concealed from this Honourable Tribunal

DEPONENT 17101-0203548-5



#### OFFICE OF THE DISTRICT EDUCATION OFFICER (MALE) CHARSADDA

ANNEX-

#### APPOINTMENT

Consequent upon recommendation of the District Selection Committee, appointment of the following candidates are hereby ordered against the post of PST School based/UC based in BPS-12 (Rs: 7000-500-22000) @Rs: 7000/= fixed plus usual allowances as admissible under the rules on ad hoc basis on Contract under the existing policy of the Provincial Government, in Teaching Cadre on the terms and condition given below with effect from the date of their taking over charge:-

i	S.#	Name	School Name	U/C	Score	ţ.
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		17101-0203548-5		Nari	12,710	
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#### **TERMS & CONDITIONS.**

- t. NO TA/DA etc is allowed.
- 2. Charge reports should be submitted to all concerned in duplicate.
- 3. Appointment is purely on temporary & contract basis initially for one year.
- 4. They should not be handed over charge if they exceed 35 years or below 18 years of age.
- 5. Appointment is subject to the condition that the certificate/documents must be verified from the concerned authorities by the DEO(concerned) Any one found producing bogus Certificate will be reported to the law enforcing agencies for further action.
- 6. His services are liable to termination on one month's notice from either side. In case of resignation without notice his one-month pay/allowances shall be forfeited to the Government.
- Pay will not be drawn until and unless a certificate to the effect by DEO(concerned) is issued that his certificates are verified
- 8. He should join his post within 10 days of the issuance of this notification. In case of failure to join their post within 10 days of the issuance of this notification, his appointment will expire automatically and no subsequent appeal etc shall be entertained.
- 9. Health and Age Certificate should be produced from the Medical Superintendent concerned before taking over charge.
- Before handing over charge he will sign an agreement with the department, otherwise this order will not be valid.
- 11. He will be governed by such rules and regulations as may be issued from time to time by the Govt.
- 12. His services shall be terminated at any time, in case his performance is found unsatisfactory during his contract period. In case of misconduct, he shall be preceded under the rules framed from time to time.

W.

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- His appointment is made on School based, He will have to serve at the place of posting, and his service is not transferable to any other station.
- 14. Before handing over charge once again their document may be checked if they have not the required qualification, they may not be handed over charge.

(Siraj Muhammad) District Education Officer (Male) Charsadda

Endst: No: 4807-4958 /Dated: Charsaddu the. 31/05/2014

Copy forwarded for information and necessary action to the: -

- 1. Director E&SE Deptt: Khyber Pakhtunkhwa Peshawar.
- 2. Deputy Commissioner Charsadda
- 3. District Accounts Officer Charsadda
- 4. SDEO (M) Charsadda
- 5. SDEO (M) Tangi
- 6. Official Concerned
- 7: M/File

District Education Officer (Male) Charsadda

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# OFFICE OF THE DISTRICT EDUCATION OFFICER (MALE) CHARSADDA (

NOTIFICATION

In pursuance of The Khyber Pakhtunkhwa Employees of the Elementary & Secondary Education (Appointment and Regularization of Services) Act, 2017 (Khyber Pakhtunkhwa Act No.1 of 2018) and Elementary & Secondary Education Department Govt: of Khyber Pakhtunkhwa Notification No. SO (S/F)E & SED/3-2/2018 / SITT /Contract dated Peshawar the 16/02/2018, services of the following (433) Primary School Teachers appointed through NTS on Adhac basis on Contract w.e.f (31-05-2014 to 15-07-2017), are hereby regularized in BPS-12, on the same posts in Teaching Cadre on the terms and condition given below with effect from the date of their appointment as metioned against each in the Interst of public service.

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7 15			17101-0315549	GPS Mendiral	133.59	Battagram	4807-4958 Gated:31/05/2014	G1-O9-14	23938-74076 Dated 28/64/2017
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j		Shah Amuar S/O Rabim Khan	17101-0389485	GPS Marteral	134.24	Battagram	4807-4958 Darret-11/05/2014	m co u	73936 /40/8 Dated /5/04/201/
3 15	\$60125	Muhanimad Asim 5/O Perves Khan	17101-7 <b>49</b> 2491-	GPS Mathra New	121.45	Galtagra/n	4307-4958 Outest31/05/2014	01-09-14	2193# 246/E Oated:28/04/2017
9 13	341110	Shah Walid SVD Stattar Harit	17301-4432180- 5	GPS Mathra Cardeem	119,9	Gettagrem	4907-4958 Dated:31/05/2014	03-09-14	/3938 /40/8 Coled:28/04/2017
10 11	540007	Nastr Khen S/O Nadur Khan	17101-0307 <b>6</b> 93-	GPS Khisro Khan KMF	135.43	Betilda	4807-4958 Detect:31/05/2014	01-09-14	23938-24C78 Dated:28/04/2017
11 15	560045	Muhammad Ishtiaq S/O Muhammad Nabi	17101-3765891- 7	GPS Milan Shath No.6	132.34	Beldala	4807-4958 Dated;31/05/2014	01-09-14	23938-24078 Dated.78/04/7017
22 12	761037	Yaseen Chan 5/O Fewad Shan	17101-27163 <b>9</b> 9-	GPS Shaheadan	132.18	Setricia	4807-4958 Dated:31/05/3014	01-09-14	73918-74078 Dated / E/04/2017
13 27	761364	Mizam Užah S/O Užald Ulžah	17101-63786 <b>39</b> - 5	GPS istam Abad Campai	135.83	Dargal	4807-4958 Deccd:31/05/2014	01-09-14	73538-24078 Dated:28/04/7017
14 154	61254	Muhammad Ali S/O Faqir Jan	17101-03007 <b>8</b> 6- 9	GPS Hattagi	1118.45	Daulat Pura	4807-4958 Dated:31/05/7014	01-09-14	23938-24078 Dated:28/04/2017
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/ 2564	0175	Umar Gul S/O Ziarat Gul	17101-6375 <i>76</i> 4	GPS Aziz Abad-2	171.66	Ohesi Zurdad	4807-4958 Dated:31/05/2014	01-09-14	13938 140/8 Dated 28/04/7011
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7 (34)	1448	Jawati Muhammad S/Q Abid Muhammad	17101-1671324	GPS Shah Dhend		Dosetira	4807 4958 Dated 31/05/2014	01-09-14	73538 74978 Delect 28/04/2017
3 154:	1146	Shakeel Abroad S/O Faroog Shah	17102-7470651-	GPS Karamao Banda	123 06	Gandheri	4807-4958 Dated:3 I/05/2014		23934-24078 Outed: 28/04/2017
156	1905. W	Negar Khan 1/0 Mustafa Khan	_ 1			Chunda Karkana	4807-4956 Dated:31/05/2014	01-09-14	73939-74078 Dated 74/04/7017
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59	istoors.	Thatii Ullah S/G Khah Ullah	17101-0401414 5	GPS Utmanzar-3	124.07	MC Utangasan	4807 6958 Dated 33/05/2024	01-09-14	() 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
40	1561533	Farhad Air S/O Xinan Bahader	17101-3658115 9	GPS Katigon	108.25	MC Utmanzai	4867-4956 Dated:31/05/2014	D3-00-14	11010 1407s
61	1550915	Muhammad Adii Iun S/O	17101-9006856 5	GPS Sona Khaji-2		MC-1 Charsadda	4807-4958	01-09-14	13916 74078
62	1561158	Moazem Jen 5/0 Muhammad Astern	17101-8006111	GPS Obezi Khel-2	122.53	MC-1 Charsadda	4807-4958	01-09-14	Dated 28/04/2017 23938 24078 Dated 76/04/2017
63	1560165	irtan Ullan S/O Gel Bad Shah	1 <b>7301-4722563</b>	GPS Rahmatuilah Khan Kor	1	MC-1 Shabqader	4807-4956 (Deted:31/05/2014	21 09-14	23938-25018 Sales 26/04/2017
54	1581390	Majid Shah S/O Jan Bad Shah	17101-8057215-	GPS Rehmesuffeh Khan Kor	109.49	MC-1 Mubquiae	480/-4958 Dated:31/05/2014	01-09-14	13736 /4378 Dated 28/04/2017
65	1561269	Inam Ul Hessan S/O Awa Mir	17101-1254810- 2	GPS Akat Kali Frang	121.71	MC-2 Chersedda	4907-4958 Cacad:31/05/7014	01-09-14	75938-24078 Dated 28/04/2017
66	1561189	Muhammad Zeeshan S/O Abdul Ur Kasti	17101- <b>5729</b> 175- S	GPS Khan Kalli	115.17	MC-2 Chersadda	4807-4958 Emted:31/05/2014	01-09-14	25918 24078 Opted:28/04/2017
67	1561184	Rasoci Sheh S/O Latif Sheh	17101-6723173-	6P\$ Prang-3	114.8	MC-2 Charsadda	4807-4958 Dated:31/05/2014	01-09-14	23938-24078 Dated 25/04/1017
58	1581720	Asiandiyar S/O Fetii Malik	17101-3 <b>975974</b> - 3	GPS Frang-3	209.01	ME-2 Chersadds	4807-4958 Dated:31/05/2014	01-09-14	23436-74078 Dated 28/94/2017
69	1560015	Zefer Khan S/O theyst UReh Khun	17101-7165544 7	GPS Shabqadar Fort-2	99.7	MC-2 Shebqedar	4807-4958 Oated:31/05/2014	01-09-14	/3936-74078 Dated:28/04/2017
70	3560863	Dilawar Shah S/O Rafiq Shah	17101-4419772- S	GPS Bose Khel Prang	114.04	MC-3 Chd	4807-4956 Ontest:31/05/2014	01-09-14	23938-24078 Dated:28/04/2017
71	1560696	Tariq ian SVO Badji-U- Zaman	17101-1602078- 9	GPS Attalid-5	95.94	MC-3 Shabqadar	4807-4958 Dated:31/05/2014	01-09-14	23938-24078 Oated:28/04/2017
72	1560472	ihsen All S/O Tej Muhammad	17103-0368397- 7	GPS Arraid-3	94.47	MC-3 Shabqadar	4817-4958 Dated:31/05/2014	01-09-14	23938-24078 Dated:26/04/201/
73	1560866	Adnan Hussain 5/O Gulab Husain	17301-0949488- 7	6PS Gonda	122	MC-3 Shebqedar	4807-4958 Dates:31/05/2014	(31-09-14	73938 74678 Dated:78/04/2017
74	1560842	Mohib Ullah S/O Mohammod Roshan Khan	17101-0108798-	GPS Attaks-2	100.96	MC-3 Shabqadar	4807-4958 Dated:31/05/2014	61-69-14	73936-74078 Dated:28/04/7017
75	1561779	Sayyed Masood Ahmad S/O S.Bad Shah Gul	17101-7305470-	GPS Attabi-2	100.85	MC-3 Shahqadar	4907-4958 Dated:31/05/2014	01-09-14	23938-24078 Dated 28/04/7017
76	1561225	Niez AE S/O Umar Khan	17101-1124090- 3	GPS Attaki-3	106.07	AAC-3 Shebqadar	4807-4958 Dated:31/05/2014	01-09-14	23939-24078 Dated:28/GA/2017
77	1561029	Usman Ali S/O Shaukat Ali	17101-5177374- 1	GPS Asmat Abad	115,6	MC-4 Charsadds	4807-495# Dated:31/05/2014	01-09-14	73938-74078 Dated:28/04/2017
78	1561890	Jinson Ullah ASas Asad S/O Inayet Ullah	17101-0308575- 3	GPS Umer Abad	115.34	MC-4 Charsadda	4507-4958 Ozted:31/05/2014	03-09-14	73938-24078 Dated 28/04/7017
79	1561433	Nusrai Ris S/O Fazii Malik	17101-0253339 3	GPS IslamAbad-2	101.79	MC-4 Chursadda	4807-4958 Dated:31/05/2014	01-09-14	23936-94078 Dated:28/04/2017
80	2961681	Fazzi Amin S/O Habib Rahim	17201-0958822- 3	GPS Sheikh Munaf kilii	125.3B	Mera Umarzar	4807-4958 Dated:31/05/2014	01-09-14	23938-24078 Deted:28/04/2017
57.	1561619	Muhammad Imrao 5/0 Khan Zereen	17101-9521339- 3	GPS Ewaz KUE	124.57	Miera Genaraal	4807-4956 Deced:31/05/2014	01-05-14	23933-24078 Dates: 28/04/2017
82	1561279	Alameeb Ehan S/O Ferce Stah	37101-3836322- 3	GPS Newab Khan Koro	117.94	Mera Umatzai	4807-4958 Dated:31/05/2014	01-09-14	23938 74078 Date 0:28/04/3017
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(MALE) CHARSADDA DISTRICT EDUCATION OFFICER (SIRAN MUHAMMAD)

secritive in the case of two or more employees to the same, the employees older in age shall rank serior to the younger one 19.) Their sentionity shall be determined on the basis of their continuous service in codie, provided that if the dote of continuous determined on the basis of their continuous officiation in such service or cudre;

9.) The semonity inter-se of the employees, whose services are regularized under this Act within the same service or codie, shall be

the Commission made before the continencement of this Act, are to be appointed to the respective service or cadre, trrespective of their Publicution Act So I of 2018), and shall also read funior to such other persons, if any, who, in pursuance of the recommendation of Fakhimblara Employees of the Elementary and Secondary Education (Appointment and Regularization of Services). ACL, 1917 (NATACE belonging to the same service or cadre, as the cust may be, who are in service on regulor basis on the commencement of the Khykher Appointment and Regularization of Services) Act, 2017 (Whyber Pokhanshina Act No.1 of 2018) shall rank funior to all civil servants omming service at the commencement of the Khyber Pabliumbhwa Employees of the Elementary and Secondary Education Education (Appointment and Regularization of Services) Act, 2017 (Khyber Pakhumhhwa Act No. 1 of 2018) or in the process of in the employees whose services are regularized under 11st Kaldumlahad fraktumlahad sulphyses of the Elementary and secondary the SDEO concerned

- (3) Their pot shall be released subtless to restlication of academic documents/lestimonial from the released bounds University by lerminated from service and also not for those who are under disciplinary proceedings.
- The regularization will not be in favour of those, who have not taken over charge or has remained obsent from duty or resign (
  - Electricity requibition of the promotion quoto of existing holders of pixel in respective service cutings:
    - They shall possess the some qualification and experience required for a regular past.
      - mount is pay allow ances shall be forfeited to the Govi.
- 3). Their versices are liable to termination on one months' notice from either side in case of resignation without notice, their one Polytunidana Civil Servants Act, 1973 ox annualed livi 3013.
- Their services shall be considered regular and they shall be eligible for pension / dedication of GPF und in terms of the Khyher regulations as may be issued from time to time by the Covernment.
- thepointment, Deparation, Posturg & Transfer of Teachers, Lecturers, Instructors & Doctors) Regulatory Act, 2011 and such rules &

Their services shall be guverred by the Klybber Pokhlunkhwa Civil servonis Act. 1973, the Khyber Pokhninkhwa

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Service Appeal No. 7597/2021

BEFORE: MRS. RASHIDA BANO

MEMBER(J)

MR. MUHAMMAD AKBAR KHAN

MEMBER (E)

Abdul Musawair S/O Muhammad Ali, SPST, BPS-14, GPS Anar Kali, Charsadda, R/O Amir Abad, P.O Rajjar, Tehsil & District Charsadda.

(Appellant)

#### **VERSUS**

- 1. The Director Elementary & Secondary Education Department, Peshawar.
- 2. The District Education Officer (M), Charsadda.
- 3. The Accountant General, Khyber Pakhtunkhwa, Peshawar Cant.

.... (Respondents)

Mr. Muhammad Maaz Madani

Advocate

For appellant

Mr.Muhammad Jan

District Attorney

For respondents

 Date of Institution.
 15.10.2021

 Date of Hearing.
 06.11.2023

 Date of Decision.
 06.11.2023

#### **JUDGMENT**

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

"On acceptance of this appeal, the inaction of the respondents by not allowing the annual increment for the year 2014 and releasing outstanding salaries for the month of June, July & August 2014 may very kindly be declared illegal and the respondents may kindly be directed and also release the outstanding salaries for the months of June, July & August 2014."

EXAMINER
Khyber Pakhtakhwa
Service Tribunal
Peshawar

2. Brief facts of the case, as given in the memorandum of appeal, are that appellant was initially appointed as Primary School Teacher (BPS-12) on adhoc basis vide order dated 31.05.2014. Later on services of the appellant was regularized in the year 2017 from the date of his appointment. He was promoted

(13)

to the post of Senior Primary School Teacher (BPS-14) vide order dated 12.03.2018. The appellant facing huge discrepancy in the monthly salary due the reason that increment for the year 2014 was not allowed and the salaries for the month of June, July and August 2014 was not released. Despite the factum of pay fixation party of respondent No.3 allowed the increment for the year 2014 but till date the same is neither been included nor been allowed in the salary of the appellant. Feeling aggrieved, he filed departmental appeal, which was rejected, hence the instant service appeal.

- 3. Respondents were put on notice who submitted written replies/comments on the appeal. We have heard the learned counsel for the appellant as well as the learned District Attorney and perused the case file with connected documents in detail.
- 4. Learned counsel for the appellant argued that appellant has not been treated in accordance with law and rules and respondents violated Article 4 and 25 of the Constitution of Islamic Republic of Pakistan, 1973. He further argued that the act and omission of the respondents by illegally deducting annual increment for the year 2014 and not releasing salaries is against the law, facts, material available on record and norms of natural justice hence not tenable in the eye of law is liable to be struck down. He submitted that appellant has properly submitted his charge report and mark his attendance in the attendance register on 31.05.2014 and he is held entitled for annual increment for the year 2014.
- 5. Learned District Attorney contended that the appellant has been treated in accordance with law and rules. He further contended that initially the appellant was appointed on 31.05.2014, but the appointment order of the appellant and his colleagues were amended and in this regard a corrigendum was issued. The amended order directed the appointees to take charge from 01.09.2014, because of long summer vacations to save the public exchequer.

(14)

Perusal of record reveals that appellant was appointed as Primary School 6. Teacher vide appointment order dated 31.05.2014 and it is admitted fact that appellant submitted his arrival report on the same day i.e 31.05.2014. He was regularized from the date of his appointment vide notification dated 15.03.2018. According to the terms and conditions as mentioned in the appointment order of the appellant, he could draw his pay with effect from 01.09.2014, however in view of section 17 of Civil Servants Act, 1973 and FR17 the appellant is entitled for the payment of his salaries with effect from 31.05.2014, the date on which he submitted his arrival report. The appellant is thus entitled to receive salary for the months of June, July and August 2014. Moreover, while counting their service from 31.05.2014, six months service period as required for grant of annual increment stood completed and the appellant is also held entitled for the annual increment of 2014. So far as the question of limitation is concerned, suffice it is stated that being a financial matter, the appellant is having a continual cause of action, therefore, limitation will not have any adverse implication on the claim of the appellant.

- 7. For what has been discussed above, the appeal in hand is allowed as prayed for and the appellant is held entitled to all back benefits. Costs shall follow the events. Consign.
- 8. Pronounced in open court in Peshawar and given under our hands and seal of the Tribunal on this  $6^{th}$  day of November, 2023.

(MUHAMMAD AKBAR KHAN) Member (E) (RASHIDA BANO) Member (J)

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#### ORDER 06.11.2023

- Learned counsel for the appellant present. Mr. Muhammad
   Jan learned District Attorney for the respondents present.
- 2. Vide our detailed judgement of today placed on file, the appeal in hand is allowed as prayed for and the appellant is held entitled to all back benefits. Costs shall follow the event. Consign.
- 3. Pronounced in open court in Peshawar and given under our hands and seal of the Tribunal on this 6th day of November,

2023.

(Muhammad Akbar Khan)

Member (E)

(Rashida Bano) Member (J)

Calcemul**ta**h

To 🛡

THE DISTRICT EDUCATION OFFICER (MALE)

District Charsadda.

Dian No 709-14/4/202

ANEX-E)

Subject:

APPLICATION FOR THE GRANT OF INCREMENT FOR THE YEAR 2014
AND SALARIES FOR THE MONTHS OF JUNE, JULY & AUGUST 2014.

Respected/Sir,

Most respectfully, it is stated that I am working under your kind control in District Charsadda. I was appointed as PST (BPS-12) vide order Endst No. 4807-4958 dated 31-05-2014. After performing duty for sufficient time my service was regularized with the promulgation of the Act of 2017.

While our official service commencement date was 31/05/2014, the government began issuing our salaries from 01/09/2014, and according to the said salary our increment for the year 2014 was not allowed to me.

Furthermore, I wish to highlight a recent development within our department wherein one of my colleagues namely Abdul Musawir successfully pursued legal action and approached Khyber Pakhtunkhwa Service Tribunal Peshawar to rectify this issue and his case was graciously allowed. As a result, the department issued the petitioner with all withheld salaries and corresponding increments in alignment with initial appointment date.

In the light of this precedent and the principle of equal treatment for all employees, I am respectfully requesting that the department extends the same consideration to me as the said petitioner and I have been appointed with the same Endst Number and on same date, May 31, 2014.

In this respect, it is therefore requested that salaries for the months of June, July & August 2014 and increment for the year 2014 may kindly be allowed to me in line with the principles of justice and fairness, please.

Thank you for your time and consideration.

**Obediently Yours** 

Name:	YOSUS Khon
Designation	<u>Dm</u>
School:	Gms Bridge Killi
Contact No:	0300 9054 355
Signature:	Jam Man:
Date:	16 104/2024

# (D.

## (POWER OF ATTORNEY)

# BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

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YASIR KHAN		VS		GOVT. OF KP	& OTHERS
	_Yasir Khan				
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ADVOCATE HIGH COL BC No. (BC-1				•	
CNIC No. 17101-	•				

OFFICE: KHATTAK LAW ASSOCIATES,

TF-291 & 292, Deans Trade Centre, Peshawar Cantt:.

Contact#: 0333-9313113, 0314-9965666