


FORM OF ORDER SHEET

Court of _____

Appeal No. 1335/2024

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	04-Sep-24	<p>The appeal of Mr. Nacem ul Wahab submitted today by Mr. Muazam Butt Advocate. It is fixed for preliminary hearing before Single Bench at Peshawar on 13.09.2024. Parcha Peshi given to counsel for the appellant.</p> <p>By the order of Chairman</p> <p> REGISTRAR</p>

BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHUWA

Naeem Ul Wahab

V/S

Government of KP & others

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ADVOCATE

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BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHUWA

In Ref to

Service Appeal No _____/2024

Naeem Ul Wahab Son of Fazal Azeem Resident of Tehsil & District Swabi

Designation: Primary School Head Teacher at GPS No 2 Jalsai

.....Appellant

V E R S U S

- 1) Secretary to Government of Khyber Pakhtunkhwa, Establishment Department, Civil Secretariat, Peshawar
- 2) Secretary to Government of Khyber Pakhtunkhwa, Elementary and Secondary Education Department, Civil Secretariat, Peshawar
- 3) Director Elementary and Secondary Education Department

.....Respondents

SERVICE APPEAL UNDER SECTION 4 OF KPK SERVICE TRIBUNAL ACT 1974, AGAINST THE IMPUGNED NOTIFICATION BEARING NO.SO(POLICY)E&AD/1-3/2020, DATED 06/08/2020, COMMUNICATED TO RESPONDENT NO. 2 VIDE LETTER DATED 06/06/2023, WHEREIN IT WAS STATED THAT SUB RULE 5 OF RULE 7 OF KHYBER PAKHTUNKHWA CIVIL SERVANTS (APPOINTMENT, PROMOTION AND TRANSFER) RULES, 1989 STANDS DELETED

PRAYER:

ON ACCEPTANCE OF INSTANT SERVICE APPEAL, THE IMPUGNED NOTIFICATION BEARING NO: SO (POLICY) E&AD/1-3/2020, DATED 06/08/2020, COMMUNICATED TO RESPONDENT NO. 2 VIDE LETTER DATED 06/06/2023, MAY BE DECLARED AND ORDERED TO BE STRUCK DOWN BEING VOID AND ULTRA VIRES TO THE CONSTITUTION OF PAKISTAN AND FUNDAMENTAL PRINCIPLES OF NATURAL JUSTICE AND AGAINST THE RIGHTS OF APPELLANT.

ANY OTHER RELIEF WHICH THIS HONOURABLE TRIBUNAL DEEMS FIT AND PROPER IN THE CIRCUMSTANCES OF THE CASE MAY ALSO BE GRANTED TO THE APPELLANT.

RESPECTFULLY SHEWETH:

1. That the Respondents Department appointed the Appellant as Primary School Head Teacher.

Copy of Monthly Salary account is annexed as Annexure A

2. That as per Khyber Pakhtunkhwa (Appointment/ Promotion/ Transfer) Rules, 1989, as well as in other sister services of the other Provinces and Federation as well, availing of promotion by the employees is always optional and the employees as a matter of right may avail or forego their promotion and the next employee in seniority list is to be promoted.
3. That some employees specifically have foregone their promotion as they could not serve in the areas where there is no facility of accommodation and no houses of their elders are available to look after them in far-flung and solitary mountainous hard areas, and as per Section 25 of per KP Civil Servant Act, 1973, rules to the extent of terms and condition is framed by the Chief Minister and such promotion rules are not made applicable with retrospective effect. The rules framed are published in the Gazette notification and part and parcel of KP Civil Servant Appointment, Transfer and Promotion Rules 1989.
4. That Government of KP without following the rules position mentioned in Para 6 above promulgated Notification No. SO (Policy) E&AD/1 3/2020, dated 06/08/2020, communicated to Respondent No.2 vide letter dated 06/06/23 wherein it has been made mandatory to the employees to avail the promotion, otherwise, disciplinary action shall be taken against the employees. The impugned Notification is reproduced as under:-

"Furthermore, those officers/officials who do not comply with promotion order of the competent authority or try to evade promotion through different means shall be proceeded against under Khyber Pakhtunkhwa Civil Servants (Efficiency Discipline) Rules, 2011, please".

5. That as per notification No. SD (Policy) /EDAD/1- 3/2020 dated 06/08/2020, the right of foregoing of promotion was withdrawn and the Government of Khyber Pakhtunkhwa Establishment Department (Regulation Wing) deleted Rule 7(5) in the Civil Servants (Appointment, Promotion and Transfer) Rules, 1989 vide notification no SOR-VI (E & AD)/1-2/2020 dated 06-08-2020. Copy of notification No. SD (Policy) EV AD/1- 3/2020 dated 06/08/2020 is attached as **Annexure B**
6. That the Directorate of Elementary & Secondary Education Khyber Pakhtunkhwa Peshawar asked for guidance regarding deletion of Rule 7(5) in Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989 in respect of which the respondent No. 1 vide its letter No. SO(Policy) E&AD/1-3/2020 dated Peshawar the June 06th, 2023 directed the respondent No 3 (Directorate of Elementary & Secondary Education) that Rule 7(5) in the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989 has been deleted vide notification dated 06-08-2020 and ,therefore, no provision exists to decline or forgo promotion and it is obligatory upon every civil servant to accept promotion under every condition. Copy of Impugned Letter dated June 06th, 2023 is attached as **Annexure C**
7. That thereafter the meeting was also held in the office of Additional Secretary Establishment on 06-07-2023 in which it was decided to examine the case properly and submit a self-contained/ consolidated case for onward submission to the Establishment Department for further necessary action. Copy of Minutes of Meeting dated 06-07-2023 is attached as **Annexure D**
8. That the Respondent No.3 i.e. Directorate of Elementary & Secondary Education Khyber Pakhtunkhwa also wrote a letter to the office of Establishment & Administrative Department vide No SO(Primary-M) E&SED/2-2/Appointment Rule/2023 dated 23-08-2023 to reconsider the amendment made in Khyber

Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989 as it had negatively affected a large number of teachers and especially female teachers. Copy of Letter dated 23-08-2023 is attached as Annexure E

9. That the respondent vide its letter dated 07th of September 2023 directed the Directorate of Elementary & Secondary Education Khyber Pakhtunkhwa that necessary guidance has already been provided to the department and therefore no provision exists to decline or forgo promotion and those teachers who do not comply with the promotion order of the competent authority or try to evade promotion through different means shall be proceeded under the Khyber Pakhtunkhwa Civil Servant (Efficiency & Discipline) Rules, 2011. Copy of Impugned letter dated 07-09-2023 is attached as Annexure F
10. That the petitioner feeling aggrieved, filed Representation to the respondents in person, and also approached to respondents through APTA President but the grievances of the appellant have not so far been redressed. Copy of Representation against the said notification is annexed as Annexure G & H
11. That feeling aggrieved from the letters dated 06-06-2023 and 07-09-2023 and the deletion of Rule 7(5) in the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989; the petitioners filed this Hence, the instant service appeal is filed on the following grounds:-

GROUNDS:-

- a. That as per various judgments it is established and settled principle that executive notifications cannot be given retrospective effect. A valid Notification which confers rights is always applicable with prospective effect, however, if an amendment notification that adversely effects the interests of the employees or causes disadvantage to the employee is not tenable in the eyes of law. The notification/guidance dated 06/08/2020 06/06/2023 are liable to be set-aside.
- b. That there are no terms and conditions of service mentioned in the appointment order of the appellant wherein, availing of promotion is mandatory. It is further submitted that employees in the past, have foregone their promotion along with their posting. It is submitted that when domestic and other personal issues do not permit the employees/appellant to avail the promotion order and in that case, the employees who foregone their promotion were allowed not to avail the promotion for a period of 04 years and on second refusal the employees were permanently debarred from availing the facility of promotion during their entire service. Hence the employees himself/herself forebear agonies of foregoing their promotions. As a result, junior to the appellant according to the order of seniority cum fitness are granted promotion to next rank.
- c. That as per Civil Servant laws, promotion is a kind of appointment which is always optional to get promotion or not, hence the impugned notification is void, illegal and against the law and the same to the extent of the appellant is liable to be set-aside.
- d. That it is further submitted that on account of grant of promotion, some employees who are suffering from severe medical ailment or facing acute domestic issues cannot avail promotion with transfer in other areas, therefore, no employee can be compelled to accept the promotion compulsorily which is not beneficial to the employee but if an employee does not avail and get benefit of her promotion it must be optional for the employees as to whether to avail or forego the benefits. Any promotion without willingness of employee is illegal and liable to be setaside.

- e. That non-availing of promotion and foregoing thereof does not cause loss to the government exchequer and in consequence of foregoing promotion, pave way to the next employee in seniority, aspiring for promotion could be promoted.
- f. That the impugned promotion Notification dated 06/08/2020 communicated on 06/06/2023 is perverse, discriminatory, against the law, pungent and is a blunt blow of hammer on the rights of the appellant. It is not out of place to mention here that the appellant are teachers and have to look after their children as well as ailing dependent family members and in these circumstances in the presence of impugned Notification dated 06/08 /2023 communicated on 06/06/23 would not be able to serve in the department and which shall amount to the snatching of bread and butter of the poor employees

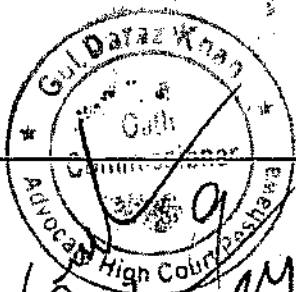
It is, therefore, humbly prayed that on the acceptance of the instant Service Appeal; the impugned Notification bearing No. SO (POLICY) E&D/1-3/2020 DATED 06/08/2020, communicated to Respondent No.2 by Respondent NO.1, vide letter dated 06/06/2023, may please be declared and ordered to be struck down being Void, Ultra vires to the Constitution of Pakistan and against the fundamental principles of natural justice.

It is further prayed that no penal action as proposed and envisaged in letter dated 06/06/2023 may be declared as unlawful, illegal and without having any legal effect.

Any other relief, which this honorable Tribunal deems fit and proper in the circumstances of the case, may also be granted to the appellant.

AFFIDAVIT:

I Naeem Ul Wahab Son of Fazal Azeem Resident of Tehsil & District Swabi that the contents of foregoing application are true and correct to the best of my knowledge and belief and nothing has been concealed therein from this Honourable Court.




Deponent


Appellant

Through


Muhammad Muazzam Butt
Advocate Supreme Court


Muhammad Adeel Butt
Advocate High Court


Bassam Ahmad Siddiqui
Advocate High Court
LL.M- Human Rights

BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHUWA

C.M No _____ -P of 2024
In Ref to _____

Service Appeal No _____ /2024

Naeem Ul Wahab

VERSUS

Secretary to Government of Khyber Pakhtunkhwa, & others

APPLICATION FOR SUSPENSION OF IMPUGNED NOTIFICATION BEARING NO. SO (POLICY) E&D/1-3/2020 DATED 06/08/2020, COMMUNICATED TO RESPONDENT NO.2 BY RESPONDENT NO.1, VIDE LETTER DATED 06/06/2023 TILL THE FINAL DISPOSAL OF CASE IN HAND.

Respectfully Submitted:-

1. That the instant application may be treated as part and parcel of service appeal of the appellant.
2. That the appellant has brought a good prima facie case and balance of convenience also lies in favor of the appellant.
3. That there is likelihood success of the appellant in the lis. And if the notification bearing No. So (Policy) E&D/1-3/2020 Dated 06/08/2020, communicated to Respondent No.2 by Respondent No.1, Vide Letter Dated 06/06/2023 is not suspended the appellant would suffer irreparable loss.
4. That valuable rights of the appellant is involved in the case.

In view of the reasons, it is humbly requested that the notification bearing No. So (Policy) E&D/1-3/2020 dated 06/08/2020, communicated to Respondent No.2 by Respondent No.1, Vide Letter Dated 06/06/2023 may kindly be suspended till the final disposal of the main appeal in hand.

AFFIDAVIT:

I Naeem Ul Wahab Son of Fazal Azeem Resident of Tehsil & District Swabi do hereby solemnly stated on oath that the contents of foregoing application are true and correct to the best of my knowledge and belief and nothing has been concealed therein from this Honourable Court

[Signature]
Deponent

[Signature]
Appellant

Through

Muhammad Muazzam Butt
Advocate Supreme Court

[Signature]
Muhammad Adeel Butt
Advocate High Court

-6-

Dist. Govt. KP-Provincial
District Accounts Office Swabi
Monthly Salary Statement (July-2023)



Personal Information of Mr NAEEM UL WAHAB d/w/s of FAZAL AZIM

Personnel Number: 00235008 CNIC: 1620167278109 NTN: 0
 Date of Birth: 24.04.1970 Entry into Govt. Service: 10.12.1990 Length of Service: 32 Years 07 Months 023 Days

Employment Category: Active Permanent

Designation: PRIMARY SCHOOL HEAD TEACH 80004528-DISTRICT GOVERNMENT KHYBE

DDO Code: SU6131-Government Primary Schools (Male) Lahor Swabi

Payroll Section: 003

GPF Section: 001

Cash Center: 02

GPF A/C No:

GPF Interest applied

GPF Balance:

992,939.00 (provisional)

Vendor Number: -

Pay and Allowances:

Pay scale: BPS For - 2022

Pay Scale Type: Civil

BPS: 15

Pay Stage: 22

Wage type		Amount	Wage type		Amount
0001	Basic Pay	67,480.00	1001	House Rent Allowance 45%	3,524.00
1210	Convey Allowance 2005	2,856.00	1300	Medical Allowance	1,500.00
1505	Charge Allowance	40.00	2148	15% Adhoc-Relief All-2013	915.00
2199	Adhoc Relief Allow @10%	614.00	2316	Teaching Allowance 2021	3,224.00
2341	Dispr. Red All 15% 2022KP	6,608.00	2347	Adhoc Rel Al 15% 22(PS17)	6,608.00
2378	Adhoc Relief All 2023 35%	23,618.00			0.00

Deductions - General

Wage type		Amount	Wage type		Amount
3015	GPF Subscription	-4,290.00	3501	Benevolent Fund	-1,200.00
3609	Income Tax	-2,531.00	3990	Emp.Edu. Fund KPK	-135.00
4004	R. Benefits & Death Comp:	-600.00			0.00

Deductions - Loans and Advances

Loan	Description	Principal amount	Deduction	Balance

Deductions - Income Tax

Payable: 40,480.38 Recovered till JUL-2023: 2,531.00 Exempted: 10119.05 Recoverable: 27,830.33

Gross Pay (Rs.): 116,987.00 Deductions: (Rs.): -8,756.00 Net Pay: (Rs.): 108,231.00

Payee Name: NAEEM UL WAHAB

Account Number: 10024297730020

Bank Details: ALLIED BANK LIMITED, 250256 MANKI BRANCH MANKI BRANCH, SWABI

Leaves: Opening Balance: Aailed: Earned: Balance:

Permanent Address: VILL AND PO JALSAI SWABI

City: SWABI

Domicile: NW - Khyber Pakhtunkhwa

Housing Status: No Official

Temp. Address:

City:

Email: wahabnaeemul@gmail.com

[Signature]
ATTESTED

System generated document in accordance with APPM 4.6.12.9(232428/25.07.2023/v3.0)

* All amounts are in Pak Rupees

* Errors & omissions excepted (SERVICES/31.07.2023/16:06:56)

APPOINTMENT.

OFFICE ORDER.

The appointment of the following PTC trained candidates is hereby ordered on Rs.750/-PM in NPS-7 of Rs 750-31-1370 plus usual allowances as admissible under the rules, purely on temporary basis against the vacant PTC posts in the existing/newly established Primary schools noted against each name with effect from the date of taking over their charge in the interest of public service.

<u>S.No.</u>	<u>Name & Address.</u>	<u>Posted at.</u>
1.	Sikandar Khan S/O Shahkooor Khan, 713/1200/87-88/1990, VPO, Thand Koi.	GMPS, Nobat Abad (Kotha).
2.	Mohammad Saeed, Iqbal S/O Haidar Khan, 699/1200/87-88/1990, VPO, Manari Bala.	GMPS, Kundal Pabani.
3.	Rohul Amin S/O Abdul Matin, 647/1200/87-83/1990, VPO, Sheikh Jana.	GMPS, Sher Dara.
4.	Naseen Gul S/O Hafiz Gul, 640/1200/87-88/1990, VPO, Nawar Killi.	GMPS, Bakyana.
5.	Zahid Sattar S/O Mominul Haq, 628/1200/87-88/1990, VPO, Dobyar.	GMPS, Yaqoob Banda (Hund).
6.	Gulzar Ali S/O Jabir Khan, 625/1200/87-88/1990, VPO, Qasim Banda.	GPS No.1, Jalbai.
7.	Abdul Hamid S/O Zarif Khan, 622/1200/87-88/1990, VPO, Kalabat.	GPS, Batakara.
8.	Sadur Muneer S/O Said Ghafoor, 614/1200/87-88/1990, VPO, Sheraghund.	GMS, Bazar.
	606/1200/87-88/1990, VPO, Jaisai.	GMPS, Khan Pur Banda (Sheikh Dh)
10.	Fakhroz Zaman S/O Faujoon Khan, 603/1200/87-88/1990, VPO, Bazargai.	GMPS, Parmoli (Manki).
11.	Said Badshah S/O Mehar Ali Shah, 596/1200/87-83/1990, VPO, Marghuz.	GMPS, Yar Khel, Marghuz.
12.	Faqir Hussain S/O Ghulam Rehman, 584/1200/87-88/1990, VPO, Nawar Killi.	GPS No.2 Jangidher.
13.	Ziarat Gul S/O Haleem Gul, 583/1200/87-88/1990, VPO, Qasim Killi.	GPS No.5 Jalbai.
14.	Zafar Iqbal S/O Saifur Rehman, 578/1200/87-88/1990, VPO, Kalabat.	GPS, Gala.
15.	Mohammad Ishaq S/O Daust Mohammed, 577/1200/87-88/1990, VPO, Sard China.	GPS No.2 Jehangira.
16.	Abdul Wali S/O Abdus Salam, ET, 215/400/PTC (Cond:)/88, GEPS, Sher Abad (Jalbai)	GMPS, Fazal Abad, Teraher.
17.	Mohammad Rashid S/O Mirken Khan, 759/1200/88-89/1990, VPO, Kalabat.	GPS No.2 Baza.
18.	Fazal Khaliq S/O Rahin Dad, 755/1200/88-89/1990, VPO, Dagi.	GPS, Sadri, Jadeed (Dagi).
19.	Ijaz Ali S/O Mu abar Khan, 749/1200/88-89/1990, VPO, Ismaila.	GPS No.2 Jehangira.
20.	Fazal Ihsan S/O Dilawar Khan, 741/1200/88-89/1990, VPO, Swabi.	GMPS, Islampura (Pabani).

PTO:

REQUESTED

47. Mohammad Najeeb S/O Hidayatullah, 612/1200/88-89/1990, VPO, Dobyar.	GMPS, Faqir Koroon (Jalbai)
48. Ziaur Rehman S/O Altaf Hussain, 607/1200/88-89/1990, Yaqoobi.	GMPS, Miangan (Tordher).
49. S. Aftab Ahmad S/O Zahir Shah, 606/1200/88-89/1990, Mian Dheri.	GMPS, Manari Payan; C/O Mohammad Yousaf.
50. Alam Zeb S/O Sarfaraz Khan, 602/1200/88-89/1990, Tordher.	GMPS, Ghulam Mohammad Baba Tordher.
51. Ayaz Mohammad S/O Nisar Mohammad, 601/1200/88-89/1990, Nawan Killi.	GPS No. 2 Topi.
52. Israr Jang S/O Qamar Jang, 599/1200/88-89/1990, Naranji.	GMPS, Kachoo Khel (Naranji)
53. Murad Khan S/O Abdur Razaq, 591/1200/88-89/1990, Yar Hussain.	GMPS, Shahdad Koorona.
54. Abid Ali S/O Sher Aman, 588/1200/88-89/1990, Nawan Killi, J/Clerk, DE(C), NWFP.	GPS No. 4 Manari.
55. Haq Nawaz Khan S/O Sher Nawan Khan, 585/1200/88-89/1990, Nawan Killi.	GMPS, Shagai (Manari).
56. Siyar Zeb S/O Allah Din, 574/1200/88-89/1990, Thand Koi.	GMPS, Potohar (Zaida).
57. Aurang Zeb S/O Malezai, 569/1200/88-89/1990, Shewa.	GMPS, Jalbai.
58. Fazal Ellahi S/O Said Nawab, 566/1200/88-89/1990, Dagar.	GMPS, Shabi Bagh, Tordher.
59. Zar Mohammad S/O Hazrat Umar, 556/1200/88-89/1990, Panjman.	GMPS, Panjman.
60. Naeenul Wahab S/O Fazal Azeem, 539/1200/88-89/1990, Jalbai.	GPS, Beka Dheri.
61. Mohammad Sher S/O Sarfaraz, 670/1200/88-89/1989, Asota.	GPS, Nabi.
62. Fazal Mohammad S/O Mir Mohammad, 669/1200/88-89/90, Sheikh Dheri.	GPS, Jalo Banda.
63. Anwar Zeb S/O Rehan Shah, 575/1200/88-89/90, Nawan Killi.	GPS, Hand.
64. Mohammad Izhar S/O Kahim Dad, 576/1200/88-89/90, Tordher.	GMPS, Haji Zain Mohammad Banda, Marghuz.
65. Sardar Gul S/O Ghani Gul, 797/1200/89-90/90, Nawan Killi.	GMPS, Ramin Zada Korona (Manari).
66. Fazal Rehman S/O Amanullah, 760/1200/89-90/90, Panjpir.	GMPS, Khuda Khel (Panjpir).
67. Jawad Ali S/O Mir Gohar, 754/1200/89-90/90, Kalu Khan.	GPS, Manari Payan.
68. Iqbal Khan S/O Mir Iqbal Khan, 746/1200/89-90/90, Zakria (Lahor).	GPS No. 2 Pabani.
69. Nural Amin S/O Mohammad Fayaz, 734/1200/89-90/90, Yar Hussain.	GMPS, Tashqand (Beka).
70. Fazal Sher S/O Bahadur Sher, 718/1200/89-90/90, Kalu Khan.	GPS, Aman Kot.
70. Faqir Khan S/O Mirza Khan, 713/1200/89-90/90, Sakarya (Lahor).	GMPS, No. 2 Beka.

ATTESTED

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| 6. Shamsur Rehman S/O Saifur Rehman,
598/1200/87-88/88, Bada, | GMPS, Akhtar Abad (Gandaf). |
| 7. Sher Alam S/O Yaqoob Shah,
594/1200/87-88/88, Gandaf. | GPS, Besak Banda. |
| 8. Khairud Din S/O Daud Shah,
593/1200/87-88/88, Utlā. | GMPS, Dagai (Gadoon). |
| 9. Said Bakht Shah S/O Daud Shah,
577/1200/87-88/88, Utlā. | GMPS, Said Bahawal Banda (Gabasni). |
| 10. Janroz Khan S/O Rahim Khan,
577/1200/87-88/88, Bada. | GMPS, Bakro Banda (Learan). |
| 11. Sikander Shah S/O Hashim Khan,
576/1200/87-88/88, Gandaf. | GMPS, Shabi Khel (Gandaf). |
| 12. Sherin Zada S/O Baghi Shah,
573/1200/87-88/88, Gandaf. | GPS, Awaz Shah, Bada (Takail) |
| 13. Mohammad Farosh S/O Mir Asghar,
569/1200/87-88/88, Gabasni. | GMPS, Kulyar Banda (Mazghund). |
| 14. Abdur Rasool, S/O Mohammad Rasool,
562/1200/87-88/88, Utlā. | GPS, Bir Gali (G). |
| 15. Zahir Shah S/O Zaiwar Shah,
556/1200/87-88/88, Takail. | GMPS, Gul Dara (Takail). |
| 16. Gul Zamin Khan S/O Rahim Ullah,
727/1200/88-89/89, Gandaf. | GPS, Abdul Ajab Banda (Takail). |
| 17. Izharul Haq S/O Fazal Haq,
726/1200/88-89/89, Gani Kot. | GPS, Sher Baz Banda (Mangal Chai) |
| 18. Ahmad Gul S/O Hazrat Gul,
675/1200/88-89/89, Gabai. | GPS, Sher Baz Banda (Mangal Chai) |
| 19. Rahim Shah S/O Kachkool,
663/1200/88-89/89, Chanai. | GPS No. 2 Chanai. |
| 20. Faqir Khan S/O Arif Khan,
655/1200/88-89/89, Gabasni. | GMS, Qadra. |
| 21. Zar Nabi S/O Mohammad Umar,
637/1200/88-89/89, Utlā. | GPS, Abdul Ajab Banda (Takail). |
| 22. Mohammad Iqbal S/O Habibul Akbar,
637/1200/88-89/89, Mangal Chai. | GMPS, Saprana (Mangal Chai). |
| 23. Mohamud Shakir S/O Khista Gul,
628/1200/88-89/89, Utlā. | GMS, Qadra. |
| <u>EX-SERVICEMEN.</u> | |
| 24. Jehan Zeb S/O Musa Khan,
FA, PTC (FC) 1977, Swabi. | GMPS, Said Shah Garhi (Faban). |
| 25. Fazal Rehman S/O Mohammad Rasool,
Matric/PTC (Army), Zaida. | GPS, Musa Banda. |
| 26. Fisar Mohammed S/O Hakeem Khan,
Matric/PTC/Army, Bachai. | GMPS, Jaganath Lar (Jalsai). |
| 27. Saifur Rehman S/O Masood Khan,
Matric/PTC/Army, Marghuz. | GMPS, Alizai (Batakara). |
| 28. Umar Gul S/O Zamir Gul,
Matric/PTC (FC)/Manki. | GMPS, Daulat Khel (Shahmansocr). |

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DEPUTY SECRETARY (POLICY)
(WALIDAH LATIF)

W. Latif

The Director, Administration Department.
average 20 gazette copies.

The Section Officer (Admn), Administration Department.
The Deputy Director (IT), E&A Department.
The Deputy Director in Establishment & Administration Department with the request to

The Registrar, Khyber Pakhtunkhwa Public Service Commission, Peshawar.

All Deputy Commissioners in Khyber Pakhtunkhwa.

All Members of Attached Departments in Khyber Pakhtunkhwa.

The Principal Secretary to Government, Khyber Pakhtunkhwa.

The Senior Member Board of Revenue, Khyber Pakhtunkhwa.

Additional Chief Secretary, Govt. of Khyber Pakhtunkhwa, Peshawar.

CHIEF SECRETARY
GOVERNMENT OF THE KHYBER PAKHTUNKHWA

NO. & EVEN DATE

AMENDMENT
In rule 7, sub-rule (5) shall be deleted.

Following further amendment shall be made, namely:
The Chief Minister of Khyber Pakhtunkhwa is pleased to direct that in the Khyber
Civil Servants Act, 1973 (Khyber Pakhtunkhwa Act No. XVIII of
1973) in exercise of the powers conferred by section 25 of the
Dated Peshawar the 06/8/2020

NOTIFICATION

GOVERNMENT OF
KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT
(REGULATION-WING)

Annexure - B

-11-

GOVERNMENT OF
KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT
(REGULATION WING)

NOTIFICATION

Dated Peshawar the, 06/08/2020

In exercise of the powers conferred by section 26 of the Pakhtunkhwa Civil Servants Act, 1973 (Khyber Pakhtunkhwa Act No XVIII) the chief Minister of Khyber Pakhtunkhwa is pleased to direct that in the Khyber Pakhtunkhwa Civil Servants (Appointment Promotion and Transfer) Rules 1989, the following further amendment shall be made, namely:

AMENDMENT

In rule 7, sub-ruler (5) shall be deleted.

CHIEF SECRETARY
GOVERNMENT OF THE KHYBER PAKHTUNKHWA

(ANDS): & EVEN DATE

Copy is forwarded to :-

1. Additional Chief Secretary, Govt of Khyber Pakhtunkhwa. Planning & Development Department)
2. The Senior Member Board of Revenue, Khyber Pakhtunkhwa.
3. All Administrative Secretaries to Govt of Khyber Pakhtunkhwa.
4. The Principal Secretary to Governor, Khyber Pakhtunkhwa.
5. The Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
6. All Divisional Commissioners in Khyber Pakhtunkhwa.
7. All Heads of Attached Departments in Khyber Pakhtunkhwa.
8. All Autonomous/Semi Autonomous Bodies in Khyber Pakhtunkhwa.
9. All Deputy Commissioners in Khyber Pakhtunkhwa.
10. The Registrar, Peshawar High Court, Peshawar.
11. The Registrar, Khyber Pakhtunkhwa Service Tribunal, Peshawar
12. The Secretary, Khyber Pakhtunkhwa Public Service Commission, Peshawar.
13. The Deputy Director (IT), E&A Department.
14. All Section Officers in Establishment & Administration, Department.
15. The Section Officer (Admin), Administration Department with the request to arrange 20 gazette copies.
16. The Caretaker, Administration Department.

(WAIDAH LATIF
DEPUTY SECRETARY (POLICY)

ATTESTEE

ATTESTED

W74442-2023 AZIZULLAH VS GOVT OF PUNJ

[Handwritten signature]

[Handwritten signature]
Section Officer (Policy)

[Handwritten signature]
Section Officer (Policy)

- 1. Copy forwarded to the:
- 1. PU to Special Secretary (Reg), Establishment Department.
- 2. PA to Additional Secretary (Reg-III), Establishment Department.
- 3. PS to Deputy Secretary (Policy), Establishment Department.

Index, Of even No & date

[Handwritten initials]

2011, please.

Further, these officers/staffs, who do not comply with promotion order of the competent authority or try to evade promotion through different means shall be proceeded against under Khyber Pakhtunkhwa Civil Servants (Efficiency & Discipline) Rules.

1. Furthermore, these officers/staffs, who do not comply with promotion order of the competent authority or try to evade promotion through different means shall be proceeded against under Khyber Pakhtunkhwa Civil Servants (Efficiency & Discipline) Rules.

2. The basic rationale behind the deletion of the bid file is aimed at preventing a civil servant from temptation for illicit gain by seeking a single lucrative position or to prevent those who tend to forge promotion or allow lack of capacity to tacitly higher responsibilities in case of promotion. Therefore, it is obligatory upon every civil servant to accept promotion in every condition.

3. The basic rationale behind the deletion of the bid file is aimed at preventing a civil servant from temptation for illicit gain by seeking a single lucrative position or to prevent those who tend to forge promotion or allow lack of capacity to tacitly higher responsibilities in case of promotion. Therefore, it is obligatory upon every civil servant to accept promotion in every condition.

4. Appointment/2023 dated 18.04.2023 in the subject noted above and to state that Sub-Rule (3) of Rule-7 of Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1979 stands deleted with the department notification dated 06.08.2020; thus, no provision exists to decide or forge promotion.

I am directed to refer to your letter No. HQ/Punjab-Muzakamat-2023.

To: The Government of Khyber Pakhtunkhwa
Elementary & Secondary Education Department.

Subject: QUANCE REGARDING DELETION OF BIDDING FILE IN THE KHYBER PAKHTUNKHWA CIVIL SERVANTS (APPOINTMENT, PROMOTION AND TRANSFER) RULES, 1979.

Dear Sir,

GOVERNMENT OF KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT
No. SO/Punjab/REG-III/2020
(Date: February the 06, 2023)



72

Annexure - C

- 12 -

-B- B/C

To, The Government of Khyber Pakhtunkhwa,
Elementary & Secondary Education Department.

SUBJECT: GUIDANCE REGARDING DELETION OF RULE (5)
IN THE KHYBER PAKHTUNKHWA CIVIL
SERVANTS (APPOINTMENT, PROMOTION AND
TRANSFER) RULES 1989.

Dear Sir,
I am directed to refer to your letter No. 80 (Primary-M) /EE, SED/2-2/Appointment/2023 dated 18.04.2023 on the subject noted above and to state that sub-Rule (5) of Rule-7 of Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989 stands deleted vide this department notification dated 06.08.2020; thus, no provision exists to decline or forgo promotion.

2. The basic rationale behind the deletion of the said rule is aimed to preventing a civil servant from temptation for illicit gain by sticking to a single lucrative post/position or to prevent those who tend to forgo promotion to evade posting/transfer or show lack of capacity to tackle higher responsibilities in case of promotion. Therefore, it is obligatory upon every civil servant to accept promotion in every condition.

3. Furthermore, those officers/officials who do not comply with promotion order of the competent authority or try to evade promotion through different means shall be proceeded against under Khyber Pakhtunkhwa Civil Servants (Efficiency & Discipline) Rules, 2011, please.

WP4442-2023 AZIZULLAH VS GOVT OF PK43



ATTESTED

-14- -B/c-

Yours faithfully,

(Issa Muhammad Khan)
Section Officer (Policy)

Ends of every Mo Ep date


Copy forwarded to the :-

1. PS to Special Secretary (Reg), Establishment
Department.

2. PA to Additional Secretary (Reg-II), Establishment
Department.

3. PS to Deputy Secretary (Policy), Establishment
Department.

Section Officer
(Policy)


ATTESTED





GOVERNMENT OF KHYBER PAKHTUNKHWA
ELEMENTARY AND SECONDARY EDUCATION DEPARTMENT
CIVIL SECRETARIAT PESHAWAR
(Phone No.091-9223507)

No.SO (Primary-M)/E&SED/2-6/2023
Dated Peshawar the June 26th, 2023

To

The Director
Elementary & Secondary Education Department
Khyber Pakhtunkhwa, Peshawar.

Aziz Ullah Khan
President
All Primary Teacher's Association, KP

[Handwritten signature]
26/6/23

Subject: GUIDANCE REGARDING DELETION OF RULE 7(5) IN THE KHYBER PAKHTUNKHWA CIVIL SERVANTS (APPOINTMENT, PROMOTION AND TRANSFER) RULES, 1989.

I am directed to refer to the subject noted above and to enclose here with a letter of Establishment Department letter No. SO (Policy)E&AD/1-3/2020 dated 06 June, 2023 and to state that the subject meeting is to be held on 06 July, 2023 at 11:00 AM in this department under the Chairmanship of Additional Secretary (Estab) E&SE Department in his office.

2. You are, therefore, requested to depute a representative of your respective Department to attend the meeting on a date, time & venue as mentioned above, please.

Encl: AA

[Handwritten initials]

[Handwritten signature]
(MUHAMMAD ISHAQ)
SECTION OFFICER (PRIMARY MALE)

Copy forwarded to the:

1. PS to Secretary, E&SE Department Khyber Pakhtunkhwa.

[Handwritten initials]

[Handwritten signature]
SECTION OFFICER (PRIMARY MALE)
26/6/23

[Handwritten signature]
ATTESTED

[Handwritten signature]

-16-

B/c

No SO (Primary-M)/E&SED/2-6/2023
Dated Peshawar the June 25th 2023

To
The Director
Elementary & Secondary Education Department
Khyber Pakhtunkhwa, Peshawar

Aziz Ullah Khan President
President
All Primary Teacher's Association, KP

Subject: GUIDANCE REGARDING DELETION OF RULE 7(5) IN THE KHYBER
PAKHTUNKHWA CIVIL SERVANTS (APPOINTMENT, PROMOTION
AND TRANSFER) RULES, 1989.

I am directed to refer to the subject noted above and to enclose here with a letter of
Establishment Department letter No. SO (Policy)E&AD/1-3/2020 dated 06 June, 2023 and to state
that the subject meeting is to be held on 06 July, 2023 at 11:00 AM in this department under the
Chairmanship of Additional Secretary (Estab) E&SE Department in his office.

2. You are, therefore, requested to depute a representative of your respective
Department to attend the meeting on a date, time & venue as mentioned above, please.

Encl: AA

[MUHAMMAD ISHAQ]
SECTION OFFICER (PRIMARY MALE)

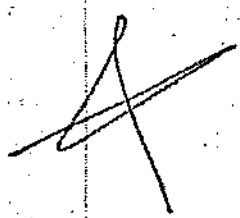
Copy forwarded to the:

1. PS to Secretary, E&SE Department Khyber Pakhtunkhwa.

SECTION OFFICER (PRIMARY MALE)

WP4442-2023 AZIZULLAH VS GOVT OF PG43


ATTESTED



MINUTES OF THE MEETING REGARDING APPLICATION SUBMITTED BY MR. AZIZ ULLAH PROVINCIAL PRESIDENT ALL PRIMARY TEACHERS ASSOCIATION KHYBER PAKHTUNKHWA REGARDING DELETION OF RULE 7(5) IN THE CIVIL SERVANT (APPOINTMENT, PROMOTION & TRANSFER RULES 1989).

A meeting regarding the subject matter was held on 06-07-2023 at 11:00 AM under the Chairmanship of Additional Secretary Establishment in his office. The following attended the meeting.

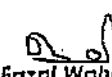
Annexure
□


S#	NAME	DESIGNATION
1	Mr. Fazal Wahid	Deputy Director Establishment of Directorate Elementary & Secondary Education Department
2	Mr. Aziz Ullah	Provincial President All Primary Teachers Association Khyber Pakhtunkhwa
3	Mr. Razaqat Ullah	General Secretary APTA Peshawar
4	Muhammad Ishaq	Section Officer (Primary) E&SE Department Civil Secretariat Khyber Pakhtunkhwa Peshawar


2. The meeting started with recitation from the Holy Quran. The chair welcomed the participants. The Deputy Director (Establishment) of Directorate of Elementary & Secondary Education briefed the forum regarding agenda item in detail.


3. After threadbare discussion it was decided that Directorate of Elementary & Secondary Education Department may examine the case properly and submit a self-contained/consolidated case for onward submission to Establishment Department for further necessary action.

The meeting ended with a vote of thanks from the Chair.

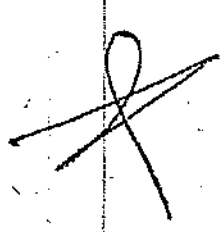

(Mr. Fazal Wahid)
Deputy Director-I
E&SE Department


(Mr. Aziz Ullah)
Provincial President
All Primary Teachers Association
Khyber Pakhtunkhwa


(Mr. Razaqat Ullah)
General Secretary APTA
Peshawar


(Muhammad Ishaq)
Section Officer (Primary-Male)
E&SE Department

(Abdullah)
Additional Secretary (Establishment)
E&SE Department


ATTESTED

-18-

-B/C-

MINUTES OF THE MEETING REGARDING APPLICATION SUBMITTED BY MR. AZIZ ULLAH PROVINCIAL PRESIDENT ALL PRIMARY TEACHERS ASSOCIATION KHYBER PAKHTUNKHWA REGARDING DELETION OF RULE 7(5) IN THE CIVIL SERVANT (APPOINTMENT, PROMOTION & TRANSFER RULES 1989).

A meeting regarding the subject matter was held on 06-07-2023 at 11:00 AM under the Chairmanship of Additional Secretary Establishment in his office. The following attended the meeting

S/N	NAME	DESIGNATION
1.	Mr. Fazal Wahid	Deputy Director Establishment of Directorate Elementary & Secondary Education Department
2.	Mr. Aziz Ullah	Provincial President All Primary Teachers Association: Khyber Pakhtunkhwa
3.	Mr. Razaqat Ullah	General Secretary APTA Peshawar
4.	Muhammad Ishaq	Section Officer (Primary) E&SE Department Civil Secretariat Khyber Pakhtunkhwa Peshawar

2. The meeting started with recitation from The Holy Quran. The chair welcomed the participants. The Deputy Director (Establishment) of Directorate of Elementary & Secondary Education briefed the forum regarding agenda item in detail.

3. After threadbare discussion it was decided that Directorate of Elementary & Secondary Education Department may examine the case properly and submit a self-contained/consolidated case for onward submission to Establishment Department for further necessary action.

The meeting ended with a vote of thanks from the Chair.

(Mr. Fazal Wahid)
Deputy Director-1
E&SE Department

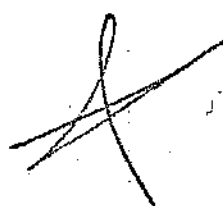
Provincial President
All Primary Teachers Association
Khyber Pakhtunkhwa

(Mr. Razaqat Ullah)
General Secretary APTA
Peshawar

(Muhammad Ishaq)
Section Officer (Primary-Male)
E&SE Department

(Abdullah)

Additional Secretary (Establishment)



ATTESTED



Khyber Pakhtunkhwa, Peshawar

To

The Section Officer (Primary-Male),
Elementary & Secondary Education Department,
Khyber Pakhtunkhwa Peshawar.

Subject - MINUTES OF THE MEETING

Dear Sir,

I am directed to refer to the letter No.SO (Primary-M) E&SED/1-1/G.Misc/Minutes of the Meeting/PST/2023 dated 10-07-2023 on the subject cited above and to present brief history about the background of the case as under:

- That Government of Khyber Pakhtunkhwa Establishment Department (Regulation Wing) dated Rule 7(5) in the Civil Servants (Appointment, promotion & Transfer Rules 1989) vide notification No. No. SOR-VI (E&AD)/1-3/2020 dated 06-08-2020.
- That this office sought guidance from your good office in the following words vide letter No.6987 dated 16-02-2023.
 - (i) Now it is obligatory upon the civil servant to accept promotion in every condition.
 - (ii) It is the prerogative of the civil servant to either accept or turn down the offer of promotion.
- That your good office forwarded the same to the quarter concerned vide letter No.SO (Primary-M) E&SED/2-2/Appointment/2023 for necessary guidance.
- That the Government of Khyber Pakhtunkhwa Establishment Department (Regulation Wing) vide letter No.SO (Policy) E&AD/1-1/2020 dated 6-06-2023 categorically stated that there exists no provision to decline or forgo promotion. It is obligatory upon every civil servant to accept promotion under every condition.
- The same was received by this office from your good office vide letter No.SO (Primary-M) E&SED/2-2/Appointment/2023 dated 12-06-2023.
- That in the light of the minutes of meeting dated 6-07-2023 held under the Chairmanship of Hon. Additional Secretary Establishment at his office this office has been asked for submission of consolidated case.
 - In view of the above, this office is of considered opinion that the deletion of Rules (7(5) have affected negatively a huge numbers of Female Teachers. Thus it is proposed that Teachers below DP-16 may be exempted of implications of the amendment in the rules laid provided they submit their written refusal prior to conclusion of the meeting of Departmental Promotion Committee.

The case is submitted for perusal and necessary actions please.

[Signature]
21/7/2023
Assistant Director (Estab M-1)
Elementary & Secondary Education
Khyber Pakhtunkhwa

Encls: No.

Copy of the above is to:-

1. PA to Director Local Directorate.
2. Master Copy.

Assistant Director (Estab M-1)
Elementary & Secondary Education
Khyber Pakhtunkhwa

[Signature]
ATTESTED

-B/C-

DIRECTORATE OF ELEMENTARY & SECONDARY EDUCATION, KPK

PESHAWAR
(21-7-2023)

To:

Section Officer (Primary-Male)
Elementary & Secondary Education Department
KPK, Peshawar.

Subject: Minutes of Meeting

Dear Sir,

I am directed to refer to letter No. (SO Primary-TV) E&SED/S-1/G/Mil/ Minutes of meeting/PST/2023 dated 30-7-2023 on subject cited above and to present brief history, about background of case as under:-

- That Government of KP Establishment department (Regulation Wing) deleted rule 7(S) in Civil Servants (Appointment, promotion, Transfer Rule 1992) vide notification No. No. SOR-VI (E&AD) 1-3/2020 dated 06-08-2020.
- That this office sought guidance from your good office in the following words vide letter No. 5987 dated 06-07-2023.
 - (i) Now it is obligatory upon civil servant to accept promotion.
 - (ii) It is prerogative of civil servant to either accept/dumdown the offer of promotion.
- That your good office forwarded the same to quonies concerned vide letter No. SO (Primary-M) E&SED/2-2/Appointment/2023 for necessary guidance.
- That the government of KP-ED (Regulation Wing) vide letter No. SO (Policy) E&AD/1-2/2020 dated 6-06-2023 categorically stated that there exists no provision to decline/forgo promotion. It is obligatory upon every civil servant to accept promotion under every condition.
- That in light of the minutes of the meeting dated 6-07-2023 held under the Chairmanship of Hon. Additional Secretary Establishment at his office. This office, has been asked for submission of consolidated case.

In view of the above, this office is of considered opinion that the deletion of Rules 7(S) have affected negatively a huge members of Female teachers.

The case is submitted for perusal and necessary actions please.

Copy of the above to:

1. PA to Director Local Directorate
2. Master Copy

Assistant Director
Elementary & Secondary Education
Khyber Pakhtunkhwa.



ELEMENTARY AND SECONDARY EDUCATION DEPARTMENT
CIVIL SECRETARIAT PESHAWAR
(Phone No.091-8223587)

No. SO(Primary-M)E&SED/2-2/Appointment-Rule /2023
Peshawar Dated 23rd August, 2023

Annexure
E

The Secretary to Govt. of Khyber Pakhtunkhwa,
Establishment & Administration Department,
Peshawar

**SUBJECT: - GUIDANCE REGARDING DELETION OF RULE 7(5) IN THE CIVIL
SERVANT (APPOINTMENT, PROMOTION & TRANSFER RULES
1989).**

Dear Sir,

I am directed to refer to your letter No. SO(Policy)/ EBAD/ 1-3/2020 dated
05th June 2023 and to state that after deletion of rule 7(5) Khyber Pakhtunkhwa Civil
Servant (Appointment, Promotion & Transfer Rules 1989) it has been intimated that those
officers/ officials who do not comply with promotion order of the competent authority or
try to evade promotion through different means shall be proceed under Khyber
Pakhtunkhwa Civil Servant (Efficiency & Discipline) Rules, 2011.

2. In this connection it is submitted that in some cases lady teacher of primary
level who avail such promotions have to face serious inconvenience while they have to
perform duties in the remotest station with no residential or transport facility. Most of
them are married with kids and elder father or mother-in-law who need care. In such
cases, there are negative effects on service delivery.

3. In view of the above, the said amendment may be reconsidered to the
extent of lady teacher in primary schools.

(MUHAMMAD ISHAQ)
SECTION OFFICER (PRIMARY-MALE)

Copy forwarded to the:

1. Director EBSE Khyber Pakhtunkhwa.
2. PS to Secretary, EBSE Department Khyber Pakhtunkhwa.

(SECTION OFFICER (PRIMARY-MALE)
28/8/23

Scanned with CamScanner

ATTESTED

ATTEST

[Signature]

[Signature]

1. Division E & SE Khyber Pakhtunkhwa.
2. PS to Secretary, E & SE Department, Khyber Pakhtunkhwa.
Copy forwarded to;

(Muhammad Ishaq)
Section Officer (Primary)
(Muz)

Dear Sir,
I am directed to refer to your letter No. SO (Primary) /E&AD /1-3/2020 dated 24 June 2020 and to state that after deletion of Rule 7(5) Khyber Pakhtunkhwa Civil Servant (Appointment, Promotion and Transfer Rules 1989) it has been intimated that those officers/officials who do not comply with promotion order of the competent authority or try to evade promotion through different means shall be proceed under Khyber Pakhtunkhwa Civil Servant (Efficiency and Discipline) Rule 2011. In this connection it is submitted that in some cases locally teacher of primary level who avail such promotion have to face serious inconvenience while they have to perform duties in the remotest stations with no residential/transport facilities. Most of them are married with kids and elder father of Mother-in-law who need care. In such cases there are negative effects on service delivery. In view of above, the said amendment may be reconsidered to the extent of locally teacher in primary schools.

SUBJECT: Guidance regarding deletion of Rule 7(5) in the Civil Servant (Appointment, Promotion & Transfer Rules 1989)

The Secretary to Government of Khyber Pakhtunkhwa, Establishment and Administration Department, Peshawar.

No. SO (Primary-M) E&SEAD /A-2/ Appointment - Rule / 2020 Peshawar Dated 22nd August 2020.

- B/c -

- 22 -

Annexure - F



GOVERNMENT OF KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT
No. SO(Policy)E&AD/1-3/2020
Dated Peshawar the September 07, 2023

ATTESTED

To

The Secretary to Government of Khyber Pakhtunkhwa,
Elementary & Secondary Education Department.

Subject: -

GUIDANCE REGARDING DELETION OF RULE 7(S) IN THE
KHYBER PAKHTUNKHWA CIVIL SERVANTS (APPOINTMENT,
PROMOTION AND TRANSFER) RULES, 1989.

Dear Sir,

I am directed to refer to your letter No. SO(Primary-M)/E&SED/2-
2/Appointment-Rule/2023 dated 23.08.2023 on the subject noted above and to state that
necessary guidance has already been tendered to your good office vide this department letter of
even No. dated 06.06.2023 (copy enclosed).

Yours faithfully,

Section Officer (Policy)

Endst. Of even No & date

Copy forwarded to the:-

1. PS to Special Secretary (Reg). Establishment Department.
2. PA to Additional Secretary (Reg-II). Establishment Department.
3. PS to Deputy Secretary (Policy), Establishment Department.

-24-

- B/c -

GOVERNMENT OF KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT
No. SO(Policy)E&AD/1-3/2020
Dated Peshawar the September 07, 2023

To

The Secretary to Government of Khyber Pakhtunkhwa,
Elementary & Secondary Education Department.

Subject: - GUIDANCE REGARDING DELETION OF RULE 7(5) IN THE
KHYBER PAKHTUNKHWA CIVIL SERVANTS (APPOINTMENT,
PROMOTION AND TRANSFER) RULES, 1989.

Dear Sir,

I am directed to refer to your letter No. SO(Primary-M)/E&SED/2-2/Appointment-
Rule/2023 dated 23.08.2023 on the subject noted above and to state that necessary
guidance has already been tendered to your good office vide this department letter of even
No. dated 06.06.2023 (copy enclosed).

Yours faithfully,

Section Officer (Policy)

Encls. Of even No & date

Copy forwarded to the:-

1. PS to Special Secretary (Reg), Establishment Department
2. PA to Additional Secretary (Reg-II), Establishment Department
3. PS to Deputy Secretary (Policy), Establishment Department

Section Officer (Policy)



- 25 -

To,

Dated: 16-03-2024

- 1) Secretary to Government of Khyber Pakhtunkhwa, Establishment Department, Civil Secretariat, Peshawar
- 2) Secretary to Government of Khyber Pakhtunkhwa, Elementary and Secondary Education Department, Civil Secretariat, Peshawar
- 3) Director Elementary and Secondary Education Department

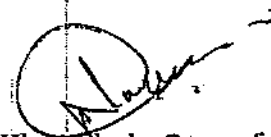
REPRESENTATION AGAINST THE IMPUGNED NOTIFICATION BEARING NO.SO(POLICY)E&AD/1-312020, DATED 06/08/2020, COMMUNICATED TO SECRETARY TO GOVERNMENT OF KHYBER PAKHTUNKHWA, ELEMENTARY & SECONDARY EDUCATION DEPARTMENT VIDE LETTER D06/06/2023, WHEREIN IT WAS STATED THAT SUB RULE 5 OF RULE 7 OF KHYBER PAKHTUNKHWA CIVIL SERVANTS (APPOINTMENT, PROMOTION AND TRANSFER) RULES, 1989 STANDS DELETED

Sir/ Madam:-

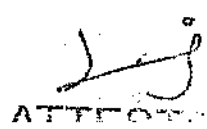
Your Honorable authority promulgated Notification No. SO (Policy) E&AD/1 3/2020, dated 06/08/2020, communicated to Elementary & Secondary Education vide letter dated 06/06/23 wherein it has been made mandatory to the employees to avail the promotion, otherwise, disciplinary action shall be taken against the employees. That, as per notification No. SD (Policy) /EDAD/1- 3/2020 dated 06/08/2020, the right of foregoing of promotion was withdrawn and the Government of Khyber Pakhtunkhwa Establishment Department (Regulation Wing) deleted Rule 7(5) in the Civil Servants (Appointment, Promotion and Transfer) Rules, 1989 vide notification no SOR-VI (E & AD)/1-2/2020 dated 06-08-2020. That the Directorate of Elementary & Secondary Education Khyber Pakhtunkhwa Peshawar asked for guidance regarding deletion of Rule 7(5) in Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989 in respect of which the Establishment Department vide its letter No. SO.(Policy) E&AD/1- 3/2020 dated Peshawar the June 06th, 2023 directed the Directorate of Elementary & Secondary Education that Rule 7(5) in the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989 has been deleted vide notification dated 06-08-2020 and, therefore, no provision exists to decline or forgo promotion and it is obligatory upon every civil servant to accept promotion under every condition. That Directorate of Elementary & Secondary Education Khyber Pakhtunkhwa also wrote a letter to the office of Establishment & Administrative Department vide No SO(Primary-M) E&SED/2-2/Appointment Rule/2023 dated 23-08-2023 to reconsider the amendment made in Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989 as it had negatively affected a large number of teachers and especially female teachers. In the meanwhile, the department vide its letter dated 07th of September 2023 directed the Directorate of Elementary & Secondary Education Khyber Pakhtunkhwa that necessary guidance has already been provided to the department and therefore no provision exists to decline or forgo promotion and those teachers who do not comply with the promotion order of the competent authority or try to evade promotion through different means shall be proceeded under the Khyber Pakhtunkhwa Civil Servant (Efficiency & Discipline) Rules, 2011.

It is, therefore, humbly prayed that on the acceptance of the instant representation; the Notification bearing No. SO (POLICY) E&D/1-3/2020 DATED 06/08/2020, communicated to vide letter dated 06/06/2023, may please be declared and ordered to be struck down being Void, Ultra vires to the Constitution of Pakistan.

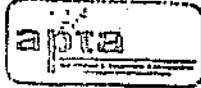
Best Regards



Naeem Ul Wahab Son of Fazal Azeem
Resident of Tehsil & District Swabi



Aziz Ullah Khan
President
☎ 0333-014648
✉ azizullah1973@gmail.com
📍 apin4pk



APTA House
Govt. Primary School Near,
Quibber Peshawar City.

آل پرائمری ایجوکیشن ایسوسی ایشن (اپتا) خیبر پختونخوا

Annexure - A

بہار ویکٹری واپٹری & سٹوری ایجوکیشن فیڈریشن
بہار ویکٹری ایجوکیشن ایسوسی ایشن خیبر پختونخوا
بہار ہال

گزارش ہے کہ پروموشنز ہر ادا سے ملنے ہوتے ہیں اور کہ سرکاری ملازم کی خواتین کو بھی ہے پروموشنز کا ایک قانون اور کہتا ہے کہ ہر ملازم ایک اگر کسی
بھروسے تحت ایک سال پروموشنز میں تو وہ ہر آٹھ ماہ سال تک پروموشنز نہیں لے سکتے تھے مطلب چار سال تک ہر اس کی پروموشنز نہیں آسکتی تھی
پھر اس قانون میں ترقی و ترقی والی بات ختم کر دی گئی کہ اگر ایک ملازم ایک سال پروموشنز نہ لیں تو وہ دوسرے سال لے سکتا ہے
لیکن اب ایک واپٹری ایجوکیشن ایسوسی ایشن اور ٹیچرس ایسوسی ایشن اور
اس کے مطابق اب ہر ملازم پروموشنز ضرور لیں گے اگر نہیں لیں گے تو اس کے خلاف ہی & ڈی ڈول کے مطابق کارروائی کر لے گا کیا ہے
اور اصل یہ آخری نوٹیفیکیشن جاری اس قانون کی عمل خلاف روئی ہے سب سے کہ دو روز اور ہر روز ملازمتوں میں ملازمین کو خواتین امانتہ کو اپنی مشکلات کا
سامنا کرنا پڑے گا
جبکہ عام حالات میں بھی ڈیڑھ سال پروموشنز اور دو روز ایسوسی ایشن کے مطابق اس قانون کی خلاف روئی ہے کہ ایک فیڈریشن میں بدھتوں سے غلامی دشمنیاں
مکمل ہوتی ہے لیکن حالات میں یہ ایسوسی ایشن جو GSSB کی کاپی اس لیٹر کی جواب میں لیا گیا ہے جو بدھتوں اور بنیادی مسائل قانون کی خلاف ہے
اس میں اس کے مطابق قانونی چارہ چوں کا حق نہیں منظور ہو سکتے ہیں
لہذا ہم آپ سے درخواست کرتے ہیں کہ نوٹیفیکیشن کو واپس لیا جائے یا اس میں ترمیم کر کے پرائمری امانتہ کو (Relaxation) دیا جائے اور ان کو
روز کو پروموشنز لینے کا ہیلہ ان کو سرخ سے لینے دیا جائے
اور پروموشنز لینے کی صورت میں باقاعدہ اپنا لیا جائے لیکن یہ پروموشنز کا جائے
اس سلسلے میں آپ سولہ اراکرم (SBO) کی ای ای اور کہ ایک مخصوص مراحل جاری کیا جائے تاکہ انہوں میں سب میں / لیٹیل پرائمری امانتہ کو اپنی
البت اور ترقی تک سے پہنچا جائے

کہے کہ نوٹیفیکیشن جاری ہوتے ہی پرائمری امانتہ کو اپنی طور پر ترقی کر کے اس سلسلے شروع ہو چکا ہے
لہذا ہم یہ توقع رکھتے ہیں کہ آپ صاحبان ترقی ایسوسی ایشن کے سب سے پرائمری امانتہ کو خیر سہما لیٹیل پرائمری امانتہ کو اپنی اپنی البت سے نجات دلائیں گے

شکریہ

عزیر اللہ خان سہیل صدر
آل پرائمری ایجوکیشن ایسوسی ایشن خیبر پختونخوا

ATTESTED

07.05.2024



1. Learned counsel for the appellant present.
2. Let a pre-admission notice be issued to the respondents through TCS for submission of reply/comments. Appellant is directed to deposit TCS expenses within three days. To come up for reply/comments as well as preliminary hearing on 10.06.2024 before S.J. P.P given to learned counsel for the appellant.
03. Alongwith the service appeal there is an application for suspension of Notification dated 06.06.2023 and letter dated 23.08.2023 till the final disposal of main service appeal. In the meanwhile, no adverse action shall be taken against the appellant till next date of hearing.

Certified to be true copy (Muhammad Akbar Khan)
Member (S)

Handwritten signature and stamp of the Member (S).

Date of Presentation of Application 10-5-24
 Number of 1
 Copies 1
 Urgent 1
 Total 1
 Name of 13-1-23
 Date of 12-5-24
 Date of delivery of copy 12-5-24

Handwritten signature and the word "ATTESTED" stamped below it.

Handwritten signature at the bottom of the page.

28-

BEFORE THE

Versus

RESPONDENTS

WE, the _____

do hereby appoint and retain

MUHAMMAD MUAZZAM BUTT & ASSOCIATES OF MUAZZAM LAW FIRM

to act and appear for me in the above Suit and on my behalf to conduct and prosecute (or defend) the same and all proceedings that may be taken in respect of any petition connected with the same or any decree or order passed therein and Applications for review to file and obtain return of documents, and to represent me/us and to take all necessary steps on my/our behalf in the above matter.

I agree to ratify all acts done by the aforesaid Advocate in pursuance of this Authority.

Dated this the _____

Naeemul Wahab

03085670253

ACCEPTED

CNIC - 1620-0727810-9

M. MUAZZAM BUTT
SIDDIQUI
Advocate Supreme Court

BASSAM AHMAD
Advocate High Court

Naeem