


FORM OF ORDER SHEET

Court of _____

Appeal No. 1341/2024

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. Israr Muhammad 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  REGISTRAR</p>

BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHUWA

Israr Muhammad

V/S

Government of KP & others

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ADVOCATE

BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHUWA

In Ref to

Service Appeal No _____/2024

Israr Muhammad Son of Yar Muhammad Khan Resident of Tehsil & District Swabi

Designation: Primary School Head Teacher at GMPS Shagai(Panjpir)

.....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 K.P 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 respondent 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:-

GROUND:-

- 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 set-aside.

- 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, Israr Muhammad- Son of Yar Muhammad Khan Resident of Tehsil & District Swabi solemnly declare 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:

Israr Muhammad
Deponent

Through

Israr Muhammad
Appellant

Muhammad Muazzam Butt
Muhammad Muazzam Butt
Advocate Supreme Court

Muhammad Adeel Butt
Muhammad Adeel Butt
Advocate High Court

Bassam Ahmad Siddiqui
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

Israr Muhammad

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.

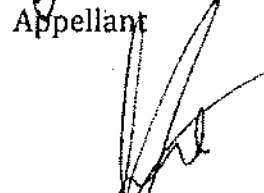
Respectfully Submitted:-

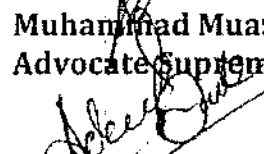
1. That the instant application may be treated as part and parcel of service appeal of the appellant.
2. That the appellant has brought a good prima facie case and balance of convenience also lies in favor of the appellant.
3. That there is likelihood success of the appellant in the lis. And if the notification 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.


Appellant

Through


Muhammad Muazzam Butt
Advocate Supreme Court



Muhammad Adeel Butt
Advocate High Court

AFFIDAVIT:

I Israr Muhammad Son of Yar Muhammad Khan 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


Deponent

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

Annexure - A - 
 - 6 -

Personal Information of Mr ISRAR MUHAMMAD d/w/s of YAR MUHAMMAD

Personnel Number: 00233935 CNIC: 1620267042973 NTN: 0
 Date of Birth: 03/03/1966 Entry into Govt. Service: 03.12.1988 Length of Service: 34 Years 10 Months 030 Days

Employment Category: Active Permanent

Designation: PRIMARY SCHOOL HEAD TEACH 80004527-DISTRICT GOVERNMENT KHYBE

DDO Code: 506130 Government Primary Schools (Male) Swabi

Payroll Section: 001 GPF Section: 001 Cash Center: 36

Payroll System: 001 GPF Interest applied GPF Balance: 1,443,172.00 (provisional)

Pay and Advances: Pay scale: BPS For - 2022 Pay Scale Type: Civil BPS: 15 Pay Stage: 26

Wage type		Amount	Wage type		Amount
1001	Basic Pay	75,400.00	1001	House Rent Allowance 45%	3,524.00
1149	Convey Allowance 2005	2,856.00	1300	Medical Allowance	1,500.00
1505	Child Allowance	40.00	2148	15% Adhoc Relief All-2013	1,055.00
1999	Adhoc Benef Allow @10%	705.00	2316	Teaching Allowance 2021	3,224.00
2511	Adhoc Rel All 15% 2022KP	7,406.00	2347	Adhoc Rel All 15% 22(PS17)	7,406.00
2578	Adhoc Relief All 2023 35%	26,390.00			0.00

Deductions - General

Wage type		Amount	Wage type		Amount
3015	GPF Subscription	-4,290.00	3501	Benevolent Fund	-1,200.00
3600	Income Tax	-3,704.00	3990	Emp.Edu. Fund KPK	-135.00
6001	Relief on Death Comp.	-600.00			0.00

Deductions - Loans and Advances

Loan	Description	Principal amount	Deduction	Balance

Deductions - Income Tax

Payable: 3,704.88 Recovered till OCT-2023: 14,816.00 Exempted: 14814.32 Recoverable: 29,628.56

Gross Pay (Rs.): 129,506.00 Deductions: (Rs.): -9,929.00 Net Pay: (Rs.): 119,577.00

Payee Name: ISRAR MUHAMMAD

Account Number: 654-5

Bank Detail: NATIONAL BANK OF PAKISTAN, 231972 ZAIDA BRANCH ZAIDA BRANCH, SWABI

Account: Opening Balance: Aailed: Earned: Balance:

Office: District Accounts Office SWABI

Home: District Accounts Office SWABI Donicite: NW - Khyber Pakhtunkhwa Housing Status: No Official
 Email: israr.muhammad950@gmail.com

Printed and Issued in accordance with APPM 4.6.12.9(232428/25.10.2023A/3.0)
 of amount in Pak Rupees
 11/11/2023/19:44:40

APPOINTMENTS

The following P.T.C. (Trained) teachers are hereby appointed in BPS No.7 Rs. 750-81-1370 plus usual allowances as due and admissible under the rules with immediate effect, in the interest of public service:-

S.No.	Name, Father's Name, Address & Marks	Name of School Where Posted.	Remarks
1.	Rais Khan S/O Sultan Mohd Khan, V&PO: Salim Khan/761.	GPS, Bikot	A.V. Post
2.	Muhammad Ayaz S/C Perwarish, V&PO: Salim Khan/754.	GPS, Spin Khel	-do-
3.	Bakht Zahir S/O Shad Ali, V&PO: Qasim/746.	GPS, Lahore Rapuri	-do-
4.	Muhammad Ayaz S/C Tahir, V&PO: Yar Hussain/734.	GMPS, Kalo Dhok (Jalsai)	-do-
5.	Mansoor Khan S/O Sher Zada, Village: Kalo Dace/722.	GMPS Hassan Abad (Gohati)	-do-
6.	Fida Hussain S/O Najmul Hassan, Village: Kala Khan/720.	GMPS Ahad Khan	-do-
7.	Ustad Rehman S/C Fazli Rahim, Village: Lahore/717.	GPS, Boka.	-do-
8.	Muhammad Amin S/C Abdur Rehman, Village: Arabi/717.	GPS, Pirtab Banda	-do-
9.	Fazli Wali S/O Najman Ali, Village: Kala Dace/714.	GPS No.1 Topi.	-do-
10.	Hazrat Khad S/O Sarad Khan, Village: Sadi Chini/714.	GMPS Shahcedan (Jalsai)	-do-
11.	Taj Nawab S/O Fuzlad Khan, Village: Mansab Eala/710.	GPS Kula Dhond.	-do-
12.	Hafizur Rehman S/O Shafiq Ur Rehman Village: Kalabans/708.	GPS Kotha No.3	-do-
13.	Qasim Islam S/C Ali Asghar, Village: Dagi/707.	GPS Saprona	-do-
14.	Saidul Islam S/O Muhammad Quresh, Village: Showa /705.	GPS Haji Abad. (Paronli)	-do-
15.	Wazir Ahmed S/C Sultan Muhammad, Village: Bakiy/699.	GMPS Wali Mohd Banda (Salim Khan)	-do-
16.	S. Liaqat S/C Rahim Dil, Village: Aboti/699.	GPS, Ghulamun.	-do-
17.	Muhammad Zahid S/O Rahul Ania, Village: Nawan Killi/696. (Khalil).	GMS Naranji.	-do-
18.	Amir Ali S/O Niaz Ali, Village: Lahore/696.	GPS No.1 Ambar.	-do-
19.	Ghans Khan S/C Alam Khan, Village: Paronli/695.	GMPS Sher Darra.	-do-
20.	Abdul Wahab S/O Said Wahab, Village: Mansabdar/693.	GPS No.3 Mian Killi	-do-

Contd on page no.2

- 72. Arshad Zaman S/O Muhammad Qureshi, Village: K. Lant/638.
- 71. Abdu Mukhtar S/O Ibadat Sattar, Village: XXXXX Sheva/630.
- 70. Baz Muhammad S/O Fajir Muhammad, Village: Isot/630.
- 69. Riaz Ali S/O Nawas Khan, Village: Dagi/632.
- 68. Inayat Ullah S/O Amin Khan, Village: Dagi/632.
- 67. Said Islam S/O Said Bad Shah, Village: Lahore/631.
- 66. Ajib Gul S/O Saida Gul, Village: Charbagh/634.
- 65. Nigah Ali S/O Shah Fir Shah, Village: Ismail/637.
- 64. Ameer Ul Haq S/O Noor Ul Hadi, Village: Marghuz/637.
- 63. Rohmat Ullah S/O Saif Ullah, Village: Baji/637.
- 62. Muhammad Hayat S/O Muhammad Afzal, Village: Yar Hussain/639.
- 61. Abdu Rehman S/O Sarbaz Khan, Village: Kalyan/639.
- 60. Nasrullah S/O Bughdad Shah, Village: /643.
- 59. Nazir Hussain S/O Nawas Khan, Village: Panjpir/643.
- 58. Saif Ullah S/O Maiti Ullah, Village: Urmel Dhert/646.
- 57. Sher Zada S/O Mir Jafar, Village: Swabi/645.
- 56. Fazil Hayat S/O Rasool Khan, Village: Dagi/646.
- 55. Abdu Qadus S/O Abdu Rashid, Village: Manji/648.
- 54. Younus Khan S/O Hider Khan, Village: Yar Hussain/648.
- 53. Fazil Malik S/O Ganderi, Village: Wub Khan Killa/648.
- 52. Fazil Hussain S/O Said Qureshi, Village: Dagi/649.
- 51. Mureed Ali S/O Musa Khan, Village: Sheva/649.
- 50. Iqbal Hussain S/O Jinas Khan, Village: Salim Khan/651.
- 49. Masal Khan S/O Munir Khan, Village: Momeni/652.
- 48. Jamsid Khan S/O Abdu Hameed, Village: Yar Hussain/654.
- 47. Fazil Nadeem S/O Habib Gul, Village: Jabin/655.

- do- GPS No. 2 Kotha.
- do- GPS No. 2 Topi.
- do- GPS Haya Gul Dhert Near Mehr Ali.
- do- (GPS Hand.
- do- GPS No. 1 Jhangir.
- do- GPS, Pak Kila.
- do- GPS, Galla.
- do- GPS No. 1 Mbar.
- do- GPS, Thand Kot.
- do- (Mandi) GPS Yagub Abad.
- do- Mangan Tordher XXX GPS Gila.
- do- GPS No. 4, Topi.
- do- GPS, Jilali.
- do- (Shamansar) GPS, Daulat Khet.
- do- GPS, Jagantk.
- do- GPS, Memlet.
- do- GPS, Bekra.
- do- (Mandi) GPS, Badawan.
- do- GPS, Waisal Abad.
- do- (Jalbat) GPS, Feroz Pur.
- do- GPS, Jalhat.
- do- (Mandi) GPS, Haji Khet.
- do- GPS, Salim Khan.
- do- (Shamansar) GPS Dauli Uloom.
- do- (Jalbat) GPS, Fajir Abad.
- do- GPS Jarond. Killi(Dobran) A.V.P. 1973

NOTE:

- 11-
1. No TA/DA, Or T/G, is allowed to any one.
 2. Charge Reports should be submitted to all concerned.
 3. Their appointments are purely temporary, liable to termination with out any notice or assigning any reason.
 4. In case of resignation they will have to give one month's prior notice to the Department or forfeit One month's pay in lieu thereof to the Government.
 5. They are required to produce their Health and age certificates from the Medical Supdt: D.H.Q. Swabi before taking over charge.


(MUHAMMAD JUNAD KHAN)
DISTRICT EDUCATION OFFICER
(MALE) SWABI.

Endst No. 44-949 / PTC Apptt: Trd/ Dated Swabi 25-9-88.

Copy forwarded for information to the:-

1. Director of Education (Schools) N.W.F.P. Peshawar.
2. Director of Education (Schools) Mardan Division, Mardan.
3. Sub: Divisional Education Officer (Male) Swabi/Lahore.
4. Headmasters/Head Teachers of the concerned schools.

Irshad**


DISTRICT EDUCATION OFFICER
(MALE) SWABI.

25-9-88

Annexure - B -

GOVERNMENT OF
KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT
(REGULATION WING)

NOTIFICATION

Dated Peshawar, the, 06/8/2020

In exercise of the powers conferred by section 25 of the
Khyber Pakhtunkhwa Civil Servants Act, 1973 (Khyber Pakhtunkhwa Act No. XVIII of
1973) 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-rule (5) shall be deleted.

CHIEF SECRETARY
GOVERNMENT OF THE KHYBER PAKHTUNKHWA

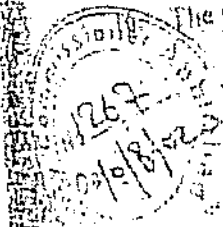
INDEX NO & EVEN DATE

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. All Section Officers in Establishment & Administration Department.
14. The Section Officer (Admn), Administration Department with the request to arrange 20 gazette copies.
15. The Caretaker, Administration Department.

(WALIDAH LATHI)
DEPUTY SECRETARY (POLICE)

ATTESTED



Attested
4

B/C -13-

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.

(WARDAH LATIF)
DEPUTY SECRETARY (POLICY)

[Handwritten signature]

WPA4402-2023 AZIRVLAH VS GOVT OF PGLS

GOVERNMENT OF KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT
No. SDO/Secy/Estab/2020
Date: Islamabad the June 06, 2023



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Annexure - C

- 14 -

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

**SUBJECT: GUIDANCE REGARDING PROMOTION OF HIGHER JES IN THE
KHYBER PAKHTUNKHWA CIVIL SERVICE (APPOINTMENT,
PROMOTION AND TRANSFER) RULES, 1987.**

Dear Sir,

I am directed in refer to your letter No. SO/Primary-M/14/2022-23/1000 dated 18.04.2023 in the subject noted above and to state that sub-rule (5) of Rule-7 of Khyber Pakhtunkhwa Civil Service (Appointment, Promotion and Transfer) Rules, 1987 stands deleted vide this department notification dated 06.08.2020. Thus, no provision exists to decline or forgo promotion.

The basic rationale behind the deletion of the said rule is aimed at preventing a civil servant from termination for being asked to a single adverse postposition or to prevent those who tend to forgo promotion to evade posting/transfer or show lack of capacity to include higher responsibilities in case of promotion. Therefore, it is obligatory upon every civil servant to accept promotion in every condition.

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

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

Trust, Of even No. & Date

[Handwritten signature]

Yours faithfully,
[Handwritten signature]
Section Officer (Policy)

[Handwritten signature]
Section Officer (Policy)

[Handwritten signature]

21.6.23

X

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) &

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/transfers 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.

Dear Sir,
I am directed to refer to your letter no. 80 (Primary-M) /EGS/ED/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 (Appointments, Promotion and Transfer) Rules, 1989 stands deleted vide this department notification dated 06-08-2023; thus, no provision exists to decline or forgo promotion.

FOR THE GOVERNMENT OF KHYBER PAKHTUNKHWA,
Elementary & Secondary Education Department.
SUBJECT: QUARANCE REGARDING DELETION OF RULE 7(5) IN THE KHYBER PAKHTUNKHWA CIVIL SERVAANTS (APPOINTMENT, PROMOTION AND TRANSFER) RULES 1989.

B/C
- 15 -

-15- -B/c-

Yours faithfully,

(Issa Muhammad Khan)
Section Officer (Policy)

Enclst. of evens. No Ep date

Copy forwarded to the :-

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

Section Officer
(Policy)



- 17 -

GOVERNMENT OF KHYBER PAKHTUNKHWA
ELEMENTARY AND SECONDARY EDUCATION DEPARTMENT
CIVIL SECRETARIAT PESHAWAR
(Phone No. 091-9223587)

No. SO (Primary-M)/E&SED/2-8/2023
Dated Peshawar (Pc. June 26th, 2023

To

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

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

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.

Enclosure


(MUHAMMAD ISHAQ)
SECTION OFFICER (PRIMARY MALE)

Copy forwarded to the:

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


SECTION OFFICER (PRIMARY MALE)
26/6/23

B/c -18-
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)

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).

Annexure
D

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#	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 thorough 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

- B/c - -20-

MINUTES OF THE MEETING REGARDING APPLICATION SUBMITTED BY MR AZIZ ULLAH
PROVINCIAL PRESIDENT ALL PRIMARY TEACHERS ASSOCIATION KHYBER PAKHTUNKHWA
REGARDING OF 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#	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)



[Handwritten signature]

WP4442-2023 AZIZULLAH VS GOVT OF PG43

Assistant Director (Establishment)
Elementary & Secondary Education
Khyber Pakhtunkhwa

Assistant Director (Establishment)
Elementary & Secondary Education
Khyber Pakhtunkhwa
17/07/2023

1. Copy of the above is in:-
1. PA to Director, Local Directorate.
2. Master Copy.

Encl: No.

The case is submitted for perusal and necessary actions please.

Departmental Promotion Committee.
provided they submit their written refusal prior to conclusion of the meeting of
Teachers held on 07-07-2023 may be exempted of implications of the amendment in the rules laid
7(3) have affected negatively a huge numbers of Female Teachers. Thus it is proposed that
in view of the above, this office is of considered opinion that the notion of Rules
been asked for submission of consolidated case.
Chairman of the Local Directorate, Establishment of this office this office has
That in the light of the minutes of meeting dated 07-07-2023 held under the
(Primary-4) & SED/2-2/Appointment/2023 dated 12-06-2023.
The same was received by this office from your good office vide letter No.50
civil servant to accept promotion under every condition.
that there exists no provision to decline or forgo promotion. It is obligatory upon every
That the Government of Khyber Pakhtunkhwa Establishment Department (Regulation
No.50 (Primary-4) & SED/2-2/Appointment/2023 for necessary guidance.
That your good office forwarded the same to the quarter concerned vide letter
promotion.
(ii) It is the prerogative of the civil servant to either accept or turn down the offer of
(i) Now it is obligatory upon the civil servant to accept promotion in every condition.
No.987 dated 06-02-2023.
That this office sought guidance from your good office in the following words vide letter
dated 06-08-2023.
wide notification No. No. SOR-VI (E&AD)/1-3/2020 dated 06-08-2020.
That Government of Khyber Pakhtunkhwa Establishment Department (Regulation (Wings)
dated Rule 7(3) in the Civil Servants (Appointment, promotion & Transfer Rules 1987)

present brief history about the background of the case as under:

I am directed to refer to the letter No.50/Primary-4-0&SED/2-1/
G.M/Ministry of the Meeting/PT/2023 dated 19-07-2023 on the subject cited above and in

Dear Sir,

MINUTES OF THE MEETING

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



No. 8145
Khyber Pakhtunkhwa, Peshawar
Phone: 091-9233344
Email: establishment@gnail.com
Dated 21/7/2023

[Handwritten signature]

Copy of the above to:
1. PA to Director Local Directorate
2. Master Copy
Aulward Director
Elementary & Secondary Education
Khyber Pakhtunkhwa

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 action please.

That in light of the minutes of the meeting dated 6-07-2023 held under the chairmanship of Hon. Additional Secretary Education at this office. This office has been asked for submission of consolidated case.

That the government of KP-ED (Regulation Wing) vide letter No. 50 (Policy) E&SD/1-3/2020 dated 6-06-2023 corrigendum stated that there exists no provision to decline /for promotion. It is obligatory upon every civil servant to accept promotion under every condition.

That your good office forwarded the memo to quarters concerned vide letter No. 50 (Policy) E&SD/2-2/Appointment-2023 for necessary guidance.

That this office sought guidance from your good office in the following words vide letter No. 6983 dated 06-07-2023:
(i) Rule 7(S) is obligatory upon civil servant to accept promotion.
(ii) It is prerogative of civil servant to either accept/reject the offer of promotion.

I am directed to refer to letter No. (SO. Pkmy-1) E&SD/5-1/GMA/17/2023 dated 30-7-2023 on subject cited above and to present brief history, along background of case as under:
That Government of KP Establishment Department (Regulation Wing) decided rule 7(S) in Civil Servants (Appointment, Promotions, Transfer Rule 1987) vide notification No. W. SDR-VI (E&SD) 1-3/2020 dated 06-08-2020.

Subject: Minutes of Meeting

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

PESHAWAR
(21-7-2023)

DIRECTORATE OF ELEMENTARY & SECONDARY EDUCATION, KPK

- B/c -



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

-23-
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 06th 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 ISHTIAQ)
SECTION OFFICER (PRIMARY MALE)

Copy forwarded to the:

1. Director EB&SE Khyber Pakhtunkhwa.
2. PS to Secretary, EB&SE Department Khyber Pakhtunkhwa.


SECTION OFFICER (PRIMARY MALE)
20/8/23

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- B/c -

- 24 -

No. 50 (Primary - M) E&SE D/P-2/
Appointment - Rule/2023

Peshawar Dated 23rd August, 2023.

To

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

SUBJECT:- Compliance regarding deletion of Rule 7(S) in the
Civil Servant (Appointment, Promotion & Transfer Rules
1989).

Dear Sir,

I am directed to refer to your letter No. 50 (Policy) / E&AD
/1-3/2020 dated 8th June 2023 and to state that after
deletion of Rule 7(S) 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 lady
teachers 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 lady teacher in primary schools.

Copy forwarded to;

1. Director E & SE Khyber Pakhtunkhwa.

2. PS to Secretary, E & SE Department (Khyber Pakhtunkhwa)

(Muhammad Ishaq)
Section Officer (Primary
Male)

Annexure - F



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

-25-

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.

-26-

- 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)

To,

- 27 -

Annexure-G
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:-

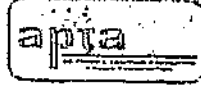
Your Honorable authority promulgated Notification No. SO (Policy) E&AD/1 3/2020, dated 06/08/2020, communicated to Elementary & Secondary Education vide letter dated 06/06/23 wherein it has been made mandatory to the employees to avail the promotion, otherwise, disciplinary action shall be taken against 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


Israr Muhammad Son of Yar Muhammad Khan
Resident of Tehsil & District Swabi

Aziz Ullah Khan
President
0333-0414648
03330414673@gmail.com
CT 00100001



APTA House
Govt. Primary School No.4,
Gulbarga Peshawar City.

آل پرائمری ایچیز ایسوسی ایشن (اپٹا) خیبر پختونخوا

Annexure - H

ہجرتی و بطوری و تنظیمی ایچیز ایسوسی ایشن خیبر پختونخوا
مقامی آل پرائمری ایچیز ایسوسی ایشن خیبر پختونخوا
مقامی

گزارش ہے کہ پروڈیوسرز ہیراڈیس میں ہونے والی سرکاری ملازم کی خرابیوں سے پروڈیوسرز کا ایک قانون اڈا کرنا تھا کہ جو ملازم ایک اگر کسی
بجورجے وقت ایک دن پروڈیوسرز نہیں تو وہ ہیراڈیس چار سال تک پروڈیوسرز نہیں لے سکتے تھے مطلب چار سال تک ہیراڈیس کی پروڈیوسرز نہیں لے سکتے تھے
پھر اس قانون میں خرابی و رعایت دیا گیا چار سال والی بات ختم کر دی گئی کہ اگر ایک ملازم ایک سال پروڈیوسرز نہ لیں تو وہ دوسرے سال لے سکتا ہے
لیکن اب ایک ہفتہ پہلے ایک اور لائیکیشن آ رہا ہے
جس کے مطابق اب ہر ملازم پروڈیوسرز میں شمولیت کے آکر نہیں لیں گے 7 اس کے خلاف ایچیز ایسوسی ایشن کے مطابق کارروائی کرنے کا کہا گیا ہے
اور اسلئے آجری لائیکیشن بنیادی انسانی حقوق کی کئی خلاف ورزیاں سے سوسے کی دور دراز اور پرہیزی علاقوں میں خاص کر خواتین اساتذہ کو انسانی حقوق کا
مناکرنا ہے
جبکہ عام حالات میں بھی ڈیڑھ سنی پروڈیوسرز اور دور دراز جیٹا میں بنیادی انسانی حقوق کی خلاف ورزی ہے کیونکہ خیبر پختونخوا میں بد قسمتی سے قانونی دشمنیاں
مکا رہتی ہے ایسے حالات میں یہ لائیکیشن جو BSE کی گائیڈ لائنز کی خلاف ورزی ہے کیا گیا ہے جو بد قسمتی اور بنیادی انسانی حقوق کی خلاف ورزی
ہم اس کے خلاف قانونی کارروائی کا حق نہیں منکرنا سکتے ہیں
لہذا ہم آپ سے درخواست کرتے ہیں کہ لائیکیشن کو واپس لیا جائے یا اس میں ترمیم کر کے پرائمری اساتذہ کو (Relaxation) دیا جائے اور ان کو
ڈیڑھ سنی پروڈیوسرز لینے کی بجائے ان کو سنی سے لینے دیا جائے
اور پرائمری اساتذہ لینے کی صورت میں ہاتھ باندھنا دیا جائے لیکن یہ ڈیڑھ سنی کی جائے
اس سلسلے میں آپ جلد از جلد تمام (DEOs) ای ای اور کہ ایک خصوصی سرانجام داری کیا جائے تاکہ انکارا میں پ میں انجیل پرائمری اساتذہ کو زخمی
البتہ اور تاریخ تک سے چلایا جائے
کیونکہ لائیکیشن بددیانتی ہے پرائمری اساتذہ کو اپنی طور پر کار پر کرنے کا سلسلہ شروع ہونا چاہیے
لہذا ہم یہ دعا کرتے ہیں کہ آپ صاحبان لڑی ایچیز ایسوسی ایشن کے پرائمری اساتذہ خصوصاً انجیل پرائمری اساتذہ کو اس اپنی البتہ سے نجات دلائیں گے

شکریہ

Handwritten signature and date: 28/11/23

میرناٹھ خان سہیل سرد
آل پرائمری ایچیز ایسوسی ایشن خیبر پختونخوا

Handwritten signature

[Handwritten signature]

Date of Presentation of Application: 10.06.2023
 Particulars of Application: *[illegible]*
 Name of Applicant: *[illegible]*
 Name of Respondent: *[illegible]*
 Part of Address of Respondent: *[illegible]*

[Signature]
 Member (A)

Dated this 10th day of June 2023
 Member (A)

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. Appellants are 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.B. P. given to learned counsel for the appellant.
 3. 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.



07.05.2024

VAKALAT NAMA

BEFORE THE SERVICE TRIBUNAL PESHAWAR

Israr Muhammad

Appellant

Versus

Government of KP & others

Respondents

I (the Appellant)

do hereby appoint and retain

MUHAMMAD MUAZZAM BUTT ASC, MUHAMMAD ADEEL BUTT AHC

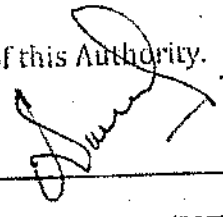
BASSAM AHMAD SIDDIQUI AHC

&

ASSOCIATES OF MUAZZAM LAW FIRM

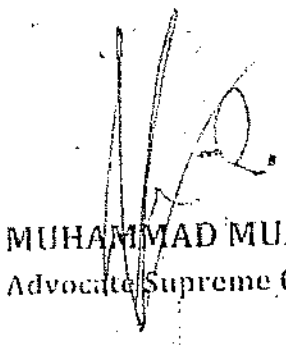
to act and appear for me in the above Suit and on my behalf to conduct and prosecute (or defend) the same and all proceedings that may be taken in respect of any petition connected with the same or any decree or order passed therein and Applications for review to file and obtain return of documents,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

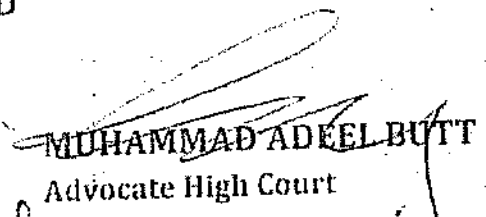


APPELLANT

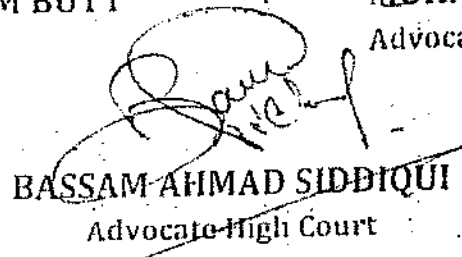
ACCEPTED



MUHAMMAD MUAZZAM BUTT
Advocate Supreme Court



MUHAMMAD ADEEL BUTT
Advocate High Court



BASSAM AHMAD SIDDIQUI
Advocate High Court