


FORM OF ORDER SHEET

Court of _____

Appeal No. 1368/2024

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	06-Sep-24	<p>The appeal of Mr. Muhammad Khalid 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

A No 1368 / 2024

Muhammad Khalid

V/S

Government of KP & others

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ADVOCATE
M. Muazzam Butt

BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHUWAService Appeal No 1368 /2024

Muhammad Khalid Son of Shamsul Qamar PSHT,

GPS No 3 Manari District Swabi

.....Appellant

VERSUS

- 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 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 affects 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

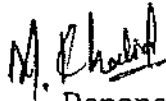
It is, therefore, humbly prayed that on the acceptance of the instant Service Appeal; the impugned Notification bearing No. SO (POLICY) E&D/1-3/2020 DATED 06/08/2020, communicated to Respondent No.2 by Respondent NO.1, vide letter dated 06/06/2023, may please be declared and ordered to be struck down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

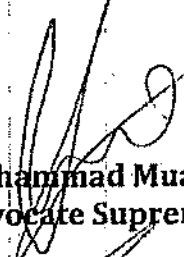
AFFIDAVIT:

I Muhammad Khalid 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.

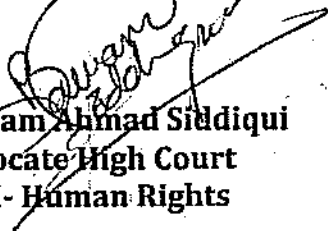

Deponent

Through


Appellant


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

Muhammad Khalid

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 (the appellant) 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

Muhammad Khalid
Deponent

Through

Muhammad Muazzam Butt
Appellant

Muhammad Muazzam Butt
Advocate Supreme Court

Muhammad Adeel Butt
Advocate High Court

Dist. Govt. KP-Provincial
District Accounts Office Swabi
Monthly Salary Statement (November-2022)

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Annexure A



Personal Information of Mr MUHAMMAD KHALID (w/o) of SHAMSUL QAMAR

Personnel Number: 00234889

CNIC: 3620209553153

NFN: 0

Date of Birth: 25.02.1970

Entry into Govt. Service: 08.12.1990

Length of Service: 31 Years 11 Months 024 Days

Employment Category: Vocational Permanent

Designation: PRIMARY SCHOOL HEAD TEACH

80595750-DISTRICT GOVERNMENT KHYBE

DDO Code: SD/303-Government Primary Schools (Male) Razzar, Swabi

Payroll Section: 003

GPF Section: 001

Cash Center: 17

GPF A.C.N.: FDU/SB/662

GPF Interest applied

GPF, Balance:

351,672.00 (provisional)

Vendor Number: -

Pay and Allowances:

Pay scale: BPS For - 2022

Pay Scale Type: Civil BPS: 15

Pay Stage: 21

Wage type	Amount	Wage type	Amount
0901 Basic Pay	65,500.00	1001 House Rent Allowance 45%	3,524.00
1210 Convey Allowance 2015	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 6 10%	614.00	2316 Teaching Allowance 2021	3,224.00
2341 Disp. Red. At 15% 2022KP	-6,608.00	2347 Adhoc Rel At 15% 22(PS17)	6,608.00

Deductions - General

Wage type	Amount	Wage type	Amount
3015 GPF Subscription	-2,800.00	3501 Benevolent Fund	-1,200.00
3609 Income Tax	-776.00	3999 Emp. Edu. Fund KPK	-125.00
4004 R. Benefits & Death Comp	-600.00		0.00

Deductions - Loans and Advances

Loan	Description	Principal amount	Deduction	Balance
6505	GPF Loan Principal Instal	100,000.00	5,000.00	90,000.00

Deductions - Income Tax

Payable: 12,419.68 Recovered till NOV-2022: 3,881.00 Exempted: 3104.10 Recoverable: 5,431.58

Gross Pay (Rs.): 91,389.00 Deductions: (Rs.): -10,591.00 Net Pay: (Rs.): 80,798.00

Payee Name: MR MUHAMMAD KHALID

Account Number: 7900372703

Bank Name: HABBIB BANK LIMITED, 290288 SHEWA ADDA, SAWABI, SHEWA ADDA, SAWABI, SAWABI

Branch: Operating Balance: Aailed: Earned: Balance:

Permanent Address: SWABI

Ty: SWABI

Emp. Address:

City:

Office: NW - Khyber Pakhtunkhwa

Housing Status: No Official

Email: mkhalid0308@gmail.com

- 7 -

OFFICE OF T. E. DIST. EDUCATION OFFICER (MALE) SWABI.

APPOINTMENT.

OFFICE ORDER.

The appointment of the following PTC trained candidates is hereby ordered on Rs. 750/- PM in BPS-7 of Rs 750-20-1370 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, 713/1200/37-88/1990, VPO, Thand Kci.	GMPS, Nobat Abad (Kotla).
2.	Mohammad Saeed, Iqbal S/O Haidar Khan, 699/1200/87-88/1990, VPO, Manari Mala.	GMPS, Kundali, Pabani.
3.	Rohul Anin S/O Abdul Matin, 647/1200/87-88/1990, VPO, Sheikh Jana.	GMPS, Sher Dara.
4.	Naseen Gul S/O Hafiz Gul, 640/1200/37-88/1990, VPO, Nawan Killi.	GMPS, Bakayana.
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, 625/1200/37-88/1990, VPO, Qasim Bahda.	GPS No. 1, Jalbai.
7.	Abdul Hamid S/O Zarif Khan, 622/1200/37-88/1990, VPO, Kalabat.	GPS, Batakara.
8.	Bedur Muneer S/O Said Ghafoor, 614/1200/87-88/1990, VPO, Sheraghund.	GMS, Bazar.
9.	Liaqat Ali S/O Abdul Raziq, 595/1200/37-88/1990, VPO, Jalsai.	GMPS, Khan Pur Banda (Sheikh Dh).
10.	Fahroz Zaman S/O Faujoon Khan, 603/1200/37-88/1990, VPO, Bazargi.	GMPS, Parnoli (Manki).
11.	Said Badshah S/O Mehar Ali Shah, 596/1200/37-88/1990, VPO, Marghuz.	GMPS, Yarmahal, Marghuz.
12.	Faqr Hussain S/O Ghulam Rehman, 584/1200/87-88/1990, VPO, Nawan Killi.	GPS No. 2, Jhangidher.
13.	Ziarat Gul S/O Haleem Gul, 583/1200/87-88/1990, Qasim Killi.	GPS No. 5, Jalbai.
14.	Zafar Iqbal S/O Saifur Rehman, 578/1200/37-88/1990, VPO, Kalabat.	GPS, Gala.
15.	Mohammad Ishaq S/O Daust Mohammad, 577/1200/87-88/1990, VPO, Sard China.	GPS No. 2, Jhangira.
16.	Abdul Wali S/O Abdus Salam, ET, 215/400/PTC (Cond:)/38, GEPS, Sher Abad (Jalbai).	GMPS, Fazal Abad, Tordher.
17.	Mohammad Rashid S/O Mirken Khan, 759/1200/88-89/1990, VPO, Kalabat.	GPS No. 2, Baja.
18.	Fazal Khaliq S/O Rahim Dad, 755/1200/88-89/1990, VPO, Dagi.	GPS, Sadri, Jadeed (Dagi).
19.	Ijaz Ali S/O Mutabar Khan, 749/1200/88-89/1990, VPO, Ismaila.	GPS No. 2, Jhangira.
20.	Fazal Ihsan S/O Dilawar Khan, 741/1200/88-89/1990, VPO, Swabi.	GMPS, Islampura (Pabani).

PTO.


 ATTESTED

- 21. Mohammad Khalid S/O Shamsul Qamar, 733/1200/88-89/1990, VPO, f.s.c.h.
- 22. Shakir Mohammad S/O Wali Mohammad, 719/1200/88-89/1990, VPO, Mian Dheri.
- 23. Fazal Hadi S/O Fazal Karim, 707/1200/88-89/1990, VPO, Yaqobi.
- 24. Rehmat Ali S/O Barkat Ali, 704/1200/88-89/1990, VPO, Ismaili.
- 25. Tariq Ali Shah S/O Zahir Shah, 698/1200/88-89/1990, VPO, Lahor.
- 26. Zar Wali Khan S/O Sultan Mohammad, 696/1200/88-89/1990, VPO, Arrkh(Tarakai).
- 27. Mohammad Isran S/O Mohammad Ishaq, 696/1200/88-89/1990, VPO, Ghulam.
- 28. Bashir Ahmad S/O Abdul Jamil, 691/1200/88-89/1990, VPO, S. Sodher).
- 29. Shah Jehanz Zeb S/O Rustan Shah, 689/1200/88-89/1990, VPO, Jalbai.
- 30. Achraf Khan S/O Ajab Khan, 687/1200/88-89/1990, VPO, Manara Payan.
- 31. Iftikhar Ali S/O Mehri Dil, 682/1200/88-89/1990, VPO, Bazar.
- 32. Mohammad Siraj S/O Mohammad Dastan, 681/1200/88-89/1990, VPO, Kalu Khan.
- 33. Mohammad Harid S/O Mohammad Shafi, 678/1200/88-89/1990, VPO, Ismaili.
- 34. Ijaz Ahmad S/O Abdul Qadir, 675/1200/88-89/1990, VPO, Marghuz.
- 35. Iftikhar Ahmad S/O Abdul Wahab, 673/1200/88-89/1990, VPO, Topi.
- 36. Bashir Ahmad S/O Ghulam Ahmad, 671/1200/88-89/1990, Nawan Killi.
- 37. Gul Zada S/O Sahib Zada, 665/1200/88-89/1990, VPO, Kalabat.
- 38. Khalid Khan S/O Ali Haider, 651/1200/88-89/1990, VPO, Lahor.
- 39. Wagar Alam S/O Abdul Rauf, 644/1200/88-89/1990, VPO, Dobyen.
- 40. S. Bashir Ahmad S/O S. Badshah, 643/1200/88-89/1990, VPO, Nawan Killi.
- 41. Rahat Zaman S/O Qamar Zaman, 639/1200/88-89/1990, VPO, Kalu Khan.
- 42. Manzoor Ali S/O Abdul Majid, 638/1200/88-89/1990, VPO, Kalu Khan.
- 43. Zakir Ahmad S/O Fida Mohammad, 632/1200/88-89/1990, VPO, Dobyen.
- 44. Shah Mohammad S/O Mohammed Anwar, 630/1200/88-89/1990, VPO, Bakar.
- 45. Ishtad Din S/O Attar Din, 625/1200/88-89/1990, VPO, Jamalabad.
- 46. Mukhtar Ahmad S/O Farmanullah, 623/1200/88-89/1990, VPO, Beka.

- GPS No. 3 Manari.
- GMPS, Ismail Abad(Dara).
- GMPS, Mian Gan(Jehangira).
- GMS, Bazar.
- GMPS, Beka.No.1.
- GMPS, Sherin Kotti(Jamalab
- GMPS, Meher Ali.
- GMPS, Qazian(Jehangira).
- GPS No.1, Jalbai.
- GMPS, Shakir Shah Wand(Mana
- GMPS, Gara Miangan(Jehangir
- GPS, Rest House, Jalbai.
- GPS, Rest House, Jalbai.
- GMPS, Thand Koi.
- GPS, Humlet.
- GPS No.1 Mainai.
- GPS No.1, Baja.
- GPS, Bacha Gul Dok(Jalbai).
- GPS, Kalu Dheri.
- GPS No.5, Jalbai.
- GPS, Fagar Abad(Jalbai).
- GPS, Fagar Abad(Jalbai).
- GPS, Babo Dheri.
- GMPS, Godargai, Sher Afzal Kot
- Darra.
- GMPS, Sandi Abad(Darra).
- GPS No.1 Beka.

ATTESTED

P.T.O.

- 9 -
- 3
47. Mohammad Najeeb S/O Hidayatullah,
612/1200/88-89/1990, WPO, Dobyar.
 48. Ziaur Rehman S/O Altaf Hussain,
607/1200/88-89/1990, Yaqoobi.
 49. Aftab Ahmad S/O Zahir Shah,
606/1200/88-89/1990, Mian Dheri.
 50. Alam Zeb S/O Sarfaraz Khan,
602/1200/88-89/1990, Tordher.
 51. Ayaz Mohammad S/O Nisar Mohammad,
601/1200/88-89/1990, Nawan Killi.
 52. Israr Jang S/O Qamar Jang,
599/1200/88-89/1990, Naranji.
 53. Murad Khan S/O Abdur Razaq,
591/1200/88-89/1990, Yar Hussain.
 54. Abd Ali S/O Sher Aman,
533/1200/88-89/1990, Nawan Killi,
J/Clerk, DE(C), NWFP.
 55. Saq Nawaz Khan S/O Sher Nawan Khan,
535/1200/88-89/1990, Nawan Killi.
 56. Siyar Zeb S/O Allah Din,
574/1200/88-89/1990, Thand Koi.
 57. Aurang Zeb S/O Malezai,
563/1200/88-89/1990, Shewa.
 58. Fazal Eilahi S/O Said Nawab,
553/1200/88-89/1990, Dagai.
 59. Zar Mohammad S/O Hazrat Umar,
556/1200/88-89/1990, Panjman.
 60. Haqemul Wahab S/O Fazal Azeem,
539/1200/88-89/1990, Jalsai.
 61. Mohammad Sher S/O Sarfaraz,
670/1200/88-89/1989, Asota.
 62. Fazal Mohammad S/O Mir Mohammad,
669/1200/88-89/90, Sheikh Dheri.
 63. Anwar Zeb S/O Rehan Shah,
575/1200/88-89/90, Nawan Killi.
 64. Mohammad Izhar S/O Kahim Dad,
576/1200/88-89/90, Fodher.
 65. Sardar Gul S/O Shani Gul,
797/1200/89-90/90, Nawan Killi.
 66. Fazal Rehman S/O Amanullah,
760/1200/89-90/90, Panjpir.
 67. Jawad Ali S/O Mir Gohar,
754/1200/89-90/90, Kalu Khan.
 68. Jamraiz Khan S/O Mir Was Khan,
746/1200/89-90/90, Zakria (Lahor).
 69. Arsal Amin S/O Mohammad Fayaz,
724/1200/89-90/90, Yar Hussain.
 70. Fazal Sher S/O Bahadur Sher,
723/1200/89-90/90, Kalu Khan.
 - 70(a). Hafiz Khan S/O Masha Khan,
733/1200/89-90/90, Zakarya (Lahor).

- GMPS, Faqir Koroono (Jalbai)
- GMPS, Miangan (Tordher).
- GMPS, Manari Payan.
- 10/10/1990*
GMPS, Ghulam Mohammad Baba,
Tordher.
- GPS No. 2 Topi.
- GMPS, Kachoo Khel (Naranji).
- GMPS, Shahdad Koroono.
- 4
GPS No. 7 Manari.
- Shagan*
GMPS, Shagai (Manari).
- GMPS, Potohar (Zaida).
- GMPS, Jalbai.
- GMPS, Shahi Bagh, Tordher.
- GMPS, Panjman.
- GPS, Beka Dheri.
- GPS, Nabi.
- GPS, Jalo Banda.
- GPS, Hand.
- GMPS, Haji Zain Mohammad
Banda, Marghuz.
- GMPS, Rahim Zada Koroono
(Manari).
- GMPS, Khaddar Khel (Panjpir).
- GPS, Manari Payan.
- GPS No. 2 Pabanj.
- Beka*
GMPS, Tashqand (Beka).
- GPS, Aman Kot.
- GMPS, No. 2 Beka.

PTC

J
ATTESTED

- | | |
|---|---|
| 71. Saleh Mohammad S/O Sultan Mohammad,
717/1200/89-90/90, Dagi. | GMPS, Maniki. |
| 72. Muslim Khan S/O Amir Khan,
717/1200/89-90/90, Dagi. | GPS, Qambar Dand. (Narangi). |
| 73. Mukhtiar Ali S/O Zaman Khan,
712/1200/89-90/90, Dagi. | GPS, Aman Kot. |
| 74. Nural Anwar S/O Mohammad Hayat,
709/1200/89-90/90, Manari Payan. | GPS, Kula Dhand. |
| 75. Anwar Zeb S/O Lal Badshah,
705/1200/89-90/90, Parmoli. | GMPS, Mian Killi. (Pabani) |
| 76. Shamsul Islam S/O Mohammad Shah,
596/1200/89-90/90/Saleem Khan. | GMPS, Yousaf Banda (Palodand). |
| 77. Javaid Ali S/O Aftab Ali,
675/1200/89-90/90, Yaqubi. | GMPS, Bazar. |
| 78. Jehan Said S/O Rahim Said,
692/1200/89-90/90, Kalu Khan. | GPS, Wisal Abad (Tordher). |
| 79. Anjid Ali S/O Abdul Sher,
698/1200/89-90/90, Yaqubi. | GMPS, Hayatabad (Jhangira). |
| 80. Khalid Khan S/O Abdul Khalil,
689/1200/89-90/90, Sard China. | GMPS, Zarghund Shahn Korona,
Jhangira. |
| 81. Mohammad Khaliq S/O Mohammad Shafia,
685/1200/89-90/90, Jamaila. | GMPS, Faqir Abad (Jalbai). |
| 82. Mohammad Hakeem S/O Habibul Haq,
672/1200/89-90/90, Parmoli. | GMPS, Banda Nisar (Hand). |
| 83. Iftikhar Ahmad S/O Habib Khan,
665/1200/89-90/90, Yaqubi. | GPS No. 1, Yaqubi. |
| 84. Javaid Ahmad S/O Allah Dad,
655/1200/89-90/90, Saleem Khan. | GMPS, Beza Khan. (Saleem Khan) |
| 85. Shida Mohammad S/O Faiz Mohammad,
648/1200/89-90/90, Zaida. | GPS No. 2 Marghuz. |
| 86. Faqir Mohammad S/O Bahadur Sher,
643/1200/89-90/90, Lahor. | GMPS No. 2 Jaisai. |
| 87. Fazal Wahab S/O Allah Din,
642/1200/89-90/90, Kalabat. | GPS No. 1, Kotha. |
| 88. Mohammad Javaid S/O Fazal Qadar,
633/1200/89-90/90, Sheikhjana. | GPS, Rahim Gul Banda. |
| 89. Anjid Hussain S/O Iqbal Said,
632/1200/89-90/90, Yaqubi. | GMPS No. 1, Bekal
<i>Rahim Kotay Kotha</i> |
| 90. Farooq S/O Abdul Ghafoor,
616/1200/89-90/90, Shewa. | GPS, Shekolai. |
| 91. Mohammad Arif S/O Saeedullah,
599/1200/89-90/90, Kalu Khan. | GPS No. 4 Manari. |
| 92. Riaz Ali S/O Faqir Wali,
PTC, Azad Kashmir/89/Dagi. | GMPS, Battiabad (Kotha). |

GADDOON AREA.

- | | |
|---|---|
| 1. Abdul Hamid S/O Nazir Ali,
603/1200/87-88/88, Malik Abad. | GPS, Anwar Shah Banda. |
| 2. Mohammad Javaid S/O Nazeef Khan,
607/1200/87-88/88, Gandaf. | GMPS, Mera Khan abad (D. Uleem Gandaf). |
| 3. Saif Ali Shah S/O Abdullah Jan,
606/1200/87-88/88, Ulla. | GMPS, Pezo, Ulla. |
| 4. Shah Bahadur S/O Zarin Khan,
605/1200/87-88, Anzai Payan. | GMPS, Serai Utmanzai. |
| 5. Mirzahan Khan S/O Said Anwar,
609/1200/87-88/88, Diwal Garhi Payan. | GMPS, Garhi, Mangal Chai. |

ATTESTED

- 5. Shamsur Rehman S/O Saifur Rehman,
598/1200/87-88/88, Bada.
- 7. Sher Alam S/O Yaqoob Shah,
594/1200/87-88/88, Gandaf.
- 1. Khairul Din S/O Daud Shah,
593/1200/87-88/88, Utla.
- 1. Said Bakht Shah S/O Daud Shah,
577/1200/87-88/88, Utla.
- 0. Jamroz Khan S/O Rahim Khan,
577/1200/87-88/88, Bada.
- 1. Sikandar Shah S/O Hashim Khan,
576/1200/87-88/88, Gandaf.
- 2. Sherin Zada S/O Baghi Shah,
573/1200/87-88/88, Gandaf.
- 3. Mohammad Farosh S/O Mir Asghar,
569/1200/87-88/88, Gabasni.
- 4. Abdur Rasool, S/O Mohammad Rasool,
562/1200/87-88/88, Utla.
- 5. Zahir Shah S/O Zaiwar Shah,
556/1200/87-88/88, Takail.
- 6. Gul Zamin Khan S/O Rahim Ullah,
727/1200/88-89/89, Gandaf.
- 7. Izharul Haq S/O Fazal Haq,
726/1200/88-89/89, Gani Kot.
- 3. Ahmad Gul S/O Hazrat Gul,
675/1200/88-89/89, Gabai.
- 1. Rahim Shah S/O Kachkool,
663/1200/88-89/89, Chanai.
- 1. Faqir Khan S/O Arif Khan,
655/1200/88-89/89, Gabasni.
- 1. Zar Nabi S/O Mohammad Umar,
639/1200/88-89/89, Utla.
- 2. Mohamed Iqbal S/O Habibul Akbar,
637/1200/88-89/89, Mangal Chai.
- 5. Mohammad Shakir S/O Khista Gul,
623/1200/88-89/89, Utla.

EX-SERVICEMEN.

- 1. Jehan Zeb S/O Musa Khan,
B./PTC (FC) 1977, Swabi.
- 1. Fazal Rehman S/O Mohammad Rasool,
Matric/PTC (Army), Zaila.
- 1. Pesar Mohammed S/O Hakeem Khan,
Matric/PTC/Army, Bachai.
- 1. Saifur Rehman S/O Masood Khan,
Matric/PTC/Army, Marghuz.
- 1. Umar Gul S/O Zamir Gul,
Matric/PTC (FC) Manki.

- GMPS, Akhbar Abad (Gandaf).
- GPS, Besa Banda.
- GMPS, Daga (Gadoon).
- GMPS, Said Bahawal Banda (Gabasni).
- GMPS, Baki Banda (Learnan).
- GMPS, Shah Khel (Gandaf).
- GPS, ^{Mian} ~~Anwar~~ ^{Shah} ~~Shah~~ Banda (Takail).
- GMPS, Kulyar Banda (Mazghund).
- GPS, Bir Gali (G).
- GMPS, Gulara (Takail).
- GPS, Abdul Jab Banda (Takail).
- GPS, Sheraz Banda (Mangal Chai).
- GPS, Sheraz Banda (Mangal Chai).
- GPS No. 2 Chanai.
- GMS, Qadra.
- GPS, Abdul Ajab Banda (Takail).
- GMPS, Saprona (Mangal Chai).
- GMS, Qadra.
- GMPS, Said Shah Garhi (Pabani).
- GPS, Musa Banda.
- GMPS, Jagannath Lar (Jalsai).
- GMPS, Alizai (Batakara).
- GMPS, Daulat Khel (Shahmansoor).

ATTESTED

CONDITION OF APPOINTMENT.

1. Charge report should be submitted to all concerned in duplicate.
2. They should require to produced their Health and Age Certificate from Medical Supdt:concerned before taking over charge.
3. Their Certificates should be checked before handing over charge.
4. They should not be allowed to take over charge if their age is less than 18 years or above 25 years.
5. If they fail to take over charge of the post within 14 days after the issue of these orders, the order of appointment shall stand cancelled.
6. Their appointment is made purely on temporary basis and liable to termination at any time with out notice or reasons being assigned. In case of resignation they will have to submit one month prior notice to the Deptt: or forefiet one month's pay in lieu there of to Govt:

(HABIBULLAH KHAN),
 DISTT: EDUCATION OFFICER,
 (MALE) SWABI.

Endst: No. 70176-786/PTC/I-AE..

Dated Swabi, the 6.12.1990.

Copy of the above is forwarded for information and necessary action to the:-

1. Sub-Divisional Edu: Officers (Male) Swabi & Lahor.
2. Headmaster, Govt: Middle Schools, Concerned.
3. Candidates Concerned.
4. Heat Teachers Concerned.
5. Supdt: Local Office.

(Signature)
 DY: DISTT: EDUCATION OFFICER,
 (MALE) SWABI.

Saeed Gul/
 Anwar Ali/

(Signature)
 ATTESTED

Annexure - B -

GOVERNMENT OF
KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT
(REGULATION WING)

NOTIFICATION

Dated Peshawar the, 06 / 8 / 2020

Subject: (E&A) D/1-1/2020 In exercise of the powers conferred by section 26 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

EXIST. NO & EVEN DATE

Copies 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 (Admn), Administration Department with the request to arrange 20 gazette copies.
16. The Caretaker, Administration Department.



ATTESTED

(WARDAH LATHI)
DEPUTY SECRETARY (POLICY)

Attested
ATTESTED

- 14 -

**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)**


ATTESTED

Annexure - C



GOVERNMENT OF KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT
No. SO(Policy)I&AD(1-3)2020
Dated Peshawar (10 June 06, 2023

6%

To
The 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 in refer to your letter No. SO(Policy-M)I&AD/21-
2/A/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 06.06.2020; thus, no
provision exists to decline or forgo promotion.

2. The basic rationale behind the deletion of the said rule is aimed at preventing a
civil servant from temptation for illicit gain by seeking 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.

Yours faithfully,

(Isha Nishtar Khan)
Section Officer (Policy)

ASE
7/6

Encl. Of even No & date

Copy forwarded to:-

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

Signature

21/6/23

Section Officer (Policy)

ATTESTED

B/c

To, The 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. 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 ibid 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 PG43


ATTESTED

- 17 -

~~17~~
- B/c -

Yours faithfully,

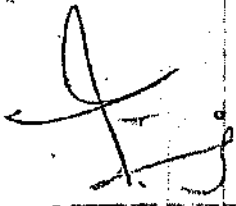
(Issa Muhammad Khan)
Section Officer (Policy)

Endst. of even no. Ep. date

Copy forwarded to the :-

1. PS to Special Secretary (Reg), Establishment Department.
2. PPE 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.091-9227507)

No. SO (Primary-MY/E&SED/2-5/2023
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

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 (E&SE)
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


MC

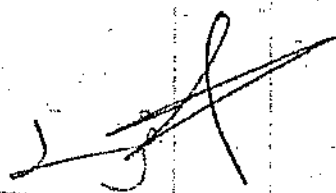

(MUHAMMAD ISHAQ)
SECTION OFFICER (PRIMARY MALE)

Copy forwarded to the:

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

MC


SECTION OFFICER (PRIMARY MALE)
26/6/23


ATTESTED

B/c

- 19 -

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(S) 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 CF 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).

Annexure
□

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

(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

- B/c -

- 21 -

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



No. 8145 / P.No. 34/SST/M/Galaral/Case. Dated 21-7-2023
Phone: 091-9223344 Email: estab@men@mail.com

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/3-11/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.0987 dated 06-02-2023.
 - (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/1-3/2020 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 13-06-2023.
- 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 DPs-16 may be exempted of implications of the amendment in the rules cited 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.

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

ATTES

-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-M) E&SED/S-1/G/Mu/ Minutes of meeting/PST/2023 dated 10-7-2023 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 1987) 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 06-08-2023
 - (i) Now it is obligatory upon civil servant to accept promotion.
 - (ii) It is prerogative of civil servant to either accept/turn down the offer of promotion.
- That your good office forwarded the same to quarters 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/1-3/2020 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.

ATTESTED



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

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

-24-
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).**

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

(MUHAMMAD ISHAQ)
SECTION OFFICER (PRIMARY MALE)
28/8/23

Scanned with CamScanner

ATTESTE

-B/c-

No.50 (Primary-M) E&SEED /P-5/
Appointment - Rule /2023
Peshawar Dated: 23rd August, 2023.

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

SUBJECT: Guidance 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 (Primary) /E&AD /1-3/2020 dated 8th June 2020 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 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 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)

ATTESTED

-26-

Annexure - F



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(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-
3/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)

Enclst. 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.

VP/1243-2023 AZIZULLAH VS GOVT OF PK10

ATTESTED

- 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(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)

Encls. Of evs:- 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)


ATTESTED

Annexure - G

To,

- 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

Subject: 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

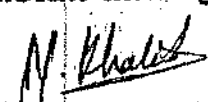
Sir/ Madam:-

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. SO (Policy) /E&AD/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 SOI-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&AD/1-3 1-2020 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 and against the fundamental principles of natural justice.

Dated 30/03/2024


 ATTEST


 Muhammad Khalid
 S/o Shams ul Qamar
 PSHI, Swabi

Aziz Ullah Khan
President
0333-012648
azizullah1973@gmail.com
01 nainap



APTA House
Govt. Primary School No.4,
Gulshan Peshwar City,

آل پرائمری ٹیچرز ایسوسی ایشن (اپٹا) خیبر پختونخوا

Annexure - H

مہاب: سیکرٹری ریگولیشنز، سیکرٹری ایجوکیشن خیبر پختونخوا
مہاب: آل پرائمری ٹیچرز ایسوسی ایشن خیبر پختونخوا
تاریخ: 20/07/2023

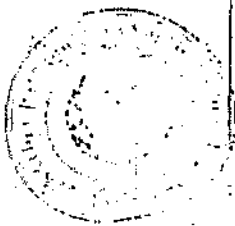
گزارش ہے کہ پرموشنز ہر ادا سے ملے ہیں اور کہ سرکاری ادارہ کی خواہش اور ہے پرموشنز کا ایک قانون بنا کر تاکہ ہر عام ایک ایسے
مہر کے تحت ایک والد پرموشنز نہ لیں اور پھر آئندہ چار سال تک پرموشنز نہیں لے سکتے تھے مطلب چار سال تک پھر اس کی پرموشنز نہیں لے سکتے تھے
پھر اس قانون میں ترمیمی عدالت ملی چار سال والی بات ختم کر دی گئی کہ اگر ایک عام ایک پرموشنز نہ لیں تو دوسرے سال لے سکتے ہیں
لیکن اب ایک ہفت چھلے ایک اور ٹیچر لیں اور ہے
اس کے مطابق اب ہر عام پرموشنز ضرور لیں گے اگر نہیں لیں گے تو اس کے خلاف ایک عدالتی دہانہ کے مطابق کارروائی کر لے تاکہ کیا ہے
اور اسلئے یہ آخری ٹیچر لیا گیا قانون کی عمل خلاف ورزی ہے جس کے دور دورا اور پہلی قانون میں اس کی فراہمی کی جائے کہ اپنی شکایت کا
سامانہ کرنا ہے تاکہ
یک عام حالات میں بھی ضروری پرموشنز اور دوسرا بھی لیا گیا قانون کی خلاف ورزی ہے کیونکہ خیبر پختونخوا میں پرموشنز سے خالی دہانہ
میں ہونا ہے ایسے حالات میں یہ قانون ٹیچر لیا گیا ہے تاکہ اس میں کیا گیا ہے جو پہلے اور لیا گیا قانون کی خلاف ورزی
ہم اس کے خلاف قانونی چارہ چلے گا تو بھی ملے اور دیکھے ہیں
لہذا ہم آپ سے درخواست کرتے ہیں کہ ٹیچر لیا جائے یا اس میں ترمیم کر کہ پرائمری اسکول (Unaffiliated) لیا جائے اور ان کے
پرموشنز پرموشنز لینے کی ہولے ان کو مرنے سے لینے دیا جائے
اور پرموشنز نہ لینے کی صورت میں ہاتھ پاؤں لیا جائے لیکن یہ لہذا دیکھنے کی جائے
اس سلسلے میں آپ جلد اور جلد تمام (DRO) لیا گیا اور کہ ایک قسم سے مراحل جاری کیا جائے تاکہ اطلاع میں پبلک ایسوسی ایشن پرائمری اسکول کو زانی
الوت اور لہذا چنگ سے لیا جائے
کیونکہ ٹیچر لیا گیا اور ہے پرائمری اسکول، کہ اپنی طور پر لہذا کہنے کا سلسلہ شروع ہو چکا ہے
لہذا ہم یہ توقع دیکھتے ہیں کہ آپ صاحبان کوئی ایجنٹ لیا سبب ہر کے پرائمری اسکول، خصوصاً ٹیچر پرائمری اسکول، کہ اس زانی ایجنٹ سے بہت داناؤں کے

شکریہ

عزیز اللہ خان
آل پرائمری ٹیچرز 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.B. 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 (A)

[Handwritten signature]
 MEMBER (A)
 GOVERNMENT OF PUNJAB
 SERVICE TRIBUNAL
 LAHORE

Date of Presentation of Application 13-5-24
 Number of 1
 Copies 1
 Urgent 1
 Total 1
 Name of S.P.
 Date of 13-5-24
 Date of delivery of copy 17-6-24

[Handwritten signature]
 ATTESTED

VAKALAT NAMA

BEFORE THE SERVICE TRIBUNAL PESHAWAR

Muhammad Khalid

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