


FORM OF ORDER SHEET

Court of _____

Appeal No. 1374/2024

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	09-Sep-24	<p>The appeal of Mr. Sher Zaman presented today by Mr. MUHAMMAD MUAZZAM BUTT Advocate. It is fixed for preliminary hearing before Single Bench at Peshawar on 13-Sep-24. Parcha Peshi given to counsel for the appellant.</p> <p>By order of the Chairman</p> <p> REGISTRAR</p>

BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHUWA

Sher Zaman

V/S

Government of KP & others

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ADVOCATE

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BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHUWA

In Ref to:

Service Appeal No 1374 /2024

Sher Zaman Khan Son of Sher Muhammad Resident of Tehsil & District Swabi

Designation: Primary School Head Teacher at GPS Ali Sher Khail

.....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 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:-

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 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 Sher Zaman Khan Son of Sher Muhammad Resident of Tehsil & District Swabi that the contents of foregoing application are true and correct to the best of my knowledge and belief and nothing has been concealed therein from this Honourable Court



Deponent


Appellant

Through


Muhammad Muazzam Butt
Advocate Supreme Court


Muhammad Adeel Butt
Advocate High Court


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

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BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHUWA

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

Service Appeal No _____/2024

Sher Zaman

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:

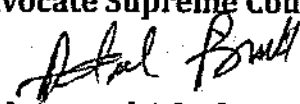
I Sher Zaman Khan Son of Sher Muhammad Resident of Tehsil & District Swabi do hereby solemnly stated on oath that the contents of foregoing application are true and correct to the best of my knowledge and belief and nothing has been concealed therein from this Honourable Court


Deponent


Appellant

Through


Muhammad Muazzam Butt
Advocate Supreme Court


Muhammad Adeel Butt
Advocate High Court

District Accounts Office Swabi
Monthly Salary Statement (March-2024)

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Annex: A



Personal Information of Mr SHER ZAMAN d/w/s of SHER MUHAMMAD

Personnel Number: 00234151

CNIC: 1620209574373

NTN:

Date of Birth: 01.01.1970

Entry into Govt. Service: 21.04.1999

Length of Service: 24 Years 11 Months 012 Days

Employment Category: Active Permanent

Designation: PRIMARY SCHOOL HEAD TEACH

80004531-DISTRICT GOVERNMENT KHYBE

DDO Code: SU6236-Government Primary Schools (Male) Topi, Swabi

Payroll Section: 003

GPF Section: 001

Cash Center:

GPF A/C No:

Interest Applied: Yes

GPF Balance:

766,822.00

Vendor Number: -

Pay and Allowances:

Pay scale: BPS For - 2022

Pay Scale Type: Civil BPS: 15

Pay Stage: 20

Wage type		Amount	Wage type		Amount
0001	Basic Pay	63,520.00	1001	House Rent Allowance 45%	3,524.00
1210	Convey Allowance 2005	2,856.00	1300	Medical Allowance	1,500.00
1505	Charge Allowance	40.00	2148	15% Adhoc Relief All-2013	766.00
2199	Adhoc Relief Allow @10%	515.00	2316	Teaching Allowance 2021	3,224.00
2341	Dispr. Red All 15% 2022KP	6,009.00	2347	Adhoc Rel AI 15% 22(PS17)	6,009.00
2378	Adhoc Relief All 2023 35%	21,539.00			0.00

Deductions - General

Wage type		Amount	Wage type		Amount
3015	GPF Subscription	-4,290.00	3501	Benevolent Fund	-1,200.00
3609	Income Tax	-1,828.00	3990	Emp.Edu. Fund KPK	-135.00
4004	R. Benefits & Death Comp:	-600.00			0.00

Deductions - Loans and Advances

Loan	Description	Principal amount	Deduction	Balance

Deductions - Income Tax

Payable: 28,015.38 Recovered till March-2024: 15,528.00 Exempted: 7003.65 Recoverable: 5,483.73

Gross Pay (Rs.): 109,502.00 Deductions: (Rs.): -8,053.00 Net Pay: (Rs.): 101,449.00

Payee Name: SHER ZAMAN

Account Number: 4157519394

Bank Details: NATIONAL BANK OF PAKISTAN, 230503 TOPI BRANCH TOPI BRANCH, SWABI

Leaves: Opening Balance: Aailed: Earned: Balance:

Permanent Address: VILL AND PO KABGANI SWABI

City: SWABI

Domicile: NW - Khyber Pakhtunkhwa

Housing Status: No Official

Temp. Address:

City:

Email:

[Signature]
ATTEST

(232428/26.03.2024/09:38:45) 2) All amounts are in Pak Rupees 3) Errors & omissions excepted

OFFICE OF THE DISTRICT EDUCATION OFFICER (PRIMARY) ISWATI

ALLOCATIONMENT:

Consequent upon the approval of the Departmental Balancing Committee, appointment of the following qualified TTD candidates is hereby ordered with immediate effect in P.S. No-7 of Rs. 1480-37-2695 plus usual allowances as due and admissible under the rules, purely on the basis of Municipal Committee/Town Committee and Union Councilwise basis of Merit and in accordance with the prescribed policy/Rules, Regulations and instructions of the concerned authorities, on the terms and conditions, appended herewith.

Sl. No.	Name and Father's Name with Home address:	Trained from:	Year of Issuing BPD Exam/Score:	Board/Where Appointed:
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MUNICIPAL COMMITTEE: SWABI:

- | | | | | |
|------|---|-------|------------|---------------------------------|
| 1/43 | Tabligh-Dad, S/O. Abdur-Razzaq, V: P.O. Maneri Tayan. | GOVT. | 1996/41.44 | GMS, Maneri Tayan - Swabi (AVI) |
| 2/57 | Hujjat Ali, S/O. Sher Ghous, V: P.O. Maneri Tayan. | GOVT. | 1996/40.58 | GMS, Maneri Tayan - Swabi (AVI) |

UNION COUNCIL: TANJIBER:

- | | | | | |
|-------|--|-------|------------|-----------------------------|
| 1/658 | Tshirag Akhtar, S/C. Mohammad Iqbal, V: P.O. Tanjiber. | GOVT. | 1996/39.90 | GMS, Tanjiber - Swabi (AVI) |
|-------|--|-------|------------|-----------------------------|

UNION COUNCIL: SALOEM KHAN:

- | | | | | |
|-------|---|-------|------------|--------------------------------|
| 1/945 | Munirah Khan, S/C. Amberzada, V: P.O. Saloem Khan. | GOVT. | 1996/41.95 | GMS, Saloem Khan - Swabi (AVI) |
| 2/535 | Mohammed Asim, S/C. Mohammad Nawa, V: P.O. Saloem Khan. | GOVT. | 1996/36.44 | GMS, Saloem Khan - Swabi (AVI) |
| 3/05 | Gul Wahab, S/C. Hazrat Jamal, V: P.O. Saloem Khan. | GOVT. | 1997/37.70 | GMS, Saloem Khan - Swabi (AVI) |
| 4/169 | Naseerzada, S/C. Zareen-Zada, V: P.O. Saloem Khan. | GOVT. | 1997/29.71 | GMS, Saloem Khan - Swabi (AVI) |

TOWN COMMITTEE: NAWANKILLI:

- | | | | | |
|-------|--|-------|------------|-------------------------------|
| 1/489 | Tanweer Ali, S/O. Hiez Mohd, V: P.O. Nawankilli. | GOVT. | 1996/43.45 | GMS, Nawankilli - Swabi (AVI) |
|-------|--|-------|------------|-------------------------------|

UNION COUNCIL: THANDKOI:

- | | | | | |
|-------|---|-------|------------|-----------------------------|
| 1/48 | Haleem-Dad, S/O. Fazzeer Dad, V: P.O. Thandkoi. | GOVT. | 1996/42.23 | GMS, Thandkoi - Swabi (AVI) |
| 2/319 | Ilyas, Mohammad, S/O. Misal Khan, V: P.O. Thandkoi. | GOVT. | 1996/33.42 | GMS, Thandkoi - Swabi (AVI) |

(UNION COUNCIL: GANDAP):

- | | | | | |
|-------|---|-------|------------|-------------------------|
| 1/353 | Haji Mohammad, S/O. Raheem Gul, V: P.O. Bada. | GOVT. | 1996/33.42 | GMS, Bada - Swabi (AVI) |
|-------|---|-------|------------|-------------------------|

DIRECTOR

SN.	(M/O/T.O/U.OWISE), Name and Father's Name with Home address;	PAGE 5/- Trained from.	Year of passing ITO, Exam/SCORE.	School where posted.
<u>UNION COUNCIL: KARGANI</u>				
0/282	Sher Ali Shah, S/O. Mohammad- Agha, V: & P.O. Beesak.	GOVT.	1997/39.60	GFB. Batgan Bari, AVT.
2/105	Nek, Mohammad, S/O. Sher Mohammad, V: & P.O. Kargani,	GOVT.	1997/37.89,	GFB. Anwarullah- Banda (G), GFB. Takail AVT.
3/54	Said Zaman Khan, S/O. Iqbal Zaman Khan, V: & P.O. Takail.	GOVT.	1997/29.22,	GFB. Takail AVT.
4/370	Mukhtiar Ghani, S/O Bazal-Ghani, V: & C. Malak-Abad (G).	TIUO.	1996/43.39.	GFB. Falang (Qadra) (AVT).
5/551	Muhammad Khan, S/O, Guldad Khan, V: & P.O. Qadra,	TIUO.	1996/33.54,	GFB. Qadra -Banda
6/535	Momin Khan, S/O. Niskeen Shah, V: & P.O. Kargani.	TIUO.	1996/32.71.	GFB. Nadir Gori (AVT)
7/545	Said Wali Shah, S/O. Peer Zaman Shah, V: & P.O. Takail.	TIUO.	1996/29.50.	GFB. Sumbal (Gajal) (AVT)
8/359	Shahen Mastan, S/O. Abdul Rasen, V: & P.O. Malak Abad.	TIUO.	1998/27.92,	GFB. Qadra, AVT.
9/283	Abdul Mueed, S/O. Abdul Waheed, Federal- V: & P.O. Takail, -Board, Iskan-Abad.		1996/27.78.	GFB. Qadra.
<u>UNION COUNCIL: GABASFI</u>				
1/278	Miraj Mohammad, S/O. Haseeb Shah, V: & P.O. Mangalchar,	GOVT.	1997/33.51,	GFB. Fanna Mansalagar, AVT.
8/225	Abdul Mateen, S/O. Abdul Kareem, V: & P.O. Ganikot.	GOVT.	1997/30.92,	GFB. Shenda- Banda, AVT.
<u>UNION COUNCIL: ISMAELIA</u>				
1/107	Mohammad Derwaish, S/O, Ali Gauhar Khan, V: & P.O. Ismaelia.	GOVT.	1997/44.55,	GFB. Nazabanda (Lamad) (AVT)
<u>UNION COUNCIL: TURIA LI</u>				
1/155	Jayid Iqbal, S/O. Bakht Jamal, V: & P.O. Baohai,	GOVT.	1996/47.72,	GFB. Manal AVT.
<u>UNION COUNCIL: SHAWA</u>				
1/105	Khalid, S/O. Amcer Nawab, V: & P.O. Aqota Shareef,	GOVT.	1995/40.91,	GFB. Amencot AVT.
<u>UNION COUNCIL: YAQOOBI</u>				
1/101	Rahat Ali, S/O. Bada Khan, V: & P.O. Yaqoobi,	GOVT.	1998/44.44,	GFB-1, Yaqoobi, AVT.
8/101	Asif Ali Shah, S/O. Tale- Qayl Baah, V: & P.O. Geedan Banda, (Yaqoobi).	GOVT.	1998/38.91,	GFB. Qadri (AVT)
<u>UNION COUNCIL: BOKTER</u>				
1/305	Mohammad Hussain, S/O. Abdul Jaleel, V: & P.O. Batal,	GOVT.	1996/43.25,	GFB. Batal AVT.
<u>UNION COUNCIL: SAZOPANNE</u>				
1/305	Muzan Mohammad, S/O. Muzan Shah, V: & P.O. Ayub Khan, S/O. Muzan Japhan Ali, S/O. Muzan Shah,	GOVT.	1996/34.49,	GFB. Muzan AVT.

ATTESTED

SN. Name with parentage and Home address.	Trained from	Year of passing FTC: Exam/SCORE.	School where posted.
<u>UNION COUNCIL: MANKI.</u>			
1/257. Sajid Aman.S/O.Siddiq. V:&IO,Manki.	GOET.	1996/29.59.	GFS-4,Manki. AVF.
2/475. Saifur Rehman.S/O.			
3/369. Abdul Ghafoor.V:&IO.Manki. V:&IO.Manki.	GOET. AIOU.	1997/30.95. 1996/43.86.	GIS-1,Manki. AVE. GIS.Sherdad Abad. (Manki). AVF.
<u>UNION COUNCIL: JALBAI.</u>			
1/635. Aywal Sher.S/O.Mir Baz Khan. V:&IO.Oach Khawan(Jalbai).	GOET.	1995/29.35.	GFS.Oach-Khawan. AVF.
2/367. Alam Zeb.S/O.Sher Ali Khan. V:&IO.Jalbai.	R.D.E.	1997/29.78.	GFS.Chauntrai.
3/76. Risalat Shah.S/O.Miskeen Shah. V:&IO.Jalbai.	GOST.	1998/44.69.	GFS.Faqeer Koroon. AVF.
4/77. Anjad Ali.S/O.Wali Khan. V:&IO.Jalbai.	GOET.	1998/42.97.	GFS.Rast-House. Jalbai. AVF.
5/396. Momin Shah.S/O.Wadan Shah. V:&IO.Jalbai.	R.D.E.	1998/29.77.	GIS.Ferozpur. (Jalbai). AVF.
6/74. Waleed Ahmad.S/O.Miskeen Shah. V:&IO.Jalbai.	AIOU.	1996/55.71.	GFS.Langarkot. (Jalbai) AVF.
7/75. Sher Khan.S/O.Aslam Khan. V:&IO.Jalbai.	AIOU.	1996/38.19.	GIS.Bakhtiar-Abad. Jalbai. AVF.
8/368. Sher Yasar.S/O.Abdur Rasheed. V:&IO. Jalbai.	AIOU.	1997/40.83.	GFS.Miandhand. (Jalbai) AVF.
9/386. Arshad Ali.S/O.Ancem Khan. V:&IO.Jalbai.	AJK.	1994/39.94.	GFS.Gedang Shah. (Jalbai) AVF.
10/539. Mohammad Zeb.S/O.Rasheemullah. V:&IO. Jalbai.	SINDH.	1996/33.54.	GFS.Shahbazpur. (Jalbai.) AVF.
<u>UNION COUNCIL: JALSAL.</u>			
1/482. Nizar Ali.S/O.Fazal Gul. V:&IO. Jalsal.	GOET.	1998/48.43.	GFS.Tauheed Abad. (Jalsal) AVF.
2/558. Mohammad Ziaul Haq.S/O. Gul Wahab. V:&IO.Jalsal.	GOET.	1998/36.63.	GFS.Tauheed-Abad. (Jalsal) AVF.
3/303. Naeem Ahmad.S/O.Fiza Mohammad. V:&IO.Jalsal.	GOET.	1998/35.00.	GFS-1,Jalsal. AVF.

TOTAL APPOINTEES... EIGHTY EIGHT (88).

TERMS AND CONDITIONS:

- 1/- These appointments are purely temporary and liable to termination without assigning any reasons and without any prior notice.
- 2/- They will have to produce the following certificates:-
 - i/- Medical certificate of physical fitness from M/S:DHQ:Hospital, Swabi.
 - ii/- Verification of Antecedents by the DSI,Swabi/Lahor.
- 3/- They should not be handed over charge if their age is below 18 years or above 33 years.
- 4/- They must takeover charge of the post within 14 days of issue of this order failing which the appointment will stand cancelled.
- 5/- In case of resignation they will have to submit 14 days prior notice. After tendering resignation they will not leave their jobs until the acceptance of their resignations by the competent authorities nor shall they be granted any leave. In case they leave their jobs without the acceptance of their resignation they will be treated as absconders and disciplinary action will be initiated against them.
- 6/- The SDOs/ASDOs must check and certify the fitness of the appointees.

ATTESTED

(M:G/A:Q/U:G:Wise).

PAGE-4/-

SN.	Name and Father's Name with Home Address.	Trained from.	Year of Passing TO: Exam./SCORE.	School where posted.
<u>UNION COUNCIL SHEIKHJANA.</u>				
1/201.	Basheer Ahmad.S/O. Abdul Ghaffar.V:&FO.Sheikhjana.	GOET.	1996/39.80	GFS.Raheemgul-Banda(AVP.)
2/177.	Khalid Usman.S/O.Fazal-ur-Rehman.V:&FO.Samandar Kothey.	GOET.	1996/33.86.	GFS.MeerAslam-Kothey. AVF.
<u>UNION COUNCIL:FARMOLI.</u>				
1/437.	Dawar Khan.S/O.Zareen Gul.V:&FO.Farmoli.	GOET.	1997/42.60.	GFS-2,Sheer-Darga AVF.
2/89.	Farmah Ali.S/O.Fazal Rabbi.V:&FO.Khisha.	GOET.	1997/39.07.	GFS.MeerShai.(AVF).
3/717.	Sajjad Ali.S/O.Fareedoon.V:&FO.Meher-Ali.	GOET.	1997/29.89.	GFS.Naranji-Darga AVF.
4/343.	Wazeer Mohammad.S/O.Abdul-Mohammad.V:&FO.Meher Ali.	AIOU.	1994/31.17.	GFS.Naranji-Darga AVF.
<u>UNI TOWEN COMMITTEE:TORDHER.</u>				
1/358.	Mohammad Idrees.S/O.Abdul Hadi.V:&FO.Tordher.	GOET.	1996/44.96.	GFS.Ailadher-Iar(Tordher).AVF
2/296.	Nawar Khan .S/O.Azeez Khan.V: &FO.Tordher.	GOET.	1996/40.89 .	Do--&FO.
3/25.	Abdullah.S/O.Fazal Mohammad.V:&FO.Tordher.	GOET.	1996/40.64.	GFS.Basheer-Ahmad.(Tordher) AVF.
<u>UNION COUNCIL:DHERI ZAKARIA.</u>				
1/402.	Obaidullah. S/O.Mohibullah.V:&FO.Baloo.	GOET.	1998/48.67.	GFS.Khurshred-Khan Banda.(band). AVF.
<u>UNION COUNCIL LAHOR SHARQI.</u>				
1/602.	Fazal Amin.S/O.Awwal Khan.V:&FO.Lahor Sharqi.	GOET.	1997/28.65.	GFS.Islam.Lahor. AVF.
<u>UNION COUNCIL: LAHOR GHARBI.</u>				
1/728.	Sadiq Hussain.S/O.Gul Hussain.V:&FO.Lahor Gharbi.	GOET.	1996/33.22.	GFS.Lahor-Sharqi. AVF.
2/287.	Raheemdad Khan.S/O.Shamsul Qamar.V:&FO.Lahor Gharbi.	GOET.	1996/31.29.	GFS.Lahor-Gharbi. AVF.
3/16.	Saleem Taj.S/O.Nauroz Khan.V:&FO.Lahor Gharbi.	GOET.	1996/27.10.	GFS.Lahor-Sharqi. AVF.
<u>UNION COUNCIL: BEKA.</u>				
1/113.	Muqarrab Khan.S/O.Janas Khan.V:&FO.Jabbar.	GOET.	1996/31.95.	GFS.Jabbar. A.V.F.
2/496.	Ahmad Nabi.S/O.Ghulam Nabi.B:&FO.Tano.	GOET.	1996/29.96.	GMFS. Rozi-Abad. AVF.
<u>UNION COUNCIL: JHANGEERA.</u>				
1/96.	Ishtiaq Ahmad.S/O.Badshah Gul.V:&FO.Jhangeera.	GOET.	1996/25.09.	GFS.Wisal-Ahmad. AVF.
<u>UNION COUNCIL:KUNDA.</u>				
1/98.	Attullah.S/O.Faneefullah.V:&FO.Ambar.	GOET.	1997/38.30.	GFS-4,Kunda. AVF.
2/99.	Amjad Hussain.S/O.Faqeer Hussain.V:&FO.Ambar.	GOET.	1997/37.31.	GFS-1, Kunda. AVF.
3/24.	Faqeer Wahab.S/O.Said Nawab.V:&FO.Ambar.	GOET.	1997/31.30.	GFS-1, Jangli.
4/52.	Mohammed Ayaz.S/O.Mohammed-Jamal.V:&FO.Ambar.	GOET.		GFS

ATTESTED

(AV)

Handwritten scribble

DISTRICT COORDINATION OFFICER
(ADMINISTRATIVE) : SMARI

Handwritten signature

All the above mentioned offices on home address.

(Accounts) of the office.

Divisional Branch, Male, and SMARI.

Medical Superintendent, Madhav Hospital, SMARI.

District Accounts Officer, SMARI.

Director, District, SMARI, SMARI, SMARI.

Copy of the information and necessary action

Copy of the information and necessary action

137-1232.

DISTRICT COORDINATION OFFICER
(ADMINISTRATIVE) : SMARI

The candidates, their names and their respective status

the candidates, their names and their respective status

change reports should be submitted to the Director.

Annexure - B -

GOVERNMENT OF
KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT
(REGULATION WING)

NOTIFICATION

Dated Peshawar, the, 06 / 8 / 2020

Subject: E&A/D/1-3/2020: 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

SENSE 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.
- The Deputy Director (IT), E&A Department.
All Section Officers in Establishment & Administration Department.
The Section Officer (Admn), Administration Department with the request to arrange 20 gazette copies.
The Caretaker, Administration Department.

(WAJIAH LATIF)
DEPUTY SECRETARY (POLICY)

ATTESTED

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

ATTESTED

[Handwritten signature]

WJ1447-2023 AZI211L14H VS GOVT CF P043

21.6.23
2023
21.6.23

Section Officer (Policy)

[Handwritten signature]

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

Handwritten notes and initials

Section Officer (Policy)

[Handwritten signature]

Yours faithfully,

2011, please

proceeded against under Khyber Pakhtunkhwa Civil Servants (Efficiency & Discipline) Rules, of the competent authority or try to evade promotion through different means shall be

3. Furthermore, those officers/officials who do not comply with promotion order civil servant to accept promotion in every condition.

to take higher responsibilities in case of promotion. Therefore, it is obligatory upon every prevent those who tend to forge promotion or show lack of capacity or to (all) accept from resignation for being by seeking for a single lucrative position or to

2. The basic rationale behind the bid rule is aimed at preventing a provision exists to decline or forge promotion.

2/Aprohment2023 dated 10.04.2023 in the subject noted above and to state that Sub-Rule (3) of Rule-7 of Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1999 stands deleted vide this department notification dated 08.08.2020; thus, no

I am directed in letter to your letter No. SO(Polmer-MY)2023/112.

Subject: **GRADUATE TEACHING INSPECTION OF HIGHER SECONDARY SCHOOLS IN THE DISTRICTS OF PAKISTAN**

The Government of Khyber Pakhtunkhwa, Ministry of Secondary Education Department.

GOVERNMENT OF KHYBER PAKHTUNKHWA
 ESTABLISHMENT DEPARTMENT
 No. SO(Polmer-MY)2023/112
 Dated: Islamabad, June 06, 2023



62

Amexure - C

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) R. 2012, please.

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

Dear Sir,
I am directed to refer to your letter no. 80 (Primary-M) /EG/8EB/12-2/Appointment/2023 dated 18-04-2023 in 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 06-08-2020; thus, no provision exists to decline or forgo promotion.

For 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.

B/c

ATTN

X

- 17 -

- B/c -

Yours faithfully,

(Issa Muhammad Khan)
Section Officer (Policy)

Endsk. of every 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



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

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

To

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

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

[Handwritten signature]
26/6/23

Subject: GUIDANCE REGARDING DELETION OF RULE 7(S) IN THE KHYBER
PAKHTUNKHWA CIVIL SERVANTS (APPOINTMENT, PROMOTION
AND TRANSFER) RULES, 1986.

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

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

Encl: AA

[Handwritten initials]

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

Copy forwarded to the:

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

[Handwritten initials]

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

[Handwritten signature]

[Handwritten signature]
ATTESTED

-19-

B/c

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

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

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

Subject: GUIDANCE REGARDING DELETION OF RULE 7(5) IN THE KHYBER
PAKHTUNKHWA CIVIL SERVANTS (APPOINTMENT, PROMOTION
AND TRANSFER) RULES, 1909.

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)



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
①


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

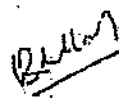
2. The meeting started with recitation from The Holy Quran. The chair welcomed the participants. The Deputy Director (Establishment) of Directorate of Elementary & Secondary Education briefed the forum regarding agenda item in detail.


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

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



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


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


(Mr. Razaqat Ullah)
General Secretary APTA
Peshawar


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

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



ATTESTED

→ 21 →
- B/C -

MINUTES OF THE MEETING REGARDING APPLICATION SUBMITTED BY MR AZIZ ULLAH PROVINCIAL PRESIDENT ALL PRIMARY TEACHERS ASSOCIATION KHYBER PAKHTUNKHWA REGARDING DELETION OF RULE 7(S) 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/1	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

ATTESTED

[Handwritten signature]

WP4442-2023 AZIZULLAH VS GOVT OF POK

Assistant Director (Establishment)
Elementary & Secondary Education
Khyber Pakhtunkhwa

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

Copy of the above is in:-

[Handwritten signature]
 Assistant Director (Establishment)
 Elementary & Secondary Education
 Khyber Pakhtunkhwa
 17/11/2023

The case is submitted for perusal and necessary actions please.

Departmental Promotion Committee.
 provided they submit their written refusal prior to conduction of the meeting of
 Teachers below 175-16 may be exempted of implications of the mandament in the rules laid
 7(5) have affected negatively a large number of Female Teachers. That it is proposed that
 - In view of the above, this office is of considered opinion that the deletion of Rules
 been asked for submission of government cases.
 Chairmanship of the Additional Secretary Establishment at his office this office has
 That, in the light of the minutes of meeting held 6-07-2023 held under the
 (Primary-4) & SED/2-1/1/2023 dated 12-04-2023.
 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 in decline or forgo promotion. It is obligatory upon every
 (Wing) vide letter No.50 (Policy) & SA/D/1-1/2020 dated 6-06-2023 categorically stated
 That the Government of Khyber Pakhtunkhwa Establishment Department (Regulation
 No.50 (Primary-4) & SED/2-1/1/2023 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.6987 dated 16-02-2023.
 That this office sought guidance from your good office in the following words vide letter
 vide notification No. No. SOR-1/1 (SA/D)/1-1/2020 dated 06-08-2020.
 dated Rule 7(5) in the Civil Servants (Appointment, Promotion & Transfer Rules 1995)
 That Government of Khyber Pakhtunkhwa Establishment Department (Regulation Wing)
 G.M.A./Min/10 of the Meeting/1/2023 dated 10-07-2023 on the subject cited above and in
 I am directed to refer to the letter No.50 (Primary-4) & SED/3-1/1/2023

MINUTES OF THE MEETING

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

Dear Sir,

Subject -



No. 8145

Khyber Pakhtunkhwa, Peshawar
 F.No. 34/SST/1/UG/General Cases
 Date: 21/7/2023
 Phone: 091-9233344
 Email: estab@kpk.gov.pk

- 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/M/11/ 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(5) in Civil Servants (Appointment, promotion & Transfer Rule 1981) vide notification No. Nu. SOP-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 06-09-2023
 - (i) Now it is obligatory upon civil servant to accept promotion.
 - (ii) It is prerogative of civil servant to either accept/humdown the offer of promotion.
- That your good office forwarded the same to quonates 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 /forse 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(5) 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.091-8223587)

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

Annexure
E

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

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

Dear Sir,

I am directed to refer to your letter No. SO(Polcy)/ 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 of 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 ISMAIL)
SECTION OFFICER (PRIMARY, MALE)

Copy forwarded to the:

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


SECTION OFFICER (PRIMARY, MALE)
23/8/23

Scanned with CamScanner




ATTESTED

-B/c-

No. 55 (Primary-M) E&SED 18-A/
Appointments - 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 (Policy) / E&AD
1-3/2023 dated 21st 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 2012.

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 girls and elder father of
higher-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.

- Copies forwarded to;
1. Director E & SE Khyber Pakhtunkhwa.
 2. PS to Secretary, E & SE Department of Khyber Pakhtunkhwa.
- (Muhammad Ishaq)
Secretary Office (Primary
Male)


ATTESTED

Annexure - F



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

ANNEXURE

-26-

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

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

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

Yours faithfully,

Section Officer (Policy)

Endst. Of even No & date

Copy forwarded to the:-

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

WP1445-2023 AZIZULLAH VS GOVT OF PK

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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 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)

ATTESTED

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ANNEXURE 4

To,

Dated: 26-02-2024

- 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

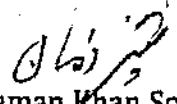
REPRESENTATION AGAINST THE IMPUGNED NOTIFICATION BEARING NO.SO(POLICY)E&AD/1-312020, DATED 06/08/2020, COMMUNICATED TO SECRETARY TO GOVERNMENT OF KHYBER PAKHTUNKHWA, ELEMENTARY & SECONDARY EDUCATION DEPARTMENT VIDE LETTER D06/06/2023, WHEREIN IT WAS STATED THAT SUB RULE 5 OF RULE 7 OF KHYBER PAKHTUNKHWA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


Sher Zaman Khan Son of Sher Muhammad
Resident of Tehsil & District Swabi


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 (S)

[Handwritten signature]
13/5/24

Date of Presentation of Application 10-5-24
 Number of 1
 Copies 5
 Hrg. 1
 Total 5
 Name of S.B.P.P.
 Date of 13-5-24
 Date of 17-6-24

[Handwritten signature]

ATTESTED

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VAKALAT NAMA

BEFORE THE SERVICE TRIBUNAL PESHAWAR

Sher Zaman

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.

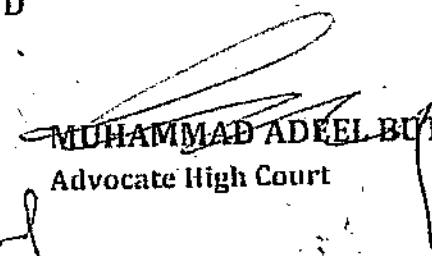
I agree to ratify all acts done by the aforesaid Advocate in pursuance of this Authority.



APPELLANT

ACCEPTED


MUHAMMAD MUAZZAM BUTT
Advocate Supreme Court


MUHAMMAD ADEEL BUTT
Advocate High Court


BASSAM AHMAD SIDDIQUI
Advocate High Court