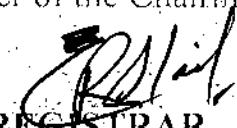


FORM OF ORDER SHEET

Court of _____

Appeal No. 1842 /2024

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	09/10/2024	<p>The appeal presented today by Mr. Muhammad Muazzam Butt Advocate. It is fixed for preliminary hearing before Single Bench at Peshawar on 14.10.2024. Parcha Peshi given to counsel for the appellant.</p> <p style="text-align: right;">By order of the Chairman  REGISTRAR</p>

BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHUWA

A No 1842/24

UMAR HAYAT
V/S

Government of KP & others

INDEX

S#	DESCRIPTION OF THE DOCUMENTS	ANNEX	PAGES
1.	Appeal and Verification	*	1-4
2.	Application for suspension	*	5
3.	Copy of Monthly Salary account	A.	6 - 8
4.	Copy of notification No. SD (Policy) EV AD/1-3/2020 dated 06/08/2020	B.	9 - 10
5.	Copy of Impugned Letter dated June 06th, 2023	C.	11 - 13
6.	Copy of Minutes of Meeting dated 06-07-2023	D.	14 - 17
7.	Copy of Letter dated 23-08-2023	E.	18 - 19
8.	Copy of Impugned letter dated 07-09-2023	F.	20 - 21
9.	Copy of Representation against the said notification and representation made by APTA President	G & H	22 23 - 24
10.	Wakalat Nama		25

ADVOCATE
M. Musazzam Butt

1

BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHUWA

In Ref to

Service Appeal No. 1842 /2024.

Umar Hayat Son of Ghazi Khan, PSIT (BPS-15)
GPS Jabban Power House, Tehsil Dargai & District Malakand

.....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, Civil Secretariat Near MPA Hostel, Peshawar

.....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 Appointment letter 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 Impugned 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, (the appellant) 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


 Appellant

Through


 Muhammad Muazzam Butt
 Advocate Supreme Court


 Muhammad Adeel Butt
 Advocate High Court


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

5

BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHUWA

C.M No _____-P of 2024

In Ref to

Service Appeal No _____2024

UMAR HAYAT
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

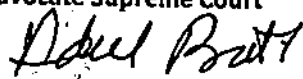
I (the appellant) do hereby solemnly stated on oath that the contents of foregoing application are true and correct to the best of my knowledge and belief and nothing has been concealed therein this Honorable Court.


Deponent

Through


Appellant


Muhammad Muazzam Butt
Advocate Supreme Court


Muhammad Adeel Butt
Advocate High Court

6

SERVICE CERTIFICATE

It is certified that Mr. Umar Hayat S/O Ghazi Khan has been serving in E&SED since 08-04-1992. Now he is serving as PSHT BPS-15 at GPS Mir Azam Banda Haryankot Tehsil Dargai District Malakand.

I always found his sincere and devoted to his assigned task.

Sub-Divisional Edu. Officer (M)

Tehsil Dargai

Distt: Malakand

SDEO Male
Dargai Malakand

ATTESTED

OFFICE OF THE DISTT. PRIMARY EDU: OFFICER (M) MALAKAND AT BARKHELA.

OFFICE ORDER.

In partial modification of this office order No. P.No. A-1/Estt. dated 26.3.1992, the appointment of the candidates No. 4-8 are hereby cancelled with effect from 25.3.1992 whereas the appointment of candidates at S.No. 1-3 may be considered re-instated from the date of their taking over charge with the following amendments.

S.No.	Name.	School where appointed.	Constituency where appointed.	Constituency to which belongs.	Remarks.
-------	-------	-------------------------	-------------------------------	--------------------------------	----------

- | | | | | | |
|----|---|---------------------------|---------|---------|--|
| 1. | Musain Idrees S/o Mohd Zahoor V&PO, Sakhakot. | GPS, Nakardaro. | P.F. 79 | P.F. 79 | |
| 2. | Umar Hayat S/o Ghazi Khan. V&PO, Haryan Kot. | GPS, Jabban Power House. | P.F. 79 | P.F. 79 | |
| 3. | Hassan Idrees S/o Mohd Zahoor V&PO, Sakhakot. | GMPS, Hazrat Mohd Koroon. | P.F. 79 | P.F. 79 | |

TERMS AND CONDITIONS:-

1. No TA/DA is allowed being first appointment.
2. Charge reports should be submitted in duplicate to all concerned.
3. They are directed to produce their health and age certificate from the Agency Surgeon, concerned before taking over charge. In case their age are below 18 years or above 28 and in case of FT 30 years should not be handed over charge.
4. They are directed to take over charge within 15 days from the issue of this order otherwise the appointment will automatically stand cancelled.
5. Their appointment are made purely on temporary basis and will be liable to termination at any time without any notice or assigning any reason. In case they wish to resign the post he will have to submit one month's prior notice or forfeit one month's pay in lieu thereof.

(MOBARAK KHAN)
DISTT. PRIMARY EDU: OFFICER
(M) MALAKAND AT BARKHELA

Order No. 778-62 / P.No. A-1/Estt. Dated 8-4-1992.

Copy of the above is forwarded for information to:-

1. The Director Primary Education NWFP, Layatabad Peshawar.
2. Mr. Nek Amal Khan Chairman DDAC Malakand Agency.
3. Mr. Lal Mohammad Khan M.P.A. P.F. 80 Swat Ranizai, Malakand Agency.
4. The Sub Divl: Edu: Officers (M) Swat Ranizai at Malakand and Swat Ranizai at Durgai.
5. The Agency Accounts officer, Malakand Agency Malakand.
6. The candidates concerned.

P. Farman.

DISTT. PRIMARY EDU: OFFICER
(M) MALAKAND AT BARKHELA.

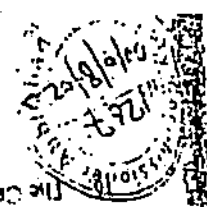
ATTESTED

ATTESTED

DEPUTY SECRETARY (POLICY)
(WAZIRAH LATIF)

[Handwritten signature]

ATTESTED



- 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. The Principal Secretaries in Khyber Pakhtunkhwa.
 7. All Divisional Commissioners in Khyber Pakhtunkhwa.
 8. All Heads of Attached Departments in Khyber Pakhtunkhwa.
 9. All Autonomous/Semi Autonomous Bodies in Khyber Pakhtunkhwa.
 10. All Deputy Commissioners in Khyber Pakhtunkhwa.
 11. The Registrar, Khyber Pakhtunkhwa Public Service Commission, Peshawar.
 12. The Registrar, Khyber Pakhtunkhwa Public Service Commission, Peshawar.
 13. The Deputy Director (IT), E&A Department.
 14. All Section Officers in Establishment & Administration Department with the request to the Section Officer (Admin), Administration Department.
 15. The Section Officer (Admin), Administration Department.
 16. The Director, Administration Department.
 17. The Director, Administration Department.
 18. The Director, Administration Department.
 19. The Director, Administration Department.
 20. The Director, Administration Department.

CHIEF SECRETARY
GOVERNMENT OF THE KHYBER PAKHTUNKHWA

AMENDMENT

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

Dated Peshawar the 06/8/2020

NOTIFICATION

GOVERNMENT OF
KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT
REGULATION-WING

Annexure - 8
9

LO
B/C

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

MILESTED

WP4442-2023 AZIZULKAR VS GOVT OF POKS

Handwritten notes and signatures at the top right of the page.

- 1. P/S to Special Security (Reg) Subdivisional Department
- 2. P/A to Additional Security (Reg-III), Subdivisional Department
- 3. P/S to Deputy Security (Policy), Subdivisional Department

Copy forwarded to the: P/S to Special Security (Reg) Subdivisional Department

(Signature) (Issa Rabbani) (Policy)

(Signature) (Issa Rabbani) (Policy)

Your faithfully,

2011, please. Further, those officers/staffs who do not comply with promotion order of the competent authority or try to evade promotion through different means shall be

1. Furthermore, those officers/staffs who do not comply with promotion order will be liable to accept promotion in every condition.

2. The basic rationale behind the deletion of the 1(b) rule is aimed at preventing a provision exists to decline or forgo promotion.

3. The basic rationale behind the deletion of the 1(b) rule is aimed at preventing a provision exists to decline or forgo promotion.

4. The basic rationale behind the deletion of the 1(b) rule is aimed at preventing a provision exists to decline or forgo promotion.

5. The basic rationale behind the deletion of the 1(b) rule is aimed at preventing a provision exists to decline or forgo promotion.

6. The basic rationale behind the deletion of the 1(b) rule is aimed at preventing a provision exists to decline or forgo promotion.

7. The basic rationale behind the deletion of the 1(b) rule is aimed at preventing a provision exists to decline or forgo promotion.

8. The basic rationale behind the deletion of the 1(b) rule is aimed at preventing a provision exists to decline or forgo promotion.

9. The basic rationale behind the deletion of the 1(b) rule is aimed at preventing a provision exists to decline or forgo promotion.

10. The basic rationale behind the deletion of the 1(b) rule is aimed at preventing a provision exists to decline or forgo promotion.

11. The basic rationale behind the deletion of the 1(b) rule is aimed at preventing a provision exists to decline or forgo promotion.

12. The basic rationale behind the deletion of the 1(b) rule is aimed at preventing a provision exists to decline or forgo promotion.

13. The basic rationale behind the deletion of the 1(b) rule is aimed at preventing a provision exists to decline or forgo promotion.

14. The basic rationale behind the deletion of the 1(b) rule is aimed at preventing a provision exists to decline or forgo promotion.

Annexure - C

GOVERNMENT OF KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT
No. SO/1047/2023 dated 06.08.2023



12



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

No. SO (Primary-M/E&SED/2-8/2023
Dated Peshawar the, June 25th, 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(B) IN THE (KHYBER
PAKHTUNKHWA CIVIL SERVANTS (APPOINTMENT, PROMOTION
AND TRANSFER) RULES, 1988.

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 mark]

[Handwritten Signature]
(MUHAMMAD JSHAO)
SECTION OFFICER (PRIMARY MALE)

Copy forwarded to the:

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

[Handwritten mark]

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

[Handwritten Signature]
ATTESTED

13
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(S) IN THE KHYBER
PAKHTUNKHWA CIVIL SERVANTS (APPOINTMENT, PROMOTION
AND TRANSFER) RULES, 1909.

1. 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(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.

Annexure
①

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

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

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

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

(Mr. Fozal 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

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

ATTESTED

15
-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(B) 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

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

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

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

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

(Mr. Fazal Wahid)
Deputy Director-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

APR 14 2023 AZIZULAH VS GOVT OF PUNJ

Assistant Director (Ex-Infant-1)
Elementary & Secondary Education
Khyber Pakhtunkhwa

Assistant Director (Ex-Infant-1)
Elementary & Secondary Education
Khyber Pakhtunkhwa

17/04/2023

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

Copy of the above to:-

The case is submitted for perusal and necessary actions please.

Departmental Committee provided they submit their written report to the meeting of Teachers' Union. It may be exempted of implications of the amendments in the rules bid 75) have affected negatively a huge number of Female Teachers. Thus 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 consolidated case.

Chairman of Union, Additional Secretary Establishment at his office has

That in the light of the minutes of meeting dated 6-07-2023 held under the (Primary-M) E&SED/24/epo/2023 dated 12-06-2023.

The same was received by this office from your good office vide letter No.577/2023 dated 06-02-2023. It is obligatory upon every civil servant to accept promotion under every condition that there exists no provision in debar or forgo promotion. It is obligatory upon every (M) vide letter E&AD/1-17020 dated 6-06-2023 categorically stated that the Government of Khyber Pakhtunkhwa Establishment Department (Regulation No.50 (Primary-M) E&SED/24/epo/2023 for necessary guidance.

That you are not to be concerned with the quarter concerned vide letter No.577/2023 dated 06-02-2023.

(ii) It is the prerogative of the civil servant to either accept or turn down the offer of promotion.

(i) Now it is obligatory upon the civil servant to accept promotion in every condition.

That this office sought guidance from your good office in the following words vide letter No.577/2023 dated 06-02-2023.

vide letter No. 508-VI (E&AD)/1-17020 dated 06-08-2020.

dated Rule 75) in the Civil Servants (Appointment, Promotion & Transfer Rules 1985) of Khyber Pakhtunkhwa Establishment Department (Regulation Wing).

The Government of Khyber Pakhtunkhwa Establishment Department (Regulation Wing) present brief history about the background of the case as under:

Q. Minister of the (Primary/ST)7023 dated 10-07-2023 on the subject cited above and to

I am directed to refer to the letter No.508(VI)E&AD/1-17020 dated 06-08-2020.

MINUTES OF THE MEETING

The Assistant Director (Primary-M),
Elementary & Secondary Education Department
Khyber Pakhtunkhwa

To

Phone: 09-9211141
Email: establishment@pki.gov.pk

Khyber Pakhtunkhwa
No. 145/ST/2023 dated 25/04/2023



~~ATTESTED~~

WA 442-2023 AZZULAH VS GOVT OF PKA 2

Assistant Director
Elementary & Secondary Education
Khyber Pakhtunkhwa

Copy of the above to:
1. PA to Director Local Directorate
2. Master Copy

In view of the above, the office is of considered opinion that the deletion of Rules 7(S) have effected negatively a huge members of female teachers.
The case is submitted for perusal and necessary action please.

Dear Sir, I am directed to refer to letter no. (SO Hony-M) E&SD/S-1/GAR/ 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) added rule 7(S) in Civil Servants (Appointment-promotions Transfer Rule 1999) vide notification No. No. SR-VI (E&AD) 1-3/1020 dated 06-08-2020. That this office sought guidance from your good office in the following words vide letter No. 6983 dated 06-08-2023.
(i) Now it is delegating upon and consent to accept promotion. (ii) It is prerogative of civil servant to offer/turn down the offer of promotion.
That your good office forwarded the same to quorate concerned vide letter No. SO (Hony-M) E&SD/1-2/Appointment/2023 for necessary guidance.
That the government of KP-ED (Regulation Wing) vide letter No. SO (Hony) E&AD/1-3/2020 dated 6-06-2023 accordingly stated that there exists no provision to decline foreign promotion. It is obligatory upon every civil servant to accept promotion under any condition.
That in light of the minutes of the meeting dated 6-07-2023 held under the Chairmanship of Hon. Additional Secretary Education at his office. This office has been asked for submission of consolidated case.
In view of the above, the office is of considered opinion that the deletion of Rules 7(S) have effected negatively a huge members of female teachers.
The case is submitted for perusal and necessary action please.

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

Subject: Minutes of Meeting

To: DIRECTORATE OF ELEMENTARY & SECONDARY EDUCATION, KPK :
PESHAWAR (21-7-2023)

-B/C-
17

ATTACHED

W4443-2023 AZIZULHAQ VS GOVT OF POKS

Scanned with CamScanner

SECTION OFFICER (PRIMARY MALE)
20/08/23

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

Copy forwarded to the:

SECTION OFFICER (PRIMARY MALE)
20/08/23

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

3. In view of the above, the said amendment may be reconsidered to the extent of (a) teacher in primary schools. cases, there are negative effects on service delivery. perform duties in the remotest station with no residential or transport facility. Most of 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 level who are married with kids and elder father or mother-in-law who need care. In such cases, there are negative effects on service delivery.

2. In this connection it is submitted that in some cases lady teacher of primary school who are promoted through different means shall be proceeded under Khyber Pakhtunkhwa Civil Servant (Efficiency & Discipline) Rules, 2011. officers/ officials who do not comply with promotion order of the competent authority or of to evade promotion through different means shall be proceeded under 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 of to evade promotion through different means shall be proceeded under Khyber Pakhtunkhwa Civil Servant (Efficiency & Discipline) Rules, 2011.

1. I am directed to refer to your letter No. SO(Policy)/ EBAD/ 1-3/2020 dated 06th June 2023 and to state that after deletion of rule 7(5) Khyber Pakhtunkhwa Civil Servant (Appointment, Promotion & Transfer Rules 1989) it has been intimated that those officers/ officials who do not comply with promotion order of the competent authority or of to evade promotion through different means shall be proceeded under Khyber Pakhtunkhwa Civil Servant (Efficiency & Discipline) Rules, 2011.

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

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

Annexure E

M. SO(Primary-4)EBSED/2-2/Appointment-Rule /2023
Peshawar Dated 23rd August, 2023

ELEMENTARY AND SECONDARY EDUCATION DEPARTMENT
CIVIL SECRETARIAT PESHAWAR
(Phone No.091-922387)



~~ATTACHED~~

1. Director E & SE Khyber Pakhtunkhwa.
2. PS to Secretary, E & SE Department of Education, Khyber Pakhtunkhwa.
Copy forwarded to:
(Muhammad Ishaq)
Section Officer (Primary Education)
(Male)

In this connection it is submitted that in some cases lady teachers of primary level who avail such promotion have to face serious inconvenience while they have to perform duties in the remotest stations with no residential/transport facilities. Most of them are married with kids and elder father of Mother-in-law who need care. In such cases there are negative effects on service delivery. In view of above, the said amendment may be reconsidered to the extent of lady teacher in primary schools.

9 am directed to refer to your letter No. SO (Primary) (E&AD) /1-3/2020 dated 27/06/2020 and to state that after deletion of Rule 7(5) Khyber Pakhtunkhwa Civil Servant (Appointment, Promotion and Transfer Rules 1989) or has been intimated that those officers/officials who don't 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) Rules 2015.

SUBJECT: Guidance regarding deletion of Rule 7(5) in the Civil Servant (Appointment, Promotion & Transfer Rules 1989)
The Secretary to Government of Khyber Pakhtunkhwa, Establishment and Administration Department, Peshawar.
To
No. SO (Primary-M) E&SED /1-3/ Appointment - Rule /2020
Peshawar Dated 23rd August, 2023.

- B/C -
- 2 -
19

21

- B/c -

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

To

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

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

Dear Sir,

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

Yours faithfully,

Section Officer (Policy)

List 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)

WP 4442-2023 AZIZULLAH VS GOVT OF PK

~~ATTESTED~~

22

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/1-3/2020, 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 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&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: 20/03/2024



UMAR HAYAT
S/O GHANI KHAN
PSHT.

ARRESTED

WP4442-2023 AZIZULHAQ VS GOVT OF POK

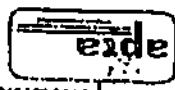
08/11/23
[Signature]

دعوتی نامہ - حکومت پاکستان کے زیر نگرانی اور نگرانی میں رہنے والے تمام قیدیوں کو اپنی رہائش گاہ پر واپس لے جانے کی اطلاع دینے کے لیے جاری کیا گیا ہے۔
حکومت پاکستان کے زیر نگرانی اور نگرانی میں رہنے والے تمام قیدیوں کو اپنی رہائش گاہ پر واپس لے جانے کی اطلاع دینے کے لیے جاری کیا گیا ہے۔
حکومت پاکستان کے زیر نگرانی اور نگرانی میں رہنے والے تمام قیدیوں کو اپنی رہائش گاہ پر واپس لے جانے کی اطلاع دینے کے لیے جاری کیا گیا ہے۔
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حکومت پاکستان کے زیر نگرانی اور نگرانی میں رہنے والے تمام قیدیوں کو اپنی رہائش گاہ پر واپس لے جانے کی اطلاع دینے کے لیے جاری کیا گیا ہے۔
حکومت پاکستان کے زیر نگرانی اور نگرانی میں رہنے والے تمام قیدیوں کو اپنی رہائش گاہ پر واپس لے جانے کی اطلاع دینے کے لیے جاری کیا گیا ہے۔
حکومت پاکستان کے زیر نگرانی اور نگرانی میں رہنے والے تمام قیدیوں کو اپنی رہائش گاہ پر واپس لے جانے کی اطلاع دینے کے لیے جاری کیا گیا ہے۔
حکومت پاکستان کے زیر نگرانی اور نگرانی میں رہنے والے تمام قیدیوں کو اپنی رہائش گاہ پر واپس لے جانے کی اطلاع دینے کے لیے جاری کیا گیا ہے۔
حکومت پاکستان کے زیر نگرانی اور نگرانی میں رہنے والے تمام قیدیوں کو اپنی رہائش گاہ پر واپس لے جانے کی اطلاع دینے کے لیے جاری کیا گیا ہے۔

Annexure - H

اپریل کی رپورٹ (پٹا) کے تحت

APTA House
Govt. Primary School Road,
Durrani Chowk, Peshawar City.



Khyber Pakhtunkhwa

1212 Linnah Khan
President
0333-011688
0333-011688
www.apta.com.pk

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/comment. Appellant is directed to deposit TCS expenses within three days. To come up for reply/comment 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 (I)

[Handwritten signature]
13/5/24

Date of Presentation of Application 13-5-24
 Number of 1
 Copies 1
 Urgent 1
 Total 1
 Stamp 1
 Date of 13-5-24
 Date of return of copy 13-5-24

ATTESTED

25

VAKALAT NAMA

BEFORE THE SERVICE TRIBUNAL PESHAWAR

UMAR HAYAT.

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 SIDDIQI 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 me 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 SIDDIQI
Advocate High Court