



BEFORE THE HONORABLE SERVICE TRIBUNAL PESHAWAR.

Appeal No. 1914/2022

Muhammad Saeed s/o Sadbar Khan Forest Guard, Dargai Forest Sub Division District Malakand

Appellant

VERSUS

Divisional Forest Officer Malakand Forest Division at Batkhela & Others

Respondents

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(Wasif Khan)

Divisional Forest Officer,  
Malakand Forest Division,  
At Batkhela. ✓

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE  
TRIBUNAL PESHAWAR**

Khyber Pakhtunkhwa  
Service Tribunal

**COMMENTS /REPLY TO SERVICE APPEAL NO. 1914/2022**

Diary No. 16929

Dated 18-10-24

Muhammad Saeed

Appellant

Versus

Government of Khyber Pakhtunkhwa and others

Respondents

**Comments on behalf of respondent No. 01 to 05**

**Preliminary Objection.**

1. That the appellant has got no cause of action to file instant appeal.
2. That the appellant is stopped by his own conduct to file instant appeal
3. That the appellant has not come to the court with clean hands.
4. That the appellant is misconceived and based on malafide.
5. That with the utmost respect this Honorable Service Tribunal has got no jurisdiction to adjudicates upon the subject matter.
6. That the appeal is barred by law.
7. That the relief as claimed by the appellant has no sanctity in the eye of law.

**Respectfully Shewith.**

1. Pertains to record hence needs no comments.
2. Pertains to record hence needs no comments.
3. The appellant was appointed as Forest Guard BPS-02 in Malakand Social Forestry Project vide office order No.33 dated 8/10/1992 and reported arrival for duty on 31-10-1992 (Annexure-I&II), specifically for the project period.
4. Incorrect. Services of the appellant were terminated on winding-up of the said project vide letter No.459/PSF dated 28/1/1998 with effect from 31/1/1998 (Annexure-III) as per terms and conditions of his appointment order.
5. Correct to the extent that in light of decision of the Service Tribunal dated 9/12/2010, the appellant was adjusted against the vacant post of Forest Guard in Working Plan Unit-III Peshawar office order No.3 dated 24/2/2011 and his intervening period from the date of his termination till his arrival for duty was hereby treated as extra ordinary leave without pay on the basis of no work no pay policy. (Annexure-IV).
6. Pertains to record hence needs no comments.

7. Correct to the extent that the appellant was transferred from Demarcation Forest Division to Malakand Forest Division vide CF Malakand East Circle office order No. 68 dated 21/2/2018 and reported his arrival for duty on 6/3/2018 in Malakand Forest Division. (Annexure-V).
8. Pertains to record hence needs no comments.
9. Incorrect. As already explained in Para-5, in light of Service Tribunal judgment dated 9/12/2010 the appellant was re-adjusted in service and further transferred from Demarcation Forest Division to Malakand Forest Division on 21/2/2018 (Annexure-V). The appellant was placed at Serial No.10 of the tentative seniority list stood on 01/07/2022. However, from scrutiny of the record he was placed at the Serial No. 16 i.e. on his proper place in the final seniority list dated 07.12.2022 on merit basis as per relevant law and rules. (Annexure-VI). It is pointed out that the post of Forest Guard is Forest Division cadre and their seniority is maintained on Forest Division basis. There is no provision in the service rules for transfer of Forest Guard from one Forest Division to another Forest Division. However, on transfer his seniority will be maintained according to rules 8(2) of the Appointment, Promotion and Transfer Rules 1989, which stipulates that a person so transferred shall be placed at the bottom of the cadre strength, which he join for the purpose of determining his seniority vis-à-vis other member borne in the cadre (Annexure-VII).
10. Pertains to record.
11. As per preceding Paras, the action of the respondents is in line with the relevant laws and rules, therefore, the appeal being baseless and without any ground and is not maintainable and may kindly be dismissed, on the following grounds.

**GROUND:**

- A- Incorrect. As already explained in para 5-9 of the facts.
- B- Incorrect. As replied above in facts.
- C- Incorrect. As already explained in para 5-9 of the facts.
- D- Incorrect. As already explained in para 5-9 of the facts.
- E- Incorrect. As already explained in para 5-9 of the facts.
- F- Incorrect. The appellant is misleading the Tribunal No violation was made against ibid rules/regulation.
- G- Incorrect as stated in the preceding paras the appeal is baseless and without any ground thus is not maintainable. Moreover, the respondents seek leave to raise additional grounds at the time of arguments.

PRAYERS

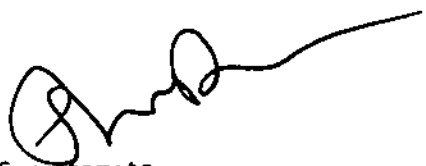
In-view of the above, it is humbly prayed that appellant has got no cause of action and his appeal is devoid of merit which may please be dismissed with cost in the best interest of state, as the appellant is wasting the precious time of the Tribunal/Court.



Chief Secretary

Madem Aslam Chaudhry

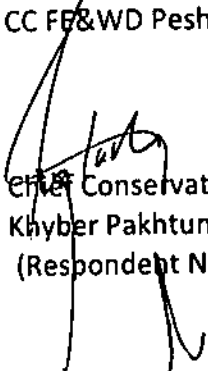
Government of Khyber Pakhtunkhawa  
Peshawar. (Respondent No.01)



Secretary to

Nazar Hussain Shah

Government of Khyber Pakhtunkhawa  
CC FE&WD Peshawar. (Respondent No.02)



Chief Conservator of Forests,  
Khyber Pakhtunkhawa Peshawar.

(Respondent No.03)

Muqaddas Shah

Conservator of Forests  
Malakand East Forest Circle  
Saidu Sharif Swat. (Respondent No.04)

Azhar Khan



Divisional Forest Officer  
Malakand Forest Division  
At Batkhela (Respondent No.5)

Shahed Noor

**BEFORE THE KHYBER PAKHTUNKHAWA SERVICE TRIBUNAL**

**PESHAWAR.**

**APPEAL NO. 1914 of 2022**

Muhammad Saeed s/o Sadbar Khan Forest Guard, Dargai Forest Sub Division District Malakand

**Appellant**

**VERSUS**


1. The Government of Khyber Pakhtunkhawa through Chief Secretary, Khyber Pakhtunkhawa, Peshawar and others
2. The Secretary to Government of Khyber Pakhtunkhawa Forest Department Peshawar.
3. The Chief Conservator of Forests Khyber Pakhtunkhawa Peshawar.
4. The Conservator of Forests Malakand Circle Swat.
5. The Divisional Forest Officer, Malakand at Batkhela

And others.

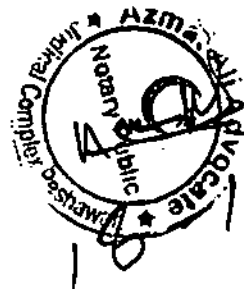
**Respondents.**

**Affidavit.**

I, Wasil Khan Divisional Forest Officer Malakand do hereby solemnly affirm and declare that the contents of the accompanying para-wise comments submitted by the respondents is correct to the best of my knowledge and belief and nothing has been concealed from this honorable service tribunal. It is further stated under oath that the respondents defense was neither struck off nor ex-party in the aforementioned instant case.

  
 (Wasil Khan)  
 Divisional Forest Officer,  
 Malakand Forest Division,  
 At Batkhela.

**ATTESTED**



10-2-24

Ann. P

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**BEFORE THE KHYBER PAKHTUNKHAWA SERVICE TRIBINAL PESHAWAR**

**APPEAL NO. 1914 of 2022**

Muhammad Saeed s/o Sadbar Khan Forest Guard, Dargai Forest Sub Division District Malakand

**Appellant**


**VERSUS**

Divisional Forest Officer Malakand Forest Division at Batkhela & Others

**Respondents**

**AUTHORITY LETTER.**

Mr. Adnan Nawab focal person of (Litigation) Malakand Forest Officer is hereby authorized to submit para-wise comments in the service tribunal on the behalf of respondents.

  
(Wasil Khan)  
Divisional Forest Officer,  
Malakand Forest Division,  
At Batkhela ✓

Better Copy

**OFFICE ORDER NO 33 DATED SAIDU SHARIF THE 08<sup>TH</sup> OCTOBER 1992  
ISSUED BY THE NASEEM JAVED DFO/ PROJECT DIRECTOR SOCIAL  
FORESTRY MALAKAND DIR AT SAIDU SHARIF.**

Competent upon the recommendation of Departmental appeal selection committee constituted vide Project Director Malakand Social forestry Project office order No 24 dated 20.09.1992 the following persons are hereby appointed as Forest Guards against the existing vacancies in Malakand Social Forestry Project in BPS No 2 (945-32-1425) with usual allowances as admissible under the rules.

1. Mr. Jafar Akram S/o Noor Hawas Khan of Agra Mkd Agency.
2. Mohammad Saeed S/o Sadbar Khan of Pitao Mkd Agency.
3. Hidayatullah S/o Fazal Rehman of Malakand agency.
4. Mohammad Irshad S/o Abdul Rashid of Sakhakot Malakand agency.
5. Shamsul Wahab S/o zawarar Khan of Khar Malakand agency.
6. Auranzeb S/o Ahmad Khan of Jabar Malakand agency.
7. Noor Muhammad S/o Ahmad Khan of Jalala Malakand agency.

The appointments are purely temporary and shall be liable to termination on the expiry of the project period. Their services can also be terminated at any time during the project period with one month's notice or on the payment of one month salary in lieu of the notice. If the incumbent intent is resign, he shall serve the department with one month notice or merit an amount equal to his one month salary.

He shall remain on probation for a period of two years further extendable by one year during his services can be terminated if he failed to perform his duties to the satisfaction of the appointing authority.

He shall be governed by such rules and regulations as are applicable to the class of service to which he belongs.

He shall produce the following documents.

- 1.) Medical fitness certificate from the Civil Surgeon of Civil Hospital Baskhela.
- 2.) Domicile certificate.
- 3.) Character certificate from two responsible persons not being the relatives of the candidates duly countersigned by the Political Agent Malakand agency.
- 4.) He will have to join the duty at his own cost.

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OFFICE ORDER NO. 33 DATED SAIDU SHARIF THE: 08 TH OCTOBER, 1992  
ISSUED BY DR. HASIM JAVED DFO/PROJECT DIRECTOR SOCIAL FORESTRY  
PROJECT HALAKAND DIR AT SAIDU SHARIF.

Consequent upon the recommendation of Departmental Selection Committee constituted vide Project Director Malakand Social Forestry Project office order No 24 sated 20/9/1992, the following persons are hereby appointed as Forest Guards against the existing vacancies in Malakand Social Forestry Project in B.P.S. No. 2 (945-32-1425) with usual allowances as admissible under the rules.

1. Mr. Jafar Akram s/o Noor Hawas Khan of Agra Mkd: Agency.
2. Mohammad Saeed s/o Sadhar Khan of Pitao Mkd: Agency
3. Hidayatullah s/o Fazal Rahman of Malakand Agency
4. Mohammad Irshad s/o Abdur Rashid of Sakhakot Mkd: Agency
5. Shamsul Wahab s/o Zarawar Khan of Khar Mkd: Agency.
6. Aurangzeb s/o Ahmad Khan of Jaban Mkd: Agency.
7. Noor Mohammad s/o Ahmad Khan, of Jalala Malakand Agency.

The appointments are subject to the following conditions:

The posts are purely temporary and shall be liable to termination on the expiry of the project period. Their services can also be terminated at any time during the project period with one month's notice or on the payment of one month's salary in lieu of the notice. If the incumbent intends to resign, he shall serve the department with one month's notice or remit an amount equal to his one month's salary.

He shall remain on probation for a period of two years further extendable by one year during which his services can be terminated if he failed to perform his duties to the satisfaction of the appointing authority.

He shall be governed by such rules and regulations as are applicable to the class of service to which he belongs.

He shall produce the following documents:

- 1) Medical fitness certificate from the Civil Surgeon of Civil Hospital Batkhela.
- 2) Domicile certificate.
- 3) Character certificate from two responsible persons not being the relatives of the candidates duly countersigned by the Political Agent Malakand Agency.
- 4) He will have to join the duty at his own cost.

Attested

  
Divisional Forest Officer,  
Malakand Forest Division



Better copy

Fails to accept the offer and report the arrival for duty within ten days of the receipt of this letter the offer shall stand cancelled.

Sd  
(Dr. Nasim Javed)  
DFO/Project Director  
Society Forestry Project MKD: Dir  
Saidu Sharif

No. 1102-9/SF

Copy forwarded to the:

1. Chief Conservator of Forests, (North) at Peshawar for favour of information.
2. Conservator of Forests, Malakand Circle Mingora for favour of information.
3. All concerned for information and necessary action.
4. Head Clerk / Divisional Accountant for information and necessary action.

Personal files for record.

Sd  
(Dr. Nasim Javed)  
DFO/Project Director  
Society Forestry Project MKD: Dir  
Saidu Sharif

Ann-T  
P-7

5) If he fails to accept the offer and report the arrival for duty within ten days of the receipt of this letter, the offer shall stand cancelled.


Sd/-  
(Dr. Hasim Javed)  
DFO/Project Director  
Social Forestry Project Hkd: Dir  
Saidu Sharif

No. 1102.9 /SR.

Copy forwarded to the:

- 1) Chief Conservator of Forests, (North) at Peshavar for favour of information.
- 2) Conservator of Forests, Malakand Circle Mingora for favour of information.
- 3) All concerned for information and necessary action.
- 4) Head Clerk/Divisional Accountant for information and necessary action.

Personal files for record.

  
(Dr. Hasim Javed)  
DFO/Project Director  
Social Forestry Project Hkd: Dir  
Saidu Sharif.

Attested  
  
Divisional Officer,  
Malakand Forest Division  
At Baskhela.

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The Project Director,  
of Social forestry,  
Saidu Sharif Swat.

Sub: Application for arrival report.

Sir,

With great humble and respect  
I beg to state that the candidate Mr Mohd.

Saeed S/o Saeed Khan arrived in the  
office of Social forestry at 9-35 a.m.

on 31-10-1992 on Saturday as forest guard.

It is therefor requested that you

may kindly accepted my arrival report. I shall

remained thankful to you for your this act of

kindness.

*The newly recruited  
forest guard Mr Saeed S/o  
Saeed Khan arrived at  
office of Social forestry  
on 31-10-1992.*

*My report, in  
order to be finished  
:- Saeed Khan  
Pam*

31/10

Yours obediently  
*[Signature]*

Mohd Saeed S/o Saeed Khan  
Village Petaud P/o Dargai Teh Dargai  
Dist. Mardan Agency.

Divisional Forest Officer,  
Malkiana Forest Division  
At Malkiana.  
Affected.

(9)

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BETTER COPY: -

OFFICE OF THE DIVISIONAL FOREST OFFICER, SOCIAL FORESTRY SERVICES,  
MALAKANDS.

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P-9

To:

Mr. Muhammad Saeed

459  
No: 457/MSF,

Dated Batakela, 28.1.1998.

Subject: SERVICE TERMINATION ORDER

Ref: this office letter No.339/Mst dated 30.12.1997

It is regretted that your services already declared surplus as per Briding  
Period PC-1 at the Social Forestry Project for the year 1997-98, are hereby terminated with effect  
from 31.1.1998 (A.N).

Divisional Forest Officer,  
Social Forestry Division,  
Malakand

  
D. Saeed

OFFICE OF THE DIVISIONAL FOREST OFFICER SOCIAL FORESTRY DIVISION  
MALAKAND.

Mr. Nikhil Kumar

LT. Col. Vaidya

Ms. No. 4 /MSF, dated Bakhala, 28.12.1998  
Subject: SERVICE TERMINATION ORDER

Re: this office letter No. 3394/1 dated 30.12.1997

It is regretted that your services already declared surplus as per Briding-Period R-IV of the Social Forestry Project for the year 1997-98, are hereby terminated with effect from 31.1.1998 (A.H.).

*[Signature]*  
Divisional Forest Officer,  
Social Forestry Division,  
Malakand.

SO: /MSF,  
Copy in continuation of this office letter endst. No. 120-52 dated 30.12.1997 is forwarded to:

1. The Chief Conservator of Forests, Social Forestry, MSF Peshawar for favour of information please.
2. The PD/Conservator of Forests, Malakand Social Forestry Circle, at Baido-Sharif for favour of information please.
3. Personal file for record.
4. Divisional Head Clerk, for information and necessary action.

*[Signature]*  
Divisional Forest Officer,  
Social Forestry Division,  
Malakand, at Bakhala.

*[Signature]*  
ATTACHED

Attested  
*[Signature]*  
Divisional Forest Officer,  
Malakand Forest Division

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A-9

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# V D // -9-

OFFICE ORDER NO. 3 DATED PESHAWAR 24/02/2011  
ISSUED BY QAZI SHABIR AHMAD DIVISIONAL FOREST OFFICER WORKING  
PLAN UNIT-III-PESHAWAR.

\*\*\*\*

As per decision made by the Service Tribunal Peshawar in appeal No.443 dated 4.12.2010, under section 4 of the Service Tribunal Act 1974, and as advised by Conservator of Forests Forestry Planning & Monitoring Circle Peshawar vide his letter No. 2677/E dated 21.2.2011, Mr. Muhammad Saeed Ex - Forest Guard of defunct Malakand Social Forestry Project is hereby adjusted against the vacant post of Forest Guard with effect from the date of arrival for duty.

The intervening period from the date of his termination till his arrival for duty is hereby treated as extra ordinary leave without pay.

Sd/-  
(QAZI SHABIR AHMAD)  
Divisional Forest Officer  
Working Plan unit-III,  
Peshawar.

No.242-44/WP-III

Dated 24/02/2011.

Copy forwarded to the

1. Chief Conservator of Forests Khyber Pakhtunkhwa Peshawar for favour of information please.
2. Conservator of Forest Forestry Planning & Monitoring Circle Peshawar for information with reference to his letter No.2677/E dated 21.02.2011;
3. ✓ Muhammad Saeed S/O Sadbar Khan Ex- Forest Guard Malakand Social Forestry Bakhela.

*[Signature]*  
Divisional Forest Officer  
Working Plan unit-III,  
Peshawar.

1. Attachment and Enclosure (if any) Subject/Date of Issue/Ex Forest Guard 1973 Act

*[Signature]*  
Divisional Forest Officer  
Malakand Forest Division  
At Bakhela

Attested  
*[Signature]*  
Divisional Forest Officer  
Malakand Forest Division

-11-

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P-11  
17:30  
HVI

OFFICE ORDER NO. 68 DATED SAIDU SHARIF THE: 21/02/2018 BY MR. MUHAMMAD YOUSAF KHAN, CONSERVATOR OF FORESTS, MALAKAND CIRCLE EAST, SHAGAI SAIDU SHARIF SWAT,

Mr. Mohammad Saeed Forest Guard is hereby transferred from Demarcation Forest Division to Malakand Forest Division in the interest of public service with immediate effect.

SO/-  
(MUHAMMAD YOUSAF KHAN)  
CONSERVATOR OF FORESTS,  
MALAKAND CIRCLE EAST,

No. 8960-61 JE,

Copy forwarded to the:-

- 1. Divisional Forest Officer Demarcation Forest Division, Swat.
- 2. Divisional Forest Officer Malakand Forest Division, Batkhela.

For information and necessary action.

CONSERVATOR OF FORESTS,  
MALAKAND CIRCLE EAST,  
SAIDU SHARIF SWAT.

Attested

*[Signature]*  
Divisional Forest Officer,  
Malakand Forest Division

*[Signature]*

APPEAL NO. 443/2010.



G.V.P. No. 443/2010  
 Dated: 11/12/2010

Mr. Mohammad Saeed, Ex-Forest Guard,  
 Malakand Social Forestry, Malakand at Balthela..... Appellant.

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*P-12*

VERSUS

Date of Order or proceedings.	Order or other proceedings with signature of Judge or Magistrate and that of parties where necessary.
<p>09.12.2010</p> <p><b>ATTESTED</b></p> <p><i>E. AMINER</i>                  Ex-Officer                  Peshawar Service Tribunal</p> <p><i>14-12-20</i>  <i>14-12-20</i>  <i>14-12-20</i></p>	<p><u>Appeal No. 443/2010</u>                  (Muhammad Saeed-vs-Secretary Forest Department, K.P.K. Peshawar etc.)</p> <p>Counsel for the appellant and Mr. Sher Afgan Khatrak, AAG alongwith Sahibzade, Assistant on behalf of the respondents, present.</p> <p>Arguments heard at some length: but in view of legal questions affecting the right of the appellant to seek relief from the Service Tribunal, the learned counsel for the appellant stated that the appellant would be satisfied if the appeal is disposed of with a direction to the respondents to <del>consider case of the appellant on sympathetic grounds while</del> keeping in view experience of the appellant on the job as well as expertise acquired by him while serving the department as Forest Guard, and also the fact that cases of similarly placed employees have already been considered and they have been appointed on contract/regular basis.</p> <p>In view of the above, we would issue directions accordingly for consideration of the case of the appellant in the light of his performance and service record, within reasonable time, preferably within a month <del>from the date of the order</del>.</p> <p>The appeal is disposed of accordingly, with no order as to costs.</p> <p><b>ANNOUNCED</b>                  09.12.2010</p> <p><i>CHAIRMAN</i></p>

Attested  
*[Signature]*  
 Director, Malakand Forest Division  
 Peshawar

*[Signature]*  
 CHAIRMAN



**FINAL SENIORITY LIST OF FOREST GUARDS IN RESPECT OF MALAKAND FOREST DIVISION AS STOOD ON 7/12/2022**

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S.#	Name of Forest Guard.	Father's Name	Date of Birth	Distt: Domicile:	Edu: Quali:	Training course	Date of appointment/ adjusted	BPS	Remarks
1	Muhammad Younas	Rahimullah	11.02.1963	Lower Dir	B.A	23 <sup>rd</sup> F/Guard training course.	20/1/1988 & 31/7/2006	08	1st app: office order No. 25 dated 20.1.988 and CF Malakand Office order No. 20 dated 31/7/2006
2	Muhammad Hamayun	Hazrat Din	20.03.1971	District Malakand	F.A	35 <sup>th</sup> F/Guard training course	6.4.2007	08	Appeal accepted by Conservator of Forests Malakand East Forest Circle Saidu Sharif Swat vide his office letter No. 5675/E dated 7/12/2022. The Forest Guard is entitled of seniority from the date of appointment i.e. 6.4.2007 instead of 2013 as per 2013 civil servant (amendment) Act and Govt. of Khyber Pakhtun Khwa Finance Department Letter No.SOSR-II/FFD/12-1/2005 Dated 27.02.2013.
3	Khurshaid Ahmad	Qazi Saleh Muhammad	26.11.1969	—do—	Matric	62 <sup>nd</sup> F/Guard training course	6.4.2007	08	-do-
4	Muhammad Hussain	Khadi Muhammad	01.03.1970	Malakand	Matric	67 <sup>th</sup> F/Guard training course	6.4.2007	08	-do-
5	Zainul Abideen	Sultan Mchmood	04.02.1980	—do—	BA	66 <sup>th</sup> F/Guard training course	6.4.2007	08	-do-
6	Javid Akhtar	Akhtar Muhammad	05.04.1983	—do—	MA	71 <sup>st</sup> F/Guard training course	6.4.2007	08	-do-
7	Naseer Hussain	Syed Akbar Mian	3.4.1990	Malakand	FA	39 <sup>th</sup> F/Guard training course	7.4.2007	08	-do-
8	Said Muhammad	Ghulam Muhammad	14.04.1975	—do—	M.A	Untrained	7.4.2007	08	-do-
9	Gul Badshah	Khan Badshah	1.6.1989	Malakand	Matric	Trained	27.1.2009	08	As per office order No.22 dated 27/1/2009
10	Jafar Akram	Noor Hawas	01.01.1971	District Malakand	F.A	Un-trained	30/3/2009	08	As per office order No.28 dated 30.3.2009
11	Gauhar Rehman	Bakht Zamin	1.1.1987	—do—	MBA	Un-trained	18.2.2016	08	As per office order No. 26 dated 18.2.2016
12	Tahir Aziz	Abdul Aziz	19.1.1987	—do—	BS(Hon) Forestry	-do-	18.2.2016	08	As per office order No. 26 dated 18.2.2016
13	Farhad Ali	Muhd: Saleem	20.1.1993	-do-	BS(Hon) Forestry	-do-	18.2.2016	08	As per office order No. 26 dated 18.2.2016
14	Ashfaq Hussain	Zafar Hussain	10.4.1993	-do-	MA	-do-	18.2.2016	08	As per office order No. 26 dated 18.2.2016
15	Hassan	Rahman Shah	19.8.1993	-do-	BA	-do-	18.2.2016	08	As per office order No. 26 dated 18.2.2016
16	Muhammad Saeed	Sadbar Khan	8.8.1969	—do—	BSc	Untrained	6.3.2018	08	As per office order No.68 dated 21/2/2018
17	Hidayatullah	Fazal Rehman	09.02.1963	—do—	BA	39 <sup>th</sup> F/Guard training course	19/3/2018	08	Transferred to Malakand Forest Division vide CCF-I office order No. 126, dated 19/3/2018
18	Bilal Ahmad	Shah Room	10.04.1998	Malakand	Matric	Untrained	15.08.2018	08	As per DFO office order No. 1 dated 15/8/2018

Attested  
 Director, Forest Division  
 Malakand Forest Division

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19	Muhammad Raheem	Gujar	12.1.1968	Malakand	Matric	Trained	2.6.2021	08	Transferred to Malakand vide CCF-1 office order No. 165 dated 2/6/2021
20	Qaisar Hayat	Muhammad Ayub	10.5.1998	Malaknad	DEA	Un-trained	19.11.2021	08	Transferred from swat Division vide CF Malakand East office order No. 11 dated 26.11.2021.
21	Muhammad Wasim	Muhammad Rafiq	8.2.1998	Malakand	B.S(4 Year)	-do-	13.10.2022	08	Newly appointed as Forest Guard vide DFO Malakand office order No.8 dated 11.10.2022(Seniority provide as per Esta Code.
22	Shah Zeb	Niamat Shah	25.12.2001	Malakand	F.Sc	-do-	13.10.2022	08	-do-
23	Mohsin Khan	Shad Muhammad	16.10.2003	Malakand	F.Sc	-do-	13.10.2022	08	-do-
24	Faizul Isla	Kachkoll Khan	10.7.2003	Malakand	F.Sc	-do-	13.10.2022	08	-do-
25	Kashif Manan	Fazal Manan	27.10.2001	Malakand	F.Sc	-do-	13.10.2022	08	-do-
26	Shaa Er Ullah	Walyat Shah	6.3.2003	Malakand	F.Sc	-do-	13.10.2022	08	-do-
27	Fawad Ashraf	Hussain Ashraf	12.1.1998	Malakand	F.Sc	-do-	13.10.2002	08	-do-
28	Abdullah Gul	Talib Jan	10.1.1991	Malakand	F.Sc	-do-	21.11.2022	08	Newly appointed as Forest Guard DFO Malakand office order No.12 dated 18.11.2022

NO: 1774-75 /Acctt: Dated 23 /12/2022.

Forwarded to :-

1. Sub Divisional Forest Officer Batkhela.
2. Sub Divisional Forest Office Dargai.

For information and necessary action. They are directed to circulate under proper receipt amongst the Forest Guards in your respective Forest Sub Division, obtained grievances or omissions if any and report within Three(03) days to this office for further necessary action.

  
 DIVISIONAL FOREST OFFICER  
 MALAKAND FOREST DIVISION  
 BATKHELA.

Attested


  
 Divisional Forest Officer  
 Malakand Forest Division

# MANUAL OF CIVIL SERVICES RULES


Am  
P-17  
V.11  
P-14

## KP GOVERNMENT EMPLOYEES 2018

Attested

  
Divisional Forest Officer,  
Malakand Forest Division

Attested

  
Divisional Officer  
Malakand Forest Division  
At Balakot: 7

(3) Persons possessing such qualifications and fulfilling such conditions as lay down for the purpose of promotion or transfer to a post shall be considered by the Departmental Promotion Committee or the Provincial Selection Board for promotion or transfer, as the case may be. Ann VIII P-14 P-15

(4) No promotion on regular basis shall be made to posts in Basic Pay Scale 18 to 21 unless the officer concerned has completed such minimum length of service as may be specified from time to time.

(5) If on an order of promotion or before promotion any civil servant declines in writing, to accept promotion, such civil servant shall not be considered for such promotion for the next (04) years following the order;

Provided that if he declines to avail the benefit of promotion for the second time, then he shall stand superseded permanently for such promotion,

\* Sub rule (5) of Rule 7 added by Notification No. S.O. VI (I&AD) I-3/2009/Vol-VIII Dated 22-10-2011

8. Inter-Provincial Transfer: -(1) Persons holding appointment in DPS 1 to 15 under Federal Government and other Provincial Government may, in deserving cases, be transferred to equivalent posts under these rules:-

Provided that:-

- (i) the Federal Government or the Government of the Province concerned, as the case may be, has no objection to such a transfer;
- (ii) the person seeking transfer possesses the requisite qualification and experience and the post to which his transfer is intended can, under the rules, be filled by transfer;
- (iii) the person concerned holds appointment to the post in his parent Department on regular basis;
- (iv) the person concerned is bonafide resident of Khyber Pakhtunkhwa.
- (v) a vacancy exists to accommodate the request of such a transfer; and
- (vi) provided further that in most deserving cases, the merit of which shall be determined on case to case basis and the decision of the Competent Authority in that behalf shall be final, Government may allow transfer of a civil servant in DPS-16 and above, subject to the aforesaid conditions.

(2) A person so transferred shall be placed at the bottom of the cadre strength, which he joins for the purpose of determining his seniority vis-a-viz other members borne on the cadre.

(3) It will be the sole discretion of the appointing authority to accept or

Divisional Forest Officer  
Malakand Forest Deptt  
At

refuse a request of transfer under this rule and any decision made in this behalf shall be final and shall not be quoted as precedence in any other case.

*[Signature]*