


FORM OF ORDER SHEET

Court of _____

Appeal No. 1979/2024

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	15/10/2024	<p>The appeal presented today by Mr. Muhammad Muazzam Butt Advocate. It is fixed for preliminary hearing before Single Bench at Peshawar on 23.10.2024. Parcha Peshi given to counsel for the appellant.</p> <p>By order of the Chairman</p> <p> REGISTRAR</p>

BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHWA

A - No. 1979/2024

LAIQ SHAH
V/S

Government of KP & others

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ADVOCATE
M. Muazzam Butt

BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHUWA

In Ref to

Service Appeal No 1979 /2024

Laiq Shah son of Mir Hashim, PSHT (BPS-15)

Mohallah Hundwalli, PO Lahore, Lahore pory, Tehsil Lahore and Swabi

.....Appellant

VERSUS

- 1) Secretary to Government of Khyber Pakhtunkhwa, Establishment Department, Civil Secretariat, Peshawar
- 2) Secretary to Government of Khyber Pakhtunkhwa, Elementary and Secondary Education Department, Civil Secretariat, Peshawar
- 3) Director Elementary and Secondary Education Department, 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-
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) /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.
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 forego 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 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.

h. 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.

- c. 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

[Signature]
 Appellant

Through

[Signature]
 Muhammad Muazzam Butt
 Advocate Supreme Court

[Signature]
 Muhammad Adeel Butt
 Advocate High Court

[Signature]
 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

Lalq Shah
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:-

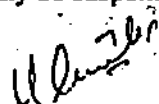
1. That the instant application may be treated as part and parcel of service appeal of the appellant.
2. That the appellant has brought a good prima facie case and balance of convenience also lies in favor of the appellant.
3. That there is likelihood success of the appellant in the IIs. And if the notification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

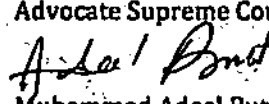
I (the appellant) do hereby solemnly stated on oath that the contents of foregoing application are true and correct to the best of my knowledge and belief and nothing has been concealed therein, this Honorable Court.


Deponent


Appellant

Through


Muhammad Muazzam Butt
Advocate Supreme Court


Muhammad Adeel Butt
Advocate High Court

Dist. Govt. KP-Provincial
District Accounts Office Swabi
Monthly Salary Statement (July-2024)



Personal Information of Mr LAIQ SHAH d/w/s of MHR HASAHM
Personnel Number: 00234414 CNIC: 1620106840279
Date of Birth: 03.04.1967 Entry into Govt. Service: 25.04.1993

NTN:
Length of Service: 31 Years 03 Months 008 Days

Employment Category: Active Permanent

Designation: PRIMARY SCHOOL HEAD TEACHER 80004328-DISTRICT GOVERNMENT KHYBE
DIDO Code: SU6131-Government Primary Schools (Male) Lahor Swabi
Payroll Section: 003 GPF Section: 001 Cash Center:
GPF A/C No: EDUSB003613 GPF Interest applied GPF Balance: 859,421.00 (provisional)
Vendor Number: -
Pay and Allowances: Pay scale: BPS For - 2022 Pay Scale Type: Civil BPS: 15 Pay Stage: 24

Wage type	Amount	Wage type	Amount
0001 Basic Pay	71,440.00	1001 House Rent Allowance 45%	3,524.00
1210 Convey Allowance 2005	2,856.00	1300 Medical Allowance	1,500.00
2148 15% Adhoc Relief All-2013	858.00	2199 Adhoc Relief Allow @10%	594.00
2316 Teaching Allowance 2021	3,224.00	2341 Dispr. Red All 15% 2022KP	6,807.00
2347 Adhoc Rel All 15% 22(PS17)	6,807.00	2378 Adhoc Relief All 2023 35%	24,311.00
2393 Adhoc Relief All 2024 25%	17,860.00		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	-6,351.00	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: 101,605.65 Recovered till JUL-2024: 6,351.00 Exempted: 25400.69 Recoverable: 69,853.96

Gross Pay (Rs.): 139,781.00 Deductions (Rs.): -12,576.00 Net Pay: (Rs.): 127,205.00

Payee Name: LAIQ SHAH
Account Number: 2629-1
Bank Details: MCB BANK LIMITED, 240169 LAHORE RAPOR: LAHORE RAIPOR:

Leaves: Opening Balance: Availed: Earned: Balance:

Permanent Address: VILL. ANI PO LAHOR SWABI

City: SWABI

Domicile: NW - Khyber Pakhtunkhwa

Housing Status: No Official

Temp. Address:

City:

Email: laiqshah494@gmail.com

System generated document in accordance with APPM 1.6.12.9(232428.26.07.2021 v3.0)
* All amounts are in Pak Rupees
* Errors & omissions excepted (SERVICES-01.08.2024 21:03:11)

ATTESTED

1

PRIMARY SWABI

The following candidates of Trained P.T.O. candidates of Swabi District are hereby ordered in the following order at from the District Education Officer Swabi strictly in accordance with the provisions of the concerned rules given below:-

of Trained P.T.O. candidates of Swabi District (1991-90-1995) plus usually being over charge, purely in accordance with the prescribed Rules/Regulations authorities, on the terms and

Sl. No.	Name	Address
1	Mr. M. M. Khan	Swabi
2	Mr. M. M. Khan	Swabi

Qualification	Where Appointed	Remarks
PG/A.1./733/1300	GPS Batani Changan.	Against vacant post
PG/A.1./683/1300	GPS Ali Dher	

These candidates are hereby ordered to produce the following certificates:-

1. Verification of antecedents by the District Education Officer Swabi.

2. They should not be loaded over charge if their Age is below 18 or above 25 years.

3. They should be over charge of the post within 14 days of the issue of this order. After the expiry of this period they will have to submit 14 days prior notice to the competent authority. If they do not leave their jobs within the stipulated time, they will be treated as absentees and disciplinary action will be initiated against them.

4. The P.T.O./A.1. must check and verify the documents. If any discrepancy is detected the case he registered with the District Education Officer Swabi. Charge report should be submitted to all concerned.

5. The following undertaking must be placed in their service books.

and liable to termination without prior notice.

They should be over charge of the post within 14 days of the issue of this order. After the expiry of this period they will have to submit 14 days prior notice to the competent authority. If they do not leave their jobs within the stipulated time, they will be treated as absentees and disciplinary action will be initiated against them.

The P.T.O./A.1. must check and verify the documents. If any discrepancy is detected the case he registered with the District Education Officer Swabi. Charge report should be submitted to all concerned.

The following undertaking must be obtained from the candidates and placed in their service books.

I understand that my employment under Govt. is temporary and that my service may be terminated by Govt. at any time, without assigning any reason, by giving a notice for a period not less than 14 days of payment in lieu of the notice, of a sum equivalent to my pay for 14 days. If the notice falls short of 14 days.

I agree that if I wish to terminate my services under Govt. at any time I shall resign in writing and shall thereafter continue to serve Govt. until my resignation is accepted.

I also understand that if I absent myself from duty without resignation in writing or before the acceptance by Govt. of my resignation, I shall be liable to disciplinary action, which may involve dis-qualification from future employment under Govt.

and liable to termination without prior notice.

They should be over charge of the post within 14 days of the issue of this order. After the expiry of this period they will have to submit 14 days prior notice to the competent authority. If they do not leave their jobs within the stipulated time, they will be treated as absentees and disciplinary action will be initiated against them.

The P.T.O./A.1. must check and verify the documents. If any discrepancy is detected the case he registered with the District Education Officer Swabi. Charge report should be submitted to all concerned.

The following undertaking must be obtained from the candidates and placed in their service books.

Additional Director-I Directorate of Primary Education Swabi. District Accounts Officer Swabi. Mr. M. M. Khan with reference to the above 2(ii). Medical Superintendent P.T.O. Hospital Swabi with reference to above 2(i). Sub-Divisional Education Officer (Male) Lahar. Candidate concerned. Head Master/Head Teacher of concerned schools. Superintendent local office.

(SAHIB ZADA)
DISTRICT EDUCATION OFFICER
(MALE) PRIMARY SWABI
Dated: 24/09/1995

ATTESTED

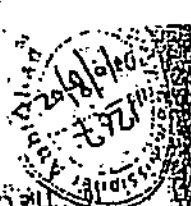
DISTRICT EDUCATION OFFICER
(MALE) PRIMARY SWABI

ATTESTED

M.H.S. d

(WAJDAH LATIF)
DEPUTY SECRETARY POLICE

ATTESTED



1. Additional Chief Secretary, Govt. of Khyber Pakhtunkhwa, Planning & Development Department, Khyber Pakhtunkhwa.
2. The Sector Member Secretaries to Govt. of Khyber Pakhtunkhwa.
3. All Additional Secretary to Govt. of Khyber Pakhtunkhwa.
4. The Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
5. The Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
6. All Divisions of Attached Departments in Khyber Pakhtunkhwa.
7. All Heads of Attached Departments in Khyber Pakhtunkhwa.
8. All Autonomous Bodies in Khyber Pakhtunkhwa.
9. All Autonomous Semi Autonomous Bodies in Khyber Pakhtunkhwa.
10. All Deputy Commissioners High Court, Peshawar, Peshawar.
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. The Deputy Director (Admin), Administration Department.
15. The Section Officer (Admin), Administration Department.
16. The Section Officer (Admin), Administration Department.
17. The Section Officer (Admin), Administration Department.
18. The Section Officer (Admin), Administration Department.
19. The Section Officer (Admin), Administration Department.
20. The Section Officer (Admin), Administration Department.

CHIEF SECRETARY
GOVERNMENT OF THE KHYBER PAKHTUNKHWA

AMENDMENT
in rule 7, sub-rule (5) shall be deleted.

NOTIFICATION
Date: Peshawar, 06/08/2020
In exercise of the powers conferred by section 26 of the Khyber Pakhtunkhwa Civil Servants Act No. XVIII of 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 amendments under amendment shall be made, namely:

GOVERNMENT OF
KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT
(REGISTRATION-WING)

Annexure-1-B

9

**GOVERNMENT OF
KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT
(REGULATION WING)**

NOTIFICATION

Dated Peshawar the, 05/08/2020

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

AMENDMENT

In-rule 7, sub-ruler (5) shall be deleted.

**CHIEF SECRETARY
GOVERNMENT OF THE KHYBER PAKHTUNKHWA**

(ANDS): & EVEN DATE

Copy is forwarded to :-

1. Additional Chief Secretary, Govt of Khyber Pakhtunkhwa. Planning & Development Department).
2. The Senior Member Board of Revenue, Khyber Pakhtunkhwa.
3. All Administrative Secretaries to Govt of Khyber Pakhtunkhwa.
4. The Principal Secretary to Governor, Khyber Pakhtunkhwa.
5. The Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
6. All Divisional Commissioners in Khyber Pakhtunkhwa.
7. All Heads of Attached Departments in Khyber Pakhtunkhwa.
8. All Autonomous/Semi Autonomous Bodies in Khyber Pakhtunkhwa.
9. All Deputy Commissioners in Khyber Pakhtunkhwa.
10. The Registrar, Peshawar High Court, Peshawar.
11. The Registrar, Khyber Pakhtunkhwa Service Tribunal, Peshawar
12. The Secretary, Khyber Pakhtunkhwa Public Service Commission, Peshawar.
13. The Deputy Director (IT), E&A Department.
14. All Section Officers in Establishment & Administration, Department.
15. The Section Officer (Admin), Administration Department with the request to arrange 20 gazette copies.
16. The Caretaker, Administration Department.

**(WARDAH LATIF
DEPUTY SECRETARY (POLICY)**

ATTESTED

Annexure - C



GOVERNMENT OF KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT
No. 50(Policy)/E&AD/1/2020
Dated Peshawar the June 06, 2023

62

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

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

Dear Sir,
I am directed to refer to your letter No. 50(P/primary-MY/MS/MS/2020-21/Appointment/2023) dated 18.04.2023 on the subject noted above and to state that Sub-Rule 7(A) of Rule-7 of Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989 stands deleted vide this departmental notification dated 06.06.2023 thus no provision exists to decline or forgo promotion.

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

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

Yours faithfully,

(Ijaz Ahmad Khan)
Secretary (Policy)

ASE
7/6

7/6

Encl. Of even No & Date

Copy forwarded to:-

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

8/1/23

2623

21.6.23

Section Officer (Policy)

ATTESTED

GOVERNMENT OF KHYBER PAKHTUNKHWA
ELEMENTARY AND SECONDARY EDUCATION DEPARTMENT
CIVIL SECRETARIAT PESHAWAR
(Phone No. 091-8223507)

No. 60 (Primary-MYE&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

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

I am directed to refer to the subject noted above and to enclose here with
a letter of Establishment Department letter No. 60 (Policy)ESAD/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)
26/6/23

ATTESTED

B/c

No 50 (Primary-M)/E&SED/2-6/2023
Dated Peshawar the June 25th 2023

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

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

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

I am directed to refer to the subject noted above and to enclose here with a letter of
Establishment Department letter No. 50 (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

(MURAMMAD ISHAQ)
SECTION OFFICER (PRIMARY MAIL)

Copy forwarded to the:

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

SECTION OFFICER (PRIMARY MAIL)

~~ATTESTED~~

MINUTES OF THE MEETING REGARDING APPLICATION SUBMITTED BY MR. AZIZ ULLAH REGARDING PROMOTION ALL PRIMARY TEACHERS ASSOCIATION KHYBER PAKHTUNKHWA TRANSFER RULES 1992.

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.

Sl. No.	NAME	DESIGNATION
1	Mr. Faraz Wajid	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) EASE Department Civil Secretariat Khyber Pakhtunkhwa Peshawar

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

3. After the above 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. Aziz Ullah)
Provincial President
All Primary Teachers Association
Khyber Pakhtunkhwa

(Mr. Faraz Wajid)
Deputy Director
EASE Department

(Muhammad Ishaq)
Section Officer (Primary-Male)
EASE Department

(Mr. Razaqat Ullah)
General Secretary APTA
Peshawar

(Abdul) Additional Secretary (Establishment)
EASE Department

WP442-2023 AZZULLAH VS GOVT CP P04

~~ATTESTED~~

Annexure

13

- 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

Sl	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) EBSE 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
EBSE Department

Provincial President
All Primary Teachers Association
Khyber Pakhtunkhwa

(Mr. Razaqat Ullah)
General Secretary APTA
Peshawar

(Muhammad Ishaq)
Section Officer (Primary-Male)
EBSE Department

(Abdulrah)
Additional Secretary (Establishment)

~~ATTESTED~~

ANNEXED

WPK-003-2023 AZIZULHAQ VS GOVT OF POK

- 2. Master Copy
- 1. PA to Director Local Directorate
- Copy of the case to:
 - Harbaid Director
 - Elementary & Secondary Education
 - Higher Education

The case is submitted for period and necessary action please.

In view of the above, this office is of considered opinion that the deletion of Rules 7(S) have effected negatively a huge members of female teachers.

consolidated case.

ment of his office. This office has been asked for submission of held under the chairmanship of Hon. Additional Secretary Education that in light of the minutes of the meeting dated 6-07-2023. no provision to accept promotion under any condition. That the government of KP-ED (Regulation Wing) vide letter No. SO (Policy) EQAD/1-3/2020 dated 6-06-2023 accordingly stated that there exists no provision to determine foreign promotion. It is obligatory upon every civil servant to accept promotion under any condition.

That your good office forwarded the same to quanta concerned vide letter No. SO (Policy) EQAD/1-2/11/2020 for necessary guidance.

That the government of KP-ED (Regulation Wing) vide letter No. SO (Policy) EQAD/1-3/2020 dated 6-06-2023 accordingly stated that there exists no provision 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 of his office. This office has been asked for submission of consolidated case.

In view of the above, this office is of considered opinion that the deletion of Rules 7(S) have effected negatively a huge members of female teachers.

The case is submitted for period and necessary action please.

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

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 (Policy) EQAD/1-3/2020 dated 06-08-2020. That this office sought guidance from your good office in the following words vide letter No. EQB dated 06-07-2023. (U) It is obligatory upon civil servant to accept promotion. (U) It is obligatory of civil servant to accept promotion in the offer of promotion.

That your good office forwarded the same to quanta concerned vide letter No. SO (Policy) EQAD/1-2/11/2020 for necessary guidance.

That the government of KP-ED (Regulation Wing) vide letter No. SO (Policy) EQAD/1-3/2020 dated 6-06-2023 accordingly stated that there exists no provision 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 of his office. This office has been asked for submission of consolidated case.

In view of the above, this office is of considered opinion that the deletion of Rules 7(S) have effected negatively a huge members of female teachers.

The case is submitted for period and necessary action please.

- B/C -



No. 8145

Phone: 012 4911144
E-mail: education@azne.gov.az

The Section Officer (Priority-444)
Ministry of Education and Higher Education
Republic of Azerbaijan

Subject - **MINUTES OF THE MEETING**

Dear Sir,

I am pleased to refer to the letter No. 055201-11 dated 10-07-2023 on the subject cited above and to present brief history about the background of the case as under:

The Government of Republic of Azerbaijan (Ministry of Education and Higher Education) has issued the Civil Service (Appointment, Promotion and Transfer Rules 1980) No. 508-VI (E.A.D/1-1/2020) dated 05-08-2020.

That this officer sought guidance from your good office in the following words wide letter No. 0587 dated 04-07-2023.

(i) Now it is being requested upon the civil servant to accept promotion in every condition. (ii) It is being requested of the civil servant to either accept or turn down the offer of promotion.

That your good office forwarded the same to the quarter concerned vide letter No. 510 (Priority-44) dated 07-07-2023 for necessary guidance.

The Government of Republic of Azerbaijan (Ministry of Education and Higher Education) Regulation (Priority-44) dated 05-08-2020 (Policy) No. 508-VI (E.A.D/1-1/2020) categorically stated that there shall be no provision in decision of force provision. It is obligatory upon every civil servant to accept promotion under every condition.

The same was received by the office from your good office vide letter No. 510 (Priority-44) dated 07-07-2023 dated 12-05-2023.

That in the light of the minutes of meeting dated 07-07-2023 held under the Chairmanship of the Additional Secretary Establishment of his office, the following asked for clarification of consolidated case:

In view of the above, this office is of considered opinion that the decision of Rules 7(5) have affected a large number of Female Teachers. That it is proposed that 10% of the total number of employees of the concerned in the rules had Teachers below 10% may be exempted of implications of the amendments in the rules had provided. They request that written request refer to conduct of the meeting of Departmental Promotion Committee.

The case is submitted for perusal and necessary actions please.

(Signature)
17/07/2023
Assistant Director (Ex-11)
Ministry of Education and Higher Education
Republic of Azerbaijan

Eudit: No. _____
Copy of the above is in:-
1. PA to Director, Local Directorate.
2. Master Copy.

Assistant Director (Ex-11)
Ministry of Education and Higher Education
Republic of Azerbaijan

ATTESTED

1044-03-2023 AZERBAIJAN VS GOVT OF INDIA

ATTESTED

WORLDWIDE NOTARIAL PUBLIC SERVICE

Scanned with CamScanner

SECTION OFFICER (PRIMARY SLE)

1. Director ERSE Kyber Pakhtunkhwa,
2. PS to Secretary, ERSE Department Kyber Pakhtunkhwa.

Copy forwarded to the:

SECTION OFFICER (PRIMARY SLE)

In view of the above, the said amendment may be reconsidered to the extent of say, teacher in primary schools.
3. In view of the above, the said amendment may be reconsidered to the extent of say, teacher in primary schools.
2. In this connection it is submitted that in some cases lady teacher of primary level who avail such promotions have to face serious inconvenience while they have to perform duties in the remotest station with no residential or transport facility. Most of them are married with kids and elder father or mother-in-law who need care. In such cases, there are negative effects on service delivery.
I am directed to refer to your letter No. SOP/Policy/ERAD/1-3/2020 dated 05 June 2023 and to state that after decision of rule 7(5) Kyber Pakhtunkhwa Civil Servant (Appointment, Promotion & Transfer Rules 1989) it has been indicated that those officers/officials who do not comply with promotion order of the competent authority or by to avoid, promotion through different means shall be proceed under Kyber Pakhtunkhwa Civil Servant (Efficiency & Discipline) Rules, 2011.

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

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

Annexure E

10. SOP/Primary-M/ERSE/2-2/Appointment-Rule /2023
Peshawar Dated 23rd August, 2023

ELEMENTARY AND SECONDARY EDUCATION DEPARTMENT
CIVIL SECRETARIAT PESHAWAR
(Phone No.091-8221587)



~~ATTACHED~~

1. Director E & SE Kyba Pukhnikhwa
2. PS to Secretary, E & SE Department Kyba Pukhnikhwa
Copy forwarded to:
(Muzammad Taryq)
Section Officer (Army)
(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 this, 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 (Army) (Pozay) (E & A) /1-3/2023 dated 31 June 2023 and to state that after deletion of Rule 7(S) Kyber Pukhnikhwa (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 Kyber Pukhnikhwa Civil Servant (Efficiency and Discipline) Rule 2013.

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

The Secretary to Government of Kyba Pukhnikhwa
Establishment and Administration Department,
Peshawar.
No. SO (Army-M) E&SE D/8-8/
Appointment - Rule/2023
Peshawar Dated 23rd August, 2023

18

Annexure - F



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

To

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

Subject: -

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

Dear Sir,

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

Yours faithfully,

Section Officer (Policy)

Encls. Of even No & date

Copy forwarded to the:-

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

DELETED
9/9/2023 AZIZULLAH VS GOVT OF PK

19

20

- B/c -

GOVERNMENT OF KHYBER PAKHTUNKHWA
ESTABLISHMENT DEPARTMENT
No. SO(Policy)E&AD/1-3/2023
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(P/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)

Encl: 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

21
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 06/05/23 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) /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 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 28/09/2024



LAIQ SHAH
SON OF
MIR HASHIM
PSHT

~~REVISED~~

WPA443-2023 AZIZULLAH VS GOVT OF PAKISTAN

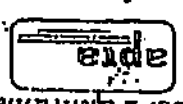
08/11/2023
~~Handwritten signature~~
Handwritten text in Urdu

Handwritten text in Urdu, appearing to be a list or set of instructions.

Handwritten text in Urdu, possibly a signature or name.

Annexure - H

APTA House
Govt. Primary School Mast
Gulshan-e-Farhanah, Faisalabad



Khanpeter, Pakhtunkhwa

Prothoni
0333-2414444
www.apta.gov.pk

07.05.2024

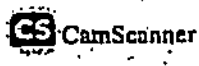


1. Learned counsel for the appellant present.
2. Let a pre-admission notice be issued to the respondents through TCS for submission of reply comments. Appellant is directed to deposit TCS expenses within three days. To come up for reply comments as well as preliminary hearing on 10.06.2024 before S.D. 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 (B)

[Handwritten signature]
13/5

Date of Presentation of Application 10-5-24
 Number of 5
 Copies 5
 Urgent 5
 Total 5
 Name to 13-5-24
 Date of 17-5-24
 Date of inclusion of copy 17-5-24



[Handwritten signature]
ATTESTED

VAKALAT NAMA

BEFORE THE SERVICE TRIBUNAL PESHAWAR

LAIQ SHAH
Versus

Appellant

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