


FORM OF ORDER SHEET

Court of \_\_\_\_\_

Appeal No. 2193 /2024

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	29/10/2024	<p>The appeal presented today by Mr. Muhammad Muazzam But Advocate. It is fixed for preliminary hearing before Single Bench at Peshawar on 06.11.2024. Parcha Peshi given to counsel for the appellant.</p> <p>By order of the Chairman</p> <p> REGISTRAR</p>

BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHUWA

A NO = 2193 / 24

ROMINIA

V/S

Government of KP & others

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ADVOCATE

M. Muazzam Butt

**BEFORE THE SERVICE TRIBUNAL, KHYBER PAKHTUNKHWA**

In Ref to

Service Appeal No 2193 /2024

Rominia wife of Abrar ullah, SPST (BPS-14)

Charbagh, PO Kapani, Jhandi, Tehsil Takht Bhai, District Mardan

.....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**

**P R A Y E R:**

**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 Senior Primary School 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:-

#### **GROUND:-**

- a. That as per various judgments it is established and settled principle that executive notifications cannot be given retrospective effect. A valid Notification which confers rights is always applicable with prospective effect, however, if an amendment notification that adversely effects the interests of the employees or causes disadvantage to the employee is not tenable in the eyes of law. The notification/guidance dated 06/08/2020 06/06/2023 are liable to be set-aside.
- b. That there are no terms and conditions of service mentioned in the appointment order of the appellant wherein, availing of promotion is mandatory. It is further submitted that employees in the past, have foregone their promotion along with their posting. It is submitted that when domestic and other personal issues do not permit the employees/appellant to avail the promotion order and in that case, the employees who foregone their promotion were allowed not to avail the promotion for a period of 04 years and on second refusal the employees were permanently debarred from availing the facility of promotion during their entire service. Hence the employees himself/herself forebear agonies of foregoing their promotions. As a result, junior to the appellant according to the order of seniority cum fitness are granted promotion to next rank.
- c. That as per Civil Servant laws, promotion is a kind of appointment which is always optional to get promotion or not, hence the impugned notification is void, illegal and against the law and the same to the extent of the appellant is liable to be set-aside.
- d. That it is further submitted that on account of grant of promotion, some employees who are suffering from severe medical ailment or facing acute domestic issues cannot avail promotion with transfer in other areas, therefore, no employee can be compelled to accept the promotion compulsorily which is not beneficial to the employee but if an employee does not avail and get benefit of her promotion it must be optional for the employees as to whether to avail or forego the benefits. Any promotion without willingness of employee is illegal and liable to be setaside.

- e. That non-availing of promotion and foregoing thereof does not cause loss to the government exchequer and in consequence of foregoing promotion, pave way to the next employee in seniority, aspiring for promotion could be promoted.
- f. That the impugned promotion Notification dated 06/08/2020 communicated on 06/06/2023 is perverse, discriminatory, against the law, pungent and is a blunt blow of hammer on the rights of the appellant. It is not out of place to mention here that the appellant are teachers and have to look after their children as well as ailing dependent family members and in these circumstances in the presence of impugned Notification dated 06/08 /2023 communicated on 06/06/23 would not be able to serve in the department and which shall amount to the snatching of bread and butter of the poor employees

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

It is further prayed that no penal action as proposed and envisaged in letter dated 06/06/2023 may be declared as unlawful, illegal and without having any legal effect.

Any other relief, which this honorable Tribunal deems fit and proper in the circumstances of the case, may also be granted to the appellant.

**AFFIDAVIT:**

I, (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.

*Romina*  
Deponent

Through

*Romina*  
Appellant

*Muhammad Muazzam Butt*  
Muhammad Muazzam Butt  
Advocate Supreme Court

*Muhammad Adeel Butt*  
Muhammad Adeel Butt  
Advocate High Court

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

**BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHUWA**

C.M No \_\_\_\_\_-P of 2024

In Ref to

Service Appeal No \_\_\_\_\_ 2024

Rominia  
**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.

*Rominia*  
Appellant

Through

*Muhammad Muazzam Butt*  
Muhammad Muazzam Butt  
Advocate Supreme Court

*Adeel Butt*  
Muhammad Adeel Butt  
Advocate High Court

**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.

*Rominia*  
Deponent

**Dist. Govt. KP-Provincial**  
**District Accounts Office Mardan**  
**Monthly Salary Statement (June-2024)**

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**Personal Information of Miss ROMANIA d/w/s of ABC**

Personnel Number: 00365290    CNIC: 1610213762442    NTN:  
 Date of Birth: 31.12.1984    Entry into Govt. Service: 30.12.2006    Length of Service: 17 Years 06 Months 002 Days

**Employment Category: Active Temporary**

Designation: SENIOR PRIMARY SCHOOL TEA    80003435-DISTRICT GOVERNMENT KHYBE  
 DDO Code: MR6159-DY.DISTRICT EDUCATION OFFICER (F) TAKHT BHAI  
 Payroll Section: 003    GPF Section: 001    Cash Center: 3  
 GPF A/C No: 365290    GPF Interest applied    GPF Balance:    565,777.00 (provisional)  
 Vendor Number: -  
 Pay and Allowances:    Pay scale: BPS For - 2022    Pay Scale Type: Civil    BPS: 14    Pay Stage: 13

Wage type		Amount	Wage type		Amount
0001	Basic Pay	45,150.00	1001	House Rent Allowance 45%	3,321.00
1210	Convey Allowance 2005	2,856.00	1300	Medical Allowance	1,500.00
2148	15% Adhoc Relief All-2013	475.00	2199	Adhoc Relief Allow @10%	324.00
2316	Teaching Allowance 2021	3,036.00	2341	Dispr. Red All 15% 2022KP	4,207.00
2347	Adhoc Rel Al 15% 22(PS17)	4,207.00	2378	Adhoc Relief All 2023 35%	15,193.00

**Deductions - General**

Wage type		Amount	Wage type		Amount
3014	GPF Subscription	-3,900.00	3501	Benevolent Fund	-1,200.00
3609	Income Tax	-567.00	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
6505	GPF Loan Principal Instal	300,000.00	-10,000.00	20,000.00

**Deductions - Income Tax**

Payable: 8,863.18    Recovered till JUN-2024: 6,648.00    Exempted: 2215.18    Recoverable: 0.00

Gross Pay (Rs.): 80,269.00    Deductions: (Rs.): -16,402.00    Net Pay: (Rs.): 63,867.00

Payee Name: ROMANIA  
 Account Number: 17391-1  
 Bank Details: HABIB BANK LIMITED, 220472 TAKHT BAL, MARDAN. TAKHT BAL, MARDAN., MARDAN

Leaves:    Opening Balance:    Availed:    Earned:    Balance:

Permanent Address:    City: MARDAN    Domicile: NW - Khyber Pakhtunkhwa    Housing Status: No Official  
 Temp. Address:    City:    Email: romanlabrar@gmail.com



**OFFICE OF THE EXECUTIVE DISTRICT OFFICER (SCHOOLS & LITERACY) MARDAN**

**NOTIFICATION:**

Consequent upon the advertisement published in the daily "Mashriq" Peshawar dated 08/06/2006 and resulted interview held on 27/06/2006 by the District recruitment/selection committee the undersigned being competent Authority is pleased to appoint/approve the following PST (Female) Fresh candidates BPS-07(Its.3555-140-6720) plus usual allowances as admissible to them under the rules against the vacant PST post at the schools noted against each with effect from the date of their taking over charge in the interest of public service subject to the following existence terms and conditions:-

**U.C. BABANI**

1	1322	SOHAILA	ABDUL KARIM SHAH	BABANI	GGPS Babana-1	Against Vacant PST Post
2	877	SHELA GUL	KHAUD KHAN	BABANI	GGPS Yahya Jaded	Against Vacant PST Post
3	842	LUBNA BEGUM	VIAMEED GUL	BABANI	GGPS Sher Bahadher Kala	Against Vacant PST Post
4	842	GOHARA	GUL RAHMAN	BABANI	GGPS Yahya Jaded	Against Vacant PST Post
5	238	FATHMA BIBI	MUHAMMAD GUL	BABANI	GGPS Map Muhammad Kala	Against Vacant PST Post
6	2092	HANI GUL	AMAR ILAHI	BABANI	GGPS Babana-1	Against Vacant PST Post
7	2057	SHAGUFTA MUMTAZ	MUMTAZ ALI	BABANI	GGPS Kodnara	Against Vacant PST Post
8	817	SAIQA BEGUM	ASHRAF KHAN	BABANI	GGPS Kodnara	Against Vacant PST Post
9	2589	RASHIDA KAUSAR	KHAN GUL	BABANI	GGPS Khaid Abad	Against Vacant PST Post

**U.C. BOBUZAI**

1	1171	ZAINAB BIBI	SAHIB ZADA ALI HAIDER	BABOZAI	GGPS Bobuzai-1	Against Vacant PST Post
2	2471	NIGHAT GULZAR	GULZAR KHAN	BABOZAI	GGPS Bobuzai-2	Against Vacant PST Post
3	1139	RASHIDA	MUSANEF SHAH	BABOZAI	GGPS Bobuzai-1	Against Vacant PST Post
4	1650	SHAMIM ARA	SAID FAOIR	BABOZAI	GGPS Bobuzai-2	Against Vacant PST Post
5	1632	ZEENAB SULTAN	RAHAM AKBAR	BABOZAI	GGPS Bobuzai-1	Against Vacant PST Post

**UC BAGHI IRUM**

1	1482	RIFFAT	ZAHIR ULLAH	BAGH E IRUM	GGPS BAGHI IRUM	Against Vacant PST Post
2	399	ASMA BIBI	WAZIR ZADA	BAGH E IRUM	GGPS Tambulak	Against Vacant PST Post
3	1490	AQEELA NAZ	ALI BAHADAR	BAGH E IRUM	GGPS Tambulak	Against Vacant PST Post
4	1760	REHANA YASMEEN	MUHAMMAD ALI	BAGH E IRUM	GGPS Tambulak	Against Vacant PST Post
5	1154	KULSOOM JAMSHED	JAMSHED KHAN	BAGH E IRUM	GGPS Tambulak	Against Vacant PST Post
6	903	HALEEMA AOKHTAR	GUL SHAHZADA	BAGH E IRUM	GGPS Tambulak	Against Vacant PST Post
7	455	TAFSEEL BEGUM	HAKIM KHAN	BAGH E IRUM	GGPS Tambulak	Against Vacant PST Post
8	288	ALIA	INAYATULLAH	BAGH E IRUM	GGPS Tambulak	Against Vacant PST Post
9	1505	SAEEDA GUL	SHASHTI GUL	BAGH E IRUM	GGPS Tambulak	Against Vacant PST Post

**UC BAIZO KIARKI**

1	1204	MUSSARAT NAZ	MUHAMMAD ZAMAN	BAIZO KHARKI	GGPS Ikram Pur	Against Vacant PST Post
2	175	KHATOON ZEENAT	NOOR ALI	BAIZO KHARKI	GGPS Ikram Pur	Against Vacant PST Post

U.C. JEHANGIR ABAD

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1	1364	SAMINA BEGUM	SABZ ALI KHAN	JEHANGIR ABAD	GGPS Islam Koorona	Agensi Vacant PST Post
2	904	ROMANIA	AMANULLAH KHAN	JEHANGIR ABAD	GGPS Sher Dil Khan Banda	Agensi Vacant PST Post
3	1307	REHANA	MUHAMMAD YOUSAF	JEHANGIR ABAD	GGPS Sher Dil Khan Banda	Agensi Vacant PST Post
4	1160	AMBAREEN AKHTAR	PIR SABZ ALI SHAH	JEHANGIR ABAD	GGPS Kamargai	Agensi Vacant PST Post
5	1854	RIFAT GULZAR	GULZAR KHAN	JEHANGIR ABAD	GGPS Islam Koorona	Agensi Vacant PST Post

U.C. KANDAR

1	1847	DURR E SHAHWAR	KHAN SAHIB	KANDAR	GGPS Gadoono Kuli	Agensi Vacant PST Post
2	1556	MENHAS BEGUM	AMIR ZADA	KANDAR	GGPS Abdul Qadir Kote	Agensi Vacant PST Post
3	1510	ROBINA	BAHADAR KHAN	KANDAR	GGPS Sufaid Abad	Agensi Vacant PST Post
4	613	BALMA NANEED	GHULAM SARWAR	KANDAR	GGPS Bhattai Koorona	Agensi Vacant PST Post
5	727	MEHRUN NISA	AFZAL KHAN	KANDAR	GGPS Dhakki Kandar	Agensi Vacant PST Post
6	1558	SALMA BEGUM	KAMAL KHAN	KANDAR	GGPS Abdul Qadir Koorona	Agensi Vacant PST Post
7	1521	AFSANA	BAHADAR KHAN	KANDAR	GGPS Yalo Inzor	Agensi Vacant PST Post
8	2082	AQILA BIBI	RAJ MUHAMMAD	KANDAR	GGPS Bhattai Koorona	Agensi Vacant PST Post

U.C. KATA KHAT

1	869	ATIA	JAMROZ KHAN	KATA KHAT	GGPS Kata Khat	Agensi Vacant PST Post
2	1120	MEHNAZ	SYED MEMBER SHAH	KATA KHAT	GGPS Kotar Pan	Agensi Vacant PST Post
3	2070	ZUHARA	BAHADAR SHER	KATA KHAT	GGPS Kotar Pan	Agensi Vacant PST Post
4	1750	NAVEEDA ANWAR	MUHAMMAD ANWAR	KATA KHAT	GGPS Astral Abad	Agensi Vacant PST Post
5	720	SAMINA	SAID KARIM	KATA KHAT	GGPS Tang Abad	Agensi Vacant PST Post

U.C. KATLANG-II

1	1592	SAIQA BEGUM	MUHAMMAD IRSHAD KHAN	KATLANG -II	GGPS Yora Baz	Agensi Vacant PST Post
2	804	ALIA BIBI	FAZLI HAKIM	KATLANG -II	GGPS Pathorak-1	Agensi Vacant PST Post
3	184-B	MEHRUN NISA TABASSUM	SHAMSUL QAMAR	KATLANG -II	GGPS Shakra Baba	Agensi Vacant PST Post
4	2363	SHAMA FIDA	FIDA MUHAMMAD	KATLANG -II	GGPS Yora Baz Kuli	Agensi Vacant PST Post

U.C. KATI GARHI

1	1024	SEEMA BEGUM	MUHAMMAD AYAZ	KATTI GARHI	CMS Nowsher Khan	Agensi Vacant PST Post
2	1023	ROBEENA BIBI	ALI REHMAN	KATTI GARHI	CMS Nowsher Khan	Agensi Vacant PST Post

U.C. KHAZANA DHERI

1	1113	NAGINA ALI	KARIMULLAH	KHAZANA DHERI	GGPS Khazana Dheri	Agensi Vacant PST Post
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U.C. KOHI BARMOL

1	1094	TASLEEM SHAH	SHAH ZAMIR	KOHI BARMOL	GGPS Kohi Barmo-1	Agensi Vacant PST Post
2	840	FARAH DEEBA	SHAHAB UD DIN	KOHI BARMOL	GGPS Kohi Barmo-1	Agensi Vacant PST Post
3	1837	MEHRUN NISA	RAHIM ZADA	KOHI BARMOL	GGPS MIAN KHAN	Agensi Vacant PST Post
4	1836	ABIDA TAJ	TAJBAR SHAH	KOHI BARMOL	GGPS Sangao	Agensi Vacant PST Post
5	1600	MALAL ZAMINA	MUHAMMAD RAHIM	KOHI BARMOL	GGPS Mian Khan	Agensi Vacant PST Post
6	673	BAEEDA BIBI	MUHAMMAD NAWAZ	KOHI BARMOL	GGPS BARKO	Agensi Vacant PST Post

1	1448	BUSHARA NOOR	SAHIB NOOR	TAKKAR	GGPS Gunjal	Against Vacant PST Post
2	1063	BUSHRA ALI	SABZ ALI	TAKKAR	GGPS Gunjal	Against Vacant PST Post
<b>U.C. BIJLIGAR</b>						
1	1203	Kausar Parveen	Gul Rehman	Bijligarh	GGPS Bijligarh	Against Vacant PST Post

**TERMS AND CONDITIONS:**

- 1- Their appointments are made purely on contract policy 2005 and will not be entitled for pension / Gratuity as per policy and are liable to termination at any time without any notice or reason.
- 2- They are required to produce health and age certificates from the concerned Medical Superintendent before taking over charge.
- 3- They are not allowed to take over charge if their age is less than 18 years and above 40 years.
- 4- Their educational/professional certificates/degree should be verified from the concerned Board/University before drawl of their pay and pay should not be released till the comparison of their score with merit list maintained in this office after verification.
- 5- No TA/DA is allowed.
- 6- They will be governed by contract policy 2005 and other policy/rules released by the Govt. from time to time.
- 7- They are entitled for annual increment on completion of one year service.
- 8- They will take over charge of the post within 15 days.
- 9- In case of resignation they will give one month prior notice to the Department or forfeit one month's salary in Government treasury.
- 10- In case of duplication of post the appointment order of junior most will be withdrawn automatically.

(MIAN WALI MUHAMMAD)  
EXECUTIVE DISTRICT OFFICER  
SCHOOLS & LITERACY MARDAN

Endst: No. 23611-G /Apptt: PST, Dated Mardan the 23/12/2006  
Copy forwarded for information and necessary action to the:-

- 1- Director Schools and Literacy NWFP, Peshawar.
- 2- District Nazim Mardan.
- 3- District Coordination Officer Mardan.
- 4- District Accounts Officer Mardan.
- 5- Supdt: local office.
- 6- Deputy District Officer (Female) Mardan & Takht Bhai.
- 7- ADO (Estt:) Local Office.
- 8- Head Teachers Concerned
- 9- Candidate concerned.

EXECUTIVE DISTRICT OFFICER  
SCHOOLS & LITERACY MARDAN

43/11/11

U.C. TAKKAR

1	1448	BUSHARA NOOR	SAHIB NOOR	TAKKAR	GGPS Gunjer	Against Vacant PST Post
2	1083	BUSHRA ALI	SABZ ALI	TAKKAR	GGPS Gunjer	Against Vacant PST Post

U.C. BIJLIGAR

1	1263	Kausar Parveen	Gul Rehman	Bijlgarh	GGPS Bijlgarh	Against Vacant PST Post
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TERMS AND CONDITIONS:

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- 9- In case of resignation they will give one month prior notice to the Department or forfeit one month's salary in Government treasury.
- 10- In case of duplication of post the appointment order of junior most will be withdrawn automatically.

(MIAN WALI MUHAMMAD)  
EXECUTIVE DISTRICT OFFICER  
SCHOOLS & LITERACY, MARDAN

Encls: No. 23611-G /Appt: PST. Dated Mardan the, 23/12/2006

Copy forwarded for information and necessary action to the:-

- 1- Director Schools and Literacy NWFP, Peshawar.
- 2- District Nazim Mardan.
- 3- District Coordination Officer Mardan.
- 4- District Accounts Officer Mardan.
- 5- Supdt: local office.
- 6- Deputy District Officer (Female) Mardan & Takht Bhai.
- 7- ADO (Esit :) Local Office.
- 8- Head Teachers Concerned
- 9- Candidate concerned.

EXECUTIVE DISTRICT OFFICER  
SCHOOLS & LITERACY, MARDAN

23/12/06  
24  
7

AS/MLA

Annexure - B -

11

GOVERNMENT OF  
KHYBER PAKHTUNKHWA  
ESTABLISHMENT DEPARTMENT  
(REGULATION WING)

NOTIFICATION

Dated Peshawar the 06/8/2020

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

AMENDMENT

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

CHIEF SECRETARY  
GOVERNMENT OF THE KHYBER PAKHTUNKHWA

INDEX NO & EVEN DATE

Copy is forwarded to:-

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

1267  
07/08/2020

ATTESTED

(WAJIAH LATIF)  
DEPUTY SECRETARY (POLICY)

Attested

4

12

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)



*[Handwritten signature]*

WP4447-2023 AZIZULAH VS GOVT OF PK-3

Section Officer (Policy)

Yours faithfully,  
Section Officer (Policy)

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

Copy forwarded to the:-  
Rtd. Of even No & Jns

*[Handwritten initials]*  
2/6

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 proceeded against under Khyber Pakhtunkhwa Civil Servants (Efficiency & Discipline) Rules, 2011, please.

3. Furthermore, those officers/staffs 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.

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

1. I am directed in letter to your letter No. SO/Primary-Mgmt/2023-24 dated 18.04.2023 in the subject noted above and to state that Sub-Rule (5) of Rule-7 of Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989 stands deleted vide the departmental notification dated 06.08.2020; thus, no provision exists to decline or forgo promotion.

Subject: REVENUE DEPARTMENT, DISTRICT OF SWAT (S) IN THE KHYBER PAKHTUNKHWA CIVIL SERVAANTS (APPOINTMENT, PROMOTION AND TRANSFER) RULES, 1989.

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



GOVERNMENT OF KHYBER PAKHTUNKHWA  
ESTABLISHMENT DEPARTMENT  
No. SO/Policy/2023-24/2020  
Dated: Islamabad the 06.08.2023

6.2

Annexure - C

13

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

No. SO (Primary-M)/E&SED/2-6/2023  
Dated Peshawar (tdc. June 26<sup>th</sup>, 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. 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)  
26/6/23



15  
B/c  
No SO (Primary-M)/E&SED/2-6/2023  
Dated Peshawar the June 25<sup>th</sup> 2023

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

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

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

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

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

Encl: AA

(MUHAMMAD ISHAQ)  
SECTION OFFICER (PRIMARY MALE)

Copy forwarded to the:

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

SECTION OFFICER (PRIMARY MALE)

MINUTES OF THE MEETING REGARDING APPLICATION SUBMITTED BY MR. AZIZ ULLAH  
PROVINCIAL PRESIDENT ALL PRIMARY TEACHERS ASSOCIATION KHYBER PAKHTUNKHWA  
REGARDING DELETION OF RULE 7(5) IN THE CIVIL SERVANT (APPOINTMENT, PROMOTION &  
TRANSFER RULES 1969).

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


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. Razaqal Ullah	General Secretary APTA Peshawar
4	Mr. Muhammad Ishaq	Section Officer (Primary) E&SE Department Civil Secretariat Khyber Pakhtunkhwa Peshawar

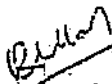
2. The meeting started with recitation from The Holy Quran. The chair welcomed the participants. The Deputy Director (Establishment) of Directorate of Elementary & Secondary Education briefed the forum regarding agenda item in detail.

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

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

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

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

  
(Mr. Razaqal Ullah)  
General Secretary APTA  
Peshawar

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

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



- 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(5) IN THE CIVIL SERVANT (APPOINTMENT, PROMOTION & TRANSFER RULES 1989).**

A meeting regarding the subject matter was held on 06-07-2023 at 11:00 AM under the Chairmanship of Additional Secretary Establishment in his office. The following attended the meeting

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

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

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

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

(Mr. Fazal Wahid)

Deputy Director-1  
E&SE Department

\_\_\_\_\_

Provincial President  
All Primary Teachers Association  
Khyber Pakhtunkhwa

\_\_\_\_\_

(Mr. Razaqat Ullah)  
General Secretary APTA  
Peshawar

\_\_\_\_\_

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

\_\_\_\_\_

(Abdullah)

Additional Secretary (Establishment)




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

Subject: - MINUTES OF THE MEETING

Dear Sir,  
I am directed to refer to the letter No. SO (Primary-M) E&SED/5-1/  
G. Misc/Minutes of the Meeting/PST/2023 dated 10-07-2023 on the subject cited above and in  
present brief history about the background of the case as under:

- That Government of Khyber Pakhtunkhwa Establishment Department (Regulation Wing) dated Rule 7(5) in the Civil Servants (Appointment, promotion & Transfer Rules 1989) vide notification No. Na. SO-R-VI (E&AD)/1-3/2020 dated 06-08-2020.
  - That this office sought guidance from your good office in the following words vide letter No. 6987 dated 06-07-2023:  
(i) Now it is obligatory upon the civil servant to accept Promotion in every condition.  
(ii) It is the prerogative of the civil servant to either accept or turn down the offer of promotion.
  - That your good office forwarded the same to the quarter concerned vide letter No. SO (Primary-M) E&SED/2-2/Appointment/2023 for necessary guidance.
  - That the Government of Khyber Pakhtunkhwa Establishment Department (Regulation Wing) vide letter No. SO (Policy) E&AD/1-3/2020 dated 6-06-2023 categorically stated that there exists no provision in decline or forgo promotion. It is obligatory upon every civil servant to accept promotion under every condition.
  - The same was received by this office from your good office vide letter No. SO (Primary-M) E&SED/2-2/Appointment/2023 dated 12-06-2023.
  - That, in the light of the minutes of meeting dated 6-07-2023, held under the Chairmanship of Hon. Additional Secretary Establishment at his office this office has been asked for submission of consolidated case.
- In view of the above, this office is of considered opinion that the deletion of Rules 7(5) have affected negatively a huge numbers of Female Teachers. Thus it is proposed that Teachers below DRS-16 may be exempted of implications of the amendment in the rules laid provided they submit their written refusal prior to conduction of the meeting of Departmental Promotion Committee.

The case is submitted for perusal and necessary actions please.

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

Encl: No. Copy of the above is:-

1. PA to Director Local Directorate.
2. M.C. or Copy.

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

19  
- B/C -

DIRECTORATE OF ELEMENTARY & SECONDARY EDUCATION, KPK

To:

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

PESHAWAR  
(21-7-2023)

Subject: Minutes of Meeting

Dear Sir,

I am directed to refer to letter No. (SO Primary-M) E&SED/S-1/G/M/23/  
Minutes of meeting/PST/2023 dated 10-7-2023 on subject cited above and to  
present brief history, about background of case as under:

- That Government of KP Establishment department (Regulation Wing) deleted rule 7(S) in Civil Servants (Appointment, promotion, Transfer Rule 1989) vide notification No. No. SDR-VI (E&AD) 1-3/2020 dated 06-08-2020.
- That this office sought guidance from your good office in the following words vide letter No. 6987 dated 06-07-2023
  - (i) Now it is obligatory upon civil servant to accept promotion.
  - (ii) It is prerogative of civil servant to either accept/turn down the offer of promotion.
- That your good office forwarded the same to quarters concerned vide letter No. SO (Primary-M) E&SED/2-2/Appointment/2023 for necessary guidance.
- That the government of KP-ED (Regulation Wing) vide letter No. SO (Policy) E&AD/1-3/2020 dated 6-06-2023 categorically stated that there exists no provision to decline/forgo promotion. It is obligatory upon every civil servant to accept promotion under <sup>every</sup> condition.
- That in light of the minutes of the meeting dated 6-07-2023 held under the Chairmanship of Hon. Additional Secretary Establishment at his office. This office has been asked for submission of consolidated case.

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

The case is submitted for perusal and necessary actions please.

Copy of the above to;

1. PA to Director Local Directorate
2. Master Copy

Assistant Director  
Elementary & Secondary Education  
Khyber Pakhtunkhwa.



20  
ELEMENTARY AND SECONDARY EDUCATION DEPARTMENT  
CIVIL SECRETARIAT PESHAWAR  
(Phone No.091-9223587)

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

Annexure  
E

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

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

Dear Sir,

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

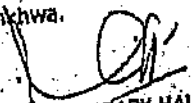
2. In this connection it is submitted that in some cases lady teacher of primary level who avail such promotions have to face serious inconvenience while they have to perform duties in the remotest station with no residential or transport facility. Most of them are married with kids and elder father or mother-in-law who need care. In such cases, there are negative effects on service delivery.

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

  
(MUHAMMAD ISHAQ)  
SECTION OFFICER (PRIMARY MALE)

Copy forwarded to the:

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

  
SECTION OFFICER (PRIMARY MALE)  
20/8/23

Scanned with CamScanner

X

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

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

Dear Sir,  
I am directed to refer to your letter No. S (Primary) (E:AD) /1-3/2023 dated 6th June 2023 and to state that after deletion of Rule 7(5) (Khyber Pakhtunkhwa Civil Servant (Appointment, Promotion and Transfer Rules 1989)) it has been intimated that those officers/officials who do not comply with promotion order of the competent authority or try to evade promotion through different means shall be proceed under Khyber Pakhtunkhwa Civil Servant (Efficiency and Discipline) Rule 2012.

SUBJECT: Guidance regarding deletion of Rule 7(5) in the Civil Servant (Appointment, Promotion & Transfer Rules 1989)  
Peshawar  
The Secretary to Government of Khyber Pakhtunkhwa  
Establishment and Administration Department,  
Peshawar

To  
No. 5 (Primary-M) E:SE/18-8/1  
Appointment-Rule/2023  
Peshawar Dated 23rd August 2023.

-B/c-

Annexure - F



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

To

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

Subject: - GUIDANCE REGARDING DELETION OF RULE 7(S) IN THE  
KHYBER PAKHTUNKHWA CIVIL SERVANTS (APPOINTMENT,  
PROMOTION AND TRANSFER) RULES, 1969.

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)

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.



- 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)

Endsc. 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)

## Annexure - G

To,

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

**Subject: REPRESENTATION AGAINST THE IMPUGNED NOTIFICATION BEARING NO.SO(POLICY)E&AD/1-312020, DATED 06/08/2020, COMMUNICATED TO SECRETARY TO GOVERNMENT OF KHYBER PAKHTUNKHWA, ELEMENTARY & SECONDARY EDUCATION DEPARTMENT VIDE LETTER D06/06/2023, WHEREIN IT WAS STATED THAT SUB-RULE 5 OF RULE 7 OF KHYBER PAKHTUNKHWA CIVIL SERVANTS (APPOINTMENT, PROMOTION AND TRANSFER) RULES, 1989 STANDS DELETED**

Sir/ Madam:-

Your Honorable authority promulgated Notification No. SO (Policy) E&AD/1-3/2020, dated 06/08/2020, communicated to Elementary & Secondary Education vide letter dated 06/06/23 wherein it has been made mandatory to the employees to avail the promotion, otherwise, disciplinary action shall be taken against the employees. That, as per notification No. 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. 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.**

Date: 1/10/2024



Romina  
ROMINIA  
WIFE OF  
ABRAR ULLAH  
SPST



07.05.2024



1. Learned counsel for the appellant present.
2. Let a pre-admission notice be issued to the respondents through TCS for submission of reply/comments. Appellant is directed to deposit TCS expenses within three days. To come up for reply/comments as well as preliminary hearing on 10.06.2024 before S.B. P.P given to learned counsel for the appellant.
03. Alongwith the service appeal there is an application for suspension of Notification dated 06.06.2023 and letter dated 23.08.2023 till the final disposal of main service appeal. In the meanwhile, no adverse action shall be taken against the appellant till next date of hearing.

Certified to be true copy (Muhammad Akbar Khan)  
Member (I)

*[Handwritten signature]*  
13/5

Date of Presentation of Application 10-6-23  
 Number of 1  
 Copying 5/-  
 Uprint 5/-  
 Total 10/-  
 Name of 13-6-23  
 Date of 13-6-23  
 Date of receipt of copy 13-6-23

*[Large handwritten signature]*

# WAKALAT NAMA

## BEFORE THE SERVICE TRIBUNAL PESHAWAR

ROMINIA  
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.

*Romia*

**APPELLANT**

**ACCEPTED**

*[Signature]*  
**MUHAMMAD MUAZZAM BUTT**  
Advocate Supreme Court

*[Signature]*  
**MUHAMMAD ADEEL BUTT**  
Advocate High Court

*[Signature]*  
**BASSAM AHMAD SIDDIQUI**  
Advocate High Court