


# FORM OF ORDER SHEET

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

**Appeal No.** 2218/2024

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1-	30/10/2024	<p>The appeal presented today by Mr. Muhammad Muazzam Butt Advocate. It is fixed for preliminary hearing before Single Bench at Peshawar on 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**

CM No \_\_\_\_\_ -P of 2024

In Ref to

Service Appeal No 2218 2024

Zulfiqar Ahmad Khan

**VERSUS**

Secretary to Government of Khyber Pakhtunkhwa, & others

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ADVOCATE

M. Muazzam Butt

## BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHUWA

In Ref to

Service Appeal No 2218 /2024

Zulfiqar Ahmad Khan Son of Muhammad Zaman Khan, PSHT

GPS Gari Sher Dad, Tehsil & District Peshawar

.....Appellant

### VERSUS

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

.....Respondents

**SERVICE APPEAL UNDER SECTION 4 OF KPK SERVICE TRIBUNAL ACT 1974. AGAINST THE IMPUGNED NOTIFICATION BEARING NO.SO(POLICY)E&AD/1-3/2020. DATED 06/08/2020. COMMUNICATED TO RESPONDENT NO. 2 VIDE LETTER DATED 06/06/2023. WHEREIN IT WAS STATED THAT SUB RULE 5 OF RULE 7 OF KHYBER PAKHTUNKHWA CIVIL SERVANTS (APPOINTMENT, PROMOTION AND TRANSFER) RULES, 1989 STANDS DELETED**

**PRAYER:**

**ON ACCEPTANCE OF INSTANT SERVICE APPEAL, THE IMPUGNED NOTIFICATION BEARING NO: SO (POLICY) E&AD/1-3/2020, DATED 06/08/2020, COMMUNICATED TO RESPONDENT NO. 2 VIDE LETTER DATED 06/06/2023, MAY BE DECLARED AND ORDERED TO BE STRUCK DOWN BEING VOID AND ULTRA VIRES TO THE CONSTITUTION OF PAKISTAN AND FUNDAMENTAL PRINCIPLES OF NATURAL JUSTICE AND AGAINST THE RIGHTS OF APPELLANT.**

**ANY OTHER RELIEF WHICH THIS HONOURABLE TRIBUNAL DEEMS FIT AND PROPER IN THE CIRCUMSTANCES OF THE CASE MAY ALSO BE GRANTED TO THE APPELLANT.**

**RESPECTFULLY SHEWETH:**

1. That the Respondents Department appointed the Appellant as Primary School Head Teacher.  
Copy of Appointment letter is annexed as **Annexure A**

2. That as per Khyber Pakhtunkhwa (Appointment/ Promotion/ Transfer) Rules, 1989, as well as in other sister services of the other Provinces and Federation as well, availing of promotion by the employees is always optional and the employees as a matter of right may avail or forego their promotion and the next employee in seniority list is to be promoted.
3. That some employees specifically have foregone their promotion as they could not serve in the areas where there is no facility of accommodation and no houses of their elders are available to look after them in far-flung and solitary mountainous hard areas, and as per Section 25 of per KP Civil Servant Act, 1973, rules to the extent of terms and condition is framed by the Chief Minister and such promotion rules are not made applicable with retrospective effect. The rules framed are published in the Gazette notification and part and parcel of KP Civil Servant Appointment, Transfer and Promotion Rules 1989.
4. That Government of KP 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.

- 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.

*[Signature]*  
Deponent

Through

*[Signature]*  
Appellant

*[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

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**BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHUWA**

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

In Ref to \_\_\_\_\_

Service Appeal No \_\_\_\_\_2024

Zulfiqar Ahmad Khan

**VERSUS**

Secretary to Government of Khyber Pakhtunkhwa, & others

**APPLICATION FOR SUSPENSION OF IMPUGNED NOTIFICATION BEARING NO. SO (POLICY) E&D/1-3/2020 DATED 06/08/2020, COMMUNICATED TO RESPONDENT NO.2 BY RESPONDENT NO.1, VIDE LETTER DATED 06/06/2023 TILL THE FINAL DISPOSAL OF CASE IN HAND.**

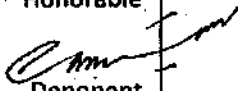
Respectfully Submitted:-

1. That the instant application may be treated as part and parcel of service appeal of the appellant.
2. That the appellant has brought a good prima facie case and balance of convenience also lies in favor of the appellant.
3. That there is likelihood success of the appellant in the lis. And if the notification bearing No. So (Policy) E&D/1-3/2020 Dated 06/08/2020, communicated to Respondent No.2 by Respondent No.1, Vide Letter Dated 06/06/2023 is not suspended the appellant would suffer irreparable loss.
4. That valuable rights of the appellant is involved in the case.

In view of the reasons, it is humbly requested that the notification bearing No. So (Policy) E&D/1-3/2020 dated 06/08/2020, communicated to Respondent No.2 by Respondent No.1, Vide Letter Dated 06/06/2023 may kindly be suspended till the final disposal of the main appeal in hand.


**AFFIDAVIT**

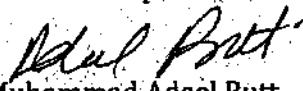
I [the appellant] do hereby solemnly stated on oath that the contents of foregoing application are true and correct to the best of my knowledge and belief and nothing has been concealed therein this Honorable Court.

  
Deponent

Through

  
Appellant

  
Muhammad Muazzam Butt  
Advocate Supreme Court

  
Muhammad Adeel Butt  
Advocate High Court

6

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



**Personal Information of Mr ZULFIQAR AHMAD d/w/s of MOHAMAD ZAMAN KHAN**

Personnel Number: 00022394      CNIC: 1730147794943      NTN: 0  
 Date of Birth: 20.09.1967      Entry into Govt. Service: 16.10.1988      Length of Service: 35 Years 03 Months 017 Days

**Employment Category: Active Temporary**

**Designation: PRIMARY SCHOOL HEAD TEACH      80675740-DISTRICT GOVERNMENT KHYBE**

**DDO Code: PW6571-District Peshawar**

**Payroll Section: 003      GPF Section: 001      Cash Center: 34**

**GPF A/C No: IVEDU37021      GPF Interest applied      GPF Balance:      439,514.00 (provisional)**

**Vendor Number: -**

**Pay and Allowances:      Pay scale: BPS For - 2022      Pay Scale Type: Civil      BPS: 15      Pay Stage: 26**

Wage type		Amount	Wage type		Amount
0001	Basic Pay	75,400.00	1004	House Rent Allow 45% KP21	8,741.00
1210	Convey Allowance 2005	2,856.00	1300	Medical Allowance	1,500.00
1505	Charge Allowance	40.00	2148	15% Adhoc Relief All-2013	1,020.00
2199	Adhoc Relief Allow @10%	682.00	2316	Teaching Allowance 2021	3,224.00
2341	Dispr. Red All 15% 2022KP	7,206.00	2347	Adhoc Rel Al 15% 22(PS17)	7,206.00
2378	Adhoc Relief All 2023 35%	25,697.00			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	-4,085.00	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: 64,120.38      Recovered till JAN-2024: 27,668.00      Exempted: 16029.58      Recoverable: 20,422.80

**Gross Pay (Rs.): 133,572.00      Deductions: (Rs.): -10,310.00      Net Pay: (Rs.): 123,262.00**

**Payee Name: ZULFIQAR AHMAD**

**Account Number: 3096733117**

**Bank Details: NATIONAL BANK OF PAKISTAN, 231588 ASHRAF ROAD PESH ASHRAF ROAD PESH,**

**Leaves:      Opening Balance:      Availed:      Earned:      Balance:**

**Permanent Address: SDEO MALE PESHAWAR**

**City: Peshawar**

**Domicile: NW - Khyber Pakhtunkhwa**

**Housing Status: No Official**

**Temp. Address:**

**City:**

**Email: zulfiqarahmadpsht1967@gmail.com**



OFFICE OF THE DISTRICT EDUCATION OFFICER (M.A.E.) PESHAWAR.

OFFICE ORDER:-

Phone NO:75084.

APPOINTMENT OF PTC TRAINED TEACHERS.

Enclosed list of PTC trained teachers from S.NO:1 to S.NO:143 are hereby appointed as PTC teachers on Rs:750-31-1370/-PM in BS-7 plus usual allowances as admissible under the rules with effect from the date of their taking over charge at the schools noted against each under the following terms and conditions:-

CONDITIONS.

1. Charge reports should be submitted to all concerned in duplicate.
2. No T/A/In is allowed being first appointment.
3. No joining time is allowed what is absolutely necessary for transit is allowed.
4. Their appointments are purely made on temporary basis and subject to the termination at any reasons or prior notice. In case they want to leave the Department they shall have to submit one month's prior notice or in lieu thereof forfeit one month's pay and allowances to the Govt; of N.W.F.
5. Their educational qualification should be checked up before handing over the charge of their new assignment.
6. They should produce their health and age certificates from the Civil Surgeon Peshawar within seven days of reporting arrival of duty as required under the rules (P.H.10) Sr-4.
7. In case the candidate fails to take over charge within 10 days from the date of issue of this letter their appointments will stand cancelled automatically.
8. The verification roll of character and antecedent should be submitted to this office for further verification and record.
9. They should execute necessary bond and in case they are required to handle Govt; money or property.
10. The candidates should not be handed over charge if their ages are not between 18-25 years.
11. The pay scale and service rules would be subject to revision in accordance with the orders to be passed by the Govt; of N.W.F. Peshawar from time to time.
12. They will produce Photo Stat copies of their SSC/Intermediate/A. and all necessary documents and Identity Card to S.D.O(M) concerned at the time of their taking over charge.
13. They will be dealt with under L&D Rules 1973 if they violate Govt; rules and Regulations.

P.T.O.

(SYED LAELQ AHMED SHAH)  
DISTRICT EDUCATION OFFICER (M.A.E.)  
PESHAWAR.

Yazli Naziq:-

S. No.	Roll No.	Name/Father's Name	School where posted
1.	1143.	M. Sher Akbar S/O Mohd Pervez.	GPS Young's (Peshawar).
2.	1144.	M. Jan Mohammad S/O Mohd Zaman.	GPS Mian Asia Park (Peshawar).
3.	1145.	M. Iltaf Hussain S/O Abdur Rehman.	GPS Budno. (Peshawar).
4.	1146.	M. Hussain Khan S/O Gul Rehman.	GPS Badho. (Peshawar).
5.	1147.	M. Umar Khitab S/O Taza Gul.	GPS Laguman (Peshawar).
6.	1148.	M. Naseer Ahmad S/O Abdur Rashid.	GPS Kagwala. (Peshawar).
7.	1150.	M. Hafiullah S/O Abdullah.	GPS Kharaka (Peshawar).
8.	1151.	M. Mohd Hameed S/O Ahmad Sher.	GPS Laja Garhi. (Peshawar).
9.	1152.	M. Mohd Ayaz S/O Semul Haque.	GPS Damangi (Peshawar).
10.	1153.	M. Siyyar Mohd S/O Abdul Shakoor.	GPS Safdar Abad (Peshawar).
11.	1154.	M. Tariq Sardar S/O Sardar Gul.	GPS Asia (Peshawar).
12.	1155.	M. Miaz Mohd S/O Sher Gul.	GPS Tenkal Bala. (Peshawar).
13.	1156.	M. Malak Sher S/O Abdul Hameed.	GPS Deh Bahadur (Peshawar).
14.	1157.	M. Jameel Hussain S/O Mohd Hussain.	GPS Maryunzi (Peshawar).
15.	1158.	M. Saifur Rehman. S/O Azim Khan.	GPS Damangi. (Peshawar).
16.	1159.	M. Mohd Siraj S/O Mohd Alan.	GPS Mathra. (Peshawar).
17.	1160.	M. Gohar zaman S/O Mir Zaman.	GPS Masho Khel. (Peshawar).
18.	1161.	M. Zulfikar Ahmad S/O Mohd Zaman.	GPS Gul Sher Dud (Peshawar).
19.	1162.	M. Chaniullah S/O Mian Habib Jan.	GPS Panamdhari. (Peshawar).
20.	1164.	M. Zulfikar Ali Shah S/O Suld Jan.	GPS Asia. (Peshawar).
21.	1165.	M. Iqbal Hussain S/O Abdul Majid.	GPS Toheed Colony (Peshawar).
22.	1167.	M. Mohd Zahid S/O Mutabar Khan.	GPS Fir Bala. (Peshawar).
23.	1160.	M. Jaleem Shah S/O Mutabar Khan.	GPS Bala Bannad Khel (Peshawar).
24.	1171.	M. Gohar Zaman S/O Gul Zaman.	GPS NO:1 Chankani (Peshawar).
25.	1176.	M. Mohd Ajmal S/O Mohd Sabir.	GPS NO:3 Gul Bahar (Peshawar).
26.	1177.	M. Khan Zada S/O Shah Khel.	GPS Ma Gul Korona (Peshawar).
27.	1170.	M. Arshad Kemal S/O Hoor Mohd.	GPS NO:3 Gul Bahar (Peshawar).
28.	1180.	M. Sajid Hameed S/O Ghadi Gul.	GPS Barber (Peshawar).
29.	1181.	M. Tahir Shah S/O Mian Badshah Gul.	GPS Malogoo (Peshawar).
30.	1182.	M. Abdul Mateen S/O Abdullah Javed	GPS Quaid Abad (Peshawar).
31.	1184.	M. Imdad Khan S/O Adam Khan	GPS Lakri Kaniza (Peshawar).
32.	1185.	M. Jehangir Khan S/O Habitullah.	GPS Qilla Jabbar (Peshawar).
33.	1180.	M. Miaz Hussain S/O Bakhsheesh Khan	GPS Quaid Abad (Peshawar).
34.	1190.	M. Hashmatullah S/O Mohd Ashraf.	GPS Garhi Fazil (Peshawar).
35.	1192.	M. Musharaf Khan S/O Mohd Aslam.	GPS Dalazak Colony (Peshawar).
36.	1193.	M. Zahidullah S/O Said Habib.	GPS Gulshane Rehman (Peshawar).
37.	1197.	M. Tawab Gul. S/O Hazrat Gul.	GPS Garhi Shordad (Peshawar).
38.	1190.	M. Javed Iqbal. S/O Habitullah.	GPS Shahi Bala. (Peshawar).
39.	1202.	M. Mohd Khan S/O Gul Rehman	GPS Toheed Colony (Peshawar).
40.	1203.	M. Taj Mohammad. S/O Ali Mohd.	GPS Fatwar Bala. (Peshawar).
41.	1204.	M. Latifullah S/O Saqir Mohd.	GPS NO:3 Badaber (Peshawar).
42.	1205.	M. Mohammad Aslam S/O Taza Gul.	GPS Toheed Colony (Peshawar).

S. NO:	Roll NO:	Name/Father's Name.	School where posted.
137.	1537.	M. Mohd Iqbal S/O - Haji Arsala Khan.	GPS Wazir Bagh (Peshawar)
138.	1538.	M. Mohd Suliman S/O Mohd Ilyas.	GPS NO:1 Kahi (Nowshera)
139.	1539.	M. Ahmad Yar S/O Aurangzeb.	G.S. Charbagh (Nowshera)
140.	1540.	M. Muqadar Shah S/O Mamoof Shah	G.S. Charbagh (Nowshera)
141.	1541.	M. Hilmat Khan S/O Ferooz Khan	GPS Malak Ajoon (Nowshera)
142.	1542.	M. Ferozeur Rehman S/O Fazli Yazdan.	GPS Malak Akoon (Nowshera)
143.	1543.	M. Noor Alam S/O Waseel Khan.	GPS Spin Khak NO:3 (Nowshera)

*(Signature)*  
 (SYED LALEQ AHMAD SLAH)  
 DISTRICT EDUCATION OFFICER (Male)  
 PESHAWAR.

Encl: NO: 9133-9283 / Appointments/ITC trained. Dated Peshawar the 15/10 /196

Copy of the above is forwarded for information to the:-

- 1:- Director of Education (Schools) NWFP Peshawar.
- 2:- Director of Education (Schools) Peshawar Division, Peshawar.
- 3:- IS to Deputy Secretary Education (Schools) NWFP Peshawar.
- 4:- Sub-Divisional Education Officer (Male) Nowshera. ) With the remarks to check-up the original documents of the candidate concerned before taking over charge of their new posts
- 5:- Sub-Divisional Education Officer (Male) Peshawar. )
- 6:- Candidates concerned.

*(Signature)*  
 Fazli Iqbal  
 Nasrullah.

*(Signature)*  
 DISTRICT EDUCATION OFFICER (Male)  
 PESHAWAR.

Annexure - B -

GOVERNMENT OF  
KHYBER PAKHTUNKHWA  
ESTABLISHMENT DEPARTMENT  
(REGULATION WING)

NOTIFICATION

Dated Peshawar the 06/8/2020

Subject: E&AD/1-3/2020 In exercise of the powers conferred by section 26 of the Khyber Pakhtunkhwa Civil Servants Act, 1973 (Khyber Pakhtunkhwa Act No. XVIII of 1973) the Chief Minister of Khyber Pakhtunkhwa is pleased to direct that in the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989, the following further amendment shall be made, namely:

AMENDMENT

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

CHIEF SECRETARY  
GOVERNMENT OF THE KHYBER PAKHTUNKHWA

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



ATTESTED

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

*(Signature)*  
4

11

**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)**



Annexure - C



GOVERNMENT OF KHYBER PAKHTUNKHWA  
ESTABLISHMENT DEPARTMENT  
No. 60(Polcy)(R&AD)-3/2023  
Dated Peshawar the June 06, 2023

62

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

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

Dear Sir,  
I am directed to refer to your letter No. SO(Primary-M)M&H/12-  
2/Appointment/2023 dated 18.04.2023 on the subject noted above and to state that Sub-Rule  
(S) of Rule-7 of Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer)  
Rules, 1989 stands deleted vide this department notification dated 06.08.2020; 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 illicit 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 Muhammad Khan)  
Section Officer (Policy)

ASE  
7/6

Redst. Of even No & date

Copy forwarded to:-

- 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.

38/1/2023

21.6.23

Section Officer (Policy)

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 the 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

*[Handwritten Signature]*  
26/6/23

Subject: GUIDANCE REGARDING DELETION OF RULE 7(6) 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

*[Handwritten Signature]*

*[Handwritten Signature]*  
(MUHAMMAD JSHAQ)  
SECTION OFFICER (PRIMARY MALE)

Copy forwarded to the:

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

*[Handwritten Signature]*

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

*[Handwritten Signature]*

14  
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 1989).

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


Annexure  
①

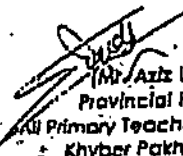
Sl#	NAME	DESIGNATION
1	Mr. Fazal Wahid	Deputy Director Establishment of Directorate Elementary & Secondary Education Department
2	Mr. Aziz Ullah	Provincial President All Primary Teachers Association Khyber Pakhtunkhwa
3	Mr. Razaqal Ullah	General Secretary APTA Peshawar
4	Muhammad Ishaq	Section Officer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

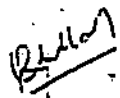
2. The meeting started with recitation from The Holy Quran. The chair welcomed the participants. The Deputy Director (Establishment) of Directorate of Elementary & Secondary Education briefed the forum regarding agenda item in detail.

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

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

  
(Mr. Fazal Wahid)  
Deputy Director-  
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 thorough discussion it was decided that Directorate of Elementary & Secondary Education Department may examine the case properly and submit a self-contained/consolidated case for onward submission to Establishment Department for further necessary action.

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

(Mr. Fazal Wahid)  
Deputy Director-1  
E&SE Department

Provincial President  
All Primary Teachers Association  
Khyber Pakhtunkhwa

(Mr. Razaqat Ullah)  
General Secretary APTA  
Peshawar

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

(Abdullah)

Additional Secretary (Establishment)



No. 8145

Khyber Pakhtunkhwa, Peshawar

P.R.No. 34/SST/M/General Cases

Date: 21-7-2023

Phone: 091-9223344

Email: establishmentinfo@gmail.com

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(Pri-M)E&SED/1-1/G.Misc/Minutes of the Meeting/PST/2023 dated 10-07-2023 on the subject cited above and to present brief history about the background of the case as under:

- That Government of Khyber Pakhtunkhwa Establishment Department (Regulation Wing) deleted Rule 7(5) in the Civil Servants (Appointment, promotion & Transfer Rules 1989) vide notification No. No: SCOR-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 06-02-2023.
    - (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 (Pri-M) E&SED/3-2/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 (Pri-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 (bid 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 M-1)  
Elementary & Secondary Education  
Khyber Pakhtunkhwa

Encls: No.

Copy of the above is to:-

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

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

- B/c -

## DIRECTORATE OF ELEMENTARY &amp; SECONDARY EDUCATION, KPK

PESHAWAR,  
(21-7-2023)

To:

Section Officer (Primary-Male)  
Elementary & Secondary Education Department  
KPK, Peshawar.Subject: Minutes of Meeting

Dear Sir, I am directed to refer to letter No. (SO Primary-M) E&SED/S-1/GWA/Minstes 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 1987) 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 06-08-2023
  - (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.





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)  
23/8/23

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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 rendered to your good office vide this department letter of  
even No. dated 06.06.2023 (copy enclosed).

Yours faithfully,  
  
Section Officer (Policy)

Endst. Of even No & date  
Copy forwarded to the:-

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

WP4442-2023 AZIZULLAH VS GOVT OF PK43

21

- B/C -

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

To

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

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

Dear Sir,

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

Yours faithfully,

Section Officer (Policy)

Endst. Of even No & date

Copy forwarded to the:-

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

Section nicer (Policy)



23

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

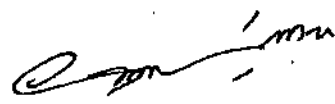
**Subject: REPRESENTATION AGAINST THE IMPUGNED NOTIFICATION BEARING NO.SO(POLICY)E&AD/1-312020, DATED 06/08/2020, COMMUNICATED TO SECRETARY TO GOVERNMENT OF KHYBER PAKHTUNKHWA, ELEMENTARY & SECONDARY EDUCATION DEPARTMENT VIDE LETTER D06/06/2023, WHEREIN IT WAS STATED THAT SUB RULE 5 OF RULE 7 OF KHYBER 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) /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&AD/1-3 1-2020 DATED 06/08/2020, communicated to vide letter dated 06/06/2023, may please be declared and ordered to be struck down being Void, Ultra vires to the Constitution of Pakistan and against the fundamental principles of natural justice.**

Dated 16/03/2024

  
ZULFIQAR AHMAD KHAN  
S/O MUHAMMAD ZAMAN KHAN  
RBHT.

Aziz Ullah Khan  
 President  
 0333-0214648  
 azizullah1973@gmail.com  
 0994466



APTA House  
 Govt Primary School No.4  
 Gulbazar Peshawar City

آل پرائمری ٹیچرز ایسوسی ایشن (اپٹا) خیبر پختونخوا

Annexure - H

محکمہ: میگزنی و پبلسٹیٹی  
 آل پرائمری ٹیچرز ایسوسی ایشن خیبر پختونخوا  
 پنجاب ٹاؤن

گزارش ہے کہ پروسٹیز اور ایجنسے سے ملنے والی رقم کے سرکاری اداروں کی فراہمی اور اس سے پروسٹیز کا ایک ٹائون اور کارڈنگ کا جو تمام ایک ڈگری کی  
 ہو سکتی ہے ایک ایک پروسٹیز ٹیچرز اور پڑھنے والے سال تک پروسٹیز ٹیچرز کے لئے سے طلب ہوا سال تک پڑھنے والی پروسٹیز ٹیچرز اور ٹیچرز  
 پڑھنے والی میں فراہمی و رعایت کی گئی ہر سال والی بات عام کر کے کہ ایک ایک سال پروسٹیز ٹیچرز اور دوسرے سال لے سکتے ہیں  
 ہیں اب ایک ایک سال کے لئے ایک ایک ٹیچرز اور ہے  
 اس کے مطابق اب ہر عام پروسٹیز ٹیچرز کے لئے اگر ٹیچرز کے ذہن کے خلاف اس کے لئے اس کے مطابق کارڈنگ کئے گا کیا ہے  
 اس میں یہ آوری ٹیچرز کی فراہمی انسانی حقوق کی کئی خلاف ورزی ہے جسے کی وہ دیکھ اور پہنچی ملاقات میں اس کے لئے فراہمی اساتذہ کے انسانی حقوق کا  
 ساتھ ساتھ ہے  
 جبکہ عام حالات میں کئی فراہمی پروسٹیز اور دوسرے ایجنسے کی فراہمی انسانی حقوق کی خلاف ورزی ہے کہ ایک ٹیچرز پختونخوا میں بد قسمتی سے فراہمی و رعایت  
 کی اور اس لئے رعایت میں یہ فراہمی ٹیچرز اور اس کی فراہمی لہذا کی فراہمی ہے جو بدقسمتی اور فراہمی انسانی حقوق کی خلاف ورزی  
 ہے اس کے خلاف کارڈنگ ہونی چاہئے کہ اس کے خلاف دیکھے ہیں  
 لہذا ہم آپ سے درخواست کرتے ہیں کہ ٹیچرز کو فراہمی لیا جائے یا اس میں ترمیم کر کہ پرائمری اساتذہ کے (Relaxation) دیا جائے اور ان کے  
 لئے فراہمی پروسٹیز ٹیچرز کے لئے فراہمی ان کے لئے فراہمی ہے  
 اور پڑھنے کے لئے کی صورت میں فراہمی لیا جائے ہیں یہ فراہمی دیکھے جائے  
 اس کے علاوہ آپ کو اطلاع دیا جا رہا ہے کہ ایک فراہمی فراہمی لیا جائے تاکہ فراہمی میں آپ میں فراہمی پرائمری اساتذہ کے لئے  
 اور فراہمی کے لئے فراہمی ہے  
 کہ ایک ٹیچرز فراہمی فراہمی ہے فراہمی اساتذہ کے لئے فراہمی ہے کہ اس کے لئے فراہمی لیا جائے تاکہ فراہمی لیا جائے  
 فراہمی ہے فراہمی دیکھے ہیں کہ آپ فراہمی لہذا فراہمی ہے فراہمی اساتذہ کے لئے فراہمی لیا جائے تاکہ فراہمی لیا جائے  
 فراہمی ہے فراہمی دیکھے ہیں کہ آپ فراہمی لہذا فراہمی ہے فراہمی اساتذہ کے لئے فراہمی لیا جائے تاکہ فراہمی لیا جائے

شکریہ

Handwritten signature and date: 28/7/83

منزلتہ: ممبران صدر  
 آل پرائمری ٹیچرز ایسوسی ایشن خیبر پختونخوا

Handwritten signature

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]*  
MEMBER  
GOVERNMENT OF PUNJAB  
13-6-24

Date of Presentation of Application 10-6-24  
 Number of 1  
 Copies 1  
 Urgent 1  
 Total 1  
 Name of S.P.  
 Date of 13-6-24  
 Date of Delivery of Copy 12-6-24

*[Large handwritten signature]*

# VAKALAT NAMA

## BEFORE THE SERVICE TRIBUNAL PESHAWAR

ZULFIQAR AHMAD KHAN

Appellant

Versus

Government of KP & others

Respondents

I (the Appellant)

do hereby appoint and retain

MUHAMMAD MUAZZAM BUTT ASC. MUHAMMAD ADEEL BUTT AHC

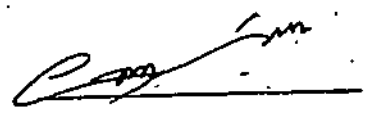
BASSAM AHMAD SIDDIQUI AHC

&

ASSOCIATES OF MUAZZAM LAW FIRM

to act and appear for me in the above Suit and on my behalf to conduct and prosecute (or defend) the same and all proceedings that may be taken in respect of any petition connected with the same or any decree or order passed therein and Applications for review to file and obtain return of documents, and to represent me/us and to take all necessary steps on my/our behalf in the above matter.

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

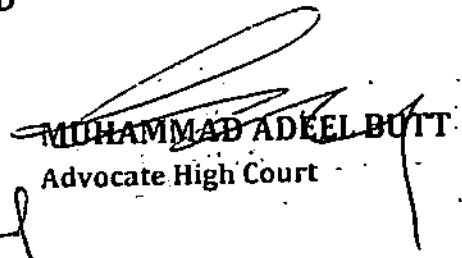


APPELLANT

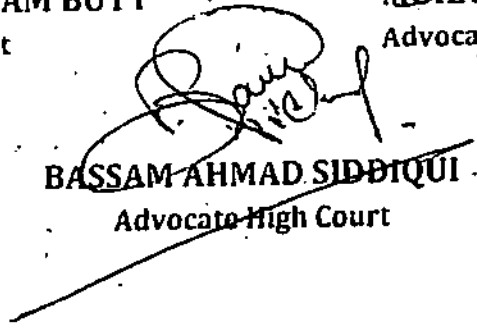
ACCEPTED



MUHAMMAD MUAZZAM BUTT  
Advocate Supreme Court



MUHAMMAD ADEEL BUTT  
Advocate High Court



BASSAM AHMAD SIDDIQUI  
Advocate High Court