


# FORM OF ORDER SHEET

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

Appeal No. 1328 /2024

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	05/11/2024	<p>The appeal presented today by Mr. Muhammad Muazzam Butt Advocate. It is fixed for preliminary hearing before Single Bench at Peshawar on 12.11.2024. 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**

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

In Ref to

Service Appeal No 2328 2024

Aftab Hussain Shah

**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. 2528 /2024

Aftab Hussain Shah Son of Ameer Shah Resident of Tehsil & District Kohat

Designation: Primary School Head Teacher at GPS Kiri Shoikhan

.....Appellant

**V E R S U S**

- 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

.....Respondents

**SERVICE APPEAL UNDER SECTION 4 OF KPK SERVICE TRIBUNAL ACT 1974, AGAINST THE IMPUGNED NOTIFICATION BEARING NO.SO(POLICY)E&AD/1-312020, 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/1-312020, 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 Monthly Salary account 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 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 as far been redressed. Copy of Representation against the said notification is annexed as Annexure G & H
11. That feeling aggrieved from the letters dated 06-06-2023 and 07-09-2023 and the deletion of Rule 7(5) in the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989; the petitioners filed this Hence, the instant service appeal is filed on the following grounds:-

**GROUND:-**

- a. That as per various judgments it is established and settled principle that executive notifications cannot be given retrospective effect. A valid Notification which confers rights is always applicable with prospective effect, however, if an amendment notification that adversely affects the interests of the employees or causes disadvantage to the employee is not tenable in the eyes of law. The notification/guidance dated 06/08/2020 06/06/2023 are liable to be set-aside.
- 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 set-aside.

- 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

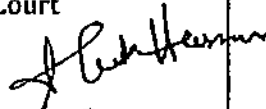
**It is, therefore, humbly prayed that on the acceptance of the instant Service Appeal; the impugned Notification bearing No. SO (POLICY) E&D/1-3 1-2020 DATED 06/08/2020, communicated to Respondent No.2 by Respondent NO.1, vide letter dated 06/06/2023, may please be declared and ordered to be struck 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 Aftab Hussain Shah Son of Ameer Shah Resident of Tehsil & District Kohat do hereby solemnly affirm and declare that the contents of foregoing application are true and correct to the best of my knowledge and belief and nothing has been concealed therein from this Honourable Court


  
Deponent

Through

  
Appellant

  
Muhammad Muazzam Butt  
Advocate Supreme Court

  
Muhammad Adeel Butt  
Advocate High Court

  
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

Aftab Hussain Shah

**VERSUS**

Secretary to Government of Khyber Pakhtunkhwa, & others

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

Respectfully Submitted:-

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

*Aftab Hussain*  
Deponent

Through

*Aftab Hussain*  
Appellant

*Muhammad Muazzam Butt*  
Muhammad Muazzam Butt  
Advocate Supreme Court

*Adeel Butt*  
Muhammad Adeel Butt  
Advocate High Court

- 6 -  
 Dist. Govt. KP-Provincial  
 District Accounts Office Kohat  
 Monthly Salary Statement (January-2024)

Annexure A



Personal Information of Mr AFTAB HUSSAIN d/w/s of AMEER SHAH

Personnel Number: 00162980

CNIC: 1430139793113

Date of Birth: 27.01.1965

Entry into Govt. Service: 01.10.1986

NTNI 0

Length of Service: 37 Years 04 Months 001 Days

Employment Category: Active Permanent

Designation: PRIMARY SCHOOL HEAD TEACH

30002872-DISTRICT GOVERNMENT KHYBE

DDO Code: KT6088-Government Primary Schools (Male) K

Payroll Section: 002

GPF Section: 001

Cash Center: 26

GPF A/C No: 4EUKT005766

GPF Interest applied

GPF Balance:

1,159,216.00 (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	1001	House Rent Allowance 45%	3,524.00
1210	Convay Allowance 2005	2,856.00	1300	Medical Allowance	1,500.00
2143	15% Adhoc Relief All-2013	985.00	2199	Adhoc Relief Allow 10%	659.00
2310	Finaling Allowance 2021	3,224.00	2341	Dispr. Red All 15% 2022KP	7,206.00
2347	Adhoc Rel All 15% 22(PS17)	7,206.00	2378	Adhoc Relief All 2023-35%	25,697.00

**Deductions - General**

Wage type		Amount	Wage type		Amount
3015	GPF Subscription	-4,290.00	3501	Benevolent Fund	-1,200.00
3609	Income Tax	-3,387.00	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: 56,157.88 Recovered till JAN-2024: 24,187.00 Exempted: 14038.83 Recoverable: 17,932.05

Gross Pay (Rs.): 128,257.00 Deductions: (Rs.): 9,612.00 Net Pay: (Rs.): 118,445.00

Payee Name: AFTAB HUSSAIN

Account Number: 02180033141701

Bank Details: HABIB BANK LIMITED, 220218 HANGU ROAD, KOHAT, HANGU ROAD, KOHAT, KOHAT

Leaves: Opening Balance: Aailed: Earned: Balance:

Permanent Address: VILL. AND P.O. KIRI SHEIKHAN KOHAT

City: KOHAT Domicile: NW - Khyber Pakhtunkhwa

Housing Status: No Official

Temp. Address:

City: Email: eh939823@gmail.com

**ATTESTED**

This statement is prepared in accordance with the provisions of the Public Accounts Act, 1903 and the Public Accounts Regulations, 1955.



67. Mr. Amanullah Khan Matric s/o Abdul Kamil Mangu.	GPS, Z. Sh. A. Dad.	Vacant post.
68. Mr. Habibullah Matric s/o Abdul Majid s/o Saichar Suman.	GPS, Mianjue Khol. 2.	-do- Vice Mr. Gul Mohibob proceeded on long leave. Vacant post.
69. Mr. Arif Hussain Matric s/o Amir Shah s/o Kiri Sheikhun.	GPS, Kiri Sheikhun.	N.C.P.
70. Mr. Irfan Ahmad Matric s/o Mohammad Shafi s/o Kamal Khol.	NPS, Manda Khol.	Vice Noor Badshah under posting to NPS Manda Khol should take over at GPS, Daud Khol against N.C.P. Vice Abdul Qayyum transferred.
71. Mr. Anjad Ali Matric s/o Jun Mohammad s/o Mangu.	NPS, Rashid Abad.	Vacant post.
72. Mr. Muhammad Hafiz Matric s/o Mohammad Rafiq s/o Chikar Kot.	GPS, Torawari.	-do-
73. Mr. Wali Jan Matric s/o Zarnab Khan s/o Karboga.	GPS, Sharki Karboga.	-do-
74. Mr. Wahedur Rehman Matric s/o Sahib Din s/o Ghurad Payan.	GPS, Rasi.	-do-
75. Mr. Kian Taj Akbar Matric s/o Abdul Akbar s/o Z. Sh. Alahdad.	GPS, Band Khulla.	N.C.P.
76. Mr. Daud Hussain Matric s/o Sher Shah s/o Doda.	GPS, Dappa Thall.	-do-
77. Mr. Mohammad Rafiq Matric s/o Sharif Khan s/o Dullan.	GPS, Khananoo Danda.	Vice Jalaluddin transferred.
78. Mr. Ghulam Ahmad Matric s/o Ghulam Ahmad s/o Khadar Khol.	GPS, Darwazi Danda.	N.C.P.
79. Mr. Gulzar Hussain Matric s/o Qasim Khan s/o Choriaki.	GPS, Torawana.	-do-
80. Mr. Haidi Gul Matric s/o Adin Gul s/o Panta Saida.	GPS, Panta Saida.	Vacant post.
81. Mr. Umar Gul Matric s/o Yousof Khan s/o Doda.	GPS, Tutkao.	N.C.P.
82. Mr. Mohammad Khalid Matric s/o Aman Khan s/o Mohallat Mati Masjid Kohat.	GPS, Toraghundi.	Vacant post.
83. Mr. Faraz Hussain Matric s/o Asghar Gul s/o Koteri.	GPS, Chapri Maryab.	N.C.P.
84. Mr. Touqub Khan Matric s/o Mahabub Khan s/o Garhi Risaldar.	GPS, Gudi Benda.	-do-
85. Mr. Mili Khan Matric s/o Saadullah Khan s/o Behzad Chakar Kot.	GPS, Sur Gul.	Vacant post.
86. Mr. Qasim Khan Matric s/o Abdul Qasim Khan s/o Gurbakhsar.	GPS, Razi Zarf Khan.	-do-
87. Mr. Amir Hussain Matric s/o Ghulam Sarwar s/o Gumbaz.	GPS, GEC, Kohat.	Vice Kamal Khan transferred.
88. Mr. Amir Javed Matric s/o Mohammad Jafiq s/o Khairabad.	GPS, Havi Dhand.	Vacant post.
89. Mr. Muhammad Khalil Matric s/o Masud Shah s/o Doga Bili.	GPS, Kundwali Samana.	N.C.P.
90. Mr. Farooq Khan Matric s/o Nadeem Khan s/o Kulu Chakar.	GPS, Misha Khan.	Vice Amir Amanullah transferred.
91. Mr. Faran Khan s/o Ghulam Nadeem s/o Bilitang.	GPS, Kudu Talab.	N.C.P.
92. Mr. Javed Iqbal Matric s/o Saadullah Khan s/o Doga Bili.	GPS, Daud Khol.	Vacant post.
93. Mr. Farhan Khalid Matric s/o Saadullah Khan s/o Bilitang.	GPS, Elwan Sabul Saida.	-do-
94. Mr. Farhan Dabar Matric s/o Saadullah Khan s/o Bilitang.	GPS, Mota Saida.	Vice Siraj Khan proceeded on S.L. w.e.f. 14.10.85.
95. Mr. Farhan Bilal Matric s/o Hilmant Khan s/o Bilitang.	GPS, Saro Khol-I.	N.C.P.

**ATTESTED**

ATTESTED

M.H.S.D

ATTESTED



DEPUTY SECRETARY (POLICY)  
(MAJID AH LALJI)

*[Handwritten signature]*

- 1. Additional Chief Secretary, Govt. of Khyber Pakhtunkhwa, Planning & Development Department, Khyber Pakhtunkhwa.
  - 2. The Senior Member Board of Revenue, Khyber Pakhtunkhwa.
  - 3. All Administrative Secretaries to Govt. of Khyber Pakhtunkhwa.
  - 4. The Principal Secretary to Governor, Khyber Pakhtunkhwa.
  - 5. The Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
  - 6. The Principal 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 Public Service Commission, Peshawar.
  - 12. The Secretary, Khyber Pakhtunkhwa E&A Department.
- The Deputy Director (T), E&A Department, Administration Department with the request to arrange 20 gazette copies.

The Section Officer (Admn), Administration Department.

The Director, Administration Department.

EXISTING NO. & DATE

CHIEF SECRETARY  
GOVERNMENT OF THE KHAYBER PAKHTUNKHWA

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

AMENDMENT

In exercise of the powers conferred by section 29 of the Khyber Pakhtunkhwa Civil Servants Act, 1973 (Khyber Pakhtunkhwa Act No. XVII 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:

NOTIFICATION

Dated Peshawar the, 02/8/2020

GOVERNMENT OF  
KHAYBER PAKHTUNKHWA  
ESTABLISHMENT DEPARTMENT  
(REGISTRATION WING)

Annexure B

- 8 -

7

-9-

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

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

**ATTESTED**

**ATTESTED**

21.06.23

Section Officer (Policy)

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

Copy forwarded to their  
Ruler: Of even No & Date

(1330 Khayyumud Khan)  
Section Officer (Policy)

Yours faithfully,

2011, please.

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

The basic rationale behind the delay of the bid rule is aimed at preventing a civil servant from temptation for illicit gain by seeking to a single lucrative position or to prevent those who tend to forgo promotion to evade post-qualification 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.

2. The basic rationale behind the delay of the bid rule is aimed at preventing a civil servant from temptation for illicit gain by seeking to a single lucrative position or to prevent those who tend to forgo promotion to evade post-qualification 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.

1. I am directed in letter no. KOP/HRM-My&S/27-2/2023 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 this department notification dated 06.08.2020. Thus, no provision exists to decline or forgo promotion.

To  
The Government of Khyber Pakhtunkhwa  
Department of Public Administration,  
Islamabad

GOVERNMENT OF KHYBER PAKHTUNKHWA  
ESPANILAHANT HPAATVANKY  
No. SO/Policy/KAD/1-2020  
Dated Islamabad the June 06, 2023



Annexure



-H-

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

No. SO (Primary-M)E&SE/2-8/2023  
 Dated Peshawar lhc, June 26<sup>th</sup>, 2023

To

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

*[Handwritten Signature]*  
 26/6/23

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

**Subject: GUIDANCE REGARDING DELETION OF RULE 7(S) IN THE KHYBER PAKHTUNKHWA CIVIL SERVANTS (APPOINTMENT, PROMOTION AND TRANSFER) RULES, 1988.**

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

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

Encl: AA

*[Handwritten Signature]*

*[Handwritten Signature]*  
 (MUHAMMAD ISHAQ)  
 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

**ATTESTED**

-12-

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)

ATTESTED

MINUTES OF THE MEETING REGARDING APPEALATION 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.


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

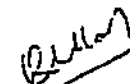
2. The meeting started with recitation from the Holy Quran. The chair welcomed the participants. The Deputy Director (Establishment) of Directorate of Elementary & Secondary Education briefed the forum regarding agenda item in detail.


3. After 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-  
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

**ATTESTED**

- 16 -  
- B/C -

**MINUTES OF THE MEETING REGARDING APPLICATION SUBMITTED BY MR AZIZ ULLAH  
PROVINCIAL PRESIDENT ALL PRIMARY TEACHERS ASSOCIATION KHYBER PAKHTUNKHWA  
REGARDING OF 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)

**ATTESTED**



**ARRESTED**

WP4442-2023 AZIZULAH VS GOVT OF PG43

Azizulah Director (Ex-Subst-1)  
Elementary & Secondary Education  
Khyber Pakhtunkhwa

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

Encl: No. Copy of the above is to:-

21/07/2023  
 Azizulah Director (Ex-Subst-1)  
 Elementary & Secondary Education  
 Khyber Pakhtunkhwa

The case is submitted for perusal and necessary actions please.

Departmental Promotion Committee, provided they submit their written refusal prior to conduction of the meeting of Teachers helms DPS-16 may be exempted of implications of the amendment in the rules bid 7(2) have affected negatively a huge numbers of Female Teachers. Thus it is proposed that

In view of the above, this office is of considered opinion that the deletion of Rules has been asked for submission of consolidated case.

Chairmanship of Hon. Additional Secretary Establishment at his office this office has that, in the light of the minutes of meeting dated 6-07-2023 held under the (Primary-4) E&SED/2-2/Appointment/2023 dated 12-06-2023.

The same was received by this office from your good office vide letter No.50 civil servant to accept promotion under every condition.

that there exists no provision in decline or forgo promotion. It is obligatory upon every (Wing) vide letter No.50 (Policy) E&AD/1-3/2020 dated 6-06-2023 categorically stated

That the Government of Khyber Pakhtunkhwa Establishment Department (Regulation No.50 (Primary-4) E&SED/2-2/Appointment/2023 for necessary guidance.

That your good office forwarded the same to the quarter concerned vide letter promotion.

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

No.6987 dated 06-02-2023. That this office sought guidance from your good office in the following words vide letter

vide notification No. No. SOR-VI (E&AD)/1-1/2020 dated 06-08-2020.

That Government of Khyber Pakhtunkhwa Establishment Department (Regulation Wing) decided Rule 7(2) in the Civil Servants (Appointment, promotion & Transfer Rules 1989)

I am directed to refer to the larger No.50 (Primary-4) E&SED/2-2/Appointment/2023 dated 10-07-2023 on the subject cited above and in present brief history about the background of the case as under:

Subject: -

**MINUTES OF THE MEETING**

The Social Officer (Primary-Male),  
Elementary & Secondary Education Department,  
Khyber Pakhtunkhwa Faisalwar.

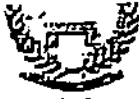
To

No. 18145 / F.No. 31/SS/1/General Cases  
 Dated 21-7-2023  
 Khyber Pakhtunkhwa, Peshawar  
 Phone: 091-9223344  
 Email: estab@khybermintc.gov.pk



-18-





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

Annexure

E

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

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)/ EBAD/ 1-3/2020 dated 05<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 of 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 EBSE Khyber Pakhtunkhwa.
2. PS to Secretary, EBSE Department Khyber Pakhtunkhwa.

(MUHAMMAD ISHAQ)  
SECTION OFFICER (PRIMARY MALE)  
28/8/23

Scanned with CamScanner

ATTESTED

ATTENTION  
ATTENTION

2. PS to Secretary, E & SE Department (Khyber Pakhtunkhwa)

1. Director E & SE Khyber Pakhtunkhwa  
Copy forwarded to:  
(Muzimmal Ishtari)  
Section Officer (Primary)  
Muzim

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.

Civil Servant (Efficiency and Discipline) Rule 2011.  
of the competent authority or try to evade promotion through different means shall be proceed under Khyber Pakhtunkhwa Civil Servant (Efficiency and Discipline) Rule 2011.

Dear Sir,  
I am directed to refer to your letter No. S.O. (Primary) (Policy) (E&AD) 1-3/2020 dated 4th June 2020 and to state that after deletion of Rule 7(S) (Khyber Pakhtunkhwa Civil Servant (Appointments, Promotion and Transfer Rules 1989) it has been intimated that those officers/officials who don't comply with promotion order of the competent authority or try to evade promotion through different means shall be proceed under Khyber Pakhtunkhwa Civil Servant (Efficiency and Discipline) Rule 2011.

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

To  
The Secretary to Government of Khyber Pakhtunkhwa.  
Establishment and Administration Department,  
Peshawar.

No. S.O. (Primary-M) (E&SE) (A-2) /  
Appointments - Rule / 2023  
Peshawar Dated 22nd August 2023.

-18-  
-B/C-  
-2-

Annexure F



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

ATTESTED

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

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

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

Yours faithfully,

Section Officer (Policy)

Encls. Of even No & date

Copy forwarded to the:-

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

WP 442-2023 AZIZULLAH VS GOVT OF PK 43

20 -  
- 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)

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 Officer (Policy)

ATTESTED

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 (E)

*[Handwritten signature]*  
13-5-24

Date of Presentation of Application 10-5-24  
 Fee/Chk. No. 1-1  
 Copy No. 1-1  
 Urgent 1-1  
 Total 1-1  
 Name of 1-1  
 Date of Presentation 13-5-24  
 Date of Delivery of copy 12-5-24

**ATTESTED**  
*[Handwritten signature]*

To,

Dated: 28-01-2024

- 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

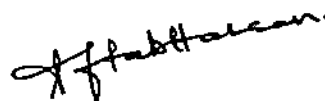
**REPRESENTATION AGAINST THE IMPUGNED NOTIFICATION BEARING NO.SO(POLICY)E&AD/1-312020. DATED 06/08/2020. COMMUNICATED TO SECRETARY TO GOVERNMENT OF KHYBER PAKHTUNKHWA, ELEMENTARY & SECONDARY EDUCATION DEPARTMENT VIDE LETTER D06/06/2023. WHEREIN IT WAS STATED THAT SUB RULE 5 OF RULE 7 OF KHYBER PAKHTUNKHWA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

Best Regards



Aftab Hussain Shah Son of Ameer Shah  
Resident of Tehsil & District Kohat

**ATTESTED**







# VAKALAT NAMA

## BEFORE THE SERVICE TRIBUNAL PESHAWAR

AFIAB HASSAN  
Versus

Appellant

Government of KP & others

Respondents

*I (the Appellant)*

do hereby appoint and retain

MUHAMMAD MUAZZAM BUTT ASC. MUHAMMAD ADEEL BUTT AHC

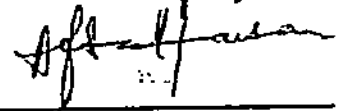
BASSAM AHMAD SIDDIQUI AHC

&

ASSOCIATES OF MUAZZAM LAW FIRM

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

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




**APPELLANT**

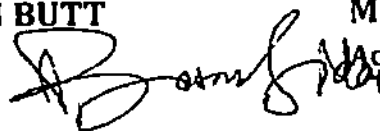
**ACCEPTED**



**MUHAMMAD MUAZZAM BUTT**  
Advocate Supreme Court



**MUHAMMAD ADEEL BUTT**  
Advocate High Court



**BASSAM AHMAD SIDDIQUI**  
Advocate High Court