


# FORM OF ORDER SHEET

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

**Appeal No.** 2427/2024

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	08/11/2024	<p>The appeal of Mr. Muhammad Jan resubmitted today by Mr. Mir Zaman Safi Advocate. It is fixed for preliminary hearing before Single Bench at Peshawar on 18/11.2024. Parcha Peshi given to counsel for the appellant.</p> <p>By order of the Chairman</p> <p> REGISTRAR</p>

The appeal of Mr. Muhammad Jan received today i.e on 25.10.2024 is incomplete on the following score which is returned to the counsel for the appellant for completion and resubmission within 15 days.

- 1- Annexures-B of the appeal is illegible and incomplete be completed and replaced by legible/better one.
- 2- In every document the name of the appellant should be highlighted.

No. 961 /Inst./2024/KPST,

Dt. 25/10 /2024.

Mr. Mir Zaman Safi Adv.  
High Court Peshawar.

*S:*

*Re-Submitted after compliance.*

*M. J.*

*Amatulloh*  
ADDITIONAL REGISTRAR  
SERVICE TRIBUNAL  
KHYBER PAKHTUNKHWA  
PESHAWAR.

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,**  
**PESHAWAR**

APPEAL NO. 2427 /2024

MUHAMMAD JAN

VS

EDUCATION DEPTT:

**INDEX**

S.NO.	DOCUMENTS	ANNEXURE	PAGE
1	Memo of appeal	.....	1- 3.
2	Affidavit	.....	4.
3.	Service book	A	5- 9.
5.	Promotion Notification	B	10- 12.
6.	Letter dated 19.11.2013	C	13- 15.
7.	Departmental appeal	D	16.
8.	Wakalat nama	.....	17.

APPELLANT

THROUGH:

  
MIR ZAMAN SAFI,  
ADVOCATE

Room No. 6-E, 5<sup>th</sup> Floor,  
Rahim Medical Centre,  
Hashtnagri, Peshawar  
0333-9991564

①

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,**  
**PESHAWAR**

APPEAL NO. 2427 /2024

Mr. Muhammad Jan, PSHT(R) (BPS-15),  
GPS Sikandar Abad, District Nowshera.....**APPELLANT**

**VERSUS**

- 1- The Director, E&SE Department, Khyber Pakhtunkhwa, Peshawar.
- 2- The District Education Officer (M), District Nowshera.
- 3- The District Account Officer, District Nowshera.

.....**RESPONDENTS**

**APPEAL UNDER SECTION-4 OF THE KHYBER**  
**PAKHTUNKHWA SERVICE TRIBUNAL ACT, 1974 FOR THE**  
**GRANT PRE-MATURE INCREMENT ON PROMOTION FROM**  
**BPS-14 TO BPS-15 SIMILARLY TO THE OTHER EMPLOYEES**  
**AND AGAINST NO ACTION TAKEN ON THE**  
**DEPARTMENTAL APPEAL OF THE APPELLANT WITHIN**  
**THE STATUTORY PERIOD OF NINETY DAYS**

**PRAYER:**

That on acceptance of this service appeal the respondents may please be directed to grant pre-mature increment to the appellant upon promotion from BPS-14 to BPS-15 with other back benefits. Any other relief which this august Tribunal deems appropriate may also be granted in favor of the appellant.

**R/SHEWETH:**

**ON FACTS:**

*Brief facts giving rise to the present appeal are as under:-*

- 1- That the appellant was the employee of Elementary & Secondary Education Department and has served the department till his retirement on superannuation (60) years quite efficiently and upto the entire satisfaction of his superiors. Copy of the service book is attached as annexure.....A.
- 2- That during service the appellant was promoted from the post of PST (BPS-12) to the post of SPST (BPS-14) and subsequently promoted from SPST (BPS-14) to the post of PSHT (BPS-15) vide Notification dated 12.04.2013. Copy of the Notification dated 12.04.2013 is attached as annexure.....B.

- 3- That it is pertinent to mention that the pay of the appellant had been fixed in BPS-14 and then BPS-15 and as such the appellant also granted pre-mature increment in BPS-14 while pre-mature increment on promotion to BPS-15 has not been granted till date despite of the repeated requests. Copy of the service book is already attached as annexure.....A.
- 4- That the appellant and his other colleagues are fully entitled for double benefits of pre-mature increments upon promotion to the BPS-14 and subsequently to BPS-15 in light of Finance Department letter 19.11.2013 and as such the appellant and his other colleagues time and again requested for the same but the respondents are not willing to grant the said pre-mature increment. Copy of the letter dated 19.11.2013 is attached as annexure.....C.
- 5- That the appellant feeling aggrieved from the inaction of the respondents by not granting/issuing pre-mature increment to the appellant upon promotion to (BPS-15) preferred departmental appeal to the respondent No.1 but no reply has been received so far. Hence the present appeal on the following grounds amongst the others. Copy of the departmental appeal is attached as annexure.....D.

**GROUND:**

- A- That the inaction of the respondents by not allowing/granting pre-mature increment to the appellant upon promotion to the post of PSHT (BPS-15) is against the law, facts, norms of natural justice and materials on the record.
- B- That the appellant has not been treated by the respondents in accordance with law and rules on the subject noted above and as such the respondents violated Article-4 and 25 of the Constitution of Islamic Republic of Pakistan, 1973.
- C- That the respondent department acted in arbitrary and malafide manner by not allowing/granting pre-mature increment to the appellant upon promotion to the post of PSHT (BPS-15).
- D- That the appellant is fully entitle for the grant of pre-mature increment upon promotion to the post of PSHT (BPS-15) in light of the letter dated 19.11.2013 and such violation of the judgment of the Khyber Pakhtunkhwa Service Tribunal, Peshawar in appeal No.770/2016 titled Muhammad Siddique Vs Accountant General, Khyber Pakhtunkhwa & others.
- E- That many colleagues of the appellant in service as well as retired employees have been granted the above mentioned benefits of pre-mature increments, therefore, in light of the judgment of the Apex Court reported in

1996 SCMR 1185 the appellant is fully entitled for the grant of pre-mature increment upon promotion to the post of PSHT (BPS-15) being similarly placed employee.

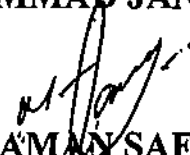
F- That the inaction of the respondents by not granting pre-mature increment to the appellant upon promotion to the post of PSHT (BPS-15) is based on discrimination.

G- That the appellant seeks permission to advance other grounds and proofs at the time of hearing.

It is, therefore, most humbly prayed that the appeal of the appellant may be accepted as prayed for

APPELLANT

  
MUHAMMAD JAN

THROUGH:   
MIR ZAMAN SAFI  
ADVOCATE

**CERTIFICATE:**

It is certified that no other earlier appeal was filed between the parties.

  
DEPONENT

**LIST OF BOOKS:**

- 1- CONSTITUTION OF PAKISTAN, 1973.
- 2- SERVICES LAWS BOOKS.
- 3- ANY OTHER CASE LAW AS PER NEED.

-4-

BEFORE THE KHYBER PAKHTUNKHWA SERVICE, PESHAWAR

APPEAL NO. \_\_\_\_\_/2024


MUHAMMAD JAN

VS

EDUCATION DEPTT:

AFFIDAVIT

I, Mir Zaman Safi, Advocate, High Court on the instructions and on behalf of my client, do hereby solemnly affirm that the contents of this APPEAL are true and correct to the best of my knowledge and belief and nothing has been concealed from this Honorable Court.

  
MIR ZAMAN SAFI  
ADVOCATE

4/A

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,**  
**PESHAWAR**

SERVICE APPEAL NO. \_\_\_\_\_/2024

MUHAMMAD JAN

VS

EDUCATION DEPTT:

**APPLICATION FOR CONDONATION OF**  
**DELAY IN FILING THE ABOVE NOTED**  
**APPEAL**

**R.SHEWETH:**

- 1- That the appellant has filed an appeal along with this application in which no date has been fixed so for.
- 2- That the appellant prays for the condonation of delay in filing the above noted appeal inter alia on the following grounds:

**GROUND OF APPLICATION:**

- A- That valuable rights of the appellant are involved in the case hence the appeal deserve to decide on merit.
- B- That the appeal of the appellant is related to the financial matters, therefore, as per judgment of the Superiors Courts reported in 2021 SCMR 1230 and 2002 PLC (C.S) 1388 limitation in financial matters could not run.
- C- That it has been the consistent view of the Superior Courts that cases should be decided on merit rather on technicalities including the limitation. The same is reported in 2004 PLC (CS) 1014 and 2003 PLC (CS) 76.

It is therefore, prayed that on acceptance of this application the delay in filing the above noted appeal may please be condoned.

APPELLANT

THROUGH:

  
MIR ZAMAN SAFI  
ADVOCATE



"A" -5-

Name *Muhammad Jus*

Race *Malay*

Religion *Islam*

Place of Birth *Abdullah, Kuala Lumpur*

Date of Birth *1 April 1966*  
*Month April Year 1966*

Expiry Date by Appointment *5-6*

Place of Work *Police Station*

Left Hand Thumb and Finger in presence of Officer

Little Finger Right Finger

Middle Finger Left Finger

Thumb

Signature of Officer

Signature of Officer Arresting  
Officer

S.D.E.O.  
No. 10

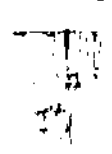
S.D.E.O.  
No. 10

*[Handwritten signature]*

*[Handwritten signature]*







The following information was obtained from the records of the  
 Department of the Interior, Bureau of Land Management, on  
 the subject of the above-captioned tract of land.  
 The tract of land described in the above-captioned  
 instrument is situated in the County of [County Name],  
 State of [State Name], and is more particularly  
 described in the instrument above referred to.  
 The land is owned by [Owner Name], who is the  
 owner of record of the same.  
 The land is situated in the [Section] of the [Township],  
 Range [Range Number], T. [Township Number] N., R. [Range Number] W.,  
 S. [Section Number] S., [County Name] County, [State Name].  
 The land is more particularly described in the instrument  
 above referred to.  
 The land is situated in the [Section] of the [Township],  
 Range [Range Number], T. [Township Number] N., R. [Range Number] W.,  
 S. [Section Number] S., [County Name] County, [State Name].  
 The land is more particularly described in the instrument  
 above referred to.  
 The land is situated in the [Section] of the [Township],  
 Range [Range Number], T. [Township Number] N., R. [Range Number] W.,  
 S. [Section Number] S., [County Name] County, [State Name].  
 The land is more particularly described in the instrument  
 above referred to.

This instrument was recorded in the office of the  
 County Clerk of [County Name], [State Name], on the  
 [Date] day of [Month], [Year].

DEPARTMENT OF THE INTERIOR

(For use in Police and other similar Departments)

3-

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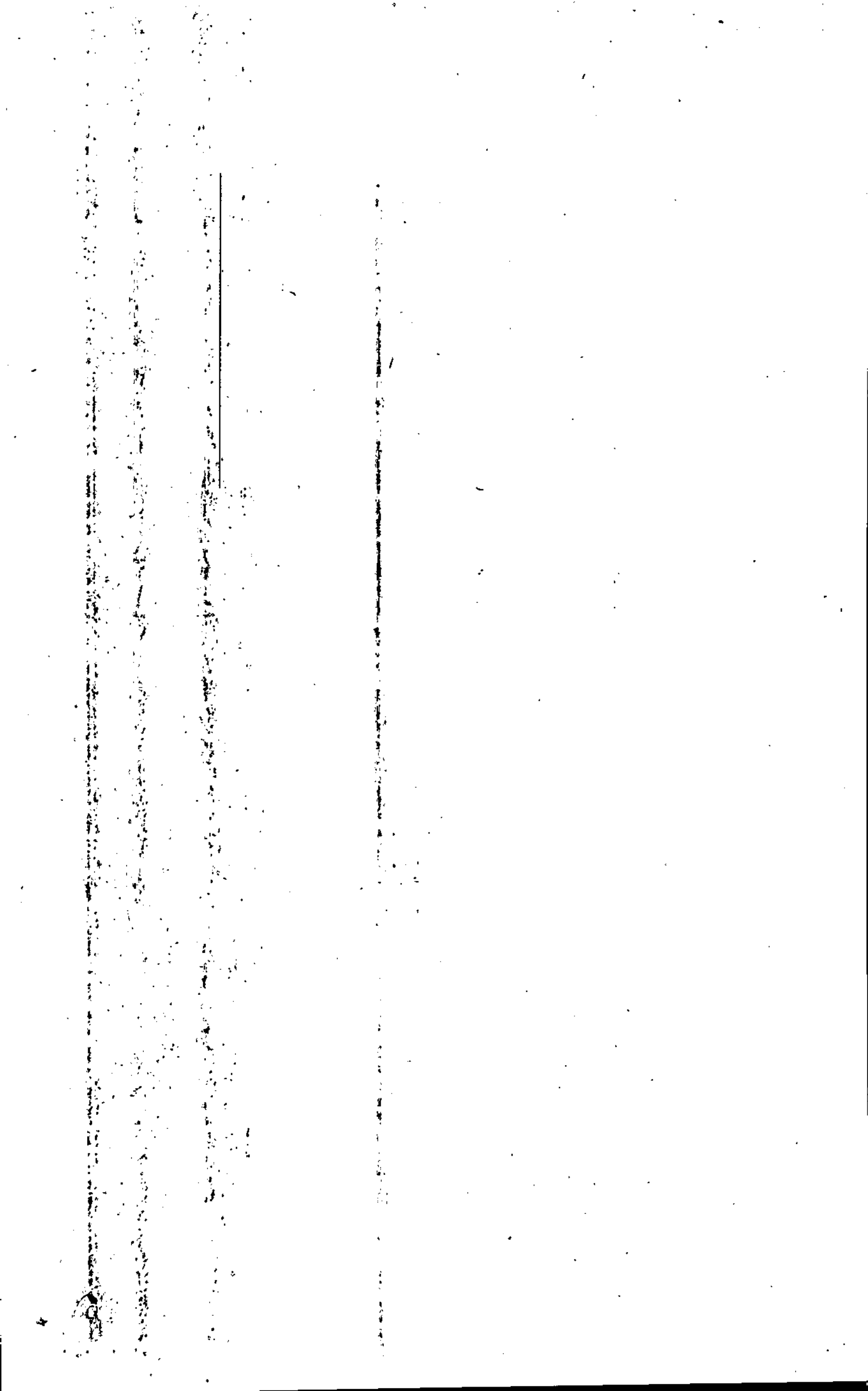
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-6-



OFFICE OF THE  
DISTRICT EDUCATION OFFICER (MALE)  
NOWSHERA

(Office Phone#0923-9220228, Fax#0923-9220228)

"B" - 10-

NOTIFICATION

Consequent upon the recommendation of the Departmental Promotion Committee (DPC) held on 12-2-2012 and in pursuance of the Government of Punjab Order No. SO(FK)/ED/10-22(B)/2010 Dated 16-07-2012 and the post on HPST (B-15) (R-85) under the existing policy of the Provincial Government in Teaching Cadre on the terms and conditions given below will have immediate effect and further posts

recommendation of the Departmental Promotion Committee (DPC) held on 12-2-2012 and in pursuance of the Government of Punjab Order No. SO(FK)/ED/10-22(B)/2010 Dated 16-07-2012 and the post on HPST (B-15) (R-85) under the existing policy of the Provincial Government in Teaching Cadre on the terms and conditions given below will be posted in O/S of the District against the newly created HPST (B-15) posts.

Total Number of Posts	406
Share of Province	100%
Share of District	406

S. No.	Name of Teacher	Present Post	Name of School	DOB	Remarks
1	Hemli Shah	Primary	GPS Bahria Mall Bahria	01/05/1955	Will be adjusted/posted according to the regularization policy
2	Muhammad Nazir	Primary	GPS Ghafar Khan Korona	12/03/1953	DO
3	Shahzad Khan	Primary	Bala GPS	15/07/1955	DO
4	Muhammad Nadeem	Primary	Mahesh Bhandu GPS	19/06/1954	DO
5	Mehnoor Khan	Primary	Akbarpura GPS No. 1	22/03/1953	DO
6	Muhammad Khan	Primary	Ali Bahi GPS No. 3	26/04/1953	DO
7	Shahzad Khan	Primary	GPS rail way station	17/04/1955	DO
8	Muhammad Khan	Primary	Babi Jaded GPS No. 1	12/04/1955	DO
9	Muhammad Khan	Primary	GPS Shagan	25/07/1956	DO
10	Muhammad Khan	Primary	Jam Korona GMP	10/10/1954	DO
11	Muhammad Khan	Primary	Akbarpura GPS No. 1	22/04/1956	DO
12	Muhammad Khan	Primary	Babi Jaded GPS No. 2	14/04/1957	DO
13	Muhammad Khan	Primary	Talababa GPS No. 2	25/12/1955	DO
14	Muhammad Khan	Primary	GPS Khesha Bala	15/08/1954	DO
15	Muhammad Khan	Primary	GPS Shagan	01/01/1957	DO
16	Muhammad Khan	Primary	Akbarpura GPS No. 2	15/02/1954	DO
17	Muhammad Khan	Primary	GPS Shagan	05/12/1953	DO
18	Muhammad Khan	Primary	GPS Shagan 2	01/05/1954	DO
19	Muhammad Khan	Primary	Dara Jaded GPS No. 2	14/10/1955	DO
20	Muhammad Khan	Primary	GPS Khesha Bahria No. 1	25/01/1961	DO
21	Muhammad Khan	Primary	GPS Khesha Bala	09/02/1961	DO
22	Muhammad Khan	Primary	GPS Bahria	23/03/1958	DO
23	Muhammad Khan	Primary	GPS Ghulam Rasool Korona	07/07/1961	DO
24	Muhammad Khan	Primary	GPS Bahria Korona	01/04/1961	DO
25	Muhammad Khan	Primary	Qusur GPS No. 1	15/09/1961	DO

7

**OFFICE OF THE  
DISTRICT EDUCATION OFFICER (MALE)  
NOWSHERA**

**NOTIFICATION**

Consequent upon the recommendations of the Departmental Promotion Committee (DPC) held on 12.2.2013 and in pursuance of the Government of Khyber Pakhtunkhwa Elementary & Secondary Education Notification No.SO (B&A)/1-18/E&SE/2012, dated 11.07.2012 and Finance Department Endorsement No. SO9FR)/FD/10-22E/2010 dated 16.07.2012 the following Male Senior Primary School Teachers SPSTs B-14 are hereby promoted to the post of HPST B-15 (Rs-8500-700-29500) plus usual allowances as admissible under the rules on regular basis under the existing policy of the Provincial Government, in Teaching Cadre on the terms and conditions given below with immediate effect and further they will be posted in GPS of the District against the newly upgraded HPST B-15 posts.

Total Numbers SPST Posts	1805
Share of HPST Post	406
Share of Promotion 100%	406

S#	S.L#	Name of Teacher	Father's Name	School	DOB	Remarks
1	5	Hamid Shah	Kaseer Ullah	GPS Iyak Ismail Khail	01/05/1955	Will be adjusted/posted according to the rationalization policy
2	6	M. Nazeer	Toti Gul	GPS Ghafar Khan Korona	12/03/1953	Do
3	7	9. Shah Jehan	M. Ali	Balu GPS	15/07/1955	Do
4	9	I.M. Akbar	Sher Afzal	Mohib Banda GPS	19/06/1954	Do
5	10	I.Mehmood Khan	Fazle Raziq	Akbar Pora GPS No.2	12/03/1955	Do
6	13	I.Nasrullah Khan	M. Atta Ullah	Ali Baig GPS No.3	26/04/1953	Do
7	14	Shamsul Haq	Mir baz	GPS Railway Station	17/04/1955	Do
8	16	Hazrat Amin	Habib Ur Rehman	Babi Jadeed GPS No.1	12/04/1955	Do
9	18	Masam Khan	M. Sharif	GPS Shagai	25/07/1956	Do
10	19	Zaman Shah	Sikandar Shah	Jam Korona GPSM	10/10/1954	Do
11	20	Khaista Gul	Faqir Muhammad	Akbar Pura GPS No.1	22/04/1956	Do
12	24	Firdos Khan	Umar Gul	Babi Jadeed No.2	14/04/1957	Do
13	25	S. Riaz Hussain Shah	Syed Akbar Shah	Taru Jabba No.2	25/12/1955	Do
14	30	Gohar Ali	Salahuddin	GPS Khesghi Bala	15/08/1954	Do
15	36	Shams Ur Rehman	Daulat Khan	GPS Dagbesud 1	01/01/1957	Do
16	39	Misal Khan	Mukamel Shah	Akbarpura GPS No.2	15/02/1954	Do
17	40	Aman Khan	Hamid Khan	GPS Dagbesud 1	05/12/1953	Do
18	41	Usman Shah	Zahir Shah	GPS Dagbesud 2	01/05/1954	Do
19	42	Gulroz Khan	Nawroz Khan	Dagi jadeed GPS No.2	14/10/1955	Do
20	50	Roohul Amin	M. Kalim	GPS Khesghi Payan No.1	15/01/1961	Do
21	51	M. Sadiq	Asadullah	GPS Khesghi Bala	09/02/1961	Do
22	52	Ajmal Shah	Shamsul Wahid	GPS 2 Zk's	21/03/1958	Do
27	60	Shehr Yaz	Malook Shah	GMPS Mandori Bala	16/03/1963	Do
28	61	Ihsan Ullah	Wali Mohammad	Tarkha GPS No.2	15/10/1959	Do
34	73	Imroz Khan	Mozam Din	GPS Mama Khel	03/09/1963	Do
57	174	Anwar Saad	Majid Gul	GPS Shama Akhad	25/12/1963	Do



119	239	Akhtar Biland	Sar Biland	GPS Khesghi Bala	04/04/1966	Do
120	240	Noor Ul Amin	M. Amin	GPS Hamza Rashaka No.2	12.04.1967	Do
121	242	Afzal Khan	Afsar Khan	GPS Rokhan Abad K. Bala	15/02/1967	Do
122	245	M. Israr Khan	Nisar Khan	GPS Kabul River	02/01/1964	Do
123	247	Sharafat Ullah	Amir Nawaz Khan	GPS.1 Badrashi	08/03/1962	Do
124	248	M. Ahsan	M. Salih	GPS No. MsKalan	08/05/1962	Do
125	250	Abdul Munaf	Ghulam Muhammad	Akbar Pura GPS No.3	15/10/1962	Do
126	253	Manzoor Hussain	Abdul Khaliq	Pabbi GPS No.1	06/11/1960	Do
127	254	M. Gul	Baghi Gul	GPS Ashraf Khan Korona	01/04/1966	Do
128	255	Khaista Gul	Qadir Shah	GPS Naseer Abad	12/05/1963	Do
129	256	Amanat Khan	Umara Khan	GPS Zaidi Colony	14/03/1969	Do
130	257	Qamar Zaman	Nurshid Khan	GPS Dagbesud. 2	10/08/1955	Do
131	259	Subidar Shah	Gohar Shah	GPS No.1 Mian Esa	12/11/1960	Do
132	260	Safdar Ali	Sardar Ali	Banda Nabi GPS No.1	01/04/1963	Do
133	262	Riaz Ali	Kamil Khan	Azakhel Bala GPS No.2	02/10/1964	Do
134	264	Khair Ul Abrar	Sayyed Ul Abrar	Khan Sher Garhi GPS	15/04/1967	Do
135	266	Ihsan Ur Rehman	M. umar	GPS Sheen Bagh	05/01/1958	Do
136	268	Aman Ullah	Jaidad Khan	GPS Labi Khel	15/02/1961	Do
137	269	Jehangir Khan	Inam Ali	GPS Afrido Killi	02/02/1963	Do
138	274	Khial Bahadar	Nawab Gul	GPS Feroz sons	05/04/1963	Do
152	292	M/Suleman	Ilyas Khan	GPS Usman Abad	15/06/1969	Do
153	293	Abdul Ghani	Abdul Qadir	GPS Zaidi Colony	15/04/1970	Do
154	295	Amir Khan	Islahud Din	GPS Batakzai	03/03/1970	Do
155	297	Amir Nawaz Khan	Hayat Khan	Khan Sher Ghari GPS	21/09/1967	Do
156	298	Shah Nazar	Sarwar Khan	GPS Zando Banda	29/09/1970	Do
157	300	Muhammad Fayaz	Fazal-e-Razaq	Banda Mulahan GPS	21/10/1970	Do
158	302	Nazf Ur Rehman	Ahmad Quraish	Ghoki Gul Badshah GPS	22/11/1966	Do
159	304	Muhammad Irfan	Tameez Gul	GPS Spin Khak 3	02/08/1966	Do
160	305	Hukam Said	Tor Gul	GPS Manhi	14/04/1964	Do
161	306	Hussain Muhammad	Sher Zada	Khan Sher Garhi GPS	12/04/1963	Do
162	307	Wasim Gul	Mehrab Gul	GPS Shahab Khel	01/12/1964	Do
163	308	Haydar	Raheem Khan	GPS Abbas Abad	01/05/1965	Do
167	312	Burhan Ud Din	Aman Ud Din	GPS Garu	10/11/1969	Do
175	329	Sardaraz Khan	Tawas Khan	GPS Serai Korona	10/02/1967	Do
176	330	Saida Gul	Sajeed Gul	GPS Ali Garh	04/09/1967	Do
187	347	Muhammad Zahir	Naseem Khan	GPS No.4 Pir Piai	01/10/1969	Do
188	348	Musa Khan	Raza Khan	Balu GPS	05/12/1964	Do
217	387	Muhammad Jan	Abdul Akbar	GPS Sikandar Abad	04/04/1966	Do
218	390	Javed Khan	Mehrab Gul	GPS 2 Shaidu	15/10/1966	Do
219	391	Basal Bota	Boota	GPS Kabul River	04/07/1962	Do
252	438	Maqsood Ali Shah	Siraj Ul Haq	GPS Pitaw Bala	20/04/1968	Do

617	S. P. D. S. S. S.	Under Sida	GPS Muphaka	28/03/1965	DO
618	Shoaib	M. S. M. H. S. S.	GPS Muphaka	27/05/1965	DO
619	Z. M. S. S. S.	D. S. S. S.	Gps Bahadur Habib	12/03/1969	DO
620	Z. M. S. S. S.	D. S. S. S.	Gps abdul Hafiz	16/05/1966	DO
621	Z. M. S. S. S.	S. S. S. S.	GPS S. S. S.	17/09/1966	DO
622	Fayaz Ahmad	G. S. S. S.	Gps Asht Khan	02/03/1967	DO
623	Zohar Ali	D. S. S. S.	GPS S. S. S.	10/04/1965	DO
624	Z. M. S. S. S.	A. S. S. S.	GPS Roshakai	10/05/1965	DO
625	Z. M. S. S. S.	A. S. S. S.	GPS Roshakai	10/05/1965	DO
626	Z. M. S. S. S.	A. S. S. S.	GPS Roshakai	10/05/1965	DO
627	Z. M. S. S. S.	A. S. S. S.	GPS Roshakai	10/05/1965	DO
628	Z. M. S. S. S.	A. S. S. S.	GPS Roshakai	10/05/1965	DO
629	Z. M. S. S. S.	A. S. S. S.	GPS Roshakai	10/05/1965	DO
630	Z. M. S. S. S.	A. S. S. S.	GPS Roshakai	10/05/1965	DO
631	Z. M. S. S. S.	A. S. S. S.	GPS Roshakai	10/05/1965	DO
632	Z. M. S. S. S.	A. S. S. S.	GPS Roshakai	10/05/1965	DO
633	Z. M. S. S. S.	A. S. S. S.	GPS Roshakai	10/05/1965	DO
634	Z. M. S. S. S.	A. S. S. S.	GPS Roshakai	10/05/1965	DO
635	Z. M. S. S. S.	A. S. S. S.	GPS Roshakai	10/05/1965	DO
636	Z. M. S. S. S.	A. S. S. S.	GPS Roshakai	10/05/1965	DO
637	Z. M. S. S. S.	A. S. S. S.	GPS Roshakai	10/05/1965	DO
638	Z. M. S. S. S.	A. S. S. S.	GPS Roshakai	10/05/1965	DO
639	Z. M. S. S. S.	A. S. S. S.	GPS Roshakai	10/05/1965	DO
640	Z. M. S. S. S.	A. S. S. S.	GPS Roshakai	10/05/1965	DO
641	Z. M. S. S. S.	A. S. S. S.	GPS Roshakai	10/05/1965	DO
642	Z. M. S. S. S.	A. S. S. S.	GPS Roshakai	10/05/1965	DO

... for a period of one year...  
 ... rules and regulations may be issued from time to time...  
 ... if their performance was found...  
 ... they will be proceeded under the rule framed from...  
 ... the Government...  
 ... satisfactory during...  
 ... from time to time...  
 ... over payment is...  
 ... will be reversed...  
 ... order will be recovered and if he is wrong...  
 ... promoted...  
 ... will be reversed...

(Signature)  
 District Education Officer  
 Nowshera

District Education Officer (Male)  
 Nowshera

13

**BETTER COPY PAGE- 12**

387	617	M. Ibrahim	Bakht Manani	GPS Rashakai	28/03/1965	Do
388	618	Shah Qasim	Umer Said	GPS Mughalki	02/05/1958	Do
389	619	Shoaib	Muhsin Ullah	GPS Baitul Gharib	12/03/1969	Do
390	620	Zaib M. Gul	Didar Gul	GPS Aba Khel Wali	16/05/1966	Do
391	621	Sajid Khan	Suhbat Khan	GPS.3 Cantt.	11/09/1966	Do
392	623	Fayaz Ahmad	Ghulam Mehboob	GPS No.4 Nsr Kalan	01/03/1967	Do
393	624	Gohar Ali	Duran Khan	GPS Saies Mandir	10/04/1965	Do
394	625	Rahamdil	Abdus Satar	GPS Rashakai	10/05/1965	Do
395	627	M. Hussain	Ghulam Muhammad	Ghari Momeen GPS	17/11/1967	Do
396	628	Ijaz Muhammad	Badshah Muhammad	GPS Kana Khel	30/04/1968	Do
397	629	Khizar Ali	Hazrat Ali	Fazal Koroona GPS	12/04/1960	Do
398	630	Zahir Gul	Dawood Gul	GPS 1 zkks	02/11/1965	Do
399	631	Ayaz Ali Shah	Hashim Ullah	GPS 2 Bahadar Khel	10/11/1969	Do
400	633	Rashid Ali	Mali Shah	GPS AC Centre	26/12/1968	Do
401	635	Jehanzeb	Zahid Din	GPS Abbasabad	12/03/1964	Do
402	656	Majar Shah	Saeed Shah	AZakhel Payan GPS No.1	10/05/1961	Do
403	638	Sadeem Khan	Sanubar Khar	GPS Speen Khak 1	06/03/1964	Do
404	640	Khan Mir	Shehzad Mir	GPS Dak Ismail Khel 1	08/05/1968	Do
405	641	Farhaq Ullah	Aman Ullah	Akbar Pura GPS No.3	04/01/1969	Do
406	642	Khan Muhammad	Ghulam Haider	GPS Ahmad Gul Korona	07/06/1959	Do

**TERMS AND CONDITIONS:-**

1. They would be on probation for a period of one year extendable for another one year.
2. They will be governed by same rules and regulations as may be issued from time to time by the Govt.
3. Their services can be terminated at any time in case of their performance was found unsatisfactory during probation period. In case of misconduct, they will be proceeded under the rule framed from time to time.
4. Charge should be submitted to all concerned.
5. Their inter-se-seniority on their post will remain intact.
6. No TA/DA is allowed for joining their duties.
7. They will give an under taking to be recorded in their service books to the effect that any over payment is made to them in the light of this order will be recovered and if he is wrongly promoted he will be reversed.

(HAJI HASANAT GUL KHATTAK)

District Education Officer (Male)

Nowshera

Endst. No. 1817-22 Dated Nowshera the 12/04/2013

GOVERNMENT OF KHYBER PAKHTUNKHWA  
FINANCE DEPARTMENT  
(REGULATION WING)

NO. FD (SOSR-1) 12-2/2013  
Dated Peshawar the 19-11-2013

To: The Accountant General, Khyber Pakhtunkhwa  
Peshawar.

Subject: GUIDANCE REGARDING FIXATION OF PAY IN REGARD DIFFERENCE  
CATEGORIES OF TEACHERS.

Dear Sir

I am directed to refer to your letter No. H-24(414)/Edu-  
Comp/2013-14/1991 dated 12-09-2013 on the subject noted above and to  
state that the view point of AG Office is hereby confirmed/ endorsed for  
further necessary action as desired.

Yours Faithfully,

*(Signature)*  
(Wazir Muhammad Afgar)  
SECTION OFFICER (SR-1)



Accountant General Khyber Pakhtunkhwa Peshawar  
Phone: 091 921125054

No: H-24(113)/Edu: Master/2012-13/ 2067  
Copy forwarded for information and compliance to:

DATED 21-11-2013

1. All DAOs/AAOs in Khyber Pakhtunkhwa
2. HR LRU
3. Pay Roll 2, 8 & 3 Section (L)
4. CIA Cell
5. Accounts Officer (Pay Fixation Party)

*(Signature)*  
ACCOUNTS OFFICER (HAD)

14/11/13  
12-148

205

-14-



Office of the  
**Accountant General**  
Khyber Pakhtunkhwa Peshawar  
Phone: 091 9211250-55

No.H-24(414)/Edu;Corrp/2013-14/ 199

Dated: 02.09.2013

To,  
The Secretary  
To Govt. of Khyber Pakhtunkhwa  
Finance Deptt. Peshawar

Subject: GUIDANCE REGARDING FIXATION OF PAY IN REGARD  
DIFFERENT CATEGORIES OF TEACHERS.

Memo:  
1. Kindly refer to the Elementary & Secondary Education Deptt. Notification No. SO(B&A)/1-18/4382/4318 dated 31.7.2010 and the Finance Deptt. vide NO SO(FR)/FD/10-22(E)/2010 dated 16.7.2012 regarding up-gradation/re-designation of posts of different categories of teachers.

2. It is added in the above cited notification that "the posts will be filled in the manner as may be prescribed by the Elementary & Secondary Education Deptt. by making necessary services rules or amending the existing service rules, if any, for the post". Later on the Elementary & Secondary Education Deptt. framed the rules and circulated amongst all concerned teacher cadre vide Notification No. SO(PF)4-5/SSR/Meeting/2012 dated 13.11.2012 for filling the post. (copy enclosed for ready reference).

3. According to the said rules the Distts. Education Officers granted BPS-12 to the existing PTC teachers & re-designated as PST teachers. Some of them promoted from BPS-12 to BPS-14 having 05 years service re-designated as Sr.PST. While certain of them promoted from BPS-14 to BPS-15 on same day and re-designated as Primary School Head teacher having 10 years service. An example of fixation made by the DEOs is given below:-

Mr. A----- pay on 5.1.2013 as PST (BPS-12) Rs. 14500/- PM  
Promoted as Sr. PST on 7.1.2013 to BPS-14 RS. 15320/- PM (Next stage + Premature).  
Then from promoted as PSHT on 7.1.2013 to BPS-15 Rs. 16200/- PM (Next stage + premature).

By: [Signature] [Name] [Designation]

4113Y  
Awarded  
All  
HR L  
Pay Ri  
CIA C  
Accouit.

20

177/c

1737/c

173/c

This office is of the view that the pay on promotion from BPS-14 to BPS-15 is contrary to the instruction issued by the Finance Deptt. letter No. F SR-11-8/76-II dated 15.12.1981 as their incumbents not rendered service in BPS-14 for 3 years and therefore their pay has to be fixed directly from BPS-12 to BPS-15 and granted them next stage + premature in BPS-15 instead of BPS-12 to BPS-14 and then from BPS-14 to BPS-15.

5. In view of above if the mode of fixation stated in para 4 above is correct may kindly be confirmed or advised for future processing of the subject issue as the fixation of these employees lying pending in the DAOs.

Encl: As above.

177/c

[Signature]

Dy. Accountant General (HAD)

[Signature]

Copy forwarded for information to:-

1. The Secretary to Govt. of Khyber Pakhtunkhwa, Elementary & Secondary Education Deptt. Peshawar with the request also to examine the issue and directed all DEOs not to submit the cases to Audit Offices before confirmation of the view of this office is clarified by the Finance Deptt.
2. All DAOs/AAOs in Khyber Pakhtunkhwa.
3. The Distt. Accounts Officer Swabi with reference to their letter dated 29.7.2013.

3/13

172/c

177/c

[Signature]

Dy. Accountant General (HAD)

[Signature]



To,

The Director,  
E&SE Department,  
Khyber Pakhtunkhwa, Peshawar

"D" - 16-

Subject: DEPARTMENTAL APPEAL FOR THE GRANT OF PRE-MATURE INCREMENT ON PROMOTION FROM BPS-14 TO BPS-15 SIMILARLY TO THE OTHER EMPLOYEES WHO HAVE ALREADY BEEN GRANTED THE SAME BENEFIT BY THE DEPARTMENT

Respected Sir,

With due respect it is most humbly stated that the appellant was the employee of your good self department and has served the education department till his retirement on superannuation (60) years quite efficiently and upto the entire satisfaction of his superiors. That during service the appellant was promoted from the post of PST (BPS-12) to the post of SPST (BPS-14) and subsequently promoted from SPST (BPS-14) to the post of PSHT (BPS-15) vide Notification dated 12.04.2013. That it is pertinent to mention that the pay of the appellant had been fixed in BPS-14 and then BPS-15 and such the appellant also granted pre-mature increment in BPS-14 while pre-mature increment on promotion to BPS-15 has not been granted till date despite of the repeated requests. That the appellant and his other colleagues are fully entitled for double benefit upon promotion to the BPS-14 and subsequently to BPS-15 in light of Finance Department letter 19.11.2013 but the department is not willing to grant pre-mature increment to the appellant upon promotion to the post of PSHT (BPS-15) which is clear violation of the letter dated 19.11.2013 and such violation of the judgment of the Khyber Pakhtunkhwa Service Tribunal, Peshawar in appeal No.770/2016 titled Muhammad Siddique Vs Accountant General, Khyber Pakhtunkhwa & others. That many colleagues of the appellant in service as well as retired employees have been granted the above mentioned benefits of pre-mature increments, therefore, in light of the judgment of the Apex Court reported in 1996 SCMR 1185 the appellant is fully entitled for the grant of pre-mature increment upon promotion to the post of PSHT (BPS-15) being similarly placed employee. That the denial for the grant of pre-mature increment upon promotion to BPS-15 is clear violation of Article-4, 25 and 38(e) of the Constitution of Islamic Republic of Pakistan, 1973.

It is, therefore, most humbly prayed that on acceptance of this departmental appeal the appellant may very kindly be granted pre-mature increment upon promotion to BPS-15 in terms of his pension with all other financial benefits.

Dated: 19.06.2024.

  
APPELLANT

Muhammad Jan, PSHT(Rtd),  
GPS Sikandar Abad, Nowshera

VAKALATNAMA

-17-

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,  
PESHAWAR

OF 2024

Muhammad Jan

(APPELLANT)  
(PLAINTIFF)  
(PETITIONER)

VERSUS

Education Deptt.

(RESPONDENT)  
(DEFENDANT)

I/We Muhammad Jan

Do hereby appoint and constitute **MIR ZAMAN SAFI, Advocate, Peshawar** to appear, plead, act, compromise, withdraw or refer to arbitration for me/us as my/our Counsel/Advocate in the above noted matter, without any liability for his default and with the authority to engage/appoint any other Advocate Counsel on my/our cost. I/we authorize the said Advocate to deposit, withdraw and receive on my/our behalf all sums and amounts payable or deposited on my/our account in the above noted matter.

Dated. \_\_\_ / \_\_\_ /2024

Jan

CLIENT

Mir Zaman Safi

ACCEPTED

MIR ZAMAN SAFI  
ADVOCATE

OFFICE:  
Room No.6-E, 5<sup>th</sup> Floor,  
Rahim Medical Centre, G.T Road,  
Hashtnagri, Peshawar.  
Mobile No.0333-9991564  
0317-9743003



P.S.H.T.U. ۱۰۲۳  
مدرسہ اسلامیہ  
کراچی، پاکستان  
P.No: 00134252