

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

## Service Appeal No. 457/2024

Fazal Subhan R/O District Mohmand ...... (Appellant)

Versus

Director E&SE, Khyber Pakhtunkhwa & Others ...... (Respondents)

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hina Altaf) Director

E&SE, Khyber Pakhtunkhwa

06-08.21

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Parawise Comments on behalf of the Respondents No.1 and 2. Khyber Pakhtukhw Diary No. 14669 Respectfully Sheweith. Dated 05-08-2024

#### PRELIMINARY OBJECTIONS.

- That the Appellant has no cause of action, locus standi to file the instant 1. appeal.
- 2. That the answering respondents being a Competent Authority have acted in accordance with law by observing all the codal formalities and while doing so no rights of the Appellant has ever been violated, hence the Appellant is not an aggrieved person within the meaning of Section 4 of the Khyber Pakhtunkhwa Service Tribunal Act 1974.
- 3. That the Appellant has not come to this Honorable Tribunal with clean hands.
- 4. That the Appellant has concealed material facts from the Honorable Tribunal.
- 5. That the instant appeal is bad for misjoinder and non-joinder of necessary parties, hence liable to be dismissed.
- 6. That the conduct of the Appellant estopped/preclude himself to bring the instant appeal.
- 7. That the instant appeal is based on malafide intentions aimed at exerting illegal pressure on the answering respondent to gain unlawful benefits.

#### **ON FACTS:**

- 1. That Para No.1 of the Appeal pertains to the service records of the Appellant, hence, need no comments.
- 2. That Para No. 2 of the Appeal is correct, hence need no comments.
- 3. That para-3 is correct to the extent that the leave without pay was granted to the Appellant w.e.f. 01-11-2021 to 31-10-2022, however, after completion of the leave period, the Appellant failed to report to his concerned duty station which substantiate his unwillingness to perform his official duty. The Appellant's absence from duty led to proceedings under the E&D Rules, 2011, including a show cause notice issued on dated: 24-02-2023. Similarly, an opportunity of personal hearing was also provided to the appellant on dated: 25-03-2023 (Copy of the show cause notice, staff attendance register, and SDEO report are attached as annexure A, B and C)
- 4. Incorrect, hence denied. As elucidated in the preceding para 3, it is incorrect that the Appellant has continued his official duty in the concerned school after the

completion of leave without pay period rather the Appellant is trying to mislead the Honorable Tribunal by taking refuge under the presumption of his transfer process. In fact, the Appellant fails to resume his duty after the completion of leave without pay period (EOL) as evident from the available record and thus the respondents duly proceeded against the Appellant under the E&D Rules, 2011. Moreover, it is noteworthy that the dispatched number of the NOC document provided by the appellant with this appeal, doesn't match with the dispatched number of the dispatch register of the respondent's office. And thus, through the same fake NOC document the appellant deliberately kept ignored the respondent No. 1 and managed to get a notification of his transfer. However, it pertinent mention is to over here that the transfer/adjustment notification dated 28-03-2023 through which the appellant managed his transfer from District Mohmand to District Peshawar was withdrawn by the respondent No.1, i.e., Director E&SE, Khyber Pakhtunkhwa vide order dated: 12-04-2024, to the extent of Appellant ab-initio. (Copy of the dispatched register and copy of the withdrawal order are attached as annexure D and E)

- 5. As elucidated in the preceding para, and further to state that the Appellant's absence from duty led to proceedings under the E&D Rules, 2011, including a show cause notice issued on dated: 24-02-2023. Similarly, an opportunity of personal hearing was also provided to the appellant on dated: 25-03-2023 and during the personal hearing the appellant admitted his inability to perform his duty in the concerned school. (Copy of the attendance of personal hearing is attached as annexure F).
- 6. The plea of the appellant as composed in para-6 is incorrect, hence denied. The Appellant not only managed to throw dust in the eyes of the respondent No. 1 and illegally managed his transfer from District Mohmand to Peshawar but also completely ignored and had not taken in loop the respondent No.2 in the process. Moreover, the dispatched number of the NOC document provided by the appellant with this appeal also doesn't match with the Dispatched Register record of the respondent No. 2. Furthermore, the District Education Officer Peshawar has duly asked from the Appellant to provide relieving certificate from respondent No. 2, and then the Appellant approached the respondent No.2 for the provision of the relieving certificate. Meanwhile, the respondent No. 2, has already issued a show cause notice to the appellant regarding his willful absence which was even responded by the appellant. Additionally, during the personal hearing the Appellant admitted his inability to perform his duty in the concerned school which established the fact that the Appellant was absent. Consequently, the respondents after following the codal formalities removed the Appellant from service.
- 7. Incorrect, hence denied. The Appellant is trying to mislead the Honorable Tribunal by manipulating the facts. In fact, the respondents issued the show

cause notice order on dated: 24-02-2023 while the appellant transfer order was issued on dated: 29-03-2023, which is almost a month later of the show cause notice. Thus, the plea of the appellant in the first part of the para is totally against the facts. Moreover, during the personal hearing the Appellant confessed that he was unable to perform his duty in the concerned school, make him accountable to be proceeded in accordance with law (See Annexure A and transferred order as annex G).

- 8. It is incorrect to suggest that the Appellant has time and again approached the respondents for obtaining relieving certificate because as per the application of the Appellant, which is attached with the appeal, he approached the respondents on dated 28-12-2023 which is almost 8 months later of his removal from service, and which indicates that how he was interested in performing his duty. Similarly, there is nothing available on record which could substantiate that after his transfer/adjustment to District Peshawar on dated 29-03-2023, the appellant performed his duty in the concerned school. (Copy of the application is attached as annexure H).
- 9. Incorrect, hence denied. The Appellant failed to exhaust the adequate remedy of the competent forum within the statutory period, hence he has no right to bring the instant appeal before the Honorable Tribunal.
- 10. The Appellant is not an aggrieved person within the meaning of section 4 of the service Tribunal Act 1974, hence has no right to bring the instant appeal.

#### **ON GROUNDS:**

- A. Incorrect, hence denied. That the answering respondents being bound by law has treated the Appellant in accordance with law by issuing order dated: 08-04-2023 and while doing so no provision of any applicable law has ever been violated.
- B. Incorrect, hence denied. The detailed reply to has already been given in the above Para's.
- C. Incorrect, hence denied. That the answering respondents being bound by law has treated the Appellant in accordance with law and while doing so no provision of any law for the time being enforce, has ever been violated.
- D. Incorrect, hence denied. The Appellant has been treated in accordance with law and while doing so, there is no discrimination on the part of the respondents rather the respondents has acted validly and treated the Appellant in accordance with law.
- E. Incorrect, hence denied. The plea of the Appellant under Para **E** has no footing under the law and thus not maintainable.
- F. Incorrect, hence denied. That the answering respondents being bound by law has treated the Appellant in accordance with law and while doing so no provision of the constitution has ever been violated.
- G. Incorrect, hence denied. The detailed reply has already been given in the above para.

- H. Incorrect, hence denied. That the answering respondents being bound by law has duly proceeded against the Appellant under the E&D Rules, 2011 and while doing so all the codal formalities has been duly followed.
- I. Incorrect, hence denied. The detailed reply has already been given in the above Para's.
- J. Incorrect, hence denied. The detailed reply has already been given in the above Para's.
- K. The respondents seek permission to present other grounds at the time of hearing of the instant appeal.

#### PRAY:

Keeping in view the above stated facts and legal position, it is, therefore, humbly prayed that the instant appeal of the Appellant may kindly be dismissed in favor of the respondents with cost.

hina Altaf) Director

Elementary and Secondary Education, Government of Khyber Pakhtunkhwa

(Mr. Sheraz Ahmad) District Education Officer (M) Mohmand

# Respondent No.1

**Respondent No.2** 

#### **AUTHORITY LETTER**

I, Sheraz Ahmad, District Education Officer Mohmand (M), do hereby authorized Mr. Javed Khan, CT and Legal representative of this office for submission of comments/reply in Service appeal No. 457/2024 case Titled Fazal Subhan Ex-PST VS Director (E&SE), Khyber Pakhtunkhwa and others, hence and authority letter is hereby issued.

(Sheraz Ahmad) District Education Officer (M) Mohmand

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#### Service Appeal No. 457/2024

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### <u>AFFIDAVIT</u>

I, Sheraz Ahmad, District Education Officer Mohmand (M), do hereby solemnly affirm and declare that the contents of the instant comments/ reply are true and correct to the best of my knowledge & belief and nothing has been concealed from the ambit of this Honorable Tribunal.

DEPONENT (Sheraz Ahmad) District Education Officer (M)

These is no Eo-partie and no cost approxit - the Respondents .

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OFFICE OF THE DISTRICT EDUCATION OFFICER DISTRICT MOHMAND Email:- <u>deomohmand@gamil.com</u>

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#### SHOW CAUSE NOTICE

I, LIAQAT ALI, District Education Officer (Male) Mohmand as Competent Authority under the Khyber Pakhtunkhwa Government Servants (Efficiency &Discipline) Rules,2011 do hereby serve upon you, Mr Fazli Subhan PST GPS Manzari China Tehsil Baizai Mohmand this show cause notice as follow:

To be substituted with Even No & Date

1) That as per DCMA of Education Monitoring Authority Mohmand report for the month of August 2022, you have been found absent from your school duty since 1/11/2021 to 9/01/ 2023 without prior permission/approval of leave.

2) That the then DEO (M) Mohmand had granted you EOL w.e.f. 1/11/2021 to 31/10/2022 (365 days) vide this office No 8142-45 dated 26/11/2021.

3) That after the expiry of the EOL, you did not report to your school as per report of the SDEO concerned.

4) That you are guilty of professional dishonesty, abetment and inefficiency under the Rule-3(a) of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011.

5) In terms of rule 5(1) (a) of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011, I as Competent Authority dispense with the inquiry and serve you with a show cause notice under rule 7 of the rules ibid.

By reasons of the above, you appear to be guilty of inefficiency under Rule-3(a) of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules 2011 and have rendered yourself liable to all or any of the penalties specified in Rule-4 of the rules ibid.

As a result, thereof, I, as the Competent Authority, have tentatively decided to proceed against you under the mentioned rules. You are, therefore, required to show cause as to why penalty under Rule-4 of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules 2011 should not be imposed upon you and also intimate whether you desire to be heard in person.

If no reply to this office is received within 07 days of its delivery, it shall be presumed that you have no defense to put in and, in that case, ex-parte action shall be taken against you under the rules ibid.

(LIAQAT ALI) District Education Officer (Male) Mohmand

#### Mr. Fazli Subhan PST GPS Manzari China Tehsil Baizai

Endst No 7091-96 / Estab (Pry)

Dated 24/02/2023

#### Copy forwarded to the:

- 1) Director of Elementary & Secondary Education Khyber Pakhtunkhwa, Peshawar.
- 2) DMO Education Monitoring Authority Mohmand.
- 3) SDEO concerned with the direction to deliver this notice to the said official with acknowledgement on the office copy under intimation to this office and do the needful as per rules.
- 4) Official concerned

5) Office Copy.

24/2/202 District Education Officer (Male) Mohmand 12.

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Report about Pazal subhan Dated 29/3/23

Annen - (

From

ASDEO (M) primary Circle khuizai /Baizai

То

SDEO(M) pry Upper subdivision Mohmand

PST.B-12

Subject: REPORT ABOUT FAZAL SUBHAN PSHT GPS MANZARI CHINA MALANG

Memo:

Respected the unsigned visited GPS Manzari Cheena Malang Baizai on 18/02/2023 and found Fazali Subhan Pst who was on long leave from 01/11/2021 to 31/10/2022. The said teacher has not reported his arrival to his ASDEO concerned. The said teacher continuously remained absent from his school DUTIES. Although he was informed telephonically so many times by ASDEO concerned to ensure his arrival but he fails to do so.

It is therefore, recommended that his salary may please be stopped and disciplinary action may please be taken against him.

Arshad Khan ASDEO 283 Circle khuizai Baizai ASDEO

Non Date forwarded to DEO (M) DISTI; Mohmand for in formation and necessary action please.

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SDEO (M) Primary Upper Mohmand



# OFFICE OF THE SUB-DIVISIONAL EDUCATION OFFICER- MALE (PRIMARY) UPPER MOHMAND

NO\_1826

DATE: 30 / 3 /2023

To

#### District Education Officer

(M) District Mohmand.

Subject:

#### <u>REPORT ABOUT MR. FAZAL SUBHAN PST BPS-12 GPS MANZARI</u> <u>CHINA MALANAG</u>

With veneration reference to the subject noted above in the light of ASDEO male primary circle Khwezai/Baizai self-explanatory report, it is hereby stated that Mr. Fazal Subhan PST GPS Manzari China Malang was visited by ASDEO Concerned on 18/02/2023 and Mr. Fazal Subhan PST was found on long leave w.e.f 01/11/2021 to 31/10/2022. After completion the leave period Mr. Fazal Subhan has not informed his ASDEO about his arrival to his duty station. The said teacher remained absent continuously from his school duty. Instead of being telephonically informed so many times added by ASDEO concerned. Moreover he remained absent during the DCMA report as well. Entry of earned leave vide DEO (M) District Mohmand office order No: 8142-45 dated: 26/11/2021 has been made in original service book.

So this case is submitted to your good office for issuing him show cause notice and for further proceedings please.

SDEO- M Upper Mohmand District, Mohmand

Endst: No.

/2023

Copy for of the following forwarded to;

- 1. DMO, EMA Mohmand
- 2. ASDEO's concerned
- 3. Office Record



Dated:



SDEO- M Upper Mohmand District, Mohmand

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	APPLI	ICATION FORM FOR I	VTER DISTRICT TRANSFE	
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	1. Name of the Teache		Farel Subhan	
	& District of Dor		Mohrmanol	
	2. Designation/Post he		PST_BPS/2	· · · · · · · · · · · · · · · · · · ·
	3. Date of 1 <sup>st</sup> Appointm		06-03-2003	
	4. Date of taking over c	harge (District of Present Post)	06-03-2013	
	5. Name of Present Sch		GPS Manzari Chena 1	Malan &
	<ol><li>Name of School whe</li></ol>	re posting is required	1. Gos no 2 Deen Ral	an
	· .		2 Peshawer	
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	7. Reason for Transfer		Emernity	
	8. G.P. Fund No.		h047	and Watth
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	10. Numbers of C/leave (	Availed)	1 - Block	JUDKS! NUY
	<ol><li>Signature of Prl:/HM/</li></ol>		( Note the finance ADU-	M. AGener
	12. Signature of A.D.O in	case of primary Teacher		Bistrict
	l solemnly de	clare that all above information	's from S.No. 1 to 12 are correct an	d
	nothing has been con	cealed.	und and a to 12 die confect and	
	· ·			
		Signature	for .	
		Name of Applicant	Fazal Cubham	<u> </u>
		N.I.C No.	21406-7480718-1	·
• F	In case of transfer of I It is certified t I. The study/Education of	Mr. Mst: <u>Fazla Busl</u> hat.	II not suffer with proposed transfer Mention) Period.	``
		Name of FDO F& SE		
	Endst. No 🧎	<u>31</u>	Dated (7/0//2.0)	- at O berland
	ELEMEN Li ave no objection to againstra vacant postof Lejistract	elevant documents and found c	EXECUTIVE DISTRICT OFFICER <u>N WHERE POST IS PROPOSED</u> hool) orrect. It is also certified that no N.4	D.C has
- N	ame of EDO E& SE	S	Signature	·
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	ote;	/ Dated	Stamp,	<u> </u>
		locuments duly attested should	be provided.	
	1. Service Book (photo sta			
		(original or attested photo copi	es by FDO F& SF 👘 🧷	•
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DIRECTORATE OF ELEMENTARY AND SECONDARY EDUCATION KHYBER PAKHTUNKHWA.

<u>OFFICE ORDER</u>

The competent authority (Director Elementary & Secondary Education Khyber Pakhtunkhwa, Peshawar) is pleased to withdraw the transfer order being ab-initio to the extent of Serial No.3, namely Mr. Fazle Subhan PST (BPS-12) GPS Manzari Cheena Tehsil Baizai District Mohmand issued vide No. 1528-30 Dated: 28-03-2023 in the interest of public service.

# DIRECTOR

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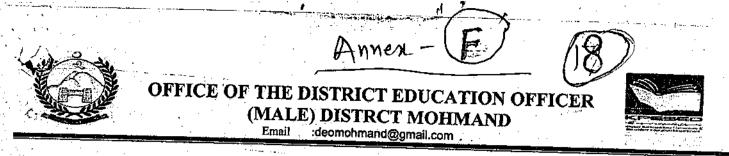
Directorate of Elementary & Secondary Edu: <u>4049-54</u> Endst: No.\_\_\_\_\_/F.No./Posting/Transfer/Peshawar/Estab-1 Copy forwarded for information and necessary action to the:-

- 1. District Education Officer (Male) Mohmand.
  - 2. District Education Officer (Male) Peshawar.
  - 3. Section Officer (Primary-Male) Elementary & Secondary Education Department.
  - 4. Principal Concerned.
  - 5. Teacher Concerned.
- 6. P.A to Director Elementary & Secondary Education Local office. 7. P.A to Additional Director NMDs Local Directorate



4/2023 Assistant Director (Estab-1)

Directorate of Elementary & Secondary Edu: Khyber Pakhtunkhwa Peshawar. fuf



# COMMITTEE FOR PERSONAL HEARING

The u/signed is pleased to constitute the following committee to conduct personal hearing of the officials mentioned below on 25/3/2023.

- 1. Liaqat Ali DEO (Male) Mohmand
- 2. Iftikhar Ali SDEO (Male) Upper Mohmand
- 3. Muhammad Ali ADEO Estab: Primary
- 4. Amir shah Dealing Assistant Local Office

Chairman Member Member Facilitator

		Names of the Accused Officials	Χ
SaNo	Name & Designation.	Station of Duty	
}	Zafar Hussain PSHT Ibadat Shah PSHT	GPS Gat Warsak Mohmand	- <u></u>
	Niaz Ali TT	GPS Ghanam Shah	
	Fazli Subhan PST	GPS Ghanam Shah	,,,
<i>د</i> ا	r dzir Sublian F51	GPS Manzari Cheena	

Dated 25/3/2023

#### (LIAQAT ALI) District Education Officer (Male) Mohmand

Endst No <u>7343-44</u> /PH

Copy to the:

- 1) Officers/official concerned
- 2) Office copy.

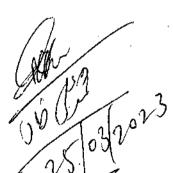
3/2023 District Education (Male) Moh



ATTENDANCE FOR PERSONAL HEARING IN R/O FAZLI SUBHAN PST GPS MANZARI CHINA MALANG TEHSIL BAIZAI DISTRICT MOHMAND

S/No: Desig School Fazde Subhen 5ps Manzun cheenes June. DSt

34/1/2022 550 45, 45, 45, 45, 202 550 45, 45, 26/11/202 550 - 45, 26/11/202 - 200 30 - 200 مس في لالى منشران جسم من دران م سون كم ناما قيد ليك وجرا ~ " win the con the for the sources of the sources of the Signa my of the proportion of the find of the to prove Ale Uapé - 6 2 6 ge 6 2 6 go 10 25/3/23



# 25-3-2023

5/03/2023

DEO(m) Mihmand 25/3/2003



# DIRECTORATE OF ELEMENTARY & SECONDARY EDUCATION KHYBER PAKHTUNKHWA PESHAWAR.

annex-

#### NOTIFICATION

The services of following teachers are hereby placed at the disposal of District Education Officer (Male) Peshawar for further adjustment against the vacant post on his own pay & BPS in the interest of public service with immediate effect in the light of letter received from Govt: of Khyber Pakhtunkhwa Elementary & Secondary, Education Department Civil secretariate Peshawar Signed by Section Officer (Primary/F) vide No 50(P/F)/E&SED/2-1/Minutes/IDT/2021 Dated: 27-03-2023.

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ζE,

S#	Name & Designation	From	То
1.	Muhammad Zaheer Ud din PST (BPS-12)	GPS No.1 Upper Chitral	Peshawar
2.	Mr. Tanveer Ahmad PST(BPS-12)	GPS Samagula Upper Chitral	Peshawar
∕ <sup>3.</sup>	Mr. Fazle Subhan PST (BPS-12)	GPS Manzari Cheena Tehsil Baizai	Peshawar
4.	Mr. Ammad Ud Din PST (BPS-12)	GPS Khalil Swabi	Peshawar
5.	Mr. Arsalan Zahid CT (BPS-15)	GMS Kalito Malakand	Peshawar
6.	Muhammad Zafaran CT (BPS-15)	GMS Barbara Karak	Peshawar

#### TERMS & CONDITIONS

- 1. Charge Report should be submitted to all concerned.
- 2. No TA/ DA is allowed.
- 3. The District Education Officer concerned with the direction to check and verify their original Service Books and all documents before release of salary.
- 4. Their Seniority will be determined at the bottom of the seniority list of the PSTs/CTs in District Peshawar as per rules.

1525-30

#### DIRECTOR Elementary & Secondary Education Khyber Pakhtunkhwa

Dated \_ 28 0 31 2023

Endst: No. \_\_\_\_\_\_F.No./Transfer/Posting/Peshawar Copy forwarded to the:

- 1. Section Officer (Primary/F) w/r to his letter No. & Date as cited above.
- 2. District Education Officer (M) Peshawar.
- 3. District Accounts Officer Peshawar.
- 4. Mr. Hidayat Ullah focal person IEMIS Local Directorate.
- 5. Officers Concerned.

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

# OFFICER (MALE) PESHAWAR OFFICE OF THE DISTRICT EDUCATION

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ANNER PRARTIES AND PRARTIES. PRARTIES.

In pursuance of the Notification issued by Director Elementary & Secondary

Education Khyber Pakhunkhwa, Endst: NO 1525-30, F.No./Transfer/Posting/Peshawar/ Dated: 28/03/2023, the following teachers tranferred from various districts to district Peshawar, are hereby posted at stations mentioned agginst each name at their own BPS at against vacant in the interest of public service, with immediate effect

posts, i	n the interes	t of pub		REMARKS
	[			ADJUSTED AT
	NAME	0650	TOPPER CHITRAL	GPS FIDA ABAU, PESHAWAR
	мінаммар Zahéer			GPS FIDA ABAD, PESIJAWAR
	TAXVEER AHMAD		TEHSH BAIZAL	CIS NO. 01. TELA DIMAN
3	FAZLE SUBILAN	]		GPS NO. 01, FAQIR BUNR, PESHAWAR
	AMMAD UD DIN	PST	GPS KHALIL SAIVABLy	Eastion of the transfer

Charge Report should be submitted to all concerned after the verification of VOTE:

order from the undersigned.

T.A/D.A is not allowed ü

#### (SAJJAD AKHTAR IQBAL) DISTIRCT EDUCATION OFFICER (MALE) PESHAWAR

Endst: No: 6273-83 /Estb: Primary/ Dated 29 / 03 /2023. Copy of the above is forwarded for information and far necessary action to the ---

- Director (E&SE) Khyber Pakhtunkhwa Peshawar w/r to the Office Order No. & Date Mantioned
- Ż

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- P.S. to Secretary Elementary & Secondary Education Khyber Pakhtunkhwa.
- Distirict Education Officer (Male) Concerned. 3
- SDEO/ASDEO (Male) Concerned, Peshawar. 4
- PA to District Education Officer (M) Peshawar: .5
- á
- Teachers concerned. 7 EMIS Local Office. R

DY: DISTRICT EDUCATION OFFICE (MALE) PESHAWAR

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