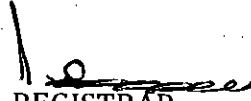




Form-A
FORM OF ORDERSHEET

Court of _____

Case No. 656/2018

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1	16/05/2018	<p>The appeal of Mr. Muhammad Muhr Khan presented today by Mr. Hidayatullah Khattak Advocate may be entered in the Institution Register and put up to the Worthy Chairman for proper order please.</p> <p style="text-align: right;"> REGISTRAR</p>
2-	18/05/18	<p>This case is entrusted to S. Bench for preliminary hearing to be put up there on <u>31/05/18</u></p> <p style="text-align: right;"> CHAIRMAN</p>
	31.05.2018	<p>Counsel for the appellant present and seeks adjournment. Adjourned. To come up for preliminary hearing on 13.07.2018 before S.B.</p> <p style="text-align: right;"> (Ahmad Hassan) Member</p>

13.07.2018

None present on behalf of the appellant. Adjourned.
To come up for preliminary hearing on 08.08.2018 before
S.B.



(Muhammad Amin Kundi)
Member

08.08.2018

Clerk to counsel for the appellant present and seeks
adjournment on the ground that learned counsel for the appellant is
not available today. Adjourned. To come up for preliminary hearing on
03.09.2018 before S.B.



(Muhammad Amin Kundi)
Member

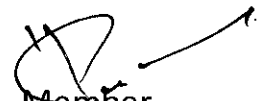
03.09.2018

Learned counsel for the appellant present. Preliminary arguments heard.

Appellant has filed the present service appeal u/s 4 of the Khyber Pakhtunkhwa Service Tribunal Act 1974, being aggrieved against the delay in his promotion to the post of SST. Plea of the appellant is that his promotion to the post of SST was due from 31.10.2014 but he was promoted as such vide impugned order dated 13.10.2017. The appellant filed joint departmental appeal but the same was not responded.

Points raised need consideration. The present service appeal is admitted for regular hearing subject to all the legal objections. The appellant is directed to deposit security and process fee within 10 days. Thereafter notices be issued to the respondents for written reply/comments. To come up for written reply/comments on 30.10.2018 before S.B.

Appellant has deposited
Security and Process Fee


Member

30-10-18 Due to Retirement of Honorable
Chairman the Tribunal is non
functional therefore the case is
adjourned to come for the
same on 14-12-2018
Resden

14.12.2018

Counsel for the appellant present. Mr. Kabirullah Khattak, Additional AG for the respondents present. Written reply not submitted. Learned Additional AG requested for adjournment. Adjourned. To come up for written reply/comments on 23.01.2019 before S.B.


Muhammad Amin Khan Kundi
Member

23.01.2019 Clerk to counsel for the appellant present and seeks adjournment on the ground that learned counsel for the appellant wants to submit amended appeal. Adjourn. To come up for further proceedings on 13.02.2019 before S.B.


Member

13.02.2019

Learned counsel for the appellant present. Daud Jan Superintendent present. Learned counsel for the petitioner submitted application for change of the names/nomenclatures and Addresses of respondents due to merger of erstwhile FATA areas into Khyber Pakhtunkhwa. Application allowed. Resultantly the respondents No.2, 4 & 5 as mentioned in the memo of appeal are hereby stuck down. Respondent No.3 as mentioned in the present service appeal is hereby renumbered as respondent No.2. Director Education Warsak Road Peshawar and District Education Officer Aurakzai are hereby arrayed as respondents No.3 & 4 respectively. Notice be issued to the respondents for 01.04.2019. To come up for further proceedings on the date fixed before S.B.


Member

01.04.2019 Appellant in person present. Mr. Kabirullah Khattak,
Addl: AG alongwith Mr. Daud Jan, Supdt for respondent no.3
and Mr. Kosar Ali, ADEO for respondent no.4 present. Written
reply not submitted. Requested for adjournment. Adjourned.
Case to come up for written reply/comments on 02.05.2019
before S.B.



(Ahmad Hassan)
Member

02.05.2019 Clerk of counsel for the appellant and Mr. Usman Ghani,
District Attorney for the respondents present.

Learned District Attorney requests for further time to
procure written reply from the respondents.

Adjourned to 20.06.2019 on which date written reply shall
positively be submitted.

20.06.2019


Chairman
Counsel for the appellant and Mr. Kabirullah Khattak,
Additional AG alongwith Mr. Shakeel, Superintendent on behalf
of respondent No. 2 present. Learned counsel for the appellant
requested that address of respondent No. 3 i.e Director Education
newly merged District Warsak Road Peshawar may be
corrected/entered as Director Elementary & Secondary Education,
Government of Khyber Pakhtunkhwa Peshawar. Learned
Additional AG has expressed no objection. Accordingly, the
request of learned counsel for the appellant is accepted and the
Muharrar is directed to make entry in the regard and address of
respondent No. 3 may be corrected accordingly. Notice be also
issued to all the respondents. Case to come up for written
reply/comments on 18.07.2019 before S.B.


(Muhammad Amin Khan Kundi)
Member

18.07.2019

Junior to counsel for the appellant and Mr. Muhammad Riaz Khan Pindakhel, Assistant A.G alongwith Kausar Ali, ADEO for respondent No. 4 present. Nemo for respondents No. 1 to 3.

Representative of respondent No. 4 requests for further time. Fresh notices be issued to respondents No. 1 to 3. To come up for written reply/comments on 11.09.2019 before S.B.


Chairman

11.09.2019

Junior to counsel for the appellant present. Nemo for the respondents.

Fresh notices be issued to the respondents by way of last chance for submission of written reply/comments on 07.10.2019 before S.B.


Chairman

07.10.2019

Counsel for the appellant present. Nemo for the respondents.

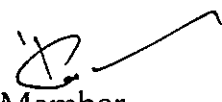
Respondents have not furnished comments/reply despite last opportunity. The matter is, therefore, posted to D.B for arguments on 16.12.2019.


Chairman

16.12.2019

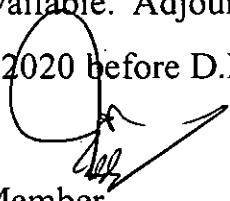
Learned counsel for the appellant and Mr. Muhammad Jan learned Deputy District Attorney present. Learned counsel for the appellant seeks adjournment. Adjourn. To come up for arguments on 14.02.2020 before D.B. Notice be issued to the respondents as well as representative of respondent No.3 namely Irfan Assistant for the date fixed.



Member


Member

14.02.2020

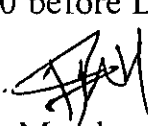
Khaista Sher appellant in connected service appeal present. Mr. Zia Ullah learned Deputy District Attorney present. Appellant seeks adjournment as his counsel is not available. Adjourned To come up for arguments on 27.02.2020 before D.B.

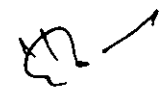

Member


Member

27.02.2020

Learned counsel for the appellant present. Mr. Riaz Khan Paindakheil learned Assistant Advocate General alongwith Irfan Assistant present and seeks adjournment. Adjourn. To come up for further proceedings/arguments on 30.03.2020 before D.B.


Member


Member

30.03.2020

Due to public holidays on account of Covid-19, the case is adjourned. To come up for the same on 18.06.2020 before D.B.


Reader

18.06.2020

Due to Covid-19, the case is adjourned. To come up for the same on 08.09.2020 before D.B

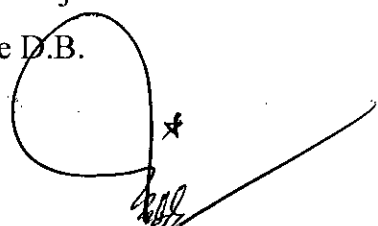
Reader

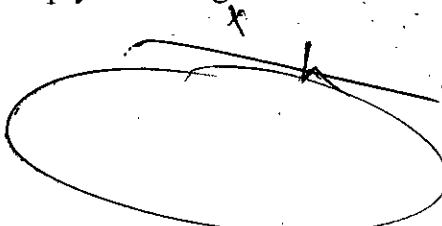
08.09.2020

Appellant is not present. Mr. Kabirullah Khattak, Additional Advocate General for respondents present.

Learned Additional Advocate General submitted that reply in the instant appeal has not been submitted yet and sought for adjournment. The perusal of the appeal revealed that it is pending since 16.05.2018 and so far reply has not been submitted. Last chance is given to the respondents to submit their respective reply.

Adjourned to 24.11.2020 for reply and arguments before D.B.


(Mian Muhammad)
Member (E)


(Muhammad Jamal)
Member(J)

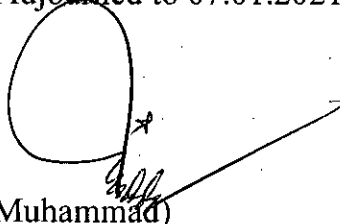
24.11.2020

Counsel for the appellant present. Addl: AG alongwith Mr. Hussain Ahmad, Focal Person Litigation for respondents present.

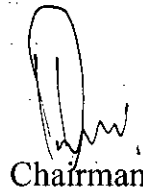
Learned Addl: AG states that the requisite reply has been brought to his office for vetting, a short adjournment is, therefore, sought.

On the last date the matter was adjourned for the purpose but as a last chance. The request of learned Addl: AG is allowed, however, the failure of respondents in submission of reply on the next date will follow adverse consequences as required by the law.

Adjourned to 07.01.2021 before D.B.



(Mian Muhammad)
Member (E)



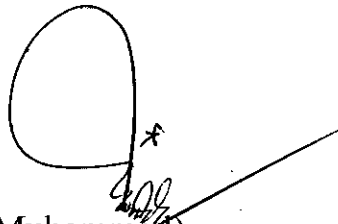
Chairman

07.01.2021

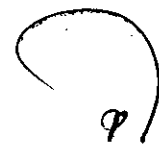
Counsel for the appellant present. Learned Addl: AG alongwith Javed Iqbal, Stenographer for respondents present.

Representative of the respondents submitted written reply /comments which is placed on file. A copy of the same was also handed over to the learned counsel for the appellant.

Adjourned to 30.03.2021 for rejoinder and arguments before D.B.



(Mian Muhammad)
Member(E)



(Rozina Rehman)
Member(J)

30.03.2021

Due to non availability of the concerned D.B, the case is adjourned to 30.06.2021 for the same.


Reader

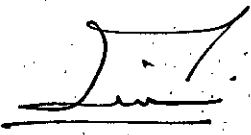
28.06.2021

Appellant alongwith his counsel Mr. Hidayat Ullah Khattak, Advocate, present. Mr. Hussain Ahmed, Focal Person alongwith Mr. Riaz Ahmad Paindakheil, Assistant Advocate General for the respondents present.

Partial arguments heard. To come up for remaining arguments before the D.B on 07.07.2021.



(ATIQ-UR-REHMAN WAZIR)
MEMBER (EXECUTIVE)



(SALAH-UD-DIN)
MEMBER (JUDICIAL)

07.07.2021

Mr. Hidayat Ullah Khattak, Advocate, for the appellant present. Muhammad Riaz Ahmed Paindakheil Assistant Advocate General for the respondents present.

We being Members of Larger Bench, remained busy in hearing arguments in the appeals fixed before the Larger Bench, therefore, arguments in the instant appeal could not heard. Adjourned. To come up for remaining arguments before the D.B on 14.07.2021.



(ATIQ-UR-REHMAN WAZIR)
MEMBER (EXECUTIVE)



(SALAH-UD-DIN)
MEMBER (JUDICIAL)

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
PESHAWAR

Service Appeal No. 656 /2018

Muhammad Muneer Khan.....Appellant

V E R S U S

The Chief Secretary & others.....Respondents

I N D E X

S#	Description of Documents	Annex	Pages
1.	Service Appeal with affidavit		1-5
2.	Addresses of parties		6
3.	Copies of promotion order dated 13.10.2017	A	7-14
4.	Copy of Notification dt.31.10.2014	B	15-16
5.	Copy of Representation	C	17-18
6.	Wakalatnama		19

Muhammad Muneer
Appellant

Through

Hidayatullah Khattak
Hidayatullah Khattak
Advocate High Court
Cell No.0300-9357757

Dated 10/05/2018

1

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
PESHAWAR

Service Appeal No. 656 /2018

Khyber Pakhtunkhwa
Service Tribunal

Diary No. 698

Dated 16/05/2018

Muhammad Muneer Khan S/o Khan Badshah, R/o
Village Chaper Mashti Tehsil Central Orakzai Agency

.....**Appellant**

V E R S U S

1. The Chief Secretary, Khyber Pakhtunkhwa, Civil Secretariat, Peshawar
2. Additional Chief Secretary FATA, FATA Secretariat, Warsak Road, Peshawar
3. The Secretary Education, Khyber Pakhtunkhwa, Peshawar
4. The Director Education FATA, FATA Secretariat, Warsak Road, Peshawar
5. Agency Education, Officer Orakzai Agency
.....**Respondents**

**APPEAL U/S 4 OF THE KHYBER
PAKHTUNKHWA SERVICE TRIBUNAL ACT,
1974 AGAINST THE ORDER/NOTIFICATION
NO.54 DATED 13.10.2017 WHEREBY THE
PROMOTION ORDER OF THE APPELLANT
TO SST WERE ANNOUNCED BUT WHICH
WAS DUE FROM 31.10.2014 AS PER
PROMOTION ORDER NO.3493-3562/SST
PROMOTION/ ESTABLISHED DATED**

Filed to-day
Registrar
16/5/18

**31.10.2014 NOTIFIED BY KHYBER
PAKHTUNKHWA GOVERNMENT THROUGH
NOTIFICATION DATED 31.10.2014**

Prayer in Appeal

**On acceptance of this service appeal,
the promotion order dated 13.10.2017 of
respondent No.4 be declared from
31.10.2014 not from 13.10.2017.**

**Any other relief, this Hon'ble Tribunal
may deem fit for the safe administration
of justice**

Respectfully Sheweth:-

1. That the appellant was performing their duties in Orakzai Agency on different posts.
2. That on 13.10.2017 the respondent No.4 issued a promotion order of different SST's. (Copies of promotion order dated 13.10.2017 is attached as annexure "A")
3. That Khyber Pakhtunkhwa Government have already issued a promotion order of different post to the SST on 31.10.2014. (Copy of the Notification dated 31.10.2014 is attached as annexure "B").

4. That as seniority of list of Education Department of Khyber Pakhtunkhwa Government and persons performing their duties in FATA Education Department are prepared jointly.
5. That appellant after the issuance of the promotion order /notification dated 13.10.2017, submitted a application/representation to respondent No.4. (Copy of Representation is attached as annexure C).
6. That after a laps of considerable time no response from respondents concerned appellants are constrained to approaches this Hon'ble Tribunal on the following amongst other grounds:-

G R O U N D S:

- A. That the impugned promotion notification dated 13.10.2017 is against facts, if law and rule, therefore liable to be set aside.
- B. That valuable rights of the appellant in shape of have been violated because of the issuance of the promotion to SST at such belated stage.
- C. That due to late issuance of promotion order dated 31.10.2017, valuable rights in shape of seniority

have been violated which is to be reckon from the issuance of date of promotion of the Government of Khyber Pakhtunkhwa dated 31.10.2014.

- D. That the appellant have not been treated according to law and promotion policy.
- E. That the appellants have been condemned unheard and not been treated according to law and policy
- F. That the appellant have been condemned unheard and not been treated according to law and policy.
- G. That according to the articles No.4 to 25 every citizens are to be treated equally while in the case of appellant, they had not been treated equally needs interference.
- H. That through this promotion order at a such belated stage speaks discrimination which s against natural justice, equity and law.
- I. That any other grounds will be raised at the time of arguments with the permission of this Hon'ble Court.

It is, therefore most humbly prayed that on acceptance of this appeal, this Hon'ble Tribunal order the promotion notification dated 31.10.2014 shall be deemed and issue on.

Muhammad Munir
Appellant

Through

Hidayatullah Khattak
Hidayatullah Khattak
Advocate High Court

Dated 10/05/2018

AFFIDAVIT

I, Muhammad Muneer Khan S/o Khan Badshah, R/o Village Chaper Mashti Tehsil Central Orakzai Agency, do hereby solemnly affirm and declare on oath that the contents of the accompanying **Service Appeal** are true and correct to the best of my knowledge and belief and nothing has been concealed from this Hon'ble Court.



Muhammad Muneer
DEPONENT

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
PESHAWAR

Service Appeal No. _____/2018

Muhammad Muneer Khan.....**Appellant**

V E R S U S

The Chief Secretary & others.....**Respondents**

ADDRESSES OF PARTIES

APPELLANT:

Muhammad Muneer Khan S/o Khan Badshah, R/o
 Village Chaper Mashti Tehsil Central Orakzai Agency

RESPONDENTS:

1. The Chief Secretary, Khyber Pakhtunkhwa, Civil Secretariat, Peshawar
2. Additional Chief Secretary FATA, FATA Secretariat, Warsak Road, Peshawar
3. The Secretary Education, Khyber Pakhtunkhwa, Peshawar.
4. The Director Education FATA, FATA Secretariat, Warsak Road, Peshawar
5. Agency Education, Officer Orakzai Agency

Muhammad Muneer
 Appellant

Through

Hidayatullah Khattak
Hidayatullah Khattak
 Advocate High Court

Dated 10.05.2018



7

A
Anexer

Office of the Agency Education Officer
Orakzai Agency Hangu
PHONE. 0925-690017

NOTIFICATION.

Consequent upon placement of their services at the disposal of the undersigned vide director of Education FATA secretariat Peshawar No 15451-99 dated 11.10.2017. The following Officials promoted to the Post of SST BPS 16 are hereby adjusted against the vacant Post mentioned their names below in the interest of public service .

SCT to SST (General)

S#	Seniority No	Name of Teachers	From	To	Remarks
1.		Khaista Sher	GHS Misthi Bazar	GHS Mandati	Against Vacant Post
2.		Anwar Ali	GHS Paloosi	GHS Paloosi	-do-
3.		Syed Hijab Hussain	GHS SraMela	GHS SraMela	-do-
4.		Sinjab Khan	GHS TootiBagh	GHS KhawaStoriKhel	-do-
5.		Janat Khan	GHS SaifalDara	GMS BugaraMishti	-do-
6.		HanifJan	GHS Spaidar	GMS BaghNak	-do-
7.		IqbalHussain	GHS AviMela	GMS Dappa	-do-
8.		JavidHussain	GHS DranSheikhan	GMS WamPanra	-do-
9.		Muhammad Baz	GHS TootiBagh	GHS ManzGarhi	-do-
10.		Ghameen Hassan	GHS And Khel	GHS And Khel	-do-
11.		SherAfzal	GHS JalakaMela	GHS JalakaMela	-do-
12.		Munir Khan	GHS Ghiljo	GHS SaifalDarra	-do-
13.		Manzoor Ali	GHS SarbiGarhi	GMS SabziKhel	-do-
14.		Luqman Hakim	GHS JalakaMela	GHS BazidKhel	-do-

CT to SST Science (Bio/Chem)

S#	Seniority #	Name of Teachers	From	To	Remarks
1.		Fazal Hakim	GHS Gulistan	GHS Ghiljo	Against Vacant Post
2.		Muhammad Haroon	GHS Inzarpatti	GHS Inzarpatti	-do-
3.		Jamil Khan	GHS BazidKhel	GHS Mandati	-do-
4.		Tilawat Shah	GHS SwaroKot	GHS ChapperMishti	-do-

CT to SST (Science Physics/Maths)

S#	Seniority No	Name of Teachers	From	To	Remarks
1		Muhammad Javed CT	GMS GhuzGurh	GHS Inzar Patti	Against Vacant Post

APPROVED

8

PST to SST (General)

S#	Seniority No	Name of Teachers	From	To	Remarks
1.		Sher Kat Ali	GPS LalMela	GHSS Kalaya	Against Vacant Post
2.		Syed Anwar	GPS GariMishhti	GHS Ghiljo	-do-
3.		Jaman Ali	GHS SarobiGarhi	GHS SarobiGarhi	-do-
4.		Eid Muhammad	GPS RambecSali	GMS GhuzGarh	-do-
5.		ShamshadHussain	GPS Mian Chan	GMS DarraGarhi	-do-
6.		Syed ZamirHussain	GPS KasoKilli	GMS Dappa	-do-
7.		Aziz Ur Rehman	GPS ShakarTangi	GMS Kasha	-do-
8.		Muhammad Munir Khan	GPS ZorChapper	GHS ChapperMishti	-do-

PST to SST (Science)

S#	Seniority No	Name of Teachers	From	To	Remarks
1.		Races Khan	GPS Gull Ali Khel	GHSPuloosi	Against Vacant Post

AT to SST (General)

S#	Seniority No	Name of Teachers	From	To	Remarks
1.		RafiqHussain	GHSS Kalaya	GMS SraKhuna	Against Vacant Post

TT to SST (General)

S#	Seniority No	Name of Teachers	From	To	Remarks
1.		SohailKhan	GPS SraMela	GHS SraMela	Against Vacant Post

TT to SST (Science)

S#	Seniority No	Name of Teachers	From	To	Remarks
1.		Ayan Ali	GMS SulemanKhel	GHS Kurez	Against Vacant Post

DM to SST (General)

S#	Seniority No	Name of Teachers	From	To	Remarks
1.		Shah Noor Khan	GHS SaifalDara	GHS BilandKhel	Against Vacant Post
2.		Sabil Hassan	GHSS Kalaya	GHSS Kalaya	-do-

Qari to SST (General)

S#	Seniority	Name of Teachers	From	To	Remarks
1.		AbdurRehman	GHS AviMela	GHS DranSheikhan	Against Vacant Post

ATTESTED

9

NOTE:-

1. Charge report should be submitted to all concerned.
2. YADA etc is not allowed.

Agency Education Officer
Orakzai Agency at Hangu

Endst No 9415-54 dated Hangu the 13/10 /2017.

Copy forwarded to the:-

1. Director of Education FATA Seccratariat Peshawar.
2. Political Agent Orakzai Agency at Hangu.
3. Agency Accounts officer Orakzai Agency at Hangu.
4. Principal/Head/Mistress of concerned High Schools.
5. AAO (Female) of the local office.
- 6-10. Teachers concerned.

Agency Education Officer
Orakzai Agency at Hangu.

ATTESTED

9-A

Better Copy

Note:

1. Charge report should be submitted to all concerned.
2. TADA etc is not allowed.

Sd/-

Agency Education officer
Orakzai Agency at Hangu

Endst No.9415-54 dated Hangu the 13/10/2017

Copy forwarded to the:

1. Director of Education FATA Secretariat, Peshawar
2. Political Agent Orakzai Agency at Hangu
3. Agency Accounts Officer Orakzai Agency at Hangu
4. Principal? Headmistress of concerned High schools.
5. AAEO (Female) of the local office
- 6-40. Teachers concerned.

Sd/-

Agency Education officer
Orakzai Agency at Hangu

~~ATTESTED~~



10

Orakzai S

FATA SECRETARIAT
 DIRECTORATE OF EDUCATION
 KHYBER PAKHTUNKHWA, WARSAK ROAD PESHAWAR, PA
 PHONE: 091-9210166 FAX 091-9210216

No. _____ Date ____/____/2017

Notification

In pursuance of the Government of Khyber Pakhtunkhwa Elementary and Secondary Education Notification No.SO(PE)/4-5/SSRC/Meeting/2013/Teaching Cadre dated 24th July, 2014 recommendations of the Departmental Promotion Committee, the following SCTs/CTs, SDMs/SAs/ATs, STTs/TTs, Senior Qaris/Qaris, PSHTs/SPSTs/PSTs of Orakzai Agency hereby promoted to the post of SST (Bio-Chem), SST (Phy-Maths), SST (General) noted against the BPS-16 (Rs. 18910-1520-64510) plus usual allowances as admissible under the rules on regularity under the existing policy, on the terms and condition given below, with immediate effect in the interest of public service.

A. SST (Bio/Chem)

PROMOTION OF SCT/CT TO SST (Bio/Chem) BPS-16.

Total No. of SST vacant post of SSTs (Bio/Chem)	09
25% share initial recruitment	02
75% share for Promotion.	07
40% Share of promotion of Senior CT/CT	04
Posts available for promotion	04
Promoted through this order	04

S.N o.	Sl.N o.	Name of Official	Place of posting	D/O Birth	Date of Appoint; regular CT	Qualification	Remarks
1	93	Fazal Hakim	GHS Gulistan	3.2.76	1.9.2003	BSc/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST Bio/Chem (BPS-16) post.
2	17	Muhamma d Haroon	GHS Inzar pati	15.1.78	1.9.2003	BSc/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST Bio/Chem (BPS-16) post.
3	106	Jamil Khan	GHS Bazid Khel	9.8.81	24.11.2005	BSc/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST Bio/Chem (BPS-16) post.
4	177	Tilawat Shah	GHS Spidar	10.2.85	24.11.2009	BSc/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST Bio/Chem (BPS-16) post.

PROMOTION OF PSHT/SPST/PST TO SST (Bio/Chem) BPS-16.

Total No. of SST vacant post of SSTs (Bio/Chem)	09
5% share initial recruitment	02
5% share for Promotion.	07
4% Share of promotion of PSHT/SPST/PST	02
Posts available for promotion	02
Promoted through this order	01

11/10/17

Sl.No.	Name of Official	Place of posting	D/O Birth	Date of Appoint; regular PST	qualification	Remarks
5	Raees Khan	GPS, Gandhi Tal	15.2.75	19.9.2002	BSc/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST Bio/Chem (BPS-16) post.

PROMOTION OF S.TT/TT TO SST (Bio/Chem) BPS-16.

Total No. of vacant Posts of SST (Bio/Chem)	09
6% share initial recruitment	02
7% share for Promotion.	07
Share of promotion of S.TT/TT	02
Posts available for promotion	07
Promoted through this order	07

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1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes the need for transparency and accountability in all financial dealings.

2. The second part of the document outlines the various methods and techniques used to collect and analyze data. It highlights the importance of using reliable sources and ensuring the accuracy of the information gathered.

3. The third part of the document focuses on the interpretation and analysis of the collected data. It discusses the various statistical and analytical tools used to draw meaningful conclusions from the information.

4. The fourth part of the document addresses the challenges and limitations of the data collection and analysis process. It identifies common pitfalls and provides strategies to overcome them.

5. The fifth part of the document concludes with a summary of the key findings and recommendations. It emphasizes the importance of ongoing monitoring and evaluation to ensure the effectiveness of the data collection and analysis process.

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**FATA SECRETARIAT
DIRECTOR OF EDUCATION**
Khyber Pakhtunkhwa Warsak Road, Peshawar,

No. _____ date ___/___/2017

NOTIFICATION:-

In pursuance of the Government of Khyber Pakhtunkhwa Elementary & Secondary Education Notification No.SO(PE)4-5/SSRC/Meeting/2013/ Teaching Cadre dated 24th July, 2004 recommendations of the Departmental promotion Committee, the following SCTs/CTs, SDMs/SATs/ATs, STTS/TTS, Senior Qaris/Qaris, PSHTs/SPSTs/PSTs of Orakzai Agency hereby promoted to the post of SST (Bio Chem), SST (Phy-Maths), SST (General) noted against each BPS-16 (Rs.18910-1520-64510) plus usual allowances as admissible under the rules on regular basis under the existing policy, on the terms and condition given below, with immediate effect in the interest of public service

A. SST (Bio/Chem)

Promotion of SCT/CT to SST (Bio/Chem) BPS-16

Total No. of SST Vacant post of SSTs (Bio /Chem)	09
25% share initial recruitment	02
75 % Share for promotion	07
4% Share of promotion of senior CT/CT	04
Posts available for promotion	04
Promoted through this order	04

S. No	S. No.	Name of official	Place of posting	D/o Birth	Date of Appoint. Regular CT	Qualification	Remarks
1.	93	Fazal Hakeem	GHS Gulistan	3.2.76	1.9.2003	BSc/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST Bio/chem. (BPS-16). Post
2.	07	Muhammad Haroon	GHS Inzar Pati	15.1.78	1.9.2003	BSc/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST Bio/chem. (BPS-16). Post
3.	106	Jamil khan	GPS Bazi Khel	9.8.81	24.11.2009	BSc/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST Bio/chem. (BPS-16). Post
4.	109	Tilawat Khan	GHS Spidar	10.2.85	24.11.2009	BSc/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST Bio/chem. (BPS-16). Post

Promotion of PSHT/SPST/P.S.T To SST (BIO/Chem) BPS-BPS-16

Total No. of SST Vacant post of SSTs (Bio /Chem)	09
25% share initial recruitment	02
75 % Share for promotion	07
4 % Share of promotion of PSHT/SPST/P.S.T	02
Posts available for promotion	02
Promoted through this order	01

S. No	S. No.	Name of official	Place of posting	D/o Birth	Date of Appoint. Regular CT	Qualification	Remarks
1.	5	Raes Khan	GPS Gandhi	15.2.75	19.9.2002	BSc/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST Bio/chem. (BPS-16). Post

Promotion of S.TT/TT to SST (Bio/Chem) BPS-16

Total No. of SST Vacant post of SSTs (Bio /Chem)	09
25% share initial recruitment	02
75 % Share for promotion	07
4 % Share of promotion of senior S.TT/TT	01
Posts available for promotion	01
Promoted through this order	01

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S. No.	S.L No.	Name of Official	Place of Posting	Date of Birth	Date of Appott; as Regular Qat	Qualifi- cation	Remarks
1	154	Ayan Ali	GMS Suleman Khel	3.2.82	30.9.2003	B.Sc/B.Ed	Services placed at the disposal of Orakzai for further posting against Bio/Chem (BPS-16) post.

B. SST (Phy-Maths)

PROMOTION OF SCT/CT TO SST (Mph/Maths) BPS-16.

1	Total No. of SST vacant post of SST (Phy-Mahts)	13
2	% share initial recruitment	03
3	% share for Promotion.	10
4	% Share of promotion of Senior CT/CTs	05
5	Posts available for promotion	05
6	Promoted through this order	05

S. No.	S.L No.	Name of Officials	Place of posting	D/O Birth	Date of Appott; regular CT	Qualif- cation	Remarks
1	112	Muhammad Javed	GMS Ghuz Garhi	12.8.86	12.12.2009	BSc/ B.Ed	Services placed at the disposal of AEO Orakzai for further posting against S Phy/Math (BPS-16) post.

C. SST (General)

PROMOTION OF Sr. CT/CT TO SST (General) BPS-16.

1	Total No. of SST General (M) Posts vacant Posts	40
2	% share initial recruitment	10
3	% share for Promotion.	30
4	% Share of promotion of Sr; CT/CT	16
5	Posts available for promotion	16
6	Promoted through this order	14

S. No.	S.L No.	Name of Official	Place of Posting	Date of Birth	Date of Appott; as Regular CT	Qualificat ion	Remarks
1	6	Khaista Sher	GHS Mishti Bazar	7.3.66	17.1.90	BA/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General (BPS-16) post.
2	13	Anwar Ali	GHS Palosi	4.2.70	11.3.93	BA/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General (BPS-16) post.
3	17	Manzoor Ali	GHS Sarobi Garhi	3.5.70	10.12.93	BA/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General (BPS-16) post.
4	18	Syed Hijab Hussain	GHS Sara Mela	3.2.68	1.6.94	BA/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General (BPS-16) post.
5	19	Sinjab Khan	GHS Tooti Bagh	16.2.68	25.12.93	BA/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General (BPS-16) post.
6	21	Janat Khan	GHS Saifal Darrah	6.5.60	26.8.54	BA/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General (BPS-16) post.
7	25	Hanif Jan	GHS Spidar	16.4.65	4.9.94	BA/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General (BPS-16) post.
8	27	Iqbal Hussain	GHS Avi Mela	13.5.67	5.9.94	BA/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General (BPS-16) post.
9	29	Javed Hussain	GHS Dran Sheikhan	10.11.62	7.9.94	BA/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General (BPS-16) post.
10	32	Muhammad Baz	GHS Tooti Bagh	1.2.72	2.11.94	BA/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General (BPS-16) post.

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1	S. No.	Name of official	Place of posting	D/o Birth	Date of Appoint. Regular CT	Qualification	Remarks
1.	154	Ayan Ali	GMS Suleman Khel	3.2.82	30.9.2003	BSc/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST Bio/chem. (BPS-16). Post

SST (Phy-Maths)

Promotion of SCT/CT to SS (MPh/Maths) BPS-16

Total No. of SST Vacant post of SSTs (Phy-Maths)	13
25% share initial recruitment	03
75 % Share for promotion	10
4 % Share of promotion of senior CT/CTS	05
Posts available for promotion	05
Promoted through this order	05

1	S. No.	Name of official	Place of posting	D/o Birth	Date of Appoint. Regular CT	Qualification	Remarks
1.	112	Muhammad Javed	GMS Ghuz Garhi	12.8.96	12.12.2009	BSc/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST Phy/Math. (BPS-16). Post

C.SST (General)

Promotion of Sr. CT/CT to SST (General) BPS-16

Total No. of General (M) Posts vacant posts	40
25% share initial recruitment	10
75 % Share for promotion	30
40 % Share of promotion of senior CT/CT	16
Posts available for promotion	16
Promoted through this order	14

	S.L No.	Name of official	Place of posting	D/o Birth	Date of Appoint. Regular CT	Qualification	Remarks
1.	6	Khaista Sher	GHS Mishti Bazar	7.3.66	17.1.90	B.A/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General. (BPS-16). Post
2.	13	Anwar Ali	GHS Palosi	4.2.70	11.3.93	B.A/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General. (BPS-16). Post
3.	17	Manzoor Ali	GHS Sarobi Garhi	3.5.70	10.12.93	B.A/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General. (BPS-16). Post
4.	18	Syed Hijab Hussain	GHS Sara Mela	3.2.68	1.6.94	B.A/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General. (BPS-16). Post
5.	19	Sinjab Khan	GHS Tooti Bagh	16.2.68	25.12.93	B.A/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General. (BPS-16). Post
6.	21	Janat Khan	GHS Saifal Darrah	6.5.96	26.8.94	B.A/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General. (BPS-16). Post
7.	25	Hanif Kjan	GHS Spidar	16.4.65	4.9.94	B.A/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General. (BPS-16). Post
8.	27	Iqbal Hussain	GHS Mela Avi	13.5.67	5.9.94	B.A/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General. (BPS-16). Post
9.	29	Javed Hussain	GHS Dran Sheikhan	10.11.62	7.9.94	B.A/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General. (BPS-16). Post
10.	32	Muhammad Baz	GHS Tooti Bagh	1.2.72	2.11.94	B.A/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General. (BPS-16). Post

~~ANNEXED~~

4. PROMOTION OF SAT/AT TO SST (General) BPS-16 ON REGULAR BA

The case of promotion of SAT/AT to the post of SST (General) BPS-16 considered and the DPC recommended as under:-

Total No. of vacant Posts of SST (General)	40
25% share initial recruitment	10
75% share for Promotion.	30
4 % Share of promotion of SAT/AT	02
Posts available for promotion	02
Promoted through this order	01

S. No	S. L No	Name of Official	Place of Posting	Date of Birth	Date of Appott: as Regular AT	Qualifi-cation	Remarks
1	25	Rafiq Hussain	GHSS Kalaya	23.1.80	16.11.2005	B/B.Ed	Services placed at the dispos. Orakzai for further posting ag General (BPS-16) post.

5. PROMOTION OF STT/TT TO SST (General) BPS-16.

Total No. of vacant Posts of SST (General)	40
25% share initial recruitment	10
75% share for Promotion.	30
4 % Share of promotion of STT/TT	01
Posts available for promotion	01
Promoted through this order	01

S.No	S.L No	Name of Official	Place of Posting	Date of Birth	Date of Appott: as Regular TT	Qualifi-cation	Remarks
	51	Sohail Khan	GHS Sara Mela	1.1.68	11.4.88	BA/B.Ed	Services placed at the dispo AEO Orakzai for further p against SST General (BPS-16) post

6. PROMOTION OF S.Qari/Qari TO SST (General) BPS-16.

Total No. of vacant Posts of SST (General)	40
25% share initial recruitment	10
75% share for Promotion.	30
4 % Share of promotion of S.Qari/Qari	01
Posts available for promotion	01
Promoted through this order	01

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S.No	S.L No	Name of Official	Place of Posting	Date of Birth	Date of Appott: as Regular TT	Qualifi-cation	Remarks
1	17	Abdur Rahman	GHS Avi Mela	4.1.84	22.12.2009	BA/B.Ed	Services placed at the disposal AEO Orakzai for further post against SST General (BPS-16) post.

Terms and conditions:-

- They would be on probation for a period of one year extendable for a further period of one year.
- They will be governed by such rules and regulations as and when issued from time to time by the Provincial Govt.
- Their services can be terminated at any time, in case their performance is found unsatisfactory during probationary period. In case of misconduct, they shall be proceeded under the rules framed from time to time.
- Charge report should be submitted to all concerned.
- No TA/DA is allowed for joining his duty.
- They will give an under taking to be recorded in their service book to the effect that if any over payment is made to him/her in the light of this order will be recovered and if he/she is wrongly promoted, he/She will be reverted.
- Before handing over charge once again their document may be checked if they have not the prescribed qualifications as per rules, they may not be handed over charge of the post.
- The prescribed qualifications/ documents may be verified from the concerned Universities/ Institutions by the AEO concerned.

ATTESTED

(Hashim Khan)
Director Education FATA

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4. Promotion of SAT/AT to SST (General) BPS-16 on regular Bass

The case of promotion of SAT/AT to the post of SST (General) BPS considered and the DPC recommended as under:

Total No. of Vacant post of SST General	40
25% share initial recruitment	10
75 % Share for promotion	30
4 % Share of promotion of senior SAT/AT	02
Posts available for promotion	02
Promoted through this order	01

S.L No.	Name of official	Place of posting	D/o Birth	Date of Appoint. Regular CT	Qualification	Remarks
1.	Rafiq Hussain	GHSS Kalaya	23.1.80	16.11.2005	B.A/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General. (BPS-16). Post

5. Promotion of STT/TT to SST (General) BPS-16

Total No. of Vacant post of SST (General)	40
25% share initial recruitment	10
75 % Share for promotion	30
4 % Share of promotion of senior SAT/AT	01
Posts available for promotion	01
Promoted through this order	01

S.L No.	Name of official	Place of posting	D/o Birth	Date of Appoint. Regular CT	Qualification	Remarks
1.	Sohail khan	GHS Sara meal	1.1.68	11.4.88	B.A/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General. (BPS-16). Post

6. Promotion of S. Qari/Qari to SST (General) BPS-16.

Total No. of Vacant post of SST (General)	40
25% share initial recruitment	10
75 % Share for promotion	30
4 % Share of promotion of senior S.Qari/Qari	01
Posts available for promotion	01
Promoted through this order	01

S.L No.	Name of official	Place of posting	D/o Birth	Date of Appoint. Regular CT	Qualification	Remarks
1.	Abdur Rahman	GHS Avi Mela	4.1.84	22.12.2009	B.A/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General. (BPS-16). Post

TERMS AND CONDITION:-

1. They would be on probation for a period of one year extendable for a further period of one year.
2. They will be governed by such rules and regulations as and when issued from time to time by the provincial Govt.
3. Their services can be terminated at any time, in case their performance is found unsatisfactory during probationary period. In case of misconduct, they shall be proceeded under the rules framed from time to time.
4. Charge report should be submitted to all concerned.
5. NO TADA is allowed for joining his duty.
6. They will give an under taking to be recorded in their service book to the effect that if any over payment is made to him/her in the list of this order will be recovered and if he/she is wrongly promoted, he/she will be reverted.
7. Before handing over charge once again their document may be checked if they have not the prescribed qualifications as per rules, they may not be handed over charge of the post.
8. The prescribed qualifications/documents may be verified from the concerned Universities/ Institutions by the AEO concerned.

Hashim Khan)
Director Education FATA

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11	33	Ghameen Hassan	GHS And Khel	2.12.69	17.1.95	BA/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SS General (BPS-16) post.
12	34	Sher Afzal	GHS Jalaka Mela	15.4.72	18.1.95	BA/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SS General (BPS-16) post.
13	38	Muneer Khan	GHS Ghiljo	8.3.67	1.4.95	BA/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SS General (BPS-16) post.
14	43	Luqman Hakim	GMS Goen	1.3.72	23.5.96	BA/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SS General (BPS-16) post.

2. PROMOTION OF PSHT/SPST/PST TO SST (General) BPS-16.

Total No. of SST General (M) Posts vacant Posts	40
25% share initial recruitment	10
75% share for Promotion.	30
20% Share of promotion of PSHT/SPST/PST	08
Posts available for promotion	08
Promoted through this order	08

S.N	Sl:No	Name of Official	Place of posting	D/O Birth	Date of Appott; regular PST	Qualification	Remarks
1	36	Sherkat Ali	GPS Lal Mela	10.2.67	3.5.85	BA/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General (BPS-16) post.
2	40	Syed Anwar	GPS Garhi Mishti	5.4.71	1.10.89	BA/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General (BPS-16) post.
3	63	Jaman Ali	GHS Sarobi Garhi	14.4.73	1.3.92	BA/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General (BPS-16) post.
4	64	Eid Muhammad	GMS Ghuz Garhi	1.8.64	22.9.84	BA/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General (BPS-16) post.
5	79	Shamshad Hussain	GPS Mian Chan Sheikhan	3.2.69	1.3.93	BA/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General (BPS-16) post.
6	84	Syed Zamir Hussain	GPS Dat Khel	5.5.75	1.3.93	BA/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General (BPS-16) post.
7	95	Azizur Ruhman	GPS Shaker Tangi	25.5.71	22.10.89	BA/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General (BPS-16) post.
8	96	Muhammad Munir Khan	GPS Zor Chappar	18.1.72	7.6.94	BA/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General (BPS-16) post.

3. PROMOTION OF SDM/DM TO SST (General) BPS-

Total No. of SST General (M) Posts vacant Posts	40
25% share initial recruitment	10
75% share for Promotion.	30
4% Share of promotion of SDM/DM	02
Posts available for promotion	02
Promoted through this order	02

S. No	S.L No	Name of Official	Place of Posting	Date of Birth	Date of Appott; as Regular DM	Qualification	Remarks
1	3	Shah Noor	GMS Injavar	6.4.66	15.9.88	BA/B.Ed	Services placed at the disposal of AI Orakzai for further posting against S General (BPS-16) post.
2	39	Sahil Hassan	GHS Sarobi Garhi	5.5.1969	25.5.96	BA/B.Ed	Services placed at the disposal of AI Orakzai for further posting against S General (BPS-16) post.

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11	33	Ghamoon Hnsoan	GHS Khol And	2.12.89	17.1.95	B.A/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General. (BPS-10). Post
12	34	Sher Afzal	GHS Jalaka Mela	15.4.72	18.1.85	B.A/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General. (BPS-16). Post
13	38	Muneer Khan	GHS Ghiljo	8.3.67	1.4.95	B.A/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General. (BPS-16). Post
14	43	Luqman Hakim	GMS Goen	1.3.72	23.5.96	B.A/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General. (BPS-16). Post

2. Promotion of PSHT/SPST/P.S.T to SST (General) BPS-16

Total No. of Vacant post of SST (General) posts vacant posts	40
25% share initial recruitment	10
75 % Share for promotion	30
20% Share of promotion of senior PSHT/SPST/PST	08
Posts available for promotion	08
Promoted through this order	08

S.L No.	Name of official	Place of posting	D/o Birth	Date of Appoint. Regular CT	Qualification	Remarks
1.	Sherkat Ali	GPS Lal Mela	10.2.67	3.5.85	B.A/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General. (BPS-16). Post
2.	Syed Anwar	GPS Garhi Mishti	5.4.71	1.10.89	B.A/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General. (BPS-16). Post
3.	Jaman Ali	GHS Sarobi Ghari	14.4.73	1.3.92	B.A/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General. (BPS-16). Post
4.	Eid Muhammad	GMS Ghuz Garhi	1.8.64	22.9.84	B.A/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General. (BPS-16). Post
5.	Shamshad Hussain	GPS Mian Chan Sheikhhan	3.2.96	1.3.93	B.A/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General. (BPS-16). Post
6.	Syed Zamir	GPS Dat Khel	5.5.75	1.9.83	B.A/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General. (BPS-16). Post
7.	Aziz ur Rahman	GPS Shaker Tangi	25.5.71	22.10.89	B.A/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General. (BPS-16). Post
8.	Muhammad Munir Khan	GPS Zaro Chappar	18.1.72	7.6.84	B.A/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General. (BPS-16). Post

3. Promotion of SDM/DM to SST (General) BPS-

Total No. of Vacant post of SST (General) posts vacant posts	40
25% share initial recruitment	10
75 % Share for promotion	30
4% Share of promotion of SDM/DM	02
Posts available for promotion	02
Promoted through this order	02

S.L No.	Name of official	Place of posting	D/o Birth	Date of Appoint. Regular CT	Qualification	Remarks
1.	Shah Noor	GMS Injavar	6.4.66	15.9.88	B.A/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General. (BPS-16). Post
2.	Sabil Hassan	GHS Sarobi Garhi	5.5.1969	25.5.96	B.A/B.Ed	Services placed at the disposal of AEO Orakzai for further posting against SST General. (BPS-16). Post

ATTACHED

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Endst: No. 1545199

Dated Peshawar the 11/10

Copy forwarded for information and necessary action to the: -

1. Accountant General (PR) Sub Office, Peshawar.
2. Director E&SE Khyber Pakhtunkhwa, Peshawar.
3. Agency Education Officer Orakzai Agency.
4. Agency Accounts Officer Orakzai Agency.
5. PS to ACS FATA.
6. PS to the Secretary SSD, FATA Secretariat, Peshawar.
7. PS to the Secretary Finance Department FATA Secretariat Peshawar.
8. PA to Director Education, FATA.
9. Promotees Concerned.
10. M/File.

11/10
 Addl: Director (Estab)
 Directorate of Education, FATA

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Endst. No..

15451-99

Dated Peshawar the 11/10-2017

Copy forwarded for information and necessary action to the:

1. Accountant General (PR), Sub Office, Peshawar
2. Director E&SE Khyber Pakhtunkhwa, Peshawar
3. Agency Education Officer, Orakzai Agency
4. Agency Accounts Officer Orakzai, Agency
5. PS to ACS FATA.
6. PS to the Secretary SSD, FATA Secretariat, Peshawar
7. PS to the Secretary Finance Department, FATA Secretariat Peshawar
8. PA to Director Education FATA.
9. Promotes Concerned.
10. M/File.

Sd/-
Additional Director (Estab).
Directorate of Education, FATA

~~ATTESTED~~



(15)

B
Annex

OFFICE OF THE DISTRICT EDUCATION OFFICER
(MALE) HANGU
Phone # 0925-621083

NOTIFICATION

Consequent upon the recommendations of the Departmental Promotion Committee and in pursuance of the Govt. of Khyber Pakhtunkhwa Elementary and Secondary Education Notification No SO(PE)/4-5/SSRC/Meeting/2013/Teaching Cadre dated 24/07/2014, the following SCTs/CTs/DMs/SATs/STTs/Ts/Qari/PSHTs/SPSTs and PSTs are hereby promoted to the post of SST(Bio-Chem) SST (Phy-Maths) SST(General) noted against each BPS-16 (Rs.10000-800-34000) plus usual allowance as admissible under the rules on regular basis under the existing policy of the Provincial Govt, on the terms and condition given below with immediate effect and further they all are hereby adjusted against vacant posts noted against each on "School based"

**A 1. PROMOTION OF SCT/CT/PHST/SPST TO THE POST OF SST
(Bio-Chem) BPS-16**

Sr No	Name of Official	Present Place of Posting	Name of School where adjusted	Remarks
1	Mr. Shabab Hussain CT	GHS Shahu Khel	GHS Lodhi Khel	AVP
2	Muhammd Raham Jan. CT	GMS Sero Khel	GHS Mamoon Banda	-do-
3	Muhammad Sharif PST	GPS Gandiri Waziran	GHS Gandir Waziran	-do-
4	Khial Dar Khan DM	GCMHS No. 1 Hangu	GCMHS No. 1 Hangu	-do-

**PROMOTION OF SCT/CT/PHST/SPST TO THE POST OF SST
(Phy-Maths) BPS-16**

Sr No	Name of Official	Present Place of Posting	Name of School where adjusted	Remarks
1	Mr. Muhammad Yousaf SCT	GHS Naryab	GHS Naryab	AVP
2	Noor Sahib Khan CT	GHS Muhammad Khawaja	GHS Muhammad Khawaja	-do-
3	Azmat Ali CT	GHS Ibrahimzai	GCMHS No. 1 Hangu	-do-
4	Majeed Gul CT	GHS Kahi Hangu	GHS Kahi	-do-
5	Rehmat Khan CT	GHS No. 2 Hangu	GHS No. 2 Hangu	-do-
6	Muhammad Hilal CT	GHS Ibrahimzai	GCMHS No. 1 Hangu	-do-
7	Qayum Gul CT	GHS Thali	GHS Sarozai Hangu	-do-
8	Amir Khanan CT	GMS Alwara Miia	GHS Bilyamina	-do-
9	Abdul Samad PST	GPS No. 2 Chapri Naryab	GHS Shanawori Naryab	-do-

**PROMOTION OF SCT/CT/PHST/SPST TO THE POST OF SST
(GENERAL) BPS-16**

Sr No	Name of Official	Present Place of Posting	Name of School where adjusted	Remarks
1	Sami ud Din SCT	GCMHS No. 1 Hangu	GCMHS No. 1 Hangu	AVP
2	Ashraf Hussain SCT	GHS Naryab	GHS Naryab	-do-
3	Saeed ud Din SCT	GHS Karbogha	GHS Darsamand	-do-
4	Inab Gul SCT	GHS Kahi	GHS Kahi	-do-
5	Aman ullah Khan SCT	GHS Mianji Khel	GMS Qadri Banda	-do-
6	Nizam Khan SCT	GHS Serozai	GMS Tari Banda	-do-
7	M. Murad Khan	SCT GCMHS No. 1 Hangu	GCMHS No. 1 Hangu	-do-
8	Mr. Mumtaz Ullah SCT	GHS Karbogha	GHS Torawori	-do-
9	Gul Qadeer Ahmad SCT	GHS Togh Sarai	GHS Togh Sarai	-do-
10	Habib Ali SCT	GHS Ibrahimzai	GHS Ibrahimzai	-do-
11	Muhammad Raheem SCT	GHS Bagato	GMS Turki Banda	-do-
12	Ain ullah SCT	GHS Togh Sarai	GHS Togh Sarai	-do-
13	Shafi ur Rehman SCT	GHS Chamba Gul	GHS Chamba Gul	-do-
14	Ihsan ud Din SCT	GHS Thali	GHS Thali	-do-
15	Muhammad Karim SCT	GCMHS No. 1 Hangu	GCMHS No. 1 Hangu	-do-
16	Khana Din SCT	GHSS Dallan	GHSS Dallan	-do-
17	Shah Muhammad SCT	GCMHS No. 1 Hangu	GHS Shahu Khel	-do-
18	Sajad Hussain SCT	GHS Serozai	GHS Sarozai	-do-
19	Oabil Bad Shah SCT	GHS Togh Sari	GHS Khazina	-do-
20	Muslim Bad Shah SCT	GHS Shanawori Naryab	GHS Shanawori Naryab	-do-
21	Munawar Khan SCT	GHS Chamba Gul	GMS Togh Chaper	-do-

ATTESTED

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OFFICE OF THE DISTRICT EDUCATION OFFICER
(MALE) HANGU

NOTIFICATION

Consequent upon the recommendations of the Departmental Promotion Committee and in pursuance of the Govt. of Khyber Pakhtunkhwa Elementary & Secondary Education Notification No.SO (PE)/4-5/SSRC/Meetin/2013/Teaching Cadre dated 24.07.2014, the following SCTs/CTS/DMS/SATs/STTS /TTs//Qari/PHSTs/SPSTs and PSTs are hereby promoted to the post of SST (Bio-Chem) SST (Phy-Math) SST (General) noted against teach BPS-16 (Rs.10000-800-34000) plus usual allowance as admissible under rules on regular basis under the existing policy of the provincial Govt. on the terms and condition given below with immediate effect and further they all are hereby adjusted against vacant posts noted against each on "school based

A. 1. Promotion of SCT/CT/PHST/SPST to the post of SST
(Bio-Chem) BPS-16

Sr. No.	Name of Official	Presence place of posting	Name of school	Remarks
1.	Mr. Shabab Hussain CT	GHS Shahu Khel	GHS Lodhi Khel	AVP
2.	Muhammad Rahim Jan, C.T	GMS Sero Khel	GHS Mamoon Banda	-do-
3.	Muhammad Sharif, P.S.T	GPS Candiri Waziran	GHS Gandir Waziran	-do-
4.	Khial Dar Khan DM	GCMHS No.1, Hangu	GCMHS No.1, Hangu	-do-

Promotion of SCT/CT/PHST/SPST to the post of SST
(Phy-Maths) BPS-16

Sr. No.	Name of Official	Presence place of posting	Name of school Where adjusted	Remarks
1.	Mr. Muhammad Yousaf SCT	GHS Naryab	GHS Naryab	AVP
2.	Noor Sahib Khan CT	GHS Muhammad Khawaja	GHS Muhammad Khawaja	-do-
3.	Azmat Lai CT	GHS Ibrahimzai	GCMHS No.1 Hangu	-do-
4.	Majeed Gul CT	GHS Kahi Hangu	GHS Kahi	-do-
5.	Rehmat Khan CT	GHS No.2 Hangu	GHS, NO.2, Hangu	-do-
6.	Muhammad Hilal CT	GHS Ibrahimzai	GCMHS No.1 Hangu	-do-
7.	Qayum Gul CT	GHS Thall	GHS, Sarozai Hangu	-do-
8.	Amir Khanan CT.	GMS Alwara Mila	GHS, Bilyamina	-do-
9.	Abdul Samand, P.S.T.	GHS No.2 Chapri Naryab	GHS Shanawori Haryab	-do-

Promotion of SCT/CT/PHST/SPST to the post of SST

General BPS-16

Sr. No.	Name of Official	Presence place of posting	Name of school Where adjusted	Remarks
1.	Mr. Muhammad Yousaf SCT	GCMHS No.1 Hangu	GCMHS No.1 Hangu	AVP
2.	Noor Sahib Khan CT	GHS Naryab	GHS Naryab	-do-
3.	Azmat Lai CT	GHS Karbogha	GHS Darsamand	-do-
4.	Majeed Gul CT	GHS Kahi	GHS Kahi	-do-
5.	Rehmat Khan CT	GHS Mianji Khle	GMS Qadri Banda	-do-
6.	Muhammad Hilal CT	GHS Serozai	GMS Tari Banda	-do-
7.	Qayum Gul CT	SCT GCMHS No.1, Hangu	GCMHS No.1, Hangu	-do-
8.	Amir Khanan CT.	GHS Karbogha	GHS, Toawari	-do-
9.	Abdul Samand, P.S.T.	GHS Togh Sarai	GHS, Togh Sarai	-do-
10.	Habibi Ali SCT	GHS Ibrahimzai	GHS, Ibrhaimzai	-do-
11.	Muhammad Raheem, SCT	GHS Bagoto	GMS, Turki Banda	-do-
12.	Ain Ullah SCT,	GHS Togh Sarai	GHS Togh Sarai	-do-
13.	Shafi ur Rehman SCT,	GHS Chamba Gul	GHS, Chamba Gul	-do-
14.	Ihsan ud Din, SCT,	GHS THall	GHS Thall,	-do-
15.	Muhammad Karim SCT	GCMHS No.1, Hangu	GCMHS No.1, Hangu	-do-
16.	Khana Din SCT,	GHSS Dallan	GHSS Dallan	-do-
17.	Shah Muhammad SCT	GCMHS No.1 Hangu	GHS Shahu khel	-do-
18.	Sajad Hussain SCT,	GHS Serozai	GHS Serozai	-do-
19.	Qabil Bad Shah SCT	GHS TOghsari	GHS Khazina	-do-
20.	Muslim Bad Shah SCT	GHS Shanawori Naryab	GHS Shanawori Naryab	-do-
21.	Munawar Khan, SCT	GHS Chamba Gul	GMS, Togh Chaper	-do-

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21	Muhammad Riaz SCT,	GHS Darshi	GHS Darshi	-do-
22	Muntaz Gul SCT,	GHS Kahi	GHS Kahi	-do-
23	Akbar ud Din SCT,	GHS Thall	GHS Thall	-do-
24	Muqeeb ur Rehman SCT,	GHS Mianji Khel	GHS Thall	-do-
25	Habib Gul PST,	GHS Gandiri Waziran	GHS Gandiri Waziran	-do-
26	Farid Khan PST,	GPS Shaikhan Banda	GMS Wach Bazar,	-do-
27	Muazam Ali PST,	GPS Ibrahimzai No.1	GHS Ibrahimzai,	-do-
28	Ishfaq Hussain PST,	GPS Chapri Hangu.	GHS Shahu Khel,	-do-
29	Wali Muhammad Khan PST,	GPS Srazmaka No.1	GMS Azimi Banda	-do-
30	Jamil Ahmad PST,	GPS Shanawori Hangu	GHS Shanawori Hangu	-do-
31	Mr Muhammad Sadique PST,	GPS Jadedd Banda	GMS Sero Khel	-do-
32	Muhammad Iqbal PST,	GPS No.4 Hangu.	GHS Shanawori Hangu	-do-
33	Khalid Mahmood PST,	GPS Warasta No.1	GMS Darband	-do-
34	Rabil Kha Jan PST,	GPS Navi Dand	GHS Chapri Waziran	-do-
35	Hayat Muhammad Khan PST,	GPS Shekh Wali Korona	GHS Chapri Waziran	-do-
36	Muhammad Nauman PST,	GPS No.1 Sero Zai	GHS Mamoon Banda	-do-
37	Musam Gul PST,	GPS Chamba Gul	GMS Anar Chma	-do-
38	Bait Ullah SDM	GHS Bagato	GHS Bagato,	-do-
39	Awal Noor Khan SDM,	GHS Dallah	GHS Mamoon Banda	-do-
40	Saif ur Rehman SDM,	GHS Muhammad Khawaja	GHS Muhammad Khawaja	-do-
41	Nazir Ullah SAT,	GHS Muhammad Khawaja	GHS Kotki Bala	-do-
42	Mr Hidayat Ullah SAT,	GCMHS No.1 Hangu	GMS Barh Abas Khel	-do-
43	Mr Abdur Rehman SAT,	GHS No.2 Hangu.	GHS No.2 Hangu	-do-
44	Salih Din STT,	GCMHS No.1 Hangu.	GMS Samana,	-do-
45	Bakhtiar Ahmad Shakir TT	GMS Shamal Din	GMS Torawori,	-do-
46	Ijaz Ahmad TT,	GCMHS No.1	GHS No.2 Hangu	-do-
47	Abdur Rehman Qari	GHS Doaba	GHS Doaba	-do-
48	Zia ul Haq Qari	GCMHS No.1 Hangu.	GMS Hangu.	-do-

Terms & Conditions

- 1 They would be on a probation for a period of One Year extendable for another one year
- 2 They will be governed by such rules and regulations as may be issued from time to time by the Government
- 3 Their Service Services can be terminated at any time in case their performance is found unsatisfactory during probationary period. In case of misconduct, they shall be proceeded under the rules framed from time to time
- 4 Charge report should be submitted to all concerned
- 5 Their inter-se-Seniority will remain intact
- 6 No TA/DA etc is allowed for joining his duty
- 7 They will give an undertaking to be recorded in their Service Book to the effect that if any overpayment is made to him in light this order will be recovered and if he is wrongly promoted he will be reversed.
- 8 They will be governed by such rules and regulation as may be issued from time to time by government
- 9 Their posting will be made on school based they will have to served at the place of posting and their services is not transferable to any other station.
- 10 Before taking over charge once again their documents may be check if they have not the required relevant qualification as per rules they may not be handed over charge of the post.

DISTRICT EDUCATION OFFICER (MALE) HANGU

Endst No 3493-3562 / SST Promotion/Estab Dated Hangu the 31.10.2014

Copy of the above is forwarded for information and necessary action to the -

- 1 Accountant General Khyber Pakhtun Khwa Peshawar
- 2 PS to Secretary to Government of Khyber Pakhtun Khwa Elementary & Secondary Education Department Peshawar
- 3 PA to Director Elementary & Secondary Education Khyber Pakhtun Khwa Peshawar
- 4 District Account Officer Hangu
- 5 All Principals/Headmasters concerned
- 6 SDEO(Male) Hangu
- 7 Accountant Middle School Local Office
- 8 Official concerned
- 9 Master File

DISTRICT EDUCATION OFFICER (MALE) HANGU

ATTACHED

	Muhammad Riaz SCT,	GHS Darshi	GHS Darshi	-do-
23.	Mumtaz Gul SCT,	GHS Kahi	GHS Kahi	-do-
24.	Aftab ud Din SCT,	GHS Thall	GHS Thall	-do-
25.	Mujeeb ur Rehman SCT,	GHS Mianji khel	GHS Thall	-do-
26.	Habib Gul P.S.T,	GHS Gandiri Waziran	GHS Gandiri Waziran	-do-
27.	Farid Khan P.S.T	GPS Shaikan Banda	GMS Wach Bazar	-do-
28.	Muazam Ali P.S.T	GPS Ibrhaimzai No.1	GHS Ibrahimzai	-do-
29.	Ishfq Husain P.S.T	GPS Chapri Hangu	GHS Shahu Khel	-do-
30.	Wali Muhammad Khan P.S.T	GPS Srazamaka No.1	GMS Azimi Banda	-do-
31.	Jamil Ahmad P.S.T	GPS Shanawori Hangu	GPS Shanawori Hangu	-do-
32.	Mr. Muhammad Sadique P.S.T	GPS Jadded Banda	GMS Sero Khel	-do-
33.	Muhammad Iqbal P.S.T	GPS No.4, Hangu	GMS Shanawori Hangu	-do-
34.	Khalid Mehmood P.S.T	GPS Warasta No.1	GMS Darband	-do-
35.	Rabil Kha Jan P.S.T	GPS Navl Dand	GHS Chapri Waziran	-do-
36.	Hayat Muhammad Khan P.S.T	GPS Sheikh Wali Korona	GHS Chapri Waziran	-do-
37.	Muhammad Nauman P.S.T	GPS No.1 Sero Zai	GMS Mamood Banda	-do-
38.	Musam Gul P.S.T	GPS Chamba Gul	GMS, Anar Chima	-do-
39.	Bait Ullah SDM	GHS Bagoto	GMS Bagoto	-do-
40.	Awal Noor Khan SDM	GHS Dallan	GHS Mamoon Banda	-do-
41.	Saif ur Rehman SDM	GHS Muhammad Khwaja	GHS Muhammad Khwaja	-do-
42.	Nazir Ullah SAT,	GHS Muhammad Khwaja	GHS Kotki Bala	-do-
43.	Mr. Hidayat Ullah SAT,	GCMHS No.1, Hangu	GMS Barh Abas Khel	-do-
44.	Mr Abdur Rehman SAT,	GHS No.2, Hangu	GMS No.2 Hangu	-do-
45.	Salih Din SST	GCMHS No.1, Hangu	GMS Samana	-do-
46.	Bakhtiar Ahmad Shakir TT	GMS Shamal Din	GMS Torawori	-do-
47.	Ijaz Ahmad TT	GCMHS No.1	GHS No.2 Hangu	-do-
48.	Abdur Rehman Qari	GHSS Doaba	GHSS Doaba	-do-
49.	Zia ul Haq Qari	GCMHS No.1, Hangu	GMS Hangu	-do-

TERMS AND CONDITION:-

1. They would be on probation for a period of one year extendable for a further period of one year.
2. They will be governed by such rules and regulations as and when issued from time to time by the provincial Govt.
3. Their services can be terminated at any time, in case their performance is found unsatisfactory during probationary period. In case of misconduct, they shall be proceeded under the rules framed from time to time.
4. Charge report should be submitted to all concerned.
5. Their inter-se seniority remain intact.
6. NO TA/DA is allowed for joining his duty.
7. They will give an under taking to be recorded in their service book to the effect that if any over payment is made to him/her in the list of this order will be recovered and if he/she is wrongly promoted, he/she will be reverted.
8. They will be governed by such rules and regulation as many be issued from time to time by government.
9. Their posting will be made on school based they will have to served at the place of posting and their services is not transferable to any other station.
10. Before taking over charge once again their documents may be check if they have not the required relevant qualification as per rules they may not be handed over charge of the post.

Sd/-
DISTRICT EDUCATION OFFICER
(MALE) HANGU

Endst. No.3493-3562/SST promotion/Estab Dated Hangu the 31.10.2014
Copy of the above is forwarded for information and necessary action to tile

1. Accountant General Khyber Pakhtunkhwa, Peshawar
2. PS to Secretary to Government of Khyber Pakhtunkhwa Elementary & Secondary Education Department, Peshawar.
3. PA to Director Elementary & Secondary Education Department, Peshawar.
4. All principles/Headmasters/ concurred
5. SDEO (Male) Hangu
6. Accountant Middle School Local Office
7. Official concerned.
8. Master File

ATTESTED

Anexer

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جناب ڈائریکٹر آف انجوسٹیشن فائنا "پیسٹور" (17)

عنوان: SS آئی اسائنمنٹ کوڈ (K.P.K) ایپل

حوالہ آرڈر نمبر 3493-3562 تاریخ 31/10/2014
یہ منسلک کیے جائیں۔

Address
23/11/18

تذکرہ میں مضمون الفرایب کم سائٹین اور کئی اسائنمنٹ "SS آئی" کی کاپیوں
تاریخ 10/11/2017 پر پروموشن کے اعلان جاری کر دی گئی ہیں
As directed
23/11/18

مضمون حوالہ کے اسائنمنٹ کے پروموشن 2014 و یہاں سے
اسائنمنٹ کوڈ سے اس تاریخ سے شامل کیے جائے۔
SS آئی کی پوسٹیں، K.P.K کے کول پر سنبھالی گئی ہیں
تو یہ فائنا کے اسائنمنٹ (K.P.K) کے اسائنمنٹ سے
ہوئی ہیں۔ اور اسائنمنٹ کوڈ کے اہلکار اور اہلکار
یہاں سے ہیں۔ یہاں 2013 سے SS آئی کی پوسٹیں
خالی تھیں اب 2017 سے پورے کیے گئے ہیں۔
جناب والہ! اور کئی اسائنمنٹ کے جائز اہلکار نہ ماننے پر عدالت سے

رجوع کرے گا۔
مذا عبد بانی فرما کر اسائنمنٹ کے درخواست پر سید امانت غور فرمائے
دعاگو ہیں گے۔
عین نواز کے ہو گے۔
عوضہ 23/11/18
الگارین

ATTESTED
فائنا سٹیشن SS آئی
23/11/18

(18) 18
D. Anwar
G.H.S. S.S.T. علی (9)

(3) 3
G.H.S. S.S.T. علی (3)
(5) 5
G.H.S. S.S.T. علی (5)
Habib Hassan
(7) 7
G.H.S. S.S.T. علی (7)

(4) 4
G.H.S. S.S.T. علی (4)
Hamid
(6) 6
G.H.S. S.S.T. علی (6)

(9) 9
G.H.S. S.S.T. علی (9)
Shor Afzal
(11) 11
G.H.S. S.S.T. علی (11)

(8) 8
G.H.S. S.S.T. علی (8)
Hamid
(10) 10
G.H.S. S.S.T. علی (10)

(13) 13
G.H.S. S.S.T. علی (13)
D. Anwar
(16) 16
G.H.S. S.S.T. علی (16)

(12) 12
G.H.S. S.S.T. علی (12)
(14) 14
G.H.S. S.S.T. علی (14)

(18) 18
G.H.S. S.S.T. علی (18)

(15) 15
G.H.S. S.S.T. علی (15)
D. Anwar
(17) 17
G.H.S. S.S.T. علی (17)

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G.H.S. S.S.T. علی (19)

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G.H.S. S.S.T. علی (22)

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G.H.S. S.S.T. علی (21)

(24) 24
G.H.S. S.S.T. علی (24)

(23) 23
G.H.S. S.S.T. علی (23)

(26) 26
G.G.M.S.A/O (26)

(25) 25
G.G.H.S. Kalaya (25)

ATTESTED

23/01/18

BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHWA

Service Appeal No: 656/2018

Muhammad Muneer KhanAppellant

Versus

Director Education FATA & OthersRespondents

INDEX

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BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHWA

Service Appeal No: 656/2018

Muhammad Muneer KhanAppellant

Versus

Director Education FATA & OthersRespondents

Joint Parawise Comments on behalf of Respondent No. 3 & 4.

Preliminary objections.

- That the Appellants have got no cause of action, locus standi to file the instant appeal.
- That as per **Khyber Pakhtunkhwa Civil Servants Promotion Policy, 2009** promotion will always be notified with immediate.
- That the Appellant has not come to this Honorable Tribunal with clean hands.
- That the Appellant has concealed material facts from the Honorable Tribunal.
- That the Appeal is not maintainable in the present form being devoid of merits.
- That the conduct of Appellant estopped him to bring the instant appeal.

ON FACTS.

1. No comments. Subject to record.
2. Correct, hence needs no further comments.
3. No comments, subject to record.
4. Correct, hence needs no further comments.
5. Appellant is mistakenly taking in to consideration the term up -gradation /promotion as one inadvertently and same thing however there is difference between promotion and up-gradation as for as the latter is concerned, respondent department had upgraded all the District cadre posts as per policy notification attached as **(Annex-A)**. Promotion is a sort of appointment/recruitment to next scale /grade under the

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law/policy which is always be granted with immediate effect, **policy of promotion attached as (Annex-B).**

6. The respondents also submit inter alia on the following grounds.

Grounds:

- A. Incorrect. Appellant is under confusion as there is difference between up-gradation of post and promotion, as far as up gradation is concerned which has been carried out vide notification dated 8-8-2016 and has been given retrospective effect w.e.f 1-7-2012 and teachers in erstwhile FATA are getting remunerations accordingly against the upgraded posts, whereas notification dated 13-10-2017 pertained to promotion, which clearly and expressly reflects constitution of departmental promotion committee, moreover under the **Khyber Pakhtunkhwa Civil Servants Promotion Policy, 2009** promotion will always be notified with immediate, therefore, the appellant has no legal cause of action/ grievance and the instant appeal liable to be dismissed. **(notification attached as Annex-A & policy of promotion attached as Annex-B)**
- B. Incorrect. Promotion is subject to rules/policy. More over Policy is prerogative of the Government and respondent department is bound to follow the policy in vogue.
- C. Incorrect hence denied. As replied above.
- D. Incorrect. Promotion is subject to rules/policy, the respondents are bound to abide the policy / rules.
- E. Incorrect hence denied. The appellant has been treated as per policy and rules.
- F. Incorrect hence denied. The appellant has been treated as per policy and rules.
- G. Incorrect. Promotion is subject to rules/policy. More over Policy is prerogative of the Government and respondent department is bound to

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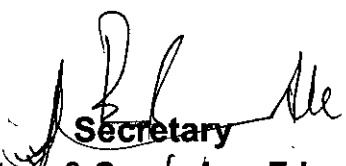
H. Incorrect. No discrimination made to the appellants.

I. The respondent seeks leave to raise additional ground at the time of arguments.

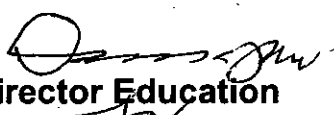
Prayer:

In light of the stated factual and legal position it is humbly prayed that the case of the appellant may be ordered as dismissed.

Respondent No. 3

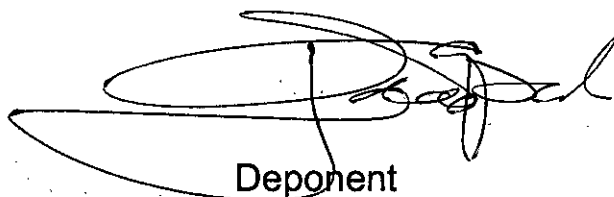

Secretary
Elementary & Secondary Education
Khyber Pakhtunkhwa

Respondent No. 4


Director Education
Merged Areas
Khyber Pakhtunkhwa

AFFIDAVIT

I Javed Iqbal Stenographer / Focal person (Litigation) Directorate of Education Merged Areas Khyber Pakhtunkhwa Peshawar do hereby solemnly affirm and declare that the contents of the instant Parawise Comments are true & correct to the best of my knowledge & belief.


Deponent

03351501210



4

FATA SECRETARIAT
(SOCIAL SECTORS DEPARTMENT)
WARSAK ROAD PESHAWAR
Dated Peshawar-22-06-2016

Annex - E

14

NOTIFICATION:-

No.FS/SO(Edu)/SSD/Up-gradation/ 2882-94 .In the light of Presidential Order No.13 of 1972 and in pursuance of Elementary & Secondary Education Department, Khyber Pakhtunkhwa's Notification No.SO (B&A)/1-18/E&SE/2012 dated Peshawar, 11.07.2012 the competent authority has been pleased to accord sanction for the up-gradation of the posts of different Categories/Cadres of Teachers working in FATA, as an incentive for Higher Pay Scales, with effect from 01-07-2012 as per details given below:-

S.No	Nomenclature of Teaching Cadre Post	Name of Institution with the name of Agency/FR	Existing Basic Pay Scale	New approved/Upgraded Basic Pay Scale	Remarks
1.	2.	3.	4.	5.	6.
1.	Primary School Teacher (PST)	Govt. Primary Schools (Agency/FR wise breakup attached)	BS-5 BS-6 BS-7 BS-9 BS-10 BS-12	(BS-12)	The post of PST is upgraded to BPS-12. Accordingly, 9510 posts of PSTs, already sanctioned in various pay scales are upgraded to BPS-12 for the present incumbents as well as future appointees.
2.	Senior Primary School Teacher (Sr. PST)	-do-	Newly Upgraded/ Re-designated post	(BS-14)	500 posts out of existing PSTs (9510) are upgraded to BPS-14 and re-designated as Senior PST. The posts will be filled in the manner as may be prescribed by the Elementary & Secondary Education Department by making necessary service rules or amending the existing service rules, if any for the post
3.	Primary School Head Teacher (PSHT)	-do-	Newly Upgraded/ Re-designated post	(BS-15)	4505 posts out of (9010) PST posts, (one post in each Primary School) are upgraded to BPS-15 and re-designated as Primary School Head Teacher, and will be filled in the manner as may be prescribed by the Elementary & Secondary Education Department by making necessary service rules or amending the existing service rules, if any for the post.

Attended
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4.	Certified Teachers (CT)	Govt. Middle/High/Higher Secondary School (Agency/FR wise breakup attached)	BS-9 BS-10 BS-12 BS-14 BS-15	(BS-15)	All the existing posts of CTs (2956) are upgraded in BPS-15 for the present incumbents as well as future appointees.
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8.	Teacher of Theology (T.T)	Govt. Primary/ Middle/High/Higher Secondary School (Agency/FR wise breakup attached)	BS-7 BS-9 BS-10 BS-12 BS-14 BS-15	(BS-15)	All the existing posts of TTs (3406) are upgraded in BPS-15 for the present incumbents as well as future appointees.

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9.	Senior Teacher of Theology (Sr. TT)	-do-	Newly Upgraded/ Re-designated post	(BS-16)	One thirds (1/3) of the total TTs (1135) posts are upgraded to BPS-16 and re-designated as Senior TTs, which will be filled in the manner as may be prescribed by the Elementary & Secondary Education Department by making necessary service rules or amending the existing service rules, if any for the post.
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12.	Physical Education Teachers (PET's)	-do-	BS-9 BS-10 BS-12 BS-14 BS-15	(BS-15)	All the existing posts of PETs (820) are upgraded in BPS-15 for the present incumbents as well as future appointees.

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13.	Senior Physical Education Teachers (Sr. PET's)	-do-	Newly Upgraded/ Re-designated post	(BS-16)	One thirds (1/3) of the total PETs (273) posts are upgraded to BPS-16 and re-designated as Senior PETs, which will be filled in the manner as may be prescribed by the Elementary & Secondary Education Department by making necessary service rules or amending the existing service rules, if any for the post.
14.	Qari/Qaria	-do-	BS-7 BS-9 BS-10 BS-12 BS-14 BS-15	(BS-12)	All the existing posts of Qari/Qaria (318) are upgraded in BPS-12 for the present incumbents as well as future appointees.
15.	Sr. Qari/Sr. Qaria	-do-	Newly Upgraded/ Re-designated post	(BS-15)	One thirds (1/3) of the total Qaris / Qarias (106) posts are upgraded to BPS-15 and re-designated as Senior Qaris / Qaria, which will be filled in the manner as may be prescribed by the Elementary & Secondary Education Department by making necessary service rules or amending the existing service rules, if any for the post.

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2- It may please be ensured that the teachers, who have already availed the benefits of new upgraded scales referred to above, before the formal issuance of this Notification, are not allowed again the benefit of pay fixation in the new pay scales otherwise the onus for the irregular pay will rest with the departmental officers and Accounts Officers concerned.

3- A policy shall also be devised in the frame work of input / output criteria in terms of qualification, length of service, regularity, punctuality, results, curricular and co-curricular achievements and other performance indicators, so that the teachers do not take the scheme for granted but work for it.

4- Agency / FR wise / School wise breakup of the posts is enclosed here with as annexure.

Authority, Approval of Finance Division, Government of Pakistan, Islamabad as conveyed vide letter No.F.No.1(32)R-1/2015-251/2016 30th May 2016 (copy enclosed).

SECRETARY SOCIAL SECTORS (FATA)

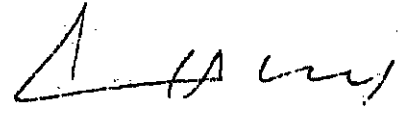
(8)

(18)

Even No.& Date

Copy to:-

1. Secretary Finance Department, FATA Secretariat.
2. Secretary A,I&C Department FATA Secretariat.
3. Secretary (E & SE) Khyber Pakhtunkhwa Peshawar
4. Additional Accountant General (PR) Sub Office Peshawar
5. Director Education (FATA)
6. Director (E & SE) Khyber Pakhtunkhwa Peshawar
7. All Agency Education Officers in Agencies/FRs
8. All Heads of concerned Schools
9. All Agency Accounts Officers in FATA
10. District Accounts Officers, Kohat, Lakki, Bannu, D.I.Khan& Tank
11. SO (TA) SAFRON Division Islamabad with reference his office letter No.3(10) TA/2015 dated 13/5/2016
12. PS to Additional Chief Secretary FATA Secretariat
13. PS to Secretary Social Sector Department FATA Secretariat



(Abdul Manan)
Section Officer (Education)
Social Sector Department

Government of Pakistan
Finance Division
(Regulation Wing)

No. 1(32)R-1/2015-582/2016

Islamabad, 28 July, 2016

Copy to:-

1. Accountant General (PR) Islamabad.
2. Additional Accountant General (PR) Sub Office Peshawar.
3. Director Education (FATA).
4. All Agency Education Officers in Agencies/FRs.
5. All Agency Accounts Officers in FATA.
6. District Accounts Officers, Kohat, Lakki, Bannu, D.I.Khan& Tank.
7. PS to Secretary Finance Department, FATA Secretariat.



(Zia-ur-Rehman)
Section Officer (R-I)

Even No. & Date

9

19

Copy to:-

1. Secretary Finance Department, FATA Secretariat.
2. Secretary A.I&C Department FATA Secretariat.
3. Secretary (E & SE) Khyber Pakhtunkhwa Peshawar
4. Additional Accountant General (PR) Sub Office Peshawar
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11. SO (TA) SAFRON Division Islamabad with reference his office letter No.3(10) TA/2015 dated 13/5/2016
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13. PS to Secretary Social Sector Department FATA Secretariat

(Abdul Manan)
Section Officer (Education)
Social Sector Department

Government of Pakistan
Finance Division
(Regulation Wing)

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(Zia-ur-Rehman)
Section Officer (R-1)

DIRECTORATE OF EDUCATION FATA SECRETARIAT PESHAWAR

Endst.No. 8233-601 Dated 8/8 2016.

Copy forwarded for information and necessary action;

1. Accountant General (PR) Islamabad.
2. Additional Accountant General (PR) Sub Office Peshawar.
3. Director Elementary & secondary Education, Khyber Pakhtunkhwa Peshawar.
4. All Agency Education Officers in Agencies/FRs FATA.
5. All Heads of concerned schools in FATA.
6. All Agency Accounts Officer in FATA.
7. District Accounts Officer, Kohat, Lakki, Bannu, D.I.Khan & Tank.
8. SO (TA) SAFRON Division Islamabad with reference to letter No.3 (10) TA/2015 dated 13/5/2016.
9. Section Officer (R-1) Finance Division (Regulation Wing) Islamabad w/r to letter No.1 (32) R-1/2015-382/2016 Islamabad dated 28/7/2016.
10. Section Officer (Edu) FATA Secretariat w/r to letter of Even No. & Date.
11. PS to additional Chief Secretary FATA.
12. PS to Secretary Finance Department FATA Secretariat.
13. PS to Secretary AI&C FATA Secretariat.
14. P.S to secretary Social Sectors Department FATA Secretariat.

Deputy Director (Establishment)
Directorate of Education (FATA)

10

Promotion Policy

In order to consolidate the existing Promotion Policy, which is embodied in several circular letters issued in piecemeal from time to time, and to facilitate the line departments at every level in prompt processing of promotion cases of Provincial civil servants, it has been decided to issue the "Khyber Pakhtunkhwa Civil Servants Promotion Policy, 2009" duly approved by the competent authority, for information and compliance by all concerned. This Policy will apply to promotions of all civil servants holding appointment on regular basis and will come into effect immediately. The Policy consists of the provisions given hereunder:-

I. Length of service.

(a) Minimum length of service for promotion to posts in various basic scales will be as under:

- Basic Scale 18 : 5 years' service in BS-17
- Basic Scale 19: 12 years' service in BS-17 & above
- Basic Scale 20: 17 years' service in BS-17 & above

No proposal for promotion shall be entertained unless the condition of the prescribed length of service is fulfilled.

(b) Service in the lower pay scales for promotion to BP-18 shall be counted as follows:

- (i) Half of the service in BS-16 and one fourth in Basic Scales lower than 16, if any, shall be counted as service in Basic Scale 17.
- (ii) Where initial recruitment takes place in Basic Scale 18 and 19, the length of service prescribed for promotion to higher Basic Scales shall be reduced as indicated below:

Basic Scale 19	7 years' service in BS-18
Basic Scale 20	10 years' service in BS-18 & above, or 3 years' service in BS-19.

II. LINKING OF PROMOTION WITH TRAINING:

(a) Successful completion of the following trainings is mandatory for promotions of officers of the Provincial Civil Service / Provincial Management Service to various Basic Scales:

- Mid-Career Management Course at National Institute of Management (NIM) for promotion to BS-19
- Senior Management Course at National Management College, Lahore for promotion to BS-20
- National Management Course at National Management College, Lahore for promotion to BS-21

(b) This condition will not be applicable to civil servants in specialized cadres such as Doctors, Teachers, Professors, Research Scientists and incumbents of purely technical posts for promotion within their own line of specialization as envisaged in the existing Promotion Policy. However, for promotion against technical posts in BPS-20, which require Managerial and administrative skills, the SMC shall be mandatory. Substituted vide No. SO(Policy)/E & AD/1-16/2017 dated 05-12-2017

(11)

inadvertent omission for promotion comes to notice, is considered by the Provincial Selection Board/ Departmental Promotion Committee and is declared fit for promotion to the next higher basic scale, he shall be deemed to have been cleared for promotion along with the officers junior to him who were considered in the earlier meeting of the Provincial Selection Board/Departmental Promotion Committee. Such an officer, on his promotion will be allowed seniority in accordance with the proviso of sub-section (4) of Section 8 of the Khyber Pakhtunkhwa Civil Servants Act, 1973, whereby officers selected for promotion to a higher post in one batch on their promotion to the higher post are allowed to retain their inter-se-seniority in the lower post. In case, however, the date of continuous appointment of two or more officers in the lower post/grade is the same and there is no specific rule whereby their inter-se-seniority in the lower grade can be determined, the officer older in age shall be treated senior.

- (c) If a civil servant is superseded he shall not be considered for promotion until he earns one PER for the ensuing one full year.
- (f) If a civil servant is recommended for promotion to the higher basic scale/post by the PSB/DPC and the recommendations are not approved by the competent authority within a period of six months from such recommendations, they would lapse. The case of such civil servant would require placement before the PSB/DPC afresh.

✓ VI. DATE OF PROMOTION:

Promotion will always be notified with immediate effect.

VII. NOTIONAL PROMOTION:

In respect of civil servants who retire (or expire) after recommendation of their promotion by the PSB/DPC, but before its approval by the competent authority, their promotion shall be deemed to have taken effect from the date of recommendation of the PSB/DPC, as the case may be, and their pension shall be calculated as per pay which they would have received had they not retired/expired.

VIII. PROMOTION OF CIVIL SERVANTS WHO ARE AWARDED MINOR PENALTIES.

- (a) The question of promotion to BS-18 and above in case of civil servants who have been awarded minor penalties has been settled by the adoption of quantification of PERs and CEI which allows consideration of such cases for promotion subject to deduction of 5 marks for each major penalty, 3 marks for each minor penalty and 1 mark for each adverse PER from the quantified score and recommendation for promotion on attaining the relevant qualifying threshold.
- (b) However, the CEI policy is not applicable to civil servants in BS-16 and below. In this case, the concerned assessing authorities will take into consideration the entire service record with weightage to be given for recent reports and any minor penalty will not be a bar to promotion of such a civil servant.

IX. PROMOTION IN CASE OF PENDING INVESTIGATIONS BY NAB:

If there are any NAB investigations being conducted against an officer, the fact of such investigations needs to be placed before the relevant promotion fora which may take a considered decision on merits of the case.

BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHWA

Service Appeal No: 656/2018

Muhammad Muneer KhanAppellant

Versus

Director Education FATA & OthersRespondents

INDEX

S. NO	Description of Documents	Annexure	Pages
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2	Notification dated 22.06.2016	A	4-9
3	Promotion Policy	B	10-11

①

BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHWA

Service Appeal No: 656/2018

Muhammad Muneer KhanAppellant

Versus

Director Education FATA & OthersRespondents

Joint Parawise Comments on behalf of Respondent No. 3 & 4.

Preliminary objections.

- That the Appellants have got no cause of action, locus standi to file the instant appeal.
- That as per Khyber Pakhtunkhwa Civil Servants Promotion Policy, 2009" promotion will always be notified with immediate.
- That the Appellant has not come to this Honorable Tribunal with clean hands.
- That the Appellant has concealed material facts from the Honorable Tribunal.
- That the Appeal is not maintainable in the present form being devoid of merits.
- That the conduct of Appellant estopped him to bring the instant appeal.

ON FACTS.

1. No comments. Subject to record.
2. Correct, hence needs no further comments.
3. No comments, subject to record.
4. Correct, hence needs no further comments.
5. Appellant is mistakenly taking in to consideration the term up -gradation /promotion as one inadvertently and same thing however there is difference between promotion and up-gradation as for as the latter is concerned, respondent department had upgraded all the District cadre posts as per policy notification attached as (Annex-A). Promotion is a sort of appointment/recruitment to next scale /grade under the

(2)

law/policy which is always be granted with immediate effect, policy of promotion attached as (Annex-B).

6. The respondents also submit inter alia on the following grounds.

Grounds:

- A. Incorrect. Appellant is under confusion as there is difference between up-gradation of post and promotion, as far as up gradation is concerned which has been carried out vide notification dated 8-8-2016 and has been given retrospective effect w.e.f 1-7-2012 and teachers in erstwhile FATA are getting remunerations accordingly against the upgraded posts, whereas notification dated 13-10-2017 pertained to promotion, which clearly and expressly reflects constitution of departmental promotion committee, moreover under the Khyber Pakhtunkhwa Civil Servants Promotion Policy, 2009" promotion will always be notified with immediate, therefore, the appellant has no legal cause of action/ grievance and the instant appeal liable to be dismissed. (notification attached as Annex-A & policy of promotion attached as Annex-B)
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Secretary
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Khyber Pakhtunkhwa

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Director Education
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Khyber Pakhtunkhwa

AFFIDAVIT

I Javed Iqbal Stenographer / Focal person (Litigation) Directorate of Education Merged Areas Khyber Pakhtunkhwa Peshawar do hereby solemnly affirm and declare that the contents of the instant Parawise Comments are true & correct to the best of my knowledge & belief.



Deponent

03351501210

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FATA SECRETARIAT
(SOCIAL SECTORS DEPARTMENT)
WARSAK ROAD PESHAWAR
Dated Peshawar-22-06-2016

Annex - E

14

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17

13.	Senior Physical Education Teachers (Sr. PET's)	-do-	Newly Upgraded/ Re-designated post	(BS-16)	One thirds (1/3) of the total PETs (273) posts are upgraded to BPS-16 and re-designated as Senior PETs, which will be filled in the manner as may be prescribed by the Elementary & Secondary Education Department by making necessary service rules or amending the existing service rules, if any for the post.
14.	Qar/Qaria	-do-	BS-7	(BS-12)	All the existing posts of Qar/Qaria (318) are upgraded in BPS-12 for the present incumbents as well as future appointees.
			BS-9		
			BS-10		
			BS-12		
			BS-14		
BS-15					
15.	Sr. Qar/Sr. Qaria	-do-	Newly Upgraded/ Re-designated post	(BS-15)	One thirds (1/3) of the total Qaris / Qarias (106) posts are upgraded to BPS-15 and re-designated as Senior Qaris / Qaria, which will be filled in the manner as may be prescribed by the Elementary & Secondary Education Department by making necessary service rules or amending the existing service rules, if any for the post.

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2- It may please be ensured that the teachers, who have already availed the benefits of new upgraded scales referred to above, before the formal issuance of this Notification, are not allowed again the benefit of pay fixation in the new pay scales otherwise the onus for the irregular pay will rest with the departmental officers and Accounts Officers concerned.

3- A policy shall also be devised in the frame work of input / output criteria in terms of qualification, length of service, regularly, punctuality, results, curricular and co-curricular achievements and other performance indicators, so that the teachers do not take the scheme for granted but work for it.

4- Agency / FR wise / School wise breakup of the posts is enclosed here with as annexure.

Authority, Approval of Finance Division, Government of Pakistan, Islamabad as conveyed vide letter No.F.No.1(32)R-1/2015-251/2016 30th May 2016 (copy enclosed).

SECRETARY SOCIAL SECTORS (FATA)

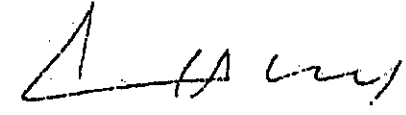
18

18

Even No. & Date

Copy to:-

1. Secretary Finance Department, FATA Secretariat.
2. Secretary A, I & C Department FATA Secretariat.
3. Secretary (E & SE) Khyber Pakhtunkhwa Peshawar
4. Additional Accountant General (PR) Sub Office Peshawar
5. Director Education (FATA)
6. Director (E & SE) Khyber Pakhtunkhwa Peshawar
7. All Agency Education Officers in Agencies/FRs
8. All Heads of concerned Schools
9. All Agency Accounts Officers in FATA
10. District Accounts Officers, Kohat, Lakki, Bannu, D.I. Khan & Tank
11. SO (TA) SAFRON Division Islamabad with reference his office letter No.3(10) TA/2015 dated 13/5/2016
12. PS to Additional Chief Secretary FATA Secretariat
13. PS to Secretary Social Sector Department FATA Secretariat



(Abdul Manan)
Section Officer (Education)
Social Sector Department

Government of Pakistan
Finance Division
(Regulation Wing)

No. 1(32)R-I/2015-582/2016

Islamabad, 28 July, 2016

Copy to:-

1. Accountant General (PR) Islamabad.
2. Additional Accountant General (PR) Sub Office Peshawar.
3. Director Education (FATA).
4. All Agency Education Officers in Agencies/FRs.
5. All Agency Accounts Officers in FATA.
6. District Accounts Officers, Kohat, Lakki, Bannu, D.I. Khan & Tank.
7. PS to Secretary Finance Department, FATA Secretariat.



(Zia-ur-Rehman)
Section Officer (R-I)

Even No. & Date

9

19

Copy to:-

1. Secretary Finance Department, FATA Secretariat.
2. Secretary A,I&C Department FATA Secretariat.
3. Secretary (E & SE) Khyber Pakhtunkhwa Peshawar
4. Additional Accountant General (PR) Sub Office Peshawar.
5. Director Education (FATA)
6. Director (E & SE) Khyber Pakhtunkhwa Peshawar
7. All Agency Education Officers in Agencies/FRs
8. All Heads of concerned Schools
9. All Agency Accounts Officers in FATA
10. District Accounts Officers, Kohat, Lakki, Bannu, D.I.Khan & Tank
11. SO (TA) SAFRON Division Islamabad with reference his office letter No.3(10) TA/2015 dated 13/5/2016
12. PS to Additional Chief Secretary FATA Secretariat
13. PS to Secretary Social Sector Department FATA Secretariat

(Abdul Manan)
Section Officer (Education)
Social Sector Department

Government of Pakistan
Finance Division
(Regulation Wing)

No 1(32)R-1/2015-582/2016

Islamabad, 25 July, 2016

Copy to:-

1. Accountant General (PR) Islamabad.
2. Additional Accountant General (PR) Sub Office Peshawar.
3. Director Education (FATA).
4. All Agency Education Officers in Agencies/FRs.
5. All Agency Accounts Officers in FATA.
6. District Accounts Officers, Kohat, Lakki, Bannu, D.I.Khan & Tank.
7. PS to Secretary Finance Department, FATA Secretariat.

(Zia-ur-Rehman)
Section Officer (R-1)

DIRECTORATE OF EDUCATION FATA SECRETARIAT PESHAWAR

Endst.No. 8233-60 Dated 8/8 2016.

Copy forwarded for information and necessary action;

1. Accountant General (PR) Islamabad.
2. Additional Accountant General (PR) Sub Office Peshawar.
3. Director Elementary & secondary Education, Khyber Pakhtunkhwa Peshawar.
4. All Agency Education Officers in Agencies/FRs FATA.
5. All Heads of concerned schools in FATA.
6. All Agency Accounts Officer in FATA.
7. District Accounts Officer, Kohat, Lakki, Bannu, D.I.Khan & Tank.
8. SO (TA) SAFRON Division Islamabad with reference to letter No.3 (10) TA/2015 dated 13/5/2016.
9. Section Officer (R-1) Finance Division (Regulation Wing) Islamabad w/r to letter No.1 (32) R-1/2015-382/2016 Islamabad dated 28/7/2016.
10. Section Officer (Edu) FATA Secretariat w/r to letter of Even No. & Date.
11. PS to additional Chief Secretary FATA.
12. PS to Secretary Finance Department FATA Secretariat.
13. PS to Secretary A,I&C FATA Secretariat.
14. P.S to secretary Social Sectors Department FATA Secretariat.

(Deputy Director (Establishment))
Directorate of Education (FATA)

10

Promotion Policy

In order to consolidate the existing Promotion Policy, which is embodied in several circular letters issued in piecemeal from time to time, and to facilitate the line departments at every level in prompt processing of promotion cases of Provincial civil servants, it has been decided to issue the "Khyber Pakhtunkhwa Civil Servants Promotion Policy, 2009" duly approved by the competent authority, for information and compliance by all concerned. This Policy will apply to promotions of all civil servants holding appointment on regular basis and will come into effect immediately. The Policy consists of the provisions given hereunder:-

I. Length of service.

(a) Minimum length of service for promotion to posts in various basic scales will be as under:

- Basic Scale 18 : 5 years' service in BS-17
Basic Scale 19: 12 years' service in BS-17 & above
Basic Scale 20: 17 years' service in BS-17 & above

No proposal for promotion shall be entertained unless the condition of the prescribed length of service is fulfilled.

(b) Service in the lower pay scales for promotion to BP-18 shall be counted as follows:

- (i) Half of the service in BS-16 and one fourth in Basic Scales lower than 16, if any, shall be counted as service in Basic Scale 17.
(ii) Where initial recruitment takes place in Basic Scale 18 and 19, the length of service prescribed for promotion to higher Basic Scales shall be reduced as indicated below:

Basic Scale 19	7 years' service in BS-18
Basic Scale 20	10 years' service in BS-18 & above, or 3 years' service in BS-19.

II. LINKING OF PROMOTION WITH TRAINING:

(a) Successful completion of the following trainings is mandatory for promotions of officers of the Provincial Civil Service / Provincial Management Service to various Basic Scales:

- Mid-Career Management Course at National Institute of Management (NIM) for promotion to BS-19
- Senior Management Course at National Management College, Lahore for promotion to BS-20
- National Management Course at National Management College, Lahore for promotion to BS-21

(b) This condition will not be applicable to civil servants in specialized cadres such as Doctors, Teachers, Professors, Research Scientists and incumbents of purely technical posts for promotion within their own line of specialization as envisaged in the existing Promotion Policy. However, for promotion against technical posts in BPS-20, which require Managerial and administrative skills, the SMC shall be mandatory. Substituted vide No. SO(Policy)/E & AD/I-16/2017 dated 05-12-2017

(11)

inadvertent omission for promotion comes to notice, is considered by the Provincial Selection Board/ Departmental Promotion Committee and is declared fit for promotion to the next higher basic scale, he shall be deemed to have been cleared for promotion along with the officers junior to him who were considered in the earlier meeting of the Provincial Selection Board/Departmental Promotion Committee. Such an officer, on his promotion will be allowed seniority in accordance with the proviso of sub-section (4) of Section 8 of the Khyber Pakhtunkhwa Civil Servants Act, 1973, whereby officers selected for promotion to a higher post in one batch on their promotion to the higher post are allowed to retain their inter-se-seniority in the lower post. In case, however, the date of continuous appointment of two or more officers in the lower post/grade is the same and there is no specific rule whereby their inter-se-seniority in the lower grade can be determined, the officer older in age shall be treated senior.

- (e) If a civil servant is superseded he shall not be considered for promotion until he earns one PER for the ensuing one full year.
- (f) If a civil servant is recommended for promotion to the higher basic scale/post by the PSB/DPC and the recommendations are not approved by the competent authority within a period of six months from such recommendations, they would lapse. The case of such civil servant would require placement before the PSB/DPC afresh.

✓ VI. DATE OF PROMOTION:

Promotion will always be notified with immediate effect.

VII. NOTIONAL PROMOTION:

In respect of civil servants who retire (or expire) after recommendation of their promotion by the PSB/DPC, but before its approval by the competent authority, their promotion shall be deemed to have taken effect from the date of recommendation of the PSB/DPC, as the case may be, and their pension shall be calculated as per pay which they would have received had they not retired/expired.

VIII. PROMOTION OF CIVIL SERVANTS WHO ARE AWARDED MINOR PENALTIES.

- (a) The question of promotion to BS-18 and above in case of civil servants who have been awarded minor penalties has been settled by the adoption of quantification of PERs and CEI which allows consideration of such cases for promotion subject to deduction of 5 marks for each major penalty, 3 marks for each minor penalty and 1 mark for each adverse PER from the quantified score and recommendation for promotion on attaining the relevant qualifying threshold.
- (b) However, the CEI policy is not applicable to civil servants in BS-16 and below. In this case, the concerned assessing authorities will take into consideration the entire service record with weightage to be given for recent reports and any minor penalty will not be a bar to promotion of such a civil servant.

IX. PROMOTION IN CASE OF PENDING INVESTIGATIONS BY NAB:

If there are any NAB investigations being conducted against an officer, the fact of such investigations needs to be placed before the relevant promotion fora which may take a considered decision on merits of the case.