

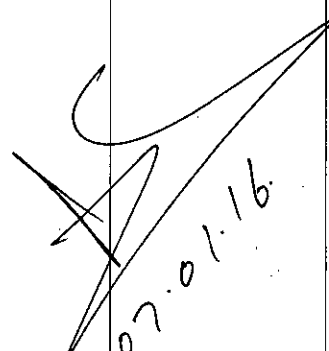
S.No. of proceedings	Date of Order or proceedings.	Order or other proceedings with signature of Judge or Magistrate and that of parties where necessary.
1	2	3
	07.01.2016	<p style="text-align: center;"><u>KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR</u></p> <p style="text-align: center;"><u>APPEAL NO.24/2014</u></p> <p style="text-align: center;"><u>(Muhammad Nazir-vs-Govt. of Khyber Pakhtunkhwa through Chief Secretary, KPK, Peshawar and SMBR, Khyber Pakhtunkhwa, Peshawar.)</u></p> <p style="text-align: center;"><u>JUDGMENT</u></p> <p style="text-align: center;"><u>MUHAMMAD AZIM KHAN AFRIDI, CHAIRMAN:</u></p> <p>Appellant with counsel and Mr.Mukhtiar Ali, Supdt. alongwith Mr.Usman-Ghani, Senior Govt. Pleader for respondents present.</p> <p>Muhammad Nazir, Ex-Assistant Board of Revenue, Khyber Pakhtunkhwa, Peshawar, hereinafter referred to as the appellant, has preferred the instant appeal under section 4 of the Khyber Pakhtunkhwa Service Tribunal Act, 1974 against final order dated 27.11.2013 whereby departmental appeal of the appellant was rejected and impugned order dated 16.5.2013 in respect of removal of service of appellant was maintained.</p> <p>Brief facts of the case of the appellant are that he joined the department as Junior Clerk (BPS-7) in the year 1981 and was subsequently promoted as Superintendent (BPS-16) and while performing his duties as Superintendent he allegedly fell ill due to heart attack and despite medical advice no leave was sanctioned and vide order dated 25.7.2011 appellant demoted to the post of Assistant (BPS-14). That despite his illness and entitlement to leave on medical grounds the appellant was again subjected to inquiry and penalty in the shape of stoppage of annual increments was awarded vide order dated 30.10.2012. That</p>

Handwritten signature and date: 07.01.16

finally a third order was issued against the appellant whereby he was removed from service on 16.5.2013 where against appellant preferred departmental appeal which was rejected on 27.11.2013 and hence the service appeal on 27.12.2013.

Learned counsel for the appellant has argued that the appellant was punished thrice for the same offence i.e alleged wilful absence which was due to acute illness. That the appellant has served the department with commitment and was promoted from time to time including his promotion to the post of Superintendent (BPS-16) vide order dated 16.6.2010. That in view of his regular unblemished service for 32 years it would not be expected from a prudent civil servant to become a habitual absentee. That the competent authority was obliged to have considered the plea of the appellant regarding his ailment duly supported by medical record. That the appellant was entitled to medical leave and in case of disagreement by the competent authority, the matter was to be referred to the second Medical Board but the authority violated the mandatory provision and failed to secure the medical opinion. That the inquiry was not conducted in the prescribed manners as the appellant was available to participate in the inquiry and therefore the competent authority was obliged to have conducted formal inquiry including issuance of charge sheet, statement of allegations and show cause notice. That the punishment was uncalled for and excessive and therefore liable to be set-aside.

Reliance was placed on Article 13 of Constitution of the Islamic Republic of Pakistan, Rules 11 and 13 of Revised Leave Rules, 1981 and section 24-A of the General Clauses Act, 1897 as well as case-law reported as 1985 PLC (C.S) 1108, 2009 TD (Service) 393, 2006 SCMR 1018, 2010 PLC (C.S) 1143, 2008 SCMR 1369, 2007 SCMR 1860 and 2010 PLC (C.S) 435.

07.01.16

Learned Senior Govt. Pleader argued that the appeal is not maintainable as the departmental appeal of the appellant was rejected being barred by time for more than 4 months. That the appellant was afforded repeated opportunities in the prescribed manners but he failed to avail the same. That the appellant was a habitual absentee and as such the impugned order of removal from service is factually and legally correct. Reliance was placed on case-law reported as 2009 SCMR 1121, 2013 PLC (C.S) 1031 and 2011 SCMR 676.

We have heard arguments of the learned counsel for the parties and perused the record.

Perusal of record would suggest that the appellant was serving as Superintending (BPS-16) and was on probation when he was reverted to the post of Assistant (BPS-14) as major penalty was imposed against the appellant vide order dated 25.7.2011. The appellant has accepted the said order as the same was not questioned before any forum. According to order dated 30.10.2012 the appellant was again found absent from duty and minor penalty of stoppage of two increments without accumulative effect for the years 2012 and 2013 was imposed against the appellant which order was also not questioned by the appellant before any forum and which thus attained finality.

Perusal of record would suggest that the appellant has applied to the competent authority for medical leave alongwith the record including certificates issued by the authorized hospitals. According to rule 13 of Khyber Pakhtunkhwa Civil Servants Revised Leave Rules, 1981, leave applied for on medical certificate cannot be refused by the competent authority and in case of disagreement the authority sanctioning the leave may secure a second medical opinion by requesting the Civil Surgeon or the Medical Board to medically examine the applicant. In the case in hand the leave applied for by the appellant on medical

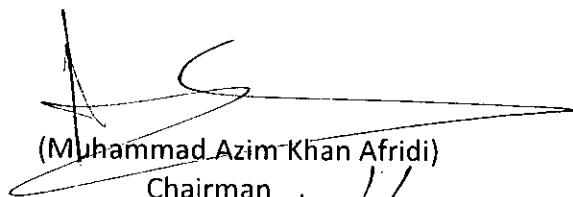
~~C~~
07.01.16.

grounds was refused in disregard to the provisions of rule-13 of the said Rules. It is note worthy that each and every absence may not necessarily fall within the ambit of wilful absence and in such a situation probe by the competent authority becomes an essential requirement. In the case in hand neither the appellant was associated with the inquiry despite his availability nor his plea of ailment was taken into account. In such a situation declining departmental appeal on the ground of limitation was also not warranted.

Keeping in view the plea of the appellant supported by medical record we are of the view that the competent authority was obliged to have conducted formal inquiry and omission on the part of the competent authority has rendered the entire process as an exercise in futility. We would, therefore, accept the appeal by setting aside the impugned orders with the directions to the competent authority to conduct formal inquiry under E&D Rules by affording prescribed opportunities of hearing to the appellant and fulfilling the required codal formalities. The *de novo* inquiry so conducted shall be concluded within a reasonable time but not beyond the period of two months from the receipt of this judgment. The appeal is accepted in the above terms. Parties are, however, left to bear their own costs. File be consigned to the record room.



(Abdul Latif)
Member



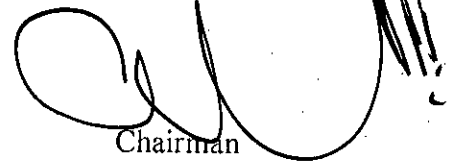
(Muhammad Azim Khan Afridi)
Chairman

07.01.16

ANNOUNCED
07.01.2016

27.6.2014

Counsel for the appellant and Mr. Mir Qasim, Assistant Secretary on behalf of respondents with AAG present. Written reply/joint para-wise comments received on behalf of respondents, copy whereof is handed over to the learned counsel for the appellant for rejoinder on 27.10.2014.


Chairman

27.10.2014

Appellant with counsel and Mr. Muhammad Adeel Butt, AAG for the respondents present. Rejoinder received on behalf of the appellant, copy whereof is handed over to the learned AAG for arguments on 17.04.2015.


Chairman

17.04.2015

Counsel for the appellant and Addl. AG for the respondents present. Counsel for the appellant requested for adjournment. Therefore, case to come up for arguments on 10.8.2015.


MEMBER


MEMBER

10.08.2015

Clerk of counsel for the appellant and Mr. Naeem Khan, Assistant alongwith Muhammad Jan, GP for the respondents present. Clerk of counsel for the appellant requested for adjournment due to counsel for the appellant is suffering from fever. Adjournment granted. To come up for arguments on 07-01-2016.


Member


Member

Appeal No. 24/2014
Mr. Muhammad Nazir

07.03.2014

Clerk of counsel for the appellant present and requested for adjournment. To come up for preliminary hearing on 15.04.2014.


Member

15.04.2014

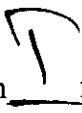
Counsel for the appellant present. Preliminary arguments heard and case file perused. Counsel for the appellant contended that the appellant has not been treated in accordance with law/rules. Against the original order dated 16.05.2013, he filed departmental appeal on 04.09.2013, which has been rejected on 27.11.2013, hence the present appeal on 27.12.2013. He further contended that the impugned order dated 27.11.2013 has been issued in violation of Rule-5 of the Civil Servant (Appeal) Rules 1986. Points raised at the Bar need consideration. The appeal is admitted to regular hearing subject to all legal objections. The appellant is directed to deposit the security amount and process fee within 10 days. Thereafter, Notices be issued to the respondents. To come up for written reply/comments on ²⁷06.2014.

Appellant Deposited
Security & Process Fee
Rs. 160/- Bank
Receipt is attached with File.

SW


Member

15.04.2014


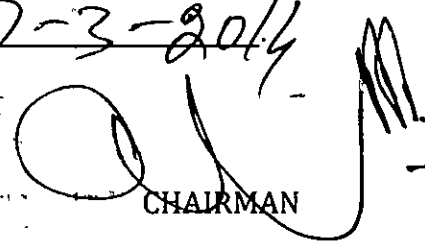
This case be put before the Final Bench  for further proceedings.


Chairman

Form- A
FORM OF ORDER SHEET

Court of _____

Case No. 24/2014

S.No.	Date of order Proceedings	Order or other proceedings with signature of judge or Magistrate
1	2	3
1	07/01/2014	<p>The appeal of Mr. Muhammad Nazir resubmitted today by Mr. Noor Muhammad Khattak Advocate may be entered in the Institution register and put up to the Worthy Chairman for preliminary hearing.</p> <p style="text-align: right;">  REGISTRAR </p>
2	8-1-2014	<p>This case is entrusted to Primary Bench for preliminary hearing to be put up there on <u>7-3-2014</u></p> <p style="text-align: right;">  CHAIRMAN </p>

The appeal of Mr. Muhammad Nazir Ex-Assistant received today on 27.12.2013 is returned in original to the counsel for the appellant with the direction to submit four spare copies/sets of the appeal along with annexures i.e. complete in all respect within 15 day.

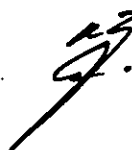
No. 1869/S.T.
Dt. 27/12/2013


REGISTRAR
SERVICE TRIBUNAL
KHYBER PAKHTUNKHWA
PESHAWAR

Mr. Noor Muhammad Khattak Adv. Pesh.

Note

*Sir, All objections have been removed
hence resubmitted today dated 7.1.2014.*

23


BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL
PESHAWAR

APPEAL NO. 24 /2011

MOHAMMAD NAZIR

VS

REVENUE DEPTT:

INDEX

S.NO.	DOCUMENTS	ANNEXURE	PAGE
1.	Memo of appeal	4.
2.	Promotion order	A	5.
3.	Medical Prescriptions	B	6- 13.
4.	Order dated 25-7-2011	C	14.
5.	Show cause Notice	D	15.
6.	Reply	E	16.
7.	Arrival report	F	17.
8.	Order dated 30-10-2012	G	18.
9.	Arrival report	H	19.
10.	Order dated 16-5-2013	I	20.
11.	Departmental appeal	J	21.
12.	Rejection order	K	22.
13.	Vakalat nama	23.

APPELLANT

THROUGH:



NOOR MOAHAMMAD KHATTAK
ADVOCATE

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL
PESHAWAR

APPEAL NO. 24 /2013/

El:W. P. Peshawar
Case No. 1688
Dated 27-12-13

Mr. Muhammad Nazir, Ex-Assistant (BPS-14),
Board of Revenue, Khyber Pakhtunkhwa Peshawar.....**Appellant**

VERSUS

- 1- The Government of Khyber Pakhtunkhwa through Chief Secretary, Khyber Pakhtunkhwa, Peshawar.
- 2- The Senior Member Board of Revenue, Khyber Pakhtunkhwa, Peshawar.....**Respondents**

APPEAL UNDER SECTION- 4 OF THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL ACT 1974 AGAINST THE APPELLATE ORDER DATED 27.11.2013 WHEREBY THE DEPARTMENTAL APPEAL OF THE APPELLANT FOR HIS RE-INSTATEMENT HAS BEEN REJECTED ON NO GOOD GROUNDS AND AGAINST THE ORIGINAL IMPUGNED ORDER DATED 16.05.2013 WHEREBY THE APPELLANT WAS REMOVED FROM HIS SERVICE

PERAYER:

That on acceptance of this appeal the impugned orders dated 27.11.2013 and original order dated 16.05.2013 may very kindly be set aside and the respondents may be directed to re-instate the appellant with all back benefits. Any other remedy which this august court deems fit that may also be awarded in favor of the appellant.

re-submitted to
and filed.
27/12/13

R/SHEWETH:

ON FACTS:

1- That the appellant joined the respondent Department as Junior Clerk (BPS-7) vide order dated 01-07-1981 and have served the respondent Department for more than 32 years quite efficiently and up to the entire satisfaction of his superiors.

re-submitted to
and filed.
7/1/14

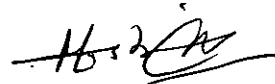
- 2- That vide order dated 16-6-2010 the appellant was promoted to the post of Superintendent (BPS-16) from the post of Assistant (BPS-14) on the recommendation of the Departmental Selection Committee. That appellant while working as Superintendent (BPS-16) in the respondent Department was felt ill due to severe heart attack. That appellant on the advice of his Doctor and above reason requested the respondent No.2 for medical leave but no heed was paid by the respondent No.2 to the request of appellant. Copies of the promotion order and medical prescriptions are attached as annexure **A & B.**
- 3- That the respondent Department without entering into the matter of the appellant without conducting regular inquiry against the appellant issued order dated 25.07.2011 due to which the appellant was demoted to the post of Assistant (BPS-14) from the post of Superintendent (BPS-16). That resultantly on the above reasons the appellant was caused by another disease of mental disorder along with serious disease of heart. Copy of the order dated 27.07.2011 is attached as annexure **C.**
- 4- That appellant time and again informed the respondent No.2 about his illness and requested for medical leave along with proofs of medical prescriptions but the respondent No.2 issued another show cause notice to the appellant vide order dated 14-2-2012. That in response the appellant replied to the said show cause notice and informed the respondent No.2 about his illness and again requested for medical leave. Copies of the show cause notice, reply and arrival report are attached as annexure **D, E & F.**
- 5- That the respondent No.2 instead of referring the appellant to the standing medical Board for proper check up straight away imposed another penalty of stoppage of annual increments vide order dated 30-10-2012. That the brutalized acts of the respondent No.2 were not ended and finally a third order was issued against the appellant due to which the appellant was removed from his service vide order dated 16-5-2013. That the respondents ignored the lengthy service of the appellant of more than three decades. Copies of the order dated 30-10-2012, arrival report & impugned order dated 16-5-2013 are attached as annexure **G, H & I.**
- 6- That feeling aggrieved from the impugned order dated 16-5-2013 of the respondent No.2 the appellant filed Departmental appeal before the respondent No.1 but the same was rejected on 27-11-2013 on no good grounds. Hence the present appeal on the following grounds amongst the others. Copies of the Departmental appeal and rejection order are attached as annexure **J & K.**

GROUND:

- A- That the impugned orders dated 16-5-2013 and 27-11-2013 are against the law, facts, norms of natural justice and materials on the record hence not tenable and liable to be set aside.
- B- That the appellant has not been treated by respondents in accordance with law and rules on the subject noted above and as such the respondents violated article 4 and 25 of the Constitution of Islamic Republic of Pakistan 1973.
- C- That instead of referring the appellant to standing medical Board for proper check up the respondent No.2 surrendered the appellant by issuing three orders on one issue which amounts to serious illegality/gross misconduct on the part of respondent No.2.
- D- That no charge sheet and statement of allegation has been served on the appellant by the respondent No.2 before issuing the impugned order dated 16-5-2013.
- E- That no chance of personal hearing/defense has been given to the appellant before issuing the impugned order dated 16-5-2013.
- F- That no show cause notice has been served on the appellant nor regular inquiry has been conducted by the respondent No.2 against the appellant before issuing the impugned order dated 16-5-2013 which is mandatory as per Supreme Court Judgments.
- G- That the respondents acted in arbitrary and malifide manner while issuing the impugned orders dated 16-5-2013 and 27-11-2013 by not considering the appellant severe illness.
- H- That the respondent No.2 discriminated the appellant on the subject noted above rather the respondent No.2 violated the principle of natural justice.
- I- That the impugned order dated 16-5-2013 falls within the ambient of double jeopardy.
- J- That the appellant seeks permission to advance other grounds and proofs at the time of appellant.

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

APPELLANT



MUHAMMAD NAZIR

THROUGH:



**NOOR MOHAMMAD KHATTAK
ADVOCATE**

A-5

GOVERNMENT OF KHYBER PAKHTUNKHWA.
REVENUE & ESTATE DEPARTMENT

Peshawar dated the 16/06/2010.

OFFICE ORDER.

NO. _____/Admn:IV/II/2010. On the recommendation of Departmental Promotion Committee the Competent Authority has been pleased to order promotion of the following Assistants as Superintendents with the following details noted against each:

Sl:No.	Name	Present post held by the official	Promoted to the next higher post.	Remarks.
1.	Muhammad Dawood. Assistant (BPS-14)	Acting Charge Superintendent (BPS-16). Acting Charge	Superintendent (BPS-16) on regular basis with immediate effect.	-
2.	Muhammad Hamayun, Assistant (BPS-14)	-DO-	Superintendent (BPS-16) on regular basis with immediate effect.	-
3.	S. Ayub Shah. Assistant (BPS-14)	-DO-	Superintendent (BPS-16) on regular basis with immediate effect.	-
4.	Mr. Attaullah,	Assistant (BPS-14)	-	Deferred due to pending disciplinary proceedings against him which have not yet been finalized.
5.	Mr. Muhammad Ajmal	Assistant (BPS-14)	Superintendent (BPS-16) on regular basis with immediate effect.	-
6.	Mr. Muhammad Nawaz,	Assistant (BPS-14)	-	Deferred due to shortage of ACR.
7.	MR. Muhammad Nazir.	Assistant (BPS-14)	Superintendent (BPS-16) on regular basis with immediate effect.	-

By Order Of
Senior Member,
Revenue & Estate Department,
Khyber Pakhtunkhwa.

NO. 11904-15 /Admn: IV/II/2010.

Copy forwarded to the:-

1. Accountant General, Khyber Pakhtunkhwa.
2. Assistant Director (Admn & Accounts) PDMA/PARRSA, Peshawar.
3. Bill Assistant, Board of Revenue, Khyber Pakhtunkhwa.
4. Official concerned.
5. Personal file.
6. Office order file.

ATTESTED



Lady Reading Hospital Peshawar Out-Patients Department Room

RS-101

Yearly No: 4976850912

22

Date: 17-SEP-12 10:19:15

Name: M. NAZER

OPD: CARDIOLOGY

فری ایجووینس سزوں کیلئے 137 پر کال کریں۔

→ On treatment for CAD

No objective evidence of CAD on Echo

Now stable

ECG
ETT

-ETT - ~~inconclusive~~

fuls. of

Age 130/Body

OP

list - clear

ck. steps.

Dr. Tab. Cancer Surg
[Signature]

ATTESTED [Signature]

[Signature]

[Signature]

RTO

7th Rosu/n. 10u
n.b n/w, v,

Pat for office work

→ Can do usi for time duty

CF

PUNJAB INSTITUTE OF CARDIOLOGY, LAHORE
OPD SLIP

Name: M NAZEER
Age/Sex: 50 M

OPD No: 36130 / 2012
Date: December 7, 2012 10:00

History

Left Sided chest pain 5 months
Radiating to Neck and Left
Arm, Heaviness type.

Risk Factor

- DM
- HTN
- Smoking
- Hyperlipidemia
- Family History
- Others

Physical Examination

S₁ + S₂ + 0 BP: 140/90

Allergies

None

ECG Findings

- HR = 75
- Sinus Regular Rhythm
- Left Axis Deviation
- Loss of R-wave in (II), AVF
- U-waves present

Management Decision

Issue MR No for

- Hospitalization
- OPD Workup
- No Active Cardiac Complaint at present
- Refer to _____

Provisional Diagnosis

- Angina pectoris
- LAH

Treatment Advised

Tab. Loprin 75mg
کہ گوئی ناشتہ کے بعد روزانہ

Tab. Cardmlt
6.30
1 + 1 (3-4)

Tab. Angised
ہر دو گھنٹے کی صورت میں آدھے گولی زبان
کے نیچے (3-4)

Tab. Lipirex
800
کے نیچے (3-4)

Purchi Fee Rs.1/-

- Adv.
- Rest For 1 Month
- Avoid Smoking
- Light exercise

Tab. Narpit
Doctors's Name, Signature & Stamp

raheel
7-Dec-12
10:38:52 am

Prof. Abdul Waheed,
Punjab Institute of Cardiology
Lahore

ATTESTED

Prof. Abdul Waheed
Punjab Institute of Cardiology
Lahore

ایک ماہ کے بعد دوبارہ تشریف لائیں شکر ہے
پہلے سے یہ کارڈ اور اس کے ساتھ

PUNJAB INSTITUTE OF CARDIOLOGY, LAHORE

OPD SLIP

Name: M NAZEER

Age/Sex: 50 M

OPD No: 36130 / 2012

Date: December 7, 2012 10:30

History

Left Sided chest pain 5 months
Radiating to Neck and left
Arm, Heaviness type.

Risk Factor

- DM
- HTN
- Smoking
- Hyperlipidemia
- Family History
- Others

Physical Examination

S₁ + S₂ + 0 BP: 140/90

Allergies

None

ECG Findings

- HR = 75
- sinus Regular Rhythm
- Left Axis Deviation
- Loss of R-wave in II, AVF
- Q-waves present

Management Decision

Issue MR No for

- Hospitalization
- OPD Workup
- No Active Cardiac Complaint at present
- Refer to _____

Provisional Diagnosis

- Angina pectoris
- LAD

Treatment Advised

Tab. Loprin 75mg
1 tab 2 times daily

Tab. Angiod
1 tab 2 times daily

Tab. Cardnet
1 tab 2 times daily

Tab. Lipitor
1 tab 1 time daily

Purchi Fee Rs. 1/-

raheal
7-Dec-12
10:33:52 am

Adv. Prof. Abdul Wahid
 Punjab Institute of Cardiology
 Lahore

Tab. Naipol
 Doctors's Name, Signature & Stamp

Prof. Abdul Wahid
 Punjab Institute of Cardiology
 Lahore

ATTESTED

[Signature]

PUNJAB INSTITUTE OF CARDIOLOGY, LAHORE

OPD SLIP

Name: MAZAR
Age/Sex: 50 M

OPD No: 1527 / 2013
Date: January 11, 2013 10:15

History

1/1 at H/O

1/1 at HH

Physical Examination

Normal available

ECG Findings

13/10

Provisional Diagnosis

1/1 (1/1)

Treatment Advised

13 Discharge
13 Discharge
13 Discharge

Risk Factor

- DM
- HTN
- Smoking
- Hyperlipidemia
- Family History
- Others

Allergies

Management Decision

- Issue MR No for Hospitalization
- Issue MR No for OPD-Workup
- No Active Cardiac Complaint at present
- Refer to _____

Purchi Fee/Rs.1/-

11-Jan-13
10:15:42 am

Admission complete
and Discharge
today days.
11/11/2013

Doctors Name, Signature & Stamp

Signature

ATTESTED

Signature

**POST GRADUATE MEDICAL INSTITUTE,
LADY READING HOSPITAL, PESHAWAR**

DISCHARGE SLIP

Admission No. 722-08-12 Bed No. 1
 Name of Patient Muhammed Wazir Father's Name Wazir Khan
 Age 50 years Sex Male
 Address Madina Street Gulbahar 704 Peshawar city
 Date of Admission 23-07-12 Time of Admission 21:33:17
 Date of Discharge 28-07-12 Time of Discharge 10:30:00
 Diagnosis Acute myocardial infarction Condition of Disc Stable

TREATMENT IN HOSPITAL

(1) Asclard 75mg - OD
 (2) Ogrel 75mg - OD
 (3) X-Planted 10mg - OD
 (4) my-Clonare 60mg - BD
 (5) Roony-pall 205mg 1/2 - OD
 (6)

*Advised -
 Complete bed rest
 For 40 days H.e.f
 29-07-12*

TREATMENT AT HOME

(1) Asclard 75mg
 (2) Lowdiat 75mg
 (3) Rarla 10mg
 (4) Loncord 25mg 1/2
 (5) Ramipril 1.25mg 1/2
 (6)

28/07-12 -

ATTESTED

Ref.

PUNJAB INSTITUTE OF CARDIOLOGY

Ghaus-ul-Azam (Jail) Road, Lahore Ph: 99203051-65

www.pic.com.pk

12

PATIENT MEDICAL RECORD FACE SHEET

29/03/2013 11:03 AM

O.P.D

29-Mar-13 11:03:20 am

Medical Record No.	2013 - 018731	Category Room : 2	OPD Room : 1
Patient Name :	MUHAMMAD NAZIR		
S/O, D/O:	WAZEER KHAN		
W/O:			
Address:	BACHA GHULAM		
City:	PESHAWAR	Phone:	
Age:	51 years	Sex:	Male
Marital Status:	Married		
N.I. Card No.	17301-7559800-1	Religion:	MUSLIM
Purchase Fee : Rs. 1/-	Socio-economic Status of Patient / Guardian Self <input type="checkbox"/> Dependent <input type="checkbox"/>		CATEGORY FOR ECG, Echo, ETT Thallium, Radiology Pathology, Holter Admission, CT Angio Agniography
ENTITLED category shall be declared only on the production of following documents. Original Medical Docket addressed to MS PIC with rubber stamp Copy of departmental ID Card / pension book in case of retirement Copy of National ID Card of Govt Servant Copy of latest payslip of the govt servant Copy of National ID Card of the patient	CATEGORY FOR Angioplasty Cardiac Surgery PPM EPS		Paying
	Sign & Stamp for Categorization Officer		Paying
	DR. SHAHID AMIN		(Signature) 29/3/2013
Sr. Date	Diagnosis	ICD Code:	Deputy Medical Superintendent Signature of Doctor Punjab Institute of Cardiology Lahore.
Friday 29/03/2013 11:03 AM	ہر 3 بجے کے بعد ریش کا چیک اپ کرانا لازمی ہے دوائے دوا نہیں ملے گی۔		
ATTESTED (Signature)			

میڈیکل ریکارڈ نمبر:

Self

مورخہ:

مریض کی کیمگری کروانے والے کا نام:

کیمگری کروانے والے کا مریض سے رشتہ:

پنجاب انسٹیٹیوٹ آف کارڈیالوجی، لاہور۔

فارم برائے کیمگری

1- معلومات مریض:

مریض کا نام:

شناختی کارڈ نمبر:

پتہ:

فون نمبر:

پیشہ کاروبار اسروس: Posterior Bault Employee
محل ماہانہ آمدنی: Asstent

موبائل نمبر:

تکس دہندہ:

زیر سرپرستی خاندان کے افراد کی تعداد:

تالیخ:

تالیخ:

مکان اپنا / کرایہ کا:

زرعی زمین:

سائیکل / موٹر سائیکل / کار:

سرپرست مریض:

نام (سرپرست مریض):

قومی شناختی کارڈ نمبر:

مریض کے ساتھ رشتہ:

سرپرست کا پیشہ کاروبار:

سرپرست کا

فون نمبر:

موبائل نمبر:

مریض کے علاج کے لیے دستیاب رقم:

ایمرجنسی رابطہ:

نام:

فون نمبر:

سرکاری ملازمت (حکومت پنجاب)

سرکاری ملازمت کا نام:

عہدہ:

محکمہ / دفتر:

گریڈ:

مریض کے ساتھ رشتہ:

فون نمبر:

Entitled ہی کے لیے مندرجہ ذیل کاغذات کی ضرورت ہے:

میڈیکل پریشنڈنٹ، پی آئی سی، کے نام پر محکمہ سے Original Medical Docket۔

کاپی شناختی کارڈ مریض / سرکاری ملازمت۔

کاپی پے سلپ۔

مریض کا ہسپتال کا کارڈ۔

پیشن بک کی کاپی (اگر بنا کارڈ سرکاری ملازمت ہو)۔

پنجاب انسٹیٹیوٹ آف کارڈیالوجی
لاہور

دستخط مریض

دستخط مریض

ریکارڈس

کیمگری آفیسر

دستخط:

TABUL

نمبر:

28/12/13

PUNJAB INSTITUTE OF CARDIOLOGY, LAHORE
OPD SLIP

13

Name: M NAZIR
Age/Sex: 50 M

OPD No: 20625 / 2013
Date: March 29, 2013 10:06 am

History

① Chest pain
Exct chest pain on
climbing stairs 3 months

Risk Factor

- DM 0
- HTN + 12/8
- Smoking 0
- Hyperlipidemia 0
- Family History 0
- Others 0

Physical Examination

120/80, 70/min

215/100, chest clear

Allergies N

ECG Findings

LAD

Management Decision

- Issue MR No for
 - Hospitalization
 - OPD Workup
- No Active Cardiac Complaint at present
- Refer to _____

Provisional Diagnosis

HTN

① ECG

Treatment Advised

- Tab Atenolol

1 + 0 + 0

- Tab Adalat

[Handwritten signature]

Purchi Fee Rs.1/-

RAHEEL
29-Mar-13
10:06:37 am

Advised -
Complete bed rest for
one month.

[Handwritten signature]
29/3/13

Doctors Name, Signature & Stamp

[Handwritten signature]
29/03/13

ATTESTED

[Handwritten signature]

C-14

**GOVERNMENT OF KHYBER PAKHTUKHWA,
BOARD OF REVENUE
REVENUE & ESTATE DEPARTMENT.**

Dated, 25/07/2011.

NOTIFICATION.

No. Admn:IV/II/Enq:Nazir/2011/ 22369. WHEREAS, Mr. Muhammad Nazir, Superintendent (BPS-16), was proceeded under the NWFP Removal From Service (Special Powers) Ordinance, 2000.

2. WHEREAS, the Enquiry Officer was appointed to conduct Enquiry against the accused official.

3. WHEREAS, the Enquiry Officer after having examined the Charges, evidence on record and explanation of the accused official, submitted report.

4. AND WHEREAS, the Enquiry officer has held the accused official as guilty of misconduct and recommended major Penalty under Section-3 (b) of the Removal from Service (Special Powers) Ordinance, 2000, read with Section-4 (b) (i) of Government Servants (Efficiency and Discipline) Rules, 1973 for reversion to lower post of Assistant (BPS-14).

5. AND THEREFORE, the Authority in light of Enquiry Report served a final Show Cause Notice to the accused official. As the accused official was not traceable at his address, the notice was got published in daily news papers with regards to his continuous and willful absence from duty with effect from 05.08.2010 to -date, and non response to notice.

6. NOW THEREFORE, I, Waqar Ayub, Secretary Revenue & Estate Department as Competent Authority impose the major penalty and revert the accused, who is on probation, to the post of Assistant (BPS-14) under Section-3 (b) of the Removal from Service (Special Powers) Ordinance, 2000, read with Section-4 (b) (i) of Government Servants (Efficiency and Discipline) Rules, 1973, with immediate effect.

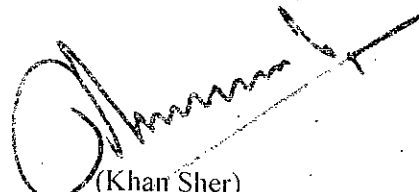
Sd/-
Secretary.

Endst: No. Admn:IV/II/Enq:Nazir/2011/ 22370-74.

Copy of the above is forwarded to the:-

1. Accountant General, Khyber Pakhtunkhwa.
2. Bill Assistant, Board of Revenue, Khyber Pakhtunkhwa for further necessary action.
3. Mr. Muhammad Nazir, Superintendent, Board of Revenue, Khyber Pakhtunkhwa.
4. Personal files.
5. Office order file.

ATTESTED


(Khan Sher)
Assistant Secretary (Admn)
Tele: No.9210463

D-15

**GOVERNMENT OF KHYBER PAKHTUNKHWA
BOARD OF REVENUE,
REVENUE & ESTATE DEPARTMENT**

No. Admn: IV/AR-I/2011. 2955

Dated 16/02/2012.

SHOW CAUSE NOTICE.

I, Waqar Ayub, Secretary, Revenue & Estate Department, Khyber Pakhtunkhwa, as Competent Authority, do hereby serve Show Cause notice of Rule-3(d) of Khyber Pakhtunkhwa Government Servant (Efficiency & Discipline) Rules, 2011, on you Mr. Muhammad Nazir, Assistant, Board of Revenue, as under:

That consequent upon receiving attendance report for the period from 16.10.2011 to 31.11.2011. I am satisfied that you remained absent from 18th to 22, 29/10/2011, and 3rd, 5 and 10th to 30/11/2011. The willful absence from duty amounts to misconduct as specified in Rule-3 of the Civil Servant (Efficiency & Discipline) Rules, 2011.

2. As a result thereof, I, as Competent Authority, have tentatively decided to convert your willful absence as leave without pay, and order recovery of salary paid to you on the date(s) under the said Rules.

3. You are, therefore, required to show cause as to why the aforesaid penalty should not be imposed upon you and also intimate whether you desire to be heard in person.

4. If no reply to this notice is received within seven days or not more than fifteen days of its delivery, it shall be presumed that you have no defence to put in and in that case an ex-parte action shall be taken against you.

Waqar Ayub

Secretary.

ATTESTED

Waqar

To,

The Senior Member,
Board of Revenue,
Revenue and Estate Department,
Khyber Pakhtunkhwa, Peshawar.

*W/P
22/2/12*

SUBJECT: SHOW CAUSE NOTICE.

Sir,

Reference bearing No. Admn:IV/AR-I/2011/ 2955, dated 14/02/2012, on the subject noted above and to say that absence as mentioned in the above show cause notice dated 18th to 2nd, 29/10/2011 and 3rd, 5 and 10th to 30/11/2011. It is added that I was submitted my application, dated 15/11/2011, addressed to Secretary, Board of Revenue alongwith the Doctor advised (copy attached).

It is, therefore, requested that keeping in view as explained above the show cause notice issued to me may kindly be filed. I promised that I will be careful in future.
Thanks.

Dated 22 /02/2012.

Mohammad Nazir
(Mohammad Nazir),
Assistant,
Board of Revenue.

ATTESTED

[Signature]

To

F-17

The Secretary-I,
Board of Revenue,
Khyber Pakhtunkhwa.

SUBJECT ARRIVAL REPORT.

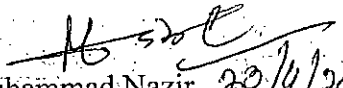
Sir,

I have to honour to submit my Arrival Report for official duty as Assistant, Admn-VI today on 23-04-2012. I am feeling serious hard attack. In this connection I got my self examined by the Doctor in LRH, Peshawar as per Medical certificate/Fitness is attached for ready reference.

It is therefore requested that my absence with effect from 14-03-2012 to 21-04-2012 may kindly be considered as earned leave on Medical grounds in light of certificate/Doctor advised per attached herewith for kind of perusal please.

Dated 23-04-2012

Yours Obediently


Muhammad Nazir, 20/4/2012
Assistant Admn: VI,
Board of Revenue.

ATTESTED


G-18

**GOVERNMENT OF KHYBER PAKHTUNKHWA,
BOARD OF REVENUE
REVENUE & ESTATE DEPARTMENT.**
Dated, 30/10/2012.

ORDER.

No./Admn-IV/II/Nazir/R&E/2012/_____. Whereas Mr. Muhammad Nazir Assistant (Board of Revenue) Revenue and Estate Department was proceeded against under Rule-3 of the Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011 for charges mentioned in the charge sheet and statement of allegations dated 26.06.2012 and

Whereas Mr. Ghulam Jeelani Assistant Secretary Revenue and Estate Department was appointed as Enquiry Officer to conduct enquiry against the official concerned and

Whereas the Enquiry Officer after having examined the charges/evidence on record has submitted his findings/report, whereby the charges leveled against the accused official stand proved. The Enquiry Officer has recommended for major penalty of compulsory retirement upon the official concerned and.

Whereas, the Competent Authority issued a show cause notice to accused official who heard in person and the Competent Authority has converted the major penalty into minor penalty.

Now therefore, I, Fazli-Rehmani, Secretary to Government of Khyber Pakhtunkhwa Revenue and Estate Department being Competent Authority after having considered the charges/evidence on record, findings of the Enquiry Officer, exercising power under Section-4 (a) (ii) of the Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011, hereby impose minor penalty of stoppage of two increments without accumulative effect for the year of 2012 and 2013.

Sd/-
Secretary to Government of
Khyber Pakhtunkhwa,
Revenue and Estate Department

Enst: No./Admn-IV/II/Nazir/R&E/2012/ 20935-39

Copy of the above is forwarded to the:

1. Accountant General Khyber Pakhtunkhwa.
2. Bill Assistant, Revenue and Estate Department, Khyber Pakhtunkhwa.
3. Mr. Muhammad Nazir Assistant Revenue and Estate Department Khyber Pakhtunkhwa.
4. Personal file.
5. Office order file.

ATTESTED

Assistant Secretary (Admn)

H1 - 19 - 100

To

The Secretary-I
Board of Revenue , Khyber Pakhtunkhwa

Subject:- ARRIVAL REPORT.

Sir,

Reference bearing Admn:VI/II/PF/Nazir dated 2013/1199, on the subject noted above and to say that absence as mentioned in the above Notice on absent from duty. I have to honor to submit my Arrival Report for official duty as Assistant Admn:VI today on 30-1-2013. I am feeling Serious hard attack in this connection I got myself examined by the Doctor, in Punjab Institute of Cardiology Lahore, as per Medical certificate is attached for ready reference.

It is therefore requested that my absence with effect from 23-11-2013 to 30-1-2013 may kindly be considered as earned leave on Medical grounds in light of certificate/Doctor advised per attached herewith for kind of perusal please

ATTESTED

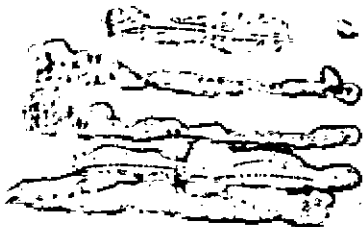
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Yours Obediently

(Mohammad Nazir)
Assistant Admn:VI Board of Revenue.

GOVERNMENT OF KHYBER PAKHTUNKHWA,
BOARD OF REVENUE
REVENUE & ESTATE DEPARTMENT.

Dated, 16/05/2013.



ORDER.

No./Admn-IV/II/Nazir/R&E/2013/_____ Whereas Mr. Muhammad Nazir Assistant (Board of Revenue) Revenue and Estate Department was proceeded against under Rules-3 of the Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011 for the charges mentioned in the charge sheet and statement of allegations dated 26.06.2012 and

Whereas Mr. Ghulam Jeelani Assistant Secretary Revenue and Estate Department was appointed as Enquiry Officer to conduct enquiry against the official concerned and

Whereas the Enquiry Officer after having examined the charges/evidence on record has submitted his findings/report, whereby the charges leveled against the accused official stand proved. The Enquiry Officer has recommended for major penalty of compulsory retirement upon the official concerned. However, taking a lenient view the Competent Authority imposed minor penalty of stoppage of two increments without accumulative effect for the year 2012 and 2013, upon the accused official. But, the accused official remained constantly absent from duty and was proceeded under rule-9 of Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules-2011. The accused official also did not make any response to the notices published in two leading Daily News Papers, and is absent till to date.

Now therefore, I, Fazli-Rehmani, Secretary to Government of Khyber Pakhtunkhwa Revenue and Estate Department being Competent Authority after having considered the charges/evidence on record, exercising power under Section-9 of the Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011, hereby impose major penalty of "removal from service under rule-4((b)(iii) of the Rule ibid" upon Mr. Muhammad Nazir accused Assistant (Board of Revenue) Revenue and Estate Department Khyber Pakhtunkhwa, with immediate effect.

Sd/-
Secretary to Government of
Khyber Pakhtunkhwa,
Revenue and Estate Department

Dist: No./Admn-IV/II/Nazir/R&E/2013/10267-71

Copy of the above is forwarded to the:

1. Accountant General Khyber Pakhtunkhwa.
2. Bill Assistant Revenue and Estate Department, Khyber Pakhtunkhwa.
3. Mr. Muhammad Nazir Assistant Revenue and Estate Department Khyber Pakhtunkhwa.
4. Personal file.
5. Office order file.

ATTESTED

Assistant Secretary (Admn)

J-(21)

PO/33 Khyber Pakhtunkhwa
Diary No. 9922
Date 04-9-13

The Chief Secretary,
Khyber Pakhtunkhwa

Subject:- APPEAL AGAINST ORDER DATED 15.05.2013 WHEREBY THE APPELLANT WAS REMOVED FROM SERVICE.

Sir,

It is humbly submitted that I was a regular employee of the Board of Revenue since from 01.07.1981 and performed my duties up to the entire satisfaction of my superiors, there is no fault or flaw/blunder that could be found during my whole service carrier. I am a true patriot and loyal citizen of the state and Government, my devotion and hard work can be acknowledged from the available record specially during my deputation/posting in the Provincial Relief Commissionerate. I performed my duties with zeal and zest during the time when a major earthquake faulted Northern areas of Khyber Pakhtunkhwa in the year 2005, I remained in the office round the clock in the service of mankind. And due to heavy load of work I lost my health. When I was posted back in Board of Revenue my working capacity become effected as I oftenly remained ill due to the above mention reasons. But even though I continued my duties without fail. Resultantly I caught in heart/kidney diseases.

The period I could not join my services and trialed by the office, spent on bed and being a failure to words official duty and my private/domestic responsibilities as well. I collapsed mentally and psycho effects ruined my physical health and private life.

Now, I am in a bit stable condition have met with a new problem as I have been removed from service through order dated 16.05.2013.

Sir, I admit that I could not report to the office for duty but this is not a justice because I have been given penalties three times in a short span of time Ist I was given the penalty of demotion and down graded from the post of Superintendent (BPS-16) to the post of Assistant (BPS-14) then two Annual Increments were stopped without accumulative effect for the year 2012-13 and finally the major penalty of removal from service has been imposed on me.

Sir, instead to recognize my performance during hard days since 8th October 2005 in Provincial Relief Commissionerate due to the reason I lost my health; I have been awarded with multiple punishments/penalties.

Sir, as is evident, that you have a God gifted blessings of compassionate feelings for all, I place and put my plea my circumstances before your kind honour to look into for sympathy on humanitarian basis specially for the sack of my children my family which is already in a miserable condition due to my deteriorated health; the life of my whole family rest upon your merciful judgment on the order dated 15.03.2013.

I hope you will save my children from hunger and death.

Your obediently

ATTESTED

Handwritten signature/initials

b/c

Handwritten signature and date: 4/9/2013

Muhammad Nazir,
Assistant Board of Revenue.

K-22

GOVERNMENT OF KHYBER PAKHTUKHWA,
BOARD OF REVENUE
REVENUE & ESTATE DEPARTMENT.

No: Admn: IV/II/Nazi/2013/21376

Dated: 27/07/2013

301

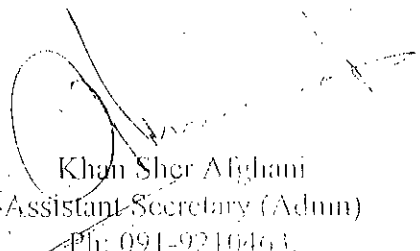
To:

Mohammad Nazir S/o Wazir Khan,
R/o Village & P/o Pakha Gulam,
Tehsil and District Peshawar.

SUBJECT:

APPEAL AGAINST ORDER DATED 15.05.2013 WHEREBY THE APPELLANT WAS REMOVED FROM SERVICE.

I am directed to refer to your appeal dated 04.09.2013 filed before the Chief Secretary Khyber Pakhtunkhwa has been examined and found the appeal lapsed by more than four months without any cogent reasons has been rejected.


Khan Sher Afghani
Assistant Secretary (Admn)
Ph: 091-9210463.

ATTESTED



VAKALATNAMA

IN THE COURT OF KPK Service Tribunal Peshawar.

OF 2013

Mohammad Nazir

(APPELLANT)
(PLAINTIFF)
(PETITIONER)

VERSUS

Revenue Department

(RESPONDENT)
(DEFENDANT)

I/We Mohammad Nazir

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

Dated. 27 / 12 / 2013

H. Nazir
CLIENT

N. M. Khattak
ACCEPTED

NOOR MOHAMMAD KHATTAK
(ADVOCATE)

OFFICE:

Room No.1, Upper Floor,
Islamia Club Building, Khyber Bazar,
Peshawar City.

Phone: 091-2211391

Mobile No.0345-9383141

(1)

BEFORE KHYBER PAKHTUNKHWA SERVICES TRIBUNAL,
PESHAWAR.

SERVICE APPEAL NO: 24/2014

Muhammad Nazir,

Ex: Assistant, Board of Revenue Khyber Pakhtunkhwa PeshawarAppellant

VERSUS

The Government of Khyber Pakhtunkhwa through Chief Secretary Government of Khyber Pakhtunkhwa and others.Respondents.

**JOINT PARAWISE COMMENTS ON BEHALF OF RESPONDENTS
NO. 1 & 2 ARE AS UNDER.**

PRELIMINARY OBJECTIONS.

1. That the appellant has got no cause of action / locus standi to file the present appeal.
2. That the appeal is not maintainable in its present form.
3. That the appellant has concealed material facts from this honourable Tribunal.
4. That the appeal is badly time barred.
5. That the appellant has not come to this honourable Tribunal with clean hands.
6. That the appeal is hit by laches.
7. That the appeal is bad for non-joinder and misjoinder of necessary parties.

ON FACTS

1. Incorrect. Performance of the appellant has never been to the satisfaction of his superiors. He was a habitual late comer and repeatedly remained absent from duty, specially after his repatriation from PDMA to Board of Revenue. When the appellant was promoted as Superintendent, he did not show responsibility to work at higher post and started to remain absent from the office without intimation and approval of Competent Authority. Initially major penalty of demotion to a lower post was imposed upon him on 25.07.2011; he was awarded a minor penalty of stoppage of two increments on 30.10.2012; and finally when he failed to overcome his habit of absenting from office, he was removed from service on 16.05.2013. All the punishments were imposed after completion of Efficiency and Discipline proceedings (Annexure-A , B & C).
2. Correct to the extent that the appellant was promoted to the post of Superintendent, on 16.06.2010. He started to remain absent from duty and on 08.05.2011. He sent an application dated 17.06.2011 along with medical advice for grant of 4 weeks leave on the basis of his kidneys problem. The private medical practitioner advised him rest with effect from 16.05.2011. The official was directed to produce prescribed medical certificate (from Government Hospital) but he failed to do so. There was no mention of heart attack in the application dated 17.06.2011. This duration is not relevant to the penalty appealed against (Annexure-D).

- 3. Incorrect. Upon his repatriation from the post of Cashier / Nazir in Provincial Relief Commissionerate /PDMA Khyber Pakhtunkhwa, to Board of Revenue he failed to hand over the charge of his post to the concerned official in PDMA. He also did not appear before the Departmental Accounts Committee with justifications required to be provided on the part of PDMA. He also failed to produce the old / current record pertaining to the office of Provincial Relief Commissionerate, contingent bills, cash impressed amounting to Rs.30,000/- and service stamps worth Rs.10,000/- which were in his custody. He was also directed by the Competent Authority in writing to settle the liabilities on his part pertaining to the period of his stay / posting as cashier in PDMA. His attitude was against the norms of Government business and amounted to mis-conduct on his part. Therefore on his failure, disciplinary proceedings were conducted. The Competent Authority demoted him from the post of Superintendent to the post of Assistant on 25.07.2011.
- 4. Incorrect. Subsequent disciplinary proceedings against the appellant were conducted for continuous absence from duty. He was served with show cause notice on 14.02.2012 and after conducting a proper enquiry and affording opportunity of personal hearing, the Competent Authority took a lenient view and awarded minor penalty of stoppage of two increments on 30.10.2012.
- 5. Incorrect. The appellant was habitual absentee due to which he was issued charge sheet under Khyber Pakhtunkhwa Government Servant (Efficiency & Discipline) Rules-2011. On the recommendations of Inquiry Officer the Competent Authority awarded him minor penalty of stoppage of two annual increments on 30.10.2012. However, the appellant did not mend his attitude towards duty / punctuality and remained absent from duty. The Department issued letters at his home address to join duty and also published notice in the daily news papers Surkhab & Express. All the efforts went in vain and he was removed from service under Khyber Pakhtunkhwa Government Servant (Efficiency & Discipline) Rules-2011 on 16.05.2013. So as to reference to Medical Board is concerned, medical prescriptions submitted by the appellant left no reason to do so as all such tests/medical reports were clear/normal; neither he had requested to appear before the Medical Board (Annexure-E & F).
- 6. The appellant submitted departmental appeal to the Competent Authority against order dated 16.05.2013 which was time barred and without solid grounds as such the Competent Authority rejected the same.

GROUND

- A. Incorrect. The order dated 16.05.2013 and letter dated 27.11.2013 were issued on facts given at Paras-4 and 6 above and is in accordance with Law.
- B. Incorrect. As stated at Para-A above. No violation of the Constitution has been done.

- C. Incorrect. As stated in Para-5 above.
- D. Incorrect. As per details given at Para-5 above.
- E. Incorrect. As per details given at Para-5 above.
- F. Incorrect. The Competent Authority proceeded against the appellant under rules-9 of Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules 2011.
- G. Incorrect. Department has no malafied intention with the appellant, so as the question of his illness is concerned reply has already been given in Para-4 & 5 above.
- H. Incorrect. No discrimination has been done with the appellant nor justice has been violated, rather the impugned orders were issued in accordance with the rules.
- I. Incorrect. As stated in above Paras.
- J. The arguments are limited to pleadings only.

In view of the above the appeal may be dismissed with costs.

Imran
Senior Member,
Respondent No.1 & 2.

GOVERNMENT OF KHYBER PAKHTUNKHWA,
BOARD OF REVENUE
REVENUE & ESTATE DEPARTMENT.

Dated, 25/07/2011.

NOTIFICATION.

No. Admn:IV/II/Enq:Nazir/2011/22369. WHEREAS, Mr. Muhammad Nazir, Superintendent (BPS-16), was proceeded under the NWFP Removal From Service (Special Powers) Ordinance, 2000.

2. WHEREAS, the Enquiry Officer was appointed to conduct Enquiry against the accused official.

3. WHEREAS, the Enquiry Officer after having examined the Charges, evidence on record and explanation of the accused official, submitted report.

4. AND WHEREAS, the Enquiry officer has held the accused official as guilty of misconduct and recommended major Penalty under Section-3 (b) of the Removal from Service (Special Powers) Ordinance, 2000, read with Section-4 (b) (i) of Government Servants (Efficiency and Discipline) Rules, 1973 for reversion to lower post of Assistant (BPS-14).

5. AND THEREFORE, the Authority in light of Enquiry Report served a final Show Cause Notice to the accused official. As the accused official was not traceable at his address, the notice was got published in daily news papers with regards to his continuous and willful absence from duty with effect from 05.08.2010 to -date, and non response to notice.

6. NOW THEREFORE, I, Waqar Ayub, Secretary Revenue & Estate Department as Competent Authority impose the major penalty and revert the accused, who is on probation, to the post of Assistant (BPS 14) under Section-3 (b) of the Removal from Service (Special Powers) Ordinance, 2000, read with Section-4 (b) (i) of Government Servants (Efficiency and Discipline) Rules, 1973, with immediate effect.

Sd/-
Secretary.

Encl: No. Admn:IV/II/Enq:Nazir/2011/22370-74

Copy of the above is forwarded to the:-

1. Accountant General, Khyber Pakhtunkhwa.
2. Bill Assistant, Board of Revenue, Khyber Pakhtunkhwa for further necessary action.
3. Mr. Muhammad Nazir, Superintendent, Board of Revenue, Khyber Pakhtunkhwa.
4. Personal files.
5. Office order file.

ATTESTED

(Khan Sher)
Assistant Secretary (Admn)
Tele: No. 924046

5

G-18

GOVERNMENT OF KHYBER PAKHTUNKHWA,
BOARD OF REVENUE
REVENUE & ESTATE DEPARTMENT.
Dated, 30/10/2012.

ORDER.

No./Admn-IV/II/Nazir/R&E/2012/_____. Whereas Mr. Muhammad Nazir Assistant (Board of Revenue) Revenue and Estate Department was proceeded against under Rule-3 of the Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011. for charges mentioned in the charge sheet and statement of allegations dated 26.06.2012 and

Whereas Mr. Ghulam Jeelani Assistant Secretary Revenue and Estate Department was appointed as Enquiry Officer to conduct enquiry against the official concerned and

Whereas the Enquiry Officer after having examined the charges/evidence on record has submitted his findings/report, whereby the charges leveled against the accused official stand proved. The Enquiry Officer has recommended for major penalty of compulsory retirement upon the official concerned and.

Whereas, the Competent Authority issued a show cause notice to accused official who heard in person and the Competent Authority has converted the major penalty into minor penalty.

Now therefore, I, Fazli-Rehmani, Secretary to Government of Khyber Pakhtunkhwa Revenue and Estate Department being Competent Authority after having considered the charges/evidence on record, findings of the Enquiry Officer, exercising power under Section-4 (a) (ii) of the Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011, hereby impose minor penalty of stoppage of two increments without accumulative effect for the year of 2012 and 2013.

Sd/-
Secretary to Government of
Khyber Pakhtunkhwa,
Revenue and Estate Department

Enst: No./Admn-IV/II/Nazir/R&E/2012/ 20935-39

Copy of the above is forwarded to the:

1. Accountant General Khyber Pakhtunkhwa.
2. Bill Assistant, Revenue and Estate Department, Khyber Pakhtunkhwa.
3. Mr. Muhammad Nazir Assistant Revenue and Estate Department Khyber Pakhtunkhwa.
4. Personal file.
5. Office order file.

ATTESTED
19/

Assistant Secretary (Admn)

6/22

I-20

GOVERNMENT OF KHYBER PAKHTUNKHWA,
BOARD OF REVENUE
REVENUE & ESTATE DEPARTMENT.
Dated, 16/05/2013.

ORDER.

No./Admn-IV/II/Nazir/R&E/2013/_____ Whereas Mr. Muhammad Nazir Assistant (Board of Revenue) Revenue and Estate Department was proceeded against under Rules-3 of the Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011 for the charges mentioned in the charge sheet and statement of allegations dated 26.06.2012 and

Whereas Mr. Ghulam Jeelani Assistant Secretary Revenue and Estate Department was appointed as Enquiry Officer to conduct enquiry against the official concerned and

Whereas the Enquiry Officer after having examined the charges/evidence on record has submitted his findings/report, whereby the charges leveled against the accused official stand proved. The Enquiry Officer has recommended for major penalty of compulsory retirement upon the official concerned. However, taking lenient view the Competent Authority imposed minor penalty of stoppage of two increments without accumulative effect for the year 2012 and 2013, upon the accused official. But, the accused official remained constantly absent from duty and was proceeded under rule-9 of Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules-2011. The accused official also did not make any response to the notices published in accordance with the provisions of the Rules, and is absent till to date.

Now therefore, I, Fazli-Rehmani, Secretary to Government of Khyber Pakhtunkhwa Revenue and Estate Department being Competent Authority after having considered the charges/evidence on record, exercising power under Section-9 of the Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011, hereby impose major penalty of "removal from service under rule-4((b)(iii) of the Rule ibid" upon Mr. Muhammad Nazir accused Assistant (Board of Revenue) Revenue and Estate Department Khyber Pakhtunkhwa, with immediate effect.

Sd/-
Secretary to Government of
Khyber Pakhtunkhwa,
Revenue and Estate Department.

Case No./Admn-IV/II/Nazir/R&E/2013/10267-71

Copy of the above is forwarded to the:

1. Accountant General Khyber Pakhtunkhwa.
2. Bill Assistant Revenue and Estate Department, Khyber Pakhtunkhwa.
3. Mr. Muhammad Nazir Assistant Revenue and Estate Department Khyber Pakhtunkhwa.
4. Personal file.
5. Office order file.

ATTESTED

Assistant Secretary (Admn)

بہادری سیکرٹریز اور ڈاکٹر آف ایجوکیشن جنرل کے پاس

جناب عالی

موجودہ گڈ آرڈر کے بارے میں گورنر صاحبہ کی طرف سے

اور اور ان کی تین ایکٹو رپورٹیں جن میں سے دو

میں دفتر کے لیے فائل کیے اور ڈاکٹر صاحبہ

بیلڈ سیکرٹری جنرل کے پاس بھیجی گئی ہیں۔

آپ کے پاس بھیجی گئی ہیں۔

16 مئی 2011

میرزا محمد علی صاحب

Handwritten signature

Mulla

Handwritten signature

ایجوکیشن سیکرٹری جنرل

Ittefaq Kidney & General Welfare Hospital

Gulbahar #1, Peshawar City.

Tel # 091-2584904 / 2584905 Email: itcwp@pes.comsats.net.pk

Out-Patient Services

KPO: AISHA

ID: O-15946 PR No.: 14317

Date: 25/06/2011 - 12:18

Check up 25/06/2011

Patient Info Name: <u>M.NAZEER</u> S/D/W of: _____ Age/Sex: <u>48 yrs / Male</u> Refer to: <u>OPD</u>		Observations Wt: _____ B.P.: _____ Ht: _____ Pulse: _____ Temp: _____ Fee Received Rs. 20.00	
--	--	---	--

Chief Complaints

Burning
micturition
Pain Rt flank

Tab Magnet 400mg
٥٥٥ ٥٥٥ ٥٥٥

Tab Artifen Song
٥٥٥ ٥٥٥

Actu
URS std of pelvis

Tab Spadix
٥٥٥ ٥٥٥ + ٥٥٥ + ٥٥٥

Sip Citralca
٥٥٥ ٥٥٥ ٥٥٥ ٥٥٥

Urine R/E

~~Signature~~

MEDICAL OFFICER
Ittefaq Kidney & General Welfare Hospital
Gulbahar #1, Peshawar.

PROJECTS OF ITTEFAQ TRADERS COMMUNITY WELFARE PROGRAM (ITCWP)
"Helping the Helpless"

یہ ادارہ غیر خواتین و حضرات کی مالی معاونت سے چل رہا ہے۔ آپ اپنی ذکوہ مسلم کوشش بینک کے پونڈرل اکاؤنٹ نمبر 8-7643-01-01-0276 میں جمع کروا سکتے ہیں۔

OPD & Emergency Services Deptt:
 Ittefaq Kidney Hospital, Gulbahar No.1
 Peshawar. Phone:091-2260355,2264522



147
 9
 +

S.No. 4455

Casualty

Name: M. Majeed

Age:

Sex:

Address: M

Date & Time:

16/7/11

M
 E
 N

Please Sign any one

Chief Complaints	Treatment
<p>C Col sore Throat Investigation & congen + U/TI Adm - Urine R/E</p>	<p>2mg Lincomin 4/12 600 Tab. Azoxim 285j 1/1 Syn. Sirolim Tab. Naprox</p>

~~Not a valid signature~~ MEDICAL OFFICER
 Ittefaq Kidney & General Welfare Hospital
 Gulbahar No. 1, Peshawar



Ittefaq Kidney & General Welfare Hospital

Guibahar #1, Feshawar City.

Tel # 091-2584904 / 2584905 Email: itcwp@pes.comsats.net.pk

143
10
A

Out-Patient Services

KPO: AISHA

OPD ID: O-14240 PR No.: 12611 Date: 16/05/2011 - 11:23 Check up 16/05/2011

Patient Info		Observations	
Name:	MUHAMMAD NAZIR	Wt:	B.P.:
S/D/W of:		Ht:	Pulse:
Age/Sex:	48 yrs / Male	Temp:	
Refer to:	OPD	Fee Received Rs. 20.00	

Chief Complaints

Co.
Pain RL
of back
UTI
Advised
Abd. w.s.

2mg Nospa In
Tab. Nouridate 500 mg
1 mg
Tab. Nospa farin
1 mg
Sym. Citralta

PROJECTS OF ITTEFAQ TRADERS COMMUNITY WELFARE PROGRAM (ITCWP)

"Helping the Help less"

U.S. No. 0276-01-01-7643-0
Advised should be 30 day
w.c. of 16-5-2011

Saeed Clinical Laboratory

Regd.
500

Near Cissa Khawani Kochi Bazar Chowk Shahbaz Peshawar.

Consultant: Dr Munaza Amina
M.D.B.S, R.M.P, P.H.D (Pathology)
M. Iqbal (M.Sc, M. Phil Biochemistry)
Saeed Khan Mob: 0300-5951560



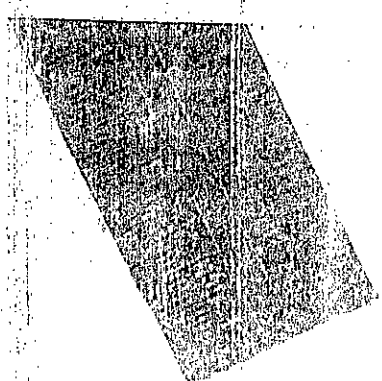
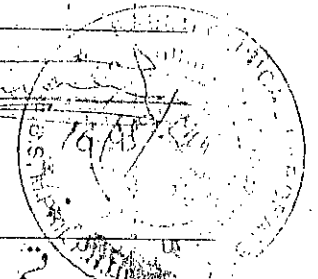
Ph: 091-2565301-2210529
Near Dr. Riaz ul Hussan, Dr. Ghulam Hussan
Opposite Dr. Syed Muhammad Abid
Incharge: Saeed Khan (Lab. Technologist)

PATIENT NAME :- Muhammad Nazir
Referred By :- O P D
INVESTIGATION :- URINE R/E B/S BP,
Specimen :- Urine (H.SP)
Sex :- Male
Age :- 48 Years
Date :- 16/05/2011
TIME :- 8:56:58 PM

TEST REPORT

Physical Exam	Chemical Exam	Microscopy of Centrifuge Deposit
Colour: Light Yellow	Albumin:- NIL	Pus Cell:- (Loaded) ✓
Appearance: NIL	Sugar :- NIL	R.B.C.S:- (20 ----- 25) ✓
Deposit: Clear	Bile Salt:- Negative (-ive)	Epithelial:- Rare seen
Quantity: 30 ml	Bile Pigment Negative (-ive)	Amorphous Urates:- Rare seen
Reaction: Acidic	Acetone Bodies:-	Calcium Oxalate:- NIL
S.P. Gravity: Q.N.S	Total Protein:-	Other :- NIL

یہ رپورٹ جدید کمپیوٹرائزڈ مشینوں سے کی گئی ہے اور باقی الیزا کی سہولت موجود ہے



GOVERNMENT OF KHYBER PAKHTUNKHWA,
BOARD OF REVENUE
REVENUE & ESTATE DEPARTMENT.

No. Admn: IV/II/Nazir/2012/ 7726


Dated, 27/03/2012.

Mr. Muhammad Nazir Assistant (Admn-VI)
Board of Revenue,
Son of Wazir Khan, Resident of
Village & Post Office Pakha Ghulam,
Tehsil & District Peshawar.

Subject: ABSENT FROM DUTY.

I am directed to refer to the subject noted above and to state that you are absent from duty with effect from 14.03.2012 till date without any information/intimation to the office.

I am further directed to direct you to immediately report to the office, failing which action will be taken under rule-9 of Government Servant (Efficiency and Discipline) Rules, 2011.


Assistant Secretary (Admn)

(11) 112

GOVERNMENT OF KHYBER PAKHTUNKHWA,
BOARD OF REVENUE
REVENUE & ESTATE DEPARTMENT.

No. Admn IV/II/PF/Nazir/2012/24032

Dated 20/12/2012.

To.

Mr. Muhammad Nazir Son of Wazir Khan,
Assistant Board of Revenue,
Resident of Village & Post Office Pakha Ghular,
Tehsil & District Peshawar.

Subject:

CONTINUOUS ABSENCE FROM DUTY, EXPLANATION.

I am directed to refer to the subject and to call your explanation of your continuous absence from office without intimation/approval of the Competent Authority as you have been found constantly absent with effect from 23.10.2012 till date. It has also been observed that you are in habit of absenting from office and never bother to intimate the office telephonically nor send any application. Last time you were conveyed the date of personal hearing with Senior Member Board of Revenue on 14.12.2012 telephonically but you failed to turn up.

The Competent Authority has taken lenient view again and given you an opportunity to submit reply with proof for not attending the office since the date noted above and also of not appearing for personal hearing on 14.12.2012.

Your reply/response should reach to this office within three days on receipt of this letter failing which ex parte action will be taken against you under the rules.


Assistant Secretary (Admn)

GOVERNMENT OF KHYBER PAKHTUNKHWA,
BOARD OF REVENUE
REVENUE & ESTATE DEPARTMENT.

No. Admn: IV/II/PF/Nazir/2013/ 1199

Dated, 28/01/2013.

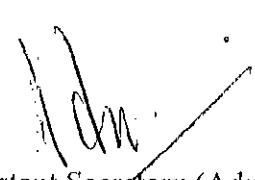
Mr. Muhammad Nazir Son of Wazir Khan,
Assistant Board of Revenue.
Home Address.

Resident of Village & Post Office Pakha Ghulam,
Tehsil & District Peshawar.

Subject: NOTICE ON ABSENT FROM DUTY.

I am directed to refer to the subject noted above and to state that you are absent from duty with effect from 23.10.2012 till date without any information/intimation to the office.

I am further directed to direct you to immediately report to the office, failing which action will be taken under Section-9 of Government Servant (Efficiency and Discipline) Rules, 2011.


Assistant Secretary (Admn)

GOVERNMENT OF KHYBER PAKHTUNKHWA
BOARD OF REVENUE
REVENUE & ESTATE DEPARTMENT

No. Judl:/SMBR/ 898 /2013
Peshawar dated the 20 /03/2013.

125

(15)

To

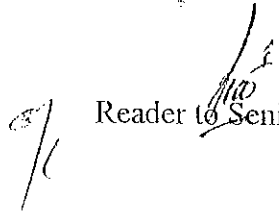
Muhammad Nazir,
S/O Wazir Khan,
R/O village & P.O Pakha Ghulam,
Tehsil & Peshawar.

SUBJECT: PERSONAL HEARING

SUMMON

I am directed to refer to the above noted subject.

You are directed to appear before the Senior Member, Board of Revenue, for personal hearing on 28.03.2013 at 10.00 AM.

 Reader to Senior Member

GOVERNMENT OF KHYBER PAKHTUNKHWA,
BOARD OF REVENUE
REVENUE & ESTATE DEPARTMENT.

Admn:IV/II/Notice/Nazir/2012, 2268


Peshawar Dated 12/04/2012.

The Director Information,
Khyber Pakhtunkhwa.

Subject: NOTICE ON ABSENCE FROM DUTY.

I am directed to refer to the subject and to enclose herewith a copy of " Notice " in English/Urdu versions for publication in two daily Urdu local News Papers for information of concerned official i.e. Mr. Muhammad Nazir son of Wazir Khan Assistant (BPS-14) Revenue and Estate Department (Board of Revenue), Khyber Pakhtunkhwa.

Back: 7 copies of the notices.


Assistant Secretary (Admn)

NOTICE ON ABSENCE.

53 9 (17)
129

You, Mr. Mohammad Nazir Assistant (BPS-14) Revenue and Estate Department Khyber Pakhtunkhwa, are constantly absent from duty with effect from 14.03.2012. you were informed and directed to report for duty through office letter No. Admn:-IV/Nazir/2012/7726 dated 27.03.2012 at your home address, but instead to comply with, you put no response to the above direction and are absent from duty till date.

By reasons of the above, you are finally informed through this publication and directed to ensure your presence within fifteen days of this publication and to state reasons of your absence report to the undersigned for duty otherwise strict disciplinary action will be taken against you in your absence and ex-parte decision will be taken under the relevant Rules.

*Julia
file*

Secretary-I,
Revenue and Estate Department,
Khyber Pakhtunkhwa.

نوٹس غیر حاضری

18

آپ محمد یاسین (BPS - 14) محکمہ ریونیو اینڈ اسٹیٹ کو بڈ ریجسٹریشن نمبر Admin: IV/W/Nazir/2012/7726

مورخہ 27/03/2012 گھر کے پتہ پر بھیج کر مطلع کیا گیا تھا کہ آپ سرکاری ڈیوٹی سے مورخہ 21.03.2012 سے سسٹن غیر حاضر ہوئے اور فوراً زبردستی کو برائے ڈیوٹی حاضری کی رپورٹ کریں لیکن بجائے تعین چھٹی مذکورہ بالا آپ تا حال دفتر سے گھبراہٹ اور غصے سے گھر پر حاضر ہوئے ہیں۔

بدیں وجہ آپ کو بڈ ریجسٹریشن ہذا آخری بار مطلع کیا جاتا ہے کہ اس نوٹس کی اشاعت کے پندرہ دن کے اندر اندر حاضر ہو کر اپنی تاہل غیر حاضری کی وضاحت کریں بصورت دیگر آپ کے خلاف مروجہ قوانین کے تحت یکطرفہ کارروائی عمل میں لائی جائے گی۔

سیکرٹری

محکمہ ریونیو اینڈ اسٹیٹ کو بڈ ریجسٹریشن

GOVERNMENT OF KHYBER PAKHTUNKHWA,
BOARD OF REVENUE
REVENUE & ESTATE DEPARTMENT.

No. Admn: IV/II/PF/Nazir/2013/ 1199

Dated, 28/01/2013.

gft
113

To.

Mr. Muhammad Nazir Son of Wazir Khan,
Assistant Board of Revenue.
Home Address.

Resident of Village & Post Office Pakha Ghulam,
Tehsil & District Peshawar.

Subject: NOTICE ON ABSENT FROM DUTY.

I am directed to refer to the subject noted above and to state that you are absent from duty with effect from 23.10.2012 till date without any information/intimation to the office.

I am further directed to direct you to immediately report to the office, failing which action will be taken under Section-9 of Government Servant (Efficiency and Discipline) Rules, 2011.

Assistant Secretary (Admn)

NOTICE ON ABSENCE.

20/10/12

You, Mr. Mohammad Nazir Assistant (BPS-14) Revenue and Estate Department Khyber Pakhtunkhwa, are constantly absent from duty with effect from 23.10.2012. You were informed and directed to report for duty through office letter No. Adm:-IV/II/PP/Nazir/2013/1199 dated 28.01.2013 at your home address, but instead to comply with, you put no response to the above direction and are absent from duty till date.

By reasons of the above you are finally informed through this publication and directed to ensure your presence within fifteen days of this publication and to state reasons of your absence report to the undersigned for duty otherwise strict disciplinary action will be taken against you in your absence and ex-parte decision will be taken under the relevant Rules.

J. K. E.

Secretary-I,
Revenue and Estate Department,
Khyber Pakhtunkhwa.

نوٹس غیر حاضری

27

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آپ محمد ذرا اسٹنٹ (BPS - 14) محکمہ ریونیو اینڈ اسٹیٹ کو بڈ ریجیو چھٹی نمبر Admn: IV/II/NPF/azir/2013/1199

مورخہ 28.01.2013 گھر کے پتہ پر بھیج کر مطلع کیا گیا تھا کہ آپ سرکاری ڈیوٹی سے مورخہ 23.10.2012 سے سلسل غیر حاضری میں اور فوراً زیر دستخطی کو برائے ڈیوٹی حاضری کی رپورٹ کریں لیکن بجائے تعمیل چھٹی نمبر مذکورہ بالا آپ تاحال دفتر سے باہر اطلاع کو منگوانے کی حاکم مجاز غیر حاضری میں۔

بدیں وجہ آپ کو بڈ ریجیو نوٹس ہذا آخری بار مطلع کیا جاتا ہے کہ اس نوٹس کی اشاعت کے پندرہ دن کے اندر اندر حاضر ہو کر اپنی تاحال غیر حاضری کی وضاحت کریں بصورت دیگر آپ کے خلاف مروجہ قوانین کے تحت یکطرفہ کارروائی عمل میں لائی جائے گی۔

سیکرٹری - 1

محکمہ ریونیو اینڈ اسٹیٹ چیف ایگزیکٹو آفیسر

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL
PESHAWAR

APPEAL NO. 24/2014

MUHAMMAD NAZIR VS SMBR

REJOINDER ON BAHALF OF APPELLANT IN
RESPONSE TO THE REPLY SUBMITTED BY THE
RESPONDENTS

R/SHEWEHT:

PRELIMINARY OBJECTIONS:

(1 TO 7):

All the preliminary objections raised by the respondents are incorrect and baseless and not in accordance with law and rules rather the respondents are estopped due to their own conduct to raise any objection at this stage of the appeal.

ON FACTS:

- 1- Incorrect and not replied accordingly. That due to severe illness and on the advise of medical practioners the appellant wrote application for sanction leave but the same was un responded by the respondent concerned. That on the above reason the appellant absented himself from duty.
- 2- Incorrect and not replied accordingly. That the appellant while promoted to the post of Superintendent the appellant remain sick due chronic disease of Cardiac. That due to that reason the Doctors advised him sick leave but no heed was given by respondent No.2 to the request of appellant.
- 3- Incorrect and not replied accordingly. That the appellant was reverted to the post of Assistant (BPS-14) from Superintendent (BPS-16) with out conducting regular inquiry and issued the impugned order dated 25-07-2011.
- 4- Incorrect and not replied accordingly. That the appellant time and again informed the respondent No.2 about his illness and requested for medical leave with proofs of medical prescriptions but the respondent No.2 issued another show cause notice vide dated 14-02-2012. That in response the appellant replied to the said show cause notice with medical prescriptions.
- 5- Incorrect and not replied accordingly. That the respondent No.2 instead referring the appellant to the standing Medical Board for proper check up straight away Imposed another penalty of

stoppage of annual increments vide order dated 30-10-2012 and finally a third order was issued against the appellant due to which the appellant was removed from service vide order dated 16-05-2013 ignoring the lengthy service of the appellant of more than thirty years.

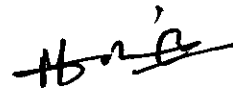
6- Incorrect and not replied accordingly hence denied.

GROUND:
(A TO J):

All the grounds of main appeal are correct and in accordance with law and prevailing rules and that of the respondent are incorrect and baseless hence denied. That the impugned orders dated 16-05-2013 and 27-11-2013 are against the law, facts, norms of natural justice and materials on the record hence not tenable and liable to be set aside. That respondent No.2 issued three orders on one issue amounts to serious illegality/gross miss conduct on the part of respondent No.2. That no charge sheet and statement of allegation has been served on appellant, No chance of personnel hearing/defense has been given to the appellant and No show cause notice has been served upon the appellant nor regular inquiry has been conducted by the respondent No.2. That the impugned order dated 16-05-2013 falls with in ambient of double jeopardy.

It is therefore most humbly prayed that on acceptance of this rejoinder the appeal of the appellant may be accepted as prayed for.

APPELLANT



MUHAMMAD NAZIR

THROUGH:



NOOR MOHAMMAD KHATTAK
ADVOCATE

KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

No. 77 ST

Dated 13 / 1 / 2016


To

The SMBR,
Peshawar.

Subject: - Judgement.

I am directed to forward herewith certified copy of Judgement dated 7.1.2016 passed by this Tribunal on subject for strict compliance.

Encl: As above


REGISTRAR
KHYBER PAKHTUNKHWA
SERVICE TRIBUNAL
PESHAWAR.