### BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR CAMP COURT ABBOTTABAD.

Service Appeal No.397/2018

Date of Institution ... 20.03.2018

Date of Decision

... 23.12.2021

Qaisar Ali son of Auranzeb, Ex-Field Worker, Agriculture, Kala Bagh, Nathiagali, (Appellant) resident of Village & P.O Tatreela, Abbottabad.

### **VERSUS**

Govt. of Khyber Pakhtunkhwa, through Secretary to the Govt. of Agriculture (Respondents) Department, Peshawar and two others.

MR. FAIZULLAH KHAN,

Advocate

For appellant.

MR. ASIF MASOOD,

Deputy District Attorney

For respondents

MIAN MUHAMMAD MR. SALAH-UD-DIN

MEMBER(Executive) MEMBER(Judicial)

**JUDGEMENT** 

MIAN MUHAMMAD, MEMBER(E):- The appellant has invoked jurisdiction of the Service Tribunal under Section-4 of the Khyber Pakhtunkhwa Service Tribunal Act, 1974 against the impugned order of respondent No.3 dated 18.10.2017 whereby he was dismissed from service w.e.f 09.01.2009.

Brief fact of the case are that the appellant was appointed as field worker 02. (BS-01) in the respondent-department on 14.06.2015. During 2009, the appellant had been suffering from hepatitis and was advised complete bed rest beside having remained under treatment. The appellant was previously proceeded for absence and awarded major penalty of dismissal from service vide order dated 31.12.2009 which was challenged through service appeal No. 1482/2010 in the first round of litigation. The Service Tribunal vide its judgement dated 21.08.2017 set aside the then impugned order and directed the department to conduct de-novo enquiry

within 60 days. The respondent-department once again imposed the major penalty of dismissal from service on the appellant vide impugned order dated 18.10.2017 which is under scrutiny before us for adjudication.

- 03. Respondents were directed through notices to submit their reply/parawise comments with connected documents. They submitted the requisite reply/parawise comments and contested their stance through learned District Attorney. We have heard the arguments of both sides and have perused the record thoroughly and in detail.
- Learned counsel for the appellant argued that the Service Tribunal vide 04.judgement dated 21.08.2017 had directed the respondent-department to conduct denovo enquiry against the appellant within 60 days but the respondent-department instead of conducting de-novo enquiry issued him final show cause notice on 06.10.2017 which was received by the appellant on 12.10.2017 without any copy of the enquiry report. No de-novo enquiry was ever conducted against the appellant in the prescribed manner because no charge sheet/statement of allegations was issued to the appellant. No verification of the medical certificate and no confirmation of signature of Dr. Hassan Shehzad Ex-professor of Ayub Teaching Hospital Complex. Abbottabad was carried out by the respondent-department. The appellant was not provided an opportunity of personal hearing before imposition of major penalty of dismissal from service. The impugned order dated 18.10.2017 does not contain name of the appellant and the penalty of dismissal imposed w.e.f. 09.01.2009, is based on malafide, against the law, rules and judgement of the Service Tribunal dated 21.08.2017 is liable to be set aside and the appellant may graciously be reinstated in service with all back benefits.
- 05. Learned District Attorney conversely contended that the appellant remained absent from duty for 10 months from 09.01.2009 to 04.11.2009 and without any

intimation to the department. His willful absence was reported on 29.01.2009 and he was issued notice on 06.02.2009 to report for duty but he failed to assume duty. He was again directed on 27.04.2009 to join duty within 15 days but the appellant did not report for duty. Final notice was therefore published in Daily AAJ Abbottabad and Daily Mashriq on 04.11.2009 and 05.11.2009 respectively. Moreover, the OPD chits produced by the appellant were declared as bogus and fake by PSO to Chief Executive Ayub Medical Complex Abbottabad, vide letter dated 23.12.2009. In pursuance of the Service Tribunal judgement dated 21.08.2017, de-novo enquiry was conducted vide order dated 05.10.2017. The appellant failed to bring any document in support and defense of his willful absence for 10 months and the suspicious OPD chits for bed rest had already been confirmed as fake and bogus. The enquiry officer directed him to appear for personal hearing on 18.10.2017 but he did not bother to appear for personal hearing on 18.10.2017 to defend himself against the charges of willful absence. The impugned order has been issued after fulfillment of all codal formalities and the appeal being devoid of merit may be dismissed.

06. It is evident from record that in the first round of litigation, the Service Tribunal in service appeal No. 1482/2010 delivered its judgment on 21.08.2017 with clear and categoric directions to the respondent-department in the following words:

"In view of the above discussion, this Tribunal is of the view that non-compliance of the mandatory requirements of final show cause notice and non-supplying of report of the enquiry committee are fatal for the proceedings in the present appeal. Resultantly, the impugned order is set aside and the department is directed to conduct de-novo enquiry within 60 days keeping in view the elements of procedural due process discussed above. In case the enquiry is not conducted within the stipulated period, the appellant shall be deemed to have been reinstated in service. The issue of back benefits shall be subject to outcome of denovo departmental proceedings".

07. The respondent-department was obligated to have initiated enquiry

proceedings under the provisions of Khyber Pakhtunkhwa Government Servants

(Efficiency and Discipline) Rules, 2011. What the respondent-department calls

order of enquiry to have been issued on 05.10.2017 is actually Final Show cause

Notice issued to the appellant by the Enquiry officer. The respondent-department

despite clear and categoric directions of the Service Tribunal failed to conduct de-

novo enquiry in the prescribed mode and manner under the disciplinary rules in

vogue. Since no de-novo enquiry was conducted at all, the appellant was therefore

not provided any copy of the enquiry report with show Cause Notice under Rule

14(4)(c) of the Khyber Pakhtunkhwa Government Servant (Efficiency &

Discipline) Rules 2011. The appellant was not provided the opportunity of personal

hearing under Rule 14(5) or Rule 15 of the rules ibid. The directions of Service

Tribunal have not been complied with in letter and spirit and the appellant has been

condemned unheard depriving him of the fundamental rights guaranteed under

Article-4, 10-A and 25 of the Constitution.

08. As a sequel to the above, the service appeal in hand is allowed. The

impugned order dated 18.10.2017 is set aside and the appelant is reinstated in

service with all back benefits. The intervening period shall be treated as leave \*

without pay under the principle "no work no pay". Parties are left to bear their own

costs. File be consigned to the record room.

<u>ANNOUNCED</u> 23.12.2021

(MIAN MUHAMMAD)
Member(Executive)
Camp Court Abbottabad.

(SALAH-UD-DIN) Member(Judicial) 23.12.2021

Appellant alongwith his counsel present. Mr. Asif Masood, Deputy District Attorney for respondents present.

Vide order detailed judgment of today, separately placed on file, the service appeal in hand is allowed. The impugned order dated 18.10.2017 is set aside and the appellant is reinstated in service with all back benefits. The intervening period shall be treated as leave without pay under the principle "no work no pay". Parties are left to bear their own costs. File be consigned to the record room.

Announced: 23,12,2021

(Salah Ud Din)

Member(J)

(Mian Muhammad)

 $Member(\mathbf{F})$ 

Camp Court Abbottabad

i 6.06.2021

Due to cancellation of tour, Bench is not available. Therefore, case is adjourned to 30.09.2021 for the same as before.

Reader

30.09.2021

Clerk to counsel for appellant present.

Muhammad Riaz Khan Paindakheil, learned Assistant Advocate General for respondents present.

Former made a request for adjournment as learned counsel for appellant is feeling not well; granted. To come up for arguments on 23.12.2021 before D.B at Camp Court, Abbottabad.

(Rozina Rehman)

Member(J)

Camp Court, A/Abad

Chairmán Camp Court, A/Abad 14.12.2020

Due to Covid-19, case is adjourned to 15.03.2021 for the same as before.



15.03.2021

Nemo for appellant.

Asif Masood Ali Shah learned Deputy District Attorney for respondents present.

Preceding date was adjourned on a Reader' note, therefore, appellant/counsel be put on notice for <a href="16">16</a> | <a href="16">16</a> | <a href="2021">2021</a> for arguments, before D.B at Camp Court, Abbottabad.

(Atiq ur Rehman Wazir) Member (E) Camp Court, A/Abad

(Rozina Rehman) Member (J) Camp Court, A/Abad Due to covid ,19 case to come up for the same on / at camp court abbottabad.

Reader

Due to summer vacation case to come up for the same on 1/9 9/20 at camp court abbottabad.

14.09.2020

Mr. Hamayun Khan, Advocate for appellant is present.

Mr. Usman Ghani, District Attorney for the respondents is also present.

Learned counsel is seeking time for preparing the brief. Time is allowed, however, the perusal of impugned order available at page 14 reveals that authority has passed the order with retrospective effect and since the question of retrospectivity of an impugned order is sub-judice before Larger Bench of this Tribunal, therefore, it would be appropriate to wait for its decision on the referred to question. File to come up for further proceedings on 14.12.2020 before D.B at Camp Court, Abbottabad.

(Mian Muhammad)
Member (Executive)
Camp Court Abbottabad

(Muhammad Jamal Khan)

Member (Judicial)

Camp Court Abbottabad

23.10.2019

Counsel for the appellant present. Mr. Usman Ghani, District Attorney alongwith Mr. Muhammad Imran, Sr. Stenographer for respondents present. Learned counsel for the appellant seeks adjournment. Adjourn. To come up for arguments on 18.12.2019 before D.B at Camp Court, Abbottabad.

Member

Member
Camp Court Abbottabad

18.12.2019

Appellant in person and Mr. Usman Ghani, District Attorney for the respondents present. Appellant requested for adjournment on the ground that his counsel is not available today. Adjourned to 17.02.2020 for arguments before D.B at Camp Court Abbottabad.

(Hussain Shah)

Member

Camp Court Abbottabad

(M. Amin Khan Kundi)

Member

Camp Court Abbottabad

20.03.2019

Clerk of counsel for the appellant present. Mr. Muhammad Bilal Khan, Deputy District Attorney for the respondents present. Written reply on behalf of respondents not submitted. Learned Deputy District Attorney requested for further adjournment. Adjourned to 23.05.2019 for written reply/comments before S.B at Camp Court Abbottabad.

(Muhammad Amin Khan Kundi) Member Camp Court Abbottabad

23.05.2019

Appellant in person and Mr. Muhammad Khurshid, Superintendent alongwith Mr. Muhammad Bilal, Deputy District Attorney for the respondents present. Representative of the department submitted written reply. Adjourned to 20.08.2019 for rejoinder and arguments before D.B at Camp Court Abbottabad.

(Muhammad Amin Khan Kundi) Member Camp Court Abbottabad

20.08.2019

Appellant in person present. Mr. Muhammad Bilal learned Deputy District Attorney alongwith Mr. M. Imran, Stenographer for respondents present. Appellant submitted an application for adjournment. Adjourned on payment of cost of Rs. 2000/- to be paid on behalf of the appellant to the respondents. To come up for arguments on 23.10.2019 before D.B at camp court Abbottabad.

Member

Member
Camp Court A/Abad

19.10.2018

Appellant Qaisar Ali in person alongwith his counsel Mr. Faizullah Khan Advocate Advocate present heard in limine.

Contends that major punishment of dismissal has been imposed on the appellant antedated on one hand but no proper procedure was adopted as prescribed under the law on the other hand.

The points raised need consideration. The appeal is admitted to regular hearing, subject to all legal objections, if raised by the respondents. The appellant is directed to deposit security and process fee within 10 days. Thereafter, notices be issued to the respondents. To come up for written reply/comments on 15.01.2019 before S.B - at Camp Court Abbottabad.

Appellant Deposited Security & Process Fee

> Chairman Camp court, A/Abad

15.01.2019

Appellant with counsel present. Written reply not submitted. No one present on behalf of respondent department. Notice be issued to the respondent department with direction to furnish written reply/comments. Adjourn. To come up for written reply/comments on 20.03.2019 before S.B at Camp. Court Abbottabad.

TO ME TO STANDE SECTION .

Member

Camp Court Abbottabad

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# Form-A FORMOF ORDERSHEET

Court of	<u> </u>	
Case No	397/2018	

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1	20/03/2018	The appeal of Mr. Qaiser Ali received today by post through Mr. Faizullah Khan Advocate may be entered in the
		Institution Register and put up to the Learned Member for
		proper order please.
		REGISTRAR
2-	27-3-18	This case is entrusted to Touring S. Bench at A.Abad for
		preliminary hearing to be put up there on <u>29-6-18</u> .
		mt.
		MEMBER
29.	06.2018	Appellant Qaiser Ali in person present. Appellant made
		request for adjournment that his counsel is not available today
r a		Granted. To come up for preliminary hearing on 31.08.2018 befor
		S.B at camp court, Abbottabad.
		Chairman Camp court, A/Abad
-	<b>4</b>	
		•
31.08.2	018 Du	e to summer vacations, the case is adjourned .To come up for the
	same on 19	.10.2018 at camp court Abbottabad.

Reader

# BEFORE THE SERVICE TRIBUNAL, KHYBER PAKHTUNKHWA, PESHAWAR

Service Appeal No. <u>397</u> /2018

Qaisar Ali son of Aurangzeb, Ex-Field Worker, Agriculture, Kala Bagh, Nathiagali, resident of Village & P.O Tatreela, Abbottabad.

...APPELLANT

### **VERSUS**

Govt. of Khyber Pakhtunkhwa, through Secretary to the Govt. of Agriculture Department, Peshawar & others.

...RESPONDENTS

### **SERVICE APPEAL**

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1.	Service appeal along with affidavit	1 to 10	
2.	Copy of order (appointment orders) of 14/06/2005.	11 7012	"A"
3.	Copy of order dated 31-12-2009.	137014	"B"
4.	Copy of judgment of this August Court of 21/08/17	15617	· "C"
5.	Copies of final show cause notice and post office letter regarding receiving of	187019	"D" & "E"
	the same to appellant		
6	Copies of reply of show cause notice and application for supplying of the inquiry report	20021	"F" & "G"
7.	Copies of medical certificate and certificate issued by concerned doctor	227028	"H" & "I",
8.	Copy of Propugned order.	29	"J"
9.	Copy of departmental appeal	31 70 32	"K"
10.	copy of postal receipt	<b>.</b> 33	"L"
11.	Wakalatnama		

Through

Dated: 19 -03-2018

(FAIZULLAH KHAN)
Advocate Abbottabad
0311-5888656

APPELLANT

# BEFORE THE SERVICE TRIBUNAL, KHYBER PAKHTUNKHWA, PESHAWAR

Service Appeal No. 397/2018

Khyber Pakhtukhwa
Service Tribunal

Diary No. 4212x

Qaisar Ali son of Aurangzeb, Ex-Field Worker, Agriculture, Kala Bagh, Nathiagali, resident of Village & P.O Tatreela, Abbottabad.

...APPELLANT

#### **VERSUS**

- 1. Govt. of Khyber Pakhtunkhwa, through Secretary to the Govt. of Agriculture Department, Peshawar.
- 2. Director General, Agriculture (Extension), Khyber Pakhtunkhwa, Peshawar.
- 3. District Director Agriculture, Abbottabad.

...RESPONDENTS

Filedity May Registrar

SERVICE APPEAL UNDER ARTICLE 4 OF KPK SERVICE TRIBUNAL ACT, 1974, AGAINST THE IMPUGNED OFFICE ORDER NO.3632-37/DDA ATD DATED 18/10/2017 ISSUED BY RESPONDENT NO.3 WHEREBY

DISMISSAL ORDER WAS PASSED WITH EFFECT FROM 09/01/2009 AGAINST THE APPELLANT.

PRAYER: ON ACCEPTANCE OF THE INSTANT SERVICE APPEAL, IMPUGNED ORDER NO.3632-37/DDA ATD DATED 18/10/2017 ISSUED BY RESPONDENT NO.3 MAY GRACIOUSLY BE SET ASIDE AND APPELLANT MAY KINDLY BE REINSTATED IN SERVICE WITH ALL BACK BENEFITS.

Respectfully Sheweth:-

That the facts forming the backgrounds of the instant service appeal are arrayed as under;-

1. That the appellant was appointed in Agriculture Department as a Field Worker in BPS-01 vide order No.7937-43/EB dated 14/06/2005. Copy of order is annexed as Annexure "A".

- 2. That during the year 2009, the appellant fell ill and due to illness of hepatitis and was advised complete bed rest and remained under medical treatment.
- 3. That the appellant at that time after recovery and fitness reported his arrival in the office of Agriculture Office Kala Bagh (Nathigali) on 15/11/2009 the place of posting of the appellant. The appellant also submitted arrival report and reply to the charge sheet alongwith medical certificate regarding his absence.
- 4. That respondents with malafide, against the law, rules, without considering the reply alongwith medical chit regarding absence and without conduct of regular inquiry or final show cause notice issued dismissal order. Copy of order is annexed as Annexure "B".

- 5. That the appellant at that time after filing of departmental appeal, filed appeal No.1482/2010 before this Honourable Service Tribunal against the dismissal order mentioned in Para No.4 of the appeal.
- 6. That this Honourable Tribunal decided the appeal No.1482/2010 of the appellant, whereby, the dismissal order against appellant set aside and the department is directed to conduct denovo inquiry within 60 days. Copy of judgment is annexed as Annexure "C".
- 7. That respondents with malafide, against the law, rules and against the judgment of this Honourable Tribunal without regular denovo inquiry or recording of statement of any witnesses final show cause notice was issued to appellant which was received to appellant on 12/10/2017. Copies of final show cause notice and post office letter regarding receiving of the same to appellant are annexed as Annexure "D" & "E".

- 8. That the appellant after received the said final show cause notice submitted reply of the show cause notice on 18/10/2017 and also submitted application for provision of relevant record and inquiry report if any inquiry was conducted in the back of appellant. Copies of reply of show cause notice and application for supplying of the inquiry report are annexed as Annexure "F" & "G".
- Dr. Hassan Shahzad Ex-Professor of Ayub
  Teaching Hospital Complex Abbottabad
  verified his signature on the medical
  certificate in this regard concerned doctor
  issued certificate regarding confirmation of
  his signature, which were provided to the
  department, which could be re-verified by
  the department, but they did not bother to do
  so. Copies of medical certificate and
  certificate issued by concerned doctor are
  annexed as Annexure "H" & "I".

- the law, rules and judgment of this Honourable Tribunal without supplying of inquiry report and without personal hearing of appellant, impugned order of dismissal from service against the appellant was issued on 18/10/2017 with retrospective effect from 09/01/2009 wherein no name of the appellant was mentioned in the said order. Copy of order is annexed as Annexure "J".
- appellant had received 11. That the 24/10/2017 impugned order on thereafter filed departmental appeal before 22/11/2017 respondent No.2 on and statutory period of 90 days has already been elapsed but respondents did not gave any reply to appellant on the departmental appeal the appellant. departmental appeal is annexed as Annexure "K" and copy of postal receipt is annexed as Annexure "L".

Hence, this appeal, inter-alia, on the following grounds.

### **GROUNDS**;-

- a) That the impugned order was passed by the respondents with malafide, against the law, rules and judgment of this Honourable Tribunal. Hence, not sustainable in the eyes of law and liable to be set aside.
- b) That the impugned order was passed by the respondent without conduct of regular denovo inquiry as per directions given by this Honourable Tribunal in its judgment. Therefore, impugned order was passed by the respondent in violation of judgment of this Honourable Tribunal.
- c) That the respondents department was passed impugned dismissal order

against the appellant on 18/10/2017 but w.e.f 09/01/2009 which is totally against the law and not sustainable under the law.

- d) That the respondents department issued a defective impugned order in such a hurry and negligently as no name of the appellant was mentioned in the said impugned order. Thus the impugned order is not sustainable and liable to be set aside.
- e) That the act of the respondents for non-supplying of copy of inquiry report before passing of impugned order is not only violation of the direction of this Honourable Court which was given in the judgment but also against the law and rules. Thus impugned order is void, without jurisdiction and not sustainable.

It is, therefore, respectfully prayed that on acceptance of the instant appeal, impugned order of dismissal from service against the appellant may graciously be set aside and appellant may kindly be reinstated in service with all back benefits in the interest of justice. Any other relief which this Honourable Tribunal deems fit and proper may also be granted.

...APPELLANT

Coster Als

Through

Dated: 69 -03-2018

(FAIZULLAH KHAN)
Advocate Abbottabad

## **VERIFICATION:-**

Verified on oath that the contents of foregoing appeal are true and correct to the best of my knowledge and belief and nothing has been concealed therein from this Honourable Court.

...APPELLANT

# BEFORE THE SERVICE TRIBUNAL, KHYBER PAKHTUNKHWA, PESHAWAR

Service	Appeal No.	/2018

Qaisar Ali son of Aurangzeb, Ex-Field Worker, Agriculture, Kala Bagh, Nathiagali, resident of Village & P.O Tatreela, Abbottabad.

...APPELLANT

#### **VERSUS**

Govt. of Khyber Pakhtunkhwa, through Secretary to the Govt. of Agriculture Department, Peshawar & others.

...RESPONDENTS

### **SERVICE APPEAL**

### <u>AFFIDAVIT</u>

I, Qaisar Ali son of Aurangzeb, Ex-Field Worker, Agriculture, Kala Bagh, Nathiagali, resident of Village & P.O Tatreela, Abbottabad, do hereby solemnly affirm and declare that the contents of foregoing appeal are true and correct to the best of my knowledge and belief and nothing has been concealed therein from this Honourable Court.

Qasin Ag DEPONENT

# A)

## OFFICE OF THE DISTRICT COORDINATION OFFICER ABBOTTABAD

### ORDER:

· 🕸

In pursuance of the recommendations of Departmental Promotion Committee held on 08-06-2005 the following promotions/appointment of the staff of Agriculture Department Abbottabad are hereby made with immediate effect: -

- 1. Mr. Aurangzeb Field Worker B-01 is promoted as Budder B-05.
- 2. Mr. Abdul Hameed N/Q B-01 is promoted as Daftri B-02.
- 3. Mr. Qaisir Ali S/O Aurangzeb R/O Tatrila Tehsil & Distt: Abbottabad is appointed as Field Worker B-01 under rule 10 of NWFP Civil Servants Appointment, Promotion and Transfer Rules (deceased employees sons quota)

DISTRICT COORDINATION OFFICER
ABBOTTABAD

No. 7939-43/E8

Dated Abbottabad the 19 /06/2005

Copy to the: -

- 1. EDO (Agriculture) Abbottabad.
- 2. District Accounts Officer Abbottabad
- 3. Officials concerned

DISTRICT COORDINATION OFFICER
ABBOTTABAD

allested



OFFICE OF THE DISTRICT OFFICER AGRICULTURE, ABBOTTABAD.

### OFFICE ORDER.

Consequent upon the order of Dixtrict Coordination Officer, Abbottabad vide his No. 7939-43/EB Dated 14.6.2005. Mr. wasir Ali Field worker newly appointed is hereby fasther posted with the Agriculture Officer, Nathiagali.

SYED SADDLY HUS ALM SHAM, DESTRUCT OFFICER, AUGICULTO.E, LAT: ABBUTTADAD.

No. 1364-67 /DOA Dated Abbottabad the 29/6 /2009.

### Copy to:-

- 1. Mr. Quair Ali Field worker e/o Agriculture Officer, N/Gali.
- 2. The Agriculture Officer Nathiagali camp at Kalabagh.
- 3. The Accountant of this officer
- 4. The E/Clerk of this office for necessary action.

14

DISTRICT OFFICER,
AGRICULTURE (EXTENSION A BROTT BAD

allested



# OFFICE OF THE EXECUTIVE DISTRICT OFFICER AGRICULTURE ABBOTTABAD.

### ORDER:

- o. Where as, you Mr Qaisar Ali, Field Worker (BPS-02) office of the District Officer, Agriculture Abbottabad absented yourself willfully from your duties w.e.f. 09-01-2009 to 04-11-2009.
- Where us, you failed to respond to official correspondences of District Officer,
  Agriculture Abbottabad during the absence period.
- Where as, you failed to appear before the enquiry officer (Agriculture Officer, Abbottabad-II) appointed by District Officer, Agriculture Abbottabad to investigate your absence.
- Where as, an advertisement was published in newspapers by the District Officer, Agriculture Abbottabad directing you to resume your duties and consequently you submitted your arrival report on 05-11-2009.
- where as, after the suspension of your services you were served with charge sheet and statement of allegations by the competent authority with subsequent constitution of two member enquiry committee under section 5 of the NWFP Removal from Service (Special Powers) ordinance 2000 for the purpose of serutinizing your conduct. You were also offered personal hearing opportunity vide Para No 5 of the charge sheet bearing No. 1807 EDO(A) Abbottabad dated 24-11-2009 which you failed to avail.

Where as, during enquiry proceedings you produced 05 OPD Chits as refuge to cover your 10 months willful absence (the original neither available in the record nor with you). The same were sent to Chief Executive, Ayub Teaching Hospital Abbottabad for confirmation who informed that chits are bearing fake numbers, not tally with the Hospital record, hence declared as Bogus.

Where as, the enquiry committee is of the firm opinion that you (Mr Qaisar Ali, Field Worker) are guilty of charges leveled against you as well as the forgery committed by you and consequently recommended the imposition of

alleste et



Major Penalty (Dismissal from Service) as contained in NWFP, Govt. Servants (Efficiency and disciplinary) rules. 1973

Therefore, I Mr Abdul Rashid, Executive District Officer, Agriculture Abbottabad as competent authority impose upon you Major Penalty of (Dismissal from Service) w.e.f (09-01-2009) as contained in Section 4(1)(b)(iv) of NWFP Govt. Servants (Efficiency and Disciplinary) rules 1973, read with section 3 of the NWFP Removal from service (Special Powers) ordinance 2000.

> Abdul Rashid EXECUTIVE DISTRICT OFFICER GRICULTURE ABBOTTABAD.

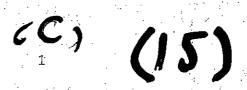
No. 1945-48 / EDO (A) Abbottabad dated 31 / 12/2009

Copy to:-

atteste of

- 1. The District Coordination Officer, Abbottabad.
- 2. The District Accounts Officer, Abbottabad.
- The District Officer, Agriculture Abbottabad.
- 4. Mr Qaisar Ali, Field Worker c/o District Officer, Agriculture Abbottabud.

AGRICULTURE ABBOTTABAD.



## BEFORE THE KHYBER PAKHTUNKHWA SERVICE TR CAMP COURT ABBOTTABAD

Qaisar Ali son of Aurangzeb, Ex-Field Worker Agriculture Kala Bagh (Nahtiagali) R/O village and post office, Tatreela, Abottabad. (Appellant)

Government of Khyber Pakthunkhwa through Secretary Agriculture Department, Peshawar and 2 others. (Respondents)

SARDAR MUHAMMAD AKMAL,

Advocate

MR. MUHAMMAD BILAL

Deputy District Attorney

For appellant.

For respondents.

alteste

MR. NIAZ MUHAMMAD KHAN,

MR. MUHAMMAD HAMID MUGHAL.

CHAIRMAN

**MEMBER** 

### JUDGMENT

NIAZ MUHAMMAD KHAN, CHAIRMAN: - Arguments of the learned cominged for the parties heard and record perused.

FT FACTS

The appellant was proceeded against departmentally due to his willful absence from duty for 10 months. Initially a publication was issued in the daily newspaper dated 04.11.2009 against the appellant for his willful absence. He resumed the duty on 05.11.2009. Thereafter he was issued charge sheet on 24.11.2009 for his willful absence. He replied to the said charge sheet, the date of which is unknown. An enquiry committee was constituted to conduct an enquiry and submitted its report. The disciplinary proceedings against the appellant culminated into impugned order dated 31.12.2009, dismissing him from service. Against the impugned order the appellant filed a departmental appeal on 13.1.2010

Service Appeal No. 1482/2010 Date of Institution... 04.08 2010 Date of decision... 21.08.2017 Versus

### ARGUMENTS

- 3. The learned counsel for the appellant argued that no final show cause notice was issued to the appellant nor the copy of enquiry report was supplied to the appellant. That regardless of the defence of the appellant it was for the departmental authority to have followed the procedural steps necessary before any penalty and particularly the major penalty. The learned counsel for the appellant relied upon some rulings entitled "Muhammad Siddiq Khan Alvi SPO and others Vs. Member (Customs) Board of Revenue (Revenue Division). Government of Pakistan, Islamabad and others" reported as 2006-PLC(C.S)604, "Ghulam Nabi Bhand and another Vs. General Manager (Operation) Pakistan Railways, Headquarters, Lahore and others" reported as 2004-PLC(C.S)1583 and "Raees Ahmad Vs. Karachi Electric Supply Corporation and another" reported as 2004-PLC(C.S)1615.
- 4. The learned Deputy District Attorney argued that the appellant admittedly remained absent for about 10 months during which he did not apply for any leave nor did he inform the department about his absence. That after issuance of charge sheet and statement of allegations a proper enquiry committee was constituted who had given its report. That during the enquiry proceedings, it was proved that the appellant relied upon certain OPD chits from hospital in his defence which were proved to be fake and bogus.

ONCLUSION

5. Both the later judgments relied upon by learned counsel for the appellant are relevant to the present appeal. In 2004-PLC(C.S) 1583, show cause notice was issued to delinquent official but regular enquiry was not conducted against him

allested with

on charge of misconduct. In 2004-PLC (C.S) 1615, non-issuance of final show cause notice and non-supplying of inquiry report to employee resulted fatal to the impugned orders.

- 6. Though absence of the appellant is an admitted fact and charge sheet and statement of allegations were issued to him and thereafter an enquiry committee was constituted. Once enquiry committee or enquiry officer is appointed then it is must for the department to give final show cause notice with proposed penalty as well as copy of enquiry report. Without enquiry report and final show cause notice, the delinquent official is not in a position to reply the same as pointed out in the last two judgments pressed into service by the learned counsel for the appellant that non adherence of such procedural due process is fatal for the whole departmental proceedings.
- 7. In view of the above discussion this Tribunal is of the view that non compliance of the mandatory requirements of final show cause notice and non supplying of report of the enquiry committee are fatal for the proceedings in the present appeal. Resultantly, the impugned order is set aside and the department is directed to conduct denovo enquiry within 60 days keeping in view the elements of procedural due process discussed above. In case the enquiry is not concluded within the stipulated period, the appellant shall be deemed to have been reinstated in service. The issue of his back benefits shall be subject to outcome of deneovo departmental proceedings. Parties are left to bear their own costs. File be consigned to the record room.

Announcedl 21-8-2017

(Muhananad Hamid Mughal)

Member

Nra2 muhammad kha Chair man Camp Court, A/Abad

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EXAMINER
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EXAMINER
Exhyber Pakhtunkhwa
Service Tribunal
Service Tribunal
Camp Court, Abbottabad

# OFFICE OF THE DISTRICT DIRECTOR AGRICULTURE SMS (HORTICULTURE) ABBOTTABAD

No 57 SMS (Horticulture) Abbottabad Dated 8 / / 0 /2017

Тo,

LD,

Mr. Qasir Ali Village & P.O Tatreela Abbottabad



## FINAL SHOW CAUSE NOTICE

As per direction of the Khyber Pakhtunkhwa honorable Service Tribunal camp court Abbottabad announced on 21-08-2017, that the Final Show cause Notice and enquiry report was not served to you before imposing the penalty of Dismiss from the Service. On the basis of above direction, you are given the opportunity to reply the allegations against you and the findings of the enquiry committee are also enclosed for your facilitation.

So you are directed to reply within seven (7) days on receipt of this final notice to the following findings of the enquiry committee.

1) You remained absent from duty without information w.e.f 09-ff1-2009 to 64-11-2009 and in defense you submitted suspicious photo states OPD Chits having 10 month bed rest which proved fake by the Chief Executive , Ayub Teaching Hospital vide No 3611 date 23-12-2009 (Copy enclosed) On above facts your misconduct is doubtful and your given chance to submit your reply in your defense within seven days.

MUMTAZ AHMED KHAN SMS (HORTICULTURE) ENQUIRY OFFICER ABBOTTABAD

NO 58 SMS (Horticulture) Abbottabad Dated 6 / 10 /2017

Copy to;The District Director Agriculture Abbottabad for information w/r to his No 3462 date

15-09-2017 along with Enclosure

attested

MUMTAZ AHMED KHAN SMS (HORTICULTURE) ENQUIRY OFFICER ABBOTTABAD

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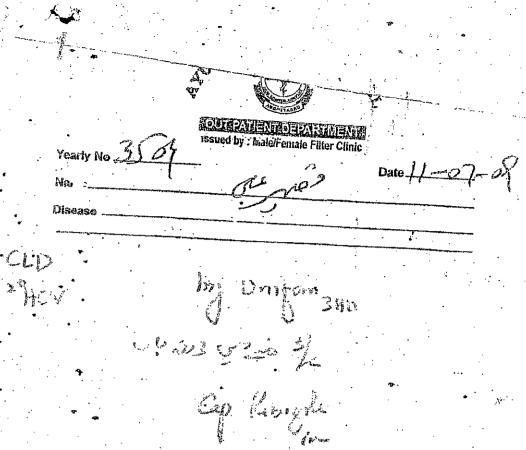
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#### CERTIFICATE.

Certified that Mr.Qaiser Ali remained under my treatment w.e.from 09.01.2009 to \$10.11.2009. He was recommended/advised for restoration of his health for the period mentioned. He was treated and was declared mentally and physically fit to rejoin his duties on 21.11.2009.

Signature of the relevant certificate are duly verified.

06.11.2017.

Prof Dr. Hassan Shahzad Ex: Professor of Medicine Ayub Hospital Complex Abbottabad.

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#### OFFICE OF THE

#### DISTRICT DIRECTOR AGRICULTURE ABBOTTABAD

Phone: 0992-380325, Fax: 0992-383026 Email: agriatd@gmail.com



#### **OFFICE ORDER:**

On the basis of denovo enquiry report and personal hearing, the accused is again proved in misconduct by providing bogus verification chits.

Therefore I Mr. Zulfiqar Ahmad Malik District Director Agriculture Abbottabad as competent authority impose upon you major penalty of (Dismissal from Service) w.e.from 09-01-2009 as contained in section 4 (1) (b) (iv) of NWFP Government Servant (Efficiency and Disciplinary Rules 1973 and now Khyber Pakhtunkhwa Government Servants (Efficiency & Disciplinary Rules 2011) (Revised)

Sd/-District Director Agriculture Abbottabad

No. 3632-37 /DDA ATD,

Dated:

18/ X /12017

Copy to:-

- 1. The Registrar Khyber Pakhtunkhwa Service Tribunal Peshawar w.r.to his No. 1995/ST dated: 30-08-2017 along with the photocopy of final show cause notice, enquiry report / personal hearing.
- 2. The Deputy Commissioner Abbottabad.
- 3. The District Account Officer Abbottabad.
- 4. Director General Agriculture (Extension) Khyber Pakhtunkhwa Peshawar for information please.

Mr. Qaiser Ali S/o Aurangzeb, Village & P.O Tatreela Tehsil & District Abbottabad (Through Registered Cover)

6. Establishment Clerk office of the undersigned for information and necessary action

District Director Agriculture Abbottabad € altester

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باعث تحريرآ نكه

مقدمہ مندرجہ میں اپنی طرف سے واسطے پیروی و جواب دہی کل کاروائی متعلقہ آل مقام مقدمہ مندرجہ میں اپنی طرف سے واسطے پیروی و جواب دہی کل کاروائی متعلقہ آل مرصل میں کا مصلے میں کا مصلے میں کا مصر میں کا مصر کرے افرار کرتا ہوں کہ صاحب موصوف کو مقدمہ کی کل کاروائی کا کا کا افتیار ہوگائیز و کیل مصرح مصلا مصاحب موصوف کو کرنے راضی نامہ و تقر رثالث و فیصلہ برطف و دینے اقبال دعوی اور بصورت دیگر ڈگری کرانے اجراء وصولی چیک روپید وعرضی دعوی کی تصدیق اور اس پر دخوط کرنے کا افتیار ہوگا اور بصورت مضرورت مقدمہ ذکوری کل یا کتیار ہوگا اور مصاحب مقانونی کو این کا محتول میں کا افتیار ہوگا اور اس کا بجائے تقر رکا افتیار بھی ہوگا اور صاحب مقرر شدہ کو بھی وہی اور و لیے ہی افتیار ات ہوں گے اور اس کا بجائے تقر رکا افتیار بھی ہوگا اور صاحب مقرر شدہ کو بھی وہی اور و لیے ہی افتیار ات ہوں گے اور اس کا ساختہ پر داختہ جمھو منظور و قبول ہوگا ۔ ودران مقدمہ جو ترچہ و ہرجانہ التوائے مقدمہ کے سبب ہوگا اس کے مشتق و کیل صاحب ہوں گے۔ نیز بقایار تم وصوف پابند ہوں گے دیروی مقدمہ نکورہ کریں اور اگر مخار مقرر کر دہ میں کوئی جز و بقایا ہوتو و کیل صاحب موصوف پابند ہوں گے ۔ نیز درخواست بمراد صدے باہر ہوتو و کیل صاحب موصوف پابند ہوں گے یہ بردی کا بھی صاحب موصوف کوا فتیار ہوگا ۔ استجارت نالش بصیغہ مفلس کے دائر کرنے اور اس کی پیروی کا بھی صاحب موصوف کوا فتیار ہوگا ۔ استجارت نالش بصیغہ مفلس کے دائر کرنے اور اس کی پیروی کا بھی صاحب موصوف کوا فتیار ہوگا ۔ انہ درخواست بمراد استجارت نالش بصیغہ مفلس کے دائر کرنے اور اس کی پیروی کا بھی صاحب موصوف کوا فتیار ہوگا ۔

19-3-20to (i) Accepted. به الرسي المار الموادر المواد

وقاص فو ٹوسٹیٹ کچہری (ایبٹ آباد)



## BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL CAMP COURT ABBOTTABAD

Appeal No 397/2018 Mr. Qaiser Ali s/o Aurangzeb Ex- Field Worker, Kala Bagh Natia Gali District Abbottabad

**APPELLANT** 

#### **VERSUS**

- 1- Government of Khyber Pakhtunkhwa, Through Secretary Agriculture Livestock & Cooperative Department Peshawar
- 2- Director General,Agriculture ExtensionKhyber Pakhtunkhwa Peshawar
- 3- District Director Agriculture Abbottabad

RESPONDENTS

#### **PRELIMINARY OBJECTIONS**

- 1- That the appeal is not maintainable in its present form and liable to be dismissed.
- 2- That the appellant has no cause of action to file the instant appeal.
- 3- That the appellant has no locus standi to file the instant appeal.
- 4- That the appellant has not come to this Hon'ble Tribunal with clean hands.
- 5- That the present appeal is based on malfide intension.
- 6- That the appellant has deliberately concealed the important facts from this Honorable Tribunal.
- 7- That the appeal is time barred.

#### PARA-WISE COMMENTS ON BEHALF OF RESPONDENTS NO 1, 2 & 3

#### **ON FACT PARA-WISE**

- Para-1 Pertains to appellant record.
- Para-2 Incorrect. That the statement of the appellant is incorrect, he absent from duty with effect from 09.01.2009 to 04.11.2009 without any information. The Incharge Agriculture Officer Natia Galay reported that the appellant was willful absent from duty with effect from 09.01.2009 vide No 6 dated 29.01.2009 (Annex-A). the then District Officer Agriculture Abbottabad directed the appellant to report for duty within seven days vide No 95/DOA dated 06.02.2009 (Annex-B), but the appellant failed to assume his duty. The appellant was again directed through registered letter No 482/DOA dated 27.04.2009 to join duty within fifteen days (Annex-C), but the appellant not reported for duty, but the letter return to the Agriculture officer concerned office through post with the remarks that the appellant House nobody is willing to receive the letter. The Department nominated Mr. Tariq Mehmood as Inquiry Officer to probe into the absence

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from duty of appellant with effect from 09.01.2009 vide office order No 629-32/DOA dated 28.05.2009 (Annex-D), but the appellant again failed to appear before inquiry Officer, inquiry report as (Annex-E). After inquiry final notice was published in the Daily Aaj Abbottabad and Daily Mashriq dated 04.11.2009 & 05.11.2009, the appellant was directed to assume his duty within fifteen days (Annex-F & G).

- Para-3 Incorrect. After arrival report of the appellant he was suspended and was charge sheet and statement of allegation by the competent authority and constituted inquiry Committee under Section 5 of the NWFP removal from service (Special Power) ordinance 2000 for the purpose of securitizing his conduct vide No 1807/EDO dated 24.11.2009 (Annex-H). During the inquiry proceeding the appellant produced 05 photo copies of OPD chits as excuse to cover 10 months willful absence, the same photo copies of the OPD Chits were sent to the Chief Executive Ayub Teaching Hospital Abbottabad for confirmation. The PSO to Chief Executive Ayub Medical Complex Abbottabad confirmed that the chits wherein fake Nos, not tale with the Hospital record, hence declared as bogus vide No PS-CE/Misc/09/3611 dated 23.12.2009 (Annex-I).
  - Para-4 Incorrect. That after the prolong absence of the appellant a proper procedure was adopted and after the fulfillment of all codal formalities the appellant was removed from service due to gross violation of the Law.
  - Para-5 Detail comments given in Para 3 above.
  - Correct to the extent, according to the Honorable Khyber Pakhtunkhwa Para-6 Service Tribunal Camp Court Abbottabad decision dated 21.08.2017 in service Appeal No 1482/2010, the denovo inquiry was conducted vide order No 3462 dated 15.09.2017, copy of the inquiry report as (Annex-J). The inquiry Officer carefully studies the case and all available record examined, it is revolved that the major punishment was imposed on the basis of suspicious photo states OPD chits having ten (10) months bed rest which proved fake by the chief Executive Ayub Teaching Hospital Abbottabad and the same chance was given to the accused to bring any documents in his defense to get the relief, but the accused failed to provide any documents in his defense. The inquiry Officer recommended that the imposition of major penalty of dismissal from service may be converted of removal from service as contained in section 4 (1)(b)(iii) of Khyber Pakhtunkhwa Government servant (Efficiency and Disciplinary rules 2011 removal) against the order vide No 1945-48 dated 31.12.2009.

- Para-7 Incorrect. That the Respondent with no malafide against the Law, Rules and against the judgment of this Honorable Tribunal. The dismissal order of the appellant was issued after conducting a proper denovo inquiry and according to the Rules issued final show cause notice to the appellant vide No \$7 dated 06.10.2017 (Annex-K).
- Para-8 Correct to the extent that the reply of the final show cause notice was submitted by the appellant on 17.10.2017, and the appellant was also given opportunity of personal hearing & directed to appear before the competent authority on 18.10.2017 vide letter No 62 dated 13.10.2017 (Annex-L), but he failed to provide any documents in his defense.
- Para-9 Incorrect. The competent authority issued dismissal orders on the basis of denovo inquiry and personal hearing again proved in misconduct by providing bogus verification chits vide office order No 3632-37/DDA dated 18.10.2017 (Annex-M), while the confirmation certificate issued by Professor Dr. Hussain Shehzad Ex-Prof. of Medicine Ayub Hospital Complex Abbottabad, issued on 06.11.2017 after dismissal orders.
- Para-10 Incorrect. That the respondent No 3 with no malafide against the Law, Rules and Judgment on this Honorable Tribunal. The inquiry Officer directed the appellant to appear before the competent authority on 18.10.2017 at 11:00 AM vide letter No 62 dated 13.10.2017 and his name was mentioned in the Officer Order issued by the Respondent No 3 vide No 3632-37/DDA dated 18.10.2017. (Already Annexure's in the above Para's)

Para-11 No comments hence denied.

#### **GROUNDS**

- Para-a Incorrect. That the impugned order was passed by the Respondent according to the Law/Rules.
- Para-b Incorrect. Detail comments given in Para 6 above.
- Para-c Incorrect. That the Respondents Department passed dismissal order of the appellant with effect from 09.01.2009 is not against the Law/Rules.
- Para-d Incorrect. Details comments given in Para 10 above.

4)

Para-e Incorrect. That the act of the respondents before passing of impugned order is not violation of the direction of this Honorable Tribunal which was given in the judgment and not against the Law / Rules.

It is therefore humbly prayed that on acceptance on the above Para wise reply/comments, the appeal of the appellant may kindly be dismissed.

SECRETARY AGRICULTURE
GOVERNMENT OF KHYBER PAKHTUNKHWA
AGRICULTURE LIVESTOCK & COOPERATIVE
DEPARTMENT PESHAWAR

DIRECTOR GENERAL,
AGRICULTURE EXTENSION
KHYBER PAKHTUNKHWA PESHAWAR

DISTRICT DIRECTOR AGRICULTURE
ABBOTTABAD



## BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL CAMP COURT ABBOTTABAD

Appeal No 397/2018

Mr. Qaiser Ali s/o Aurangzeb

Ex-Field Worker, Kala Bagh Natia Gali

District Abbottabad

**APPELLANT** 

#### **VERSUS**

1- Government of Khyber Pakhtunkhwa,
Through Secretary Agriculture Livestock & Cooperative
Department Peshawar

2- Director General,Agriculture ExtensionKhyber Pakhtunkhwa Peshawar

3- District Director Agriculture Abbottabad

**RESPONDENTS** 

#### **COUNTER AFFIDAVIT**

We the undersigned hereby solemnly declare / affirm that the contents of the Para-wise reply / comments are true and correct to the best of our knowledge and belief and nothing has been kept secret from this Honorable Tribunal.

SECRETARY AGRICULTURE
GOVERNMENT OF KHYBER PAKHTUNKHWA
AGRICULTURE LIVESTOCK & COOPERATIVE
DEPARTMENT PESHAWAR

DIRECTOR GENERAL, AGRICULTURE EXTENSION KHYBER PAKHTUNKHWA PESHAWAR

DISTRICT DIRECTOR AGRICULTURE
ABBOTTABAD

Agri. Officer Nathi Galli The District Efficer Agn. Abbottabad Leik ABSENT FROM DUTY Plane It is to inform your office that Caisar Ali-Field Norker of this Office it absent from duty Since Tanuary 9, 2009, Without any. Vrier le ave from the Undersigned The Therefore Regulated That necessary action may Kindly be taken against ESA ASHI Call the explanation of Basar phi Placerun athin Galle

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Dalul: 06-2-2009.

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27/1

10. 482 /DOA, dated Abbottabad the 27/4

To,

Mr. Qasir Ali, Field Worker G/S Agriculture Officer, Nathiagali (Abbottabad).

Subject:

ABSENT FROM DUTY/EXPLANATION THERE OFF

Meme:

Reference this office letter No. 96/DOA, dated 6.2.2009 on the subject noted above.

You are themefore, directed to join your duty within fifteen (15) days and also explain your position no attendance of your duty w.e.from 9.1.2009 to uptill now. Your reply should reach to the undersigned within three (3) days from the receipt of this letter, otherwise strick disciplary action will be taken against you under ED rules 1973 & 2000.

DISPRICT OFFICER
AGRICULTURE (EXTENSION) DEPTH

No. /DOA,

The Executive District Officer Agriculture, Abbottabad for disaplinary action being the

competant authority please.

The Agriculture Officer, Nathingali with reference to this office endstt: No. 97-98/DOA, dated 6,2.09 for necessary action and report.

DISTRICT OFFICER
ACRICULTURE (EXTENSION) DEPTE:
ABBOTTABAD.

M.S/

10

OFFICE OF THE DISTRICT OFFICER AGRICULTURE (EXTENSION) A'ABAD.

#### OFFICE CROER

Mr. Tariq Medmood Agriculture Officer-II, Abbotta is hereby appointed as eaquity officer in case of absent from duty Mr. Quair Ali field Worker, W.e.frem 9.1.2009 in the office of the Agriculture Officer Nothiogali (Abbottabad).

me is directed to conduct enquiry within (15) day and submit his detail report/findings to this office alongwit the statement of official concerned for further necessary act

Necessary record may be collected from this offic

SD/-(MOHAMMAD YOUNIS) DISTRICT OFFICER AGRICULTURE ABBOTTABAD.

/DOA, dated Abbettabad the 28-5-

copy to the:

Mr. Tariq Mehmood Agriculture Officer-II, A'Abad The Agriculture Officer Nathiagali, Abbottabad 2.

with reference to this office endstt: No. 483-84 BOA, Abbottabed dated 27.4.2009 for information,

Mr. Qasir Ali mield Worker G/o Agriculture Offi Nathiagali, Abbottabad. Ne is directed to appea before the enquiry officer within time.

Establishment Clerk of this office for informat and further necessary action,

> DISTRICT OFFICER AGRICULTURE ABBOTTABADY

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The DISH, Officer Agriculture. AbboHabad.

## ENQUIRY REPORT

Mengo

Objects

(with registering your office better No: 629-32/

DOA Alabad dated 28-5-2009 regarding enquiry of Mr. Quiser Ali Flw, Nathragali, 9 was appointed as enquiryacouse of the long absence from duty of the official

A letter NO: 172 / A.O Alabad-I Doted: 4-6-2009 was writing to conside Ali Flow to appear before the undersigned for conducting bequiry

undersy ned went to the office of April Officer Nothin Galli on dated, 10-6-2009, but decided with appears on the date for inquiry. It was decided with

the consultation of ASI- Officer Northingali, next date for enquiry is 20-6-2009 but the Officer failed to

appear the violendismed for enquiry even after

confirmation on mobile telephone.

Acronaling to the record the pensonal. Fite of the office and office record i-e attendance messates of Assi-Cfiner Northeage Waiter Ali Flo was regularly absent from 09-1-2009 to

that he does not want to continue his sayvirus, so one sided action may be taken against him according to







## نوٹس غیر حاضری

برگاہ کہتم قیصر علی فیلڈ درکر دفتر زراعت آفیسر کالا باغ (نتھیا گل) کھکہ
زراعت شعبہ توسیع صلع ایبٹ آباد مورجہ 9 جنوری 2009 سے سلسل
غیر حاضر ہولہذا کاز حاکم کی منظوری ہے تم کو بذرید اخباری نوٹس ہذا
مطلع کیا جاتا ہے کہ اس نوٹس کی اشاعت کے بندرہ دن کے اندراندر
ائی ڈیوٹن پر حاضر ہوجا دُ اورا پی غیر حاضری کی وجوہ بیان کریں،
بصورت دیگر تہارے خلاف آو کری ہے برخواتی کے خصوصی اختیارات
آرڈینس بحریہ 2000 کے تحت کی طرفہ کاروائی میں لائی جائے گ

جس کے نتیج میں تہیں سر کاری ملازمت سے برخامت بھی کیا جاسکتا ہے

ستركث آفيسر زراعت ضلع است آباد

Amex. G.

12

http://www.dailymashriq.com.pk



#### نسونس غسير شاضري

برگاہ کہتم قیصر علی فیلڈ ورکر دفتر زراعت آفیسر کالا باغ (نتھیا گلی) محکمہ زراعت شعبہ توسیع ضلع ایب آباد مورخہ 19 جنوری 2009ء سے مسلس غیر حاضر ہولہذا مجاز حاکم کی منظوری سے تم کو بذر بعیا خباری نوٹس بذا مطلع کیا جاتا ہے کہ اس نوٹس کی اشاعت کے بندرہ دن کے اندرا ندرا بی ڈیوٹی پر حاضر ہوجا ؤ اورا پی غیر حاضری کی وجوہ بیان کریں بصورت دیگر تمہارے خلاف نوکزی سے برخوا تنگ کے خصوصی اختیارات آرڈ بینس مجریہ 2000 کے تحت میں تمہیں کے تحت کی طرفہ کاردوائی عمل میں لائی جائیگی جس کے خت میں تمہیں مرکاری ملازمت سے برخواست بھی کیا جاسکتا ہے۔

INF(AD)313

دسترکٹ آفیسر زراعت ضلع ایسٹ آباد

Ammex H. D

OFFICE OF THE EXECUTIVE DISTRICT OFFICER AGRICULTURE ABBOTTABAD.

No. 1807 / EDO: Agri Dated 24/11/2009.

Τo

Mr Qaisar Ali, Field Worker Office of District Officer Agriculture Abbottabad.

Subject:

#### CHARGE SHEET.

- 1. 1 Mr ABDUL RASHID as competent authority hereby charge Mr Qasir Ali, Field Worker Office of District Officer, Agriculture Abbottabad as follow:
- a. Willful absence from duties from 9th January 2009 to 4th November 2009.
- 2. By reason of the above, you appear to be guilty of misconduct under section 3 of the NWFP (Removal from Service) special Powers, 2000 and have rendered yourself liable to all or any of the penalties specified in section-3 of the ordinance ibid.
- 3. You are, therefore, required to submit your written defense within 15 days of the receipt of this Charge Sheet to the Enquiry Committee.
- 4. Your written defense if any, should reach the Enquiry Committee within the specified period, failing which it shall be presumed that you have no defense to put in and in that case exparte action shall follow against you.
- 5. Intimate whether you desire to be heard in person.

6. A statement of allegation is enclosed.

EXECUTIVE DISTRICT OFFICER AGRICULTURE, ABBOTTABAD.

53 / 7 mex-I. Comment

**Confidential** 

### Chief Executive, Ayub Medical Institution

(14)

Abbottabad – Pakistan

No. PS-CE/Misc./09/ 36//

Dated 23/ /2 /2009

To

Senior Veterinary Officer (Health) Abbottabad.

Sub: CONFIRMATION OF MEDICAL CERTIFICATES, ADVISING 10 MONTHS BED REST.

I am directed to refer your above letter No. 899/CVH Dated 15<sup>th</sup> December 2009 on the subject noted above and to inform that the chits bearing fake Nos are not tally with our official record, hence the same are bogus.

(SHAFIO UR REHMAN)
PSO to Chief Executive
AMI, Abottabad.



#### OFFICE OF THE

#### DISTRICT DIRECTOR AGRICULTURE ABBOTTABAD

Phone: 0992-380325, Fax: 0992-383026 Email: agriatd@gmail.com

No. 3462

/DDA ATD,

Dated:

5/9/1201

To,

Mr. Mumtaz Khan S.M.S Horticulture

Abbottabad

Subject:

COURT CASE TITLED BY MR. QAISER ALI V/S SECRETARY AGRICULTURE, LIVESTOCK & COOPERATIVE DEPARTMENT

KHYBER PAKHTUNKHWA PESHAWAR

Memo;

Mr. Nasir Khan SMS PP Abbottabad has attended the court of service tribunal Abbottabad on 21/08/2017.

The honorable judge directed to conduct the inquiry within 60 days copy of the conclusion are also attached here with for conduct the inquiry.

Therefore you are herby directed to conduct the inquiry against Mr. Qaiser Ali and submit the inquiry report to the undersigned within time limit.

District Director Agriculture

Abbottabad

NO 3463-65 IDDA ATD,

Dated:

15/9/12017

Copy to:-

1. The D.G.A. (E) Peshawar for ... of kind information along with its enclosure

- 2. S.M.S PP, Abbottabad / A.O Lora for information with reference to his letter No. 46/A.O Lora dated 05/09/2017 for information and he is directed to provide all the relevant record to S.M.S Horticulture Abbottabad within 3 days after receiving this letter
- 3. Establishment clerk of this office for information and necessary action accordingly.

District Director Agriculture

OFFICE OF THE DISTRICT DIRECTOR AGRICULTURE

No S7 SMS (Horticulture) Abbottabad Dated 8 1/8 /2017

Mr. Qasir Ali

Τo.

Village & P.O Tatreela Abbottabad

#### FINAL SHOW CAUSE NOTICE

As per direction of the Khyber Pakhtunkhwa honorable Service Tribunal camp court Abbottabad announced on 21-08-2017, that the Final Show cause Notice and enquiry report was not served to you before imposing the penalty of Dismiss from the Service. On the basis of above direction, you are given the opportunity to reply the allegations against you and the findings of the enquiry committee are also enclosed for your facilitation.

So you are directed to reply within seven (7) days on receipt of this final notice to the following findings of the enquiry committee.

1) You remained absent from duty without information w.e.f 09-161-2009 to 64-11-2009 and in defense you submitted suspicious photo states OPD Chits having 10 month bed rest which proved fake by the Chief Executive Ayub Teaching Hospital vide No 3611 date 23-12-2009 (Copy enclosed) On above facts your misconduct is doubtful and your given chance to submit your reply in your defense within seven days.

> MUMTAZ AHMED KHAN SMS (HORTICULTURE) **ENQUIRY OFFICER** ABBOTTABAD

SMS (Horticulture) Abbottabad Dated 6 / 1/2 /2017

The District Director Agriculture Abbottabad for information w/r to his No 3462 date 15-09-2017 along with Enclosure

> **MUMTAZ AHMED KHAN** SMS (HORTICULTURE) **ENQUIRY OFFICER** ABBOTTABAD

D ACDICULTURE (418)

# OFFICE OF THE DISTRICT DIRECTOR AGRICULTURE SMS (HORTICULTURE) ABBOTTABAD Amuel 1.

No 62 SMS (Horticulture) Abbottabad Dated /31/0/2017

To,

The Qasir Ali Village & P/O Tatreela Abbottabad

#### PERSONAL HEARING

Memo,

In continuation to this office No 58 dated 06-10-2017, You are hereby directed to appear before the competent authority that is District Director Agriculture Abbottabad on 18-10-2017 at 11;AM positively in defense of your case

MTAZ AHMED KHAN **ENQUIRY OFFICER** SMS (HORTICULTURE)

NO 63 SMS (Horticulture)Abbottabad Dated /3/10/2017

The District Director Agriculture Abbottabad for information & further necessary action please.

**ENQUIRY OFFICER** SMS (HORTICULTURE) ABBOTTABAD

Ammet-M echepe ceen reed, een pe ceen connice. Thosalding ablighing the confidence OFFICE ORDER: On the basis of denovo enquiry report and paragnal hearing; the accused is again proved in misconduct by providing bodus vedification shits. Therefore I Mr. Zuilliger Ahmed Mallk District Director Agriculture Atheostes as competent authority impose upon you major penalty of (Dismissat from Series) We from 00-01-2000 as contained in section 4 (1) (b) (iv) of MWFP Government Servant (Efficiency and Disciplinary Rules 1973 and now Khyper Pakhtudkhyis Glovernment Servanto (Efficiency & Disciplinary Rules 2011) (Revised) Bd/-District Director Agriculture Abbottabad 5632-3<u>7</u>/dda atd, 18/ X \$2017 Dated: Copy to:-1. The Registrar Khyber Pakhtunkhwa Service Tribunal Peshawar w.r.to his No. 1995/ST dated: 30-08-2017 along with the photocopy of final show cause notice, enquiry report / personal hearing. The Deputy Commissioner Abbottabad. The District Account Officer Abbottabad. Director General Agriculture (Extension) Khyber Pakhtunkhwa Peshawar for information please. 5. Mr. Qaiser Ali S/o Aurangzeb, Village & P.O Tatreela Tehsil & District Abbottabad (Through Registered Cover) By hourd. 6. Establishment Clerk office of the undersigned for information and necessary action District Director Agriculture Abbottabad C

SIC 18 10 2017

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Note: 1. The hours of attendance White making and Always quote Case No. White making

Secretary to



#### KHYBER PAKHTUNKWA

#### SERVICE TRIBUNAL, PESHAWAR

No. <u>89</u> /s

Dated: 13/01 /2022

All communications should be addressed to the Registrar KPK Service Tribunal and not any official by name.

Ph:- 091-9212281 Fax:- 091-9213262

To

The District Director Agriculture, Government of Khyber Pakhtunkhwa, Abbotabad.

Subject:

JUDGMENT IN APPEAL NO. 397/2018, MR. QAISAR ALI.

I am directed to forward herewith a certified copy of Judgement dated 23.12.2021 passed by this Tribunal on the above subject for compliance please.

Encl: As above

REGISTRAR
KHYBER PAKHTUNKHWA
SERVICE TRIBUNAL
PESHAWAR

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