

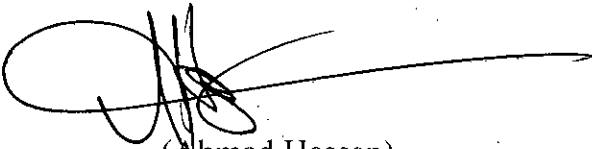
Order

14.12.2018


Counsel for the appellant present. Dr. M. Hanif, Research Officer alongwith Mr. Ziaullah, DDA for respondents present. Arguments heard and record perused.

This appeal is also accepted as per detailed judgment of today placed on file in connected service appeal No. 1136/2014 titled "Noor Zaman -vs- Govt: of Khyber Pakhtunkhwa through Chief Secretary, Khyber Pakhtunkhwa, Civil Secretariat Peshawar and two others" Parties are left to bear their own cost. File be consigned to the record room.

Announced:  
14.12.2018



(Ahmad Hassan)  
Member



(Muhammad Amin Khan Kundi)  
Member

05.12.2018

Junior counsel for the appellant present. Mr. Ziaullah, Deputy District Attorney alongwith Dr. Muhammad Hanif, Research Officer for the respondents present. Junior counsel for the appellant requested for adjournment on the ground that learned senior counsel for the appellant is ill today. Adjourned. To come up for arguments on tomorrow i.e 06.12.2018 before D.B.

  
(Ahmad Hassan)  
Member

  
(M. Amin Khan Kundi)  
Member

06.12.2018


Counsel for the appellant present. Dr. M. Hanif, Research Officer alongwith Mr. Ziaullah, DDA for respondents present. Arguments heard. Case to come up for order on 14.12.2018 before D.B.

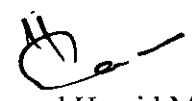
  
(Ahmad Hassan)  
Member

(M. Amin Khan Kundi)  
Member

13.06.2018

Junior to counsel for the appellant and Mr. Muhammad Jan, Learned Deputy District Attorney present. Junior to counsel for the appellant seeks adjournment as senior counsel is not in attendance. Adjourned. To come up for arguments on 23.07.2018 before D.B.

  
(Muhammad Amin Kundi)  
Member

  
(Muhammad Hamid Mughal)  
Member

23.07.2018

Appellant in person and Mr. Ziaullah, Deputy District Attorney for the respondents present. Appellant requested for adjournment. Adjourned. To come up for arguments on 12.09.2018 before D.B.

  
Member

12.09.2018

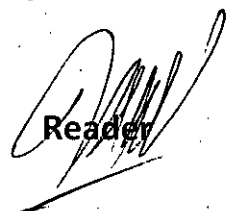
Since 12 September 2018 has been declared as public holiday on account of Muharam Ul Haram. Therefore, the case is adjourned. Adjourned. To come up for the same on

7-11-18

  
Reader

07.11.2018


Due to retirement of Hon'ble Chairman, the Tribunal is defunct. Therefore, the case is adjourned. To come up on 05.12.2018.

  
Reader

1087/14

02.03.2018


Counsel for the appellant and Mr. Ziaullah, DDA alongwith Muhammad Hanif, R.O for the respondents present. Counsel for the appellant seeks adjournment. To come up for arguments on 17.4.2018 before the D.B.

  
(Ahmad Hassan)  
Member

  
Chairman

17.04.2018


Counsel for the appellant present. Mr. Ziaullah, Deputy District Attorney for the respondents also present. Since identical nature appeals have been adjourned for 21.05.2018 before D.B therefore, present appeal is also adjourned for same.

  
(Ahmad Hassan)  
Member

  
(Muhammad Amin Khan Kundi)  
Member

21.05.2018

Clerk to counsel for the appellant and Mr. Ziaullah, DDA for respondents present. Arguments could not be heard due to incomplete bench. Adjourned. To come up for arguments on 13.06.2018 before D.B.

  
(Muhammad Amin Kundi)  
Member

07.12.2017

Counsel for the appellant present. Mr. Ziaullah, Deputy District Attorney alongwith Dr. Hanif Ahmed, Research Officer for the respondents also present. Record not produced. Representative of the department is directed to produce the record on the next date of hearing. Adjourned. To come up for record and arguments on 13.12.2017 before D.B. Status-quo be maintained till the date fixed.



(Ahmad Hassan)  
Member (E)



(Muhammad Amin Khan Kundi)  
Member (J)

13.12.2017

Counsel for the appellant and Addl. AG for the respondents present. The court time is over. To come up for arguments on 07.02.2018 before this D.B. Status quo be maintained till the date fixed.

  
Member  
Chairman


07.2.2018

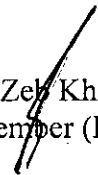
Counsel for the appellant and Mr. Kabeerullah Khattak, Addl. AG alongwith Muhammad Hanif, Research Officer for the respondents present. Due to shortage of time, arguments could not be heard. To come up for arguments on 02.03.2018 before the D.B. Status quo be maintained till the date fixed.

  
Member  
Chairman

0-----18 29.08.2017

Counsel for the appellant present. Mr. Kabir Ullah Khattak, Assistant Advocate General alongwith Dr. Sajid Ahmad, Senior Research Officer for the respondents present. Counsel for the appellant seeks adjournment. Adjourned. To come up for arguments on 12.9.17 before D.B.

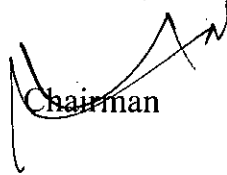
  
(Muhammad Hamid Mughal)  
Member (J)

  
(Gul Zeb Khan)  
Member (E)

12.09.2017

Counsel for the appellant and Asstt. AG ,alongwith Dr. Sajid, SRO for the respondents present. Learned AAG seeks adjournment to produce relevant enquiry file. To come up for record and arguments on 09.11.2017. Status quo be maintained till the date fixed.


  
Member

  
Chairman

09.11.2017

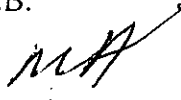
Counsel for the appellant present. Mr. Ziaullah, Deputy District Attorney alongwith Dr. Sajjad, Senior Research Officer for the respondents also present. Learned counsel for the appellant requested for adjournment. Adjourned. To come up for record and arguments on 07.12.2017 before D.B. Status-quo be maintained till the date fixed.

  
(Gul Zeb Khan)  
Member

  
(Muhammad Amin Khan Kundi)  
Member

24.04.2017


Appellant in person and Mr. Usman Ghani, Sr.GP for the respondents present. Counsel for the appellant is stated busy before the Supreme Court of Pakistan. Adjourned for final hearing to 08.06.2017 before D.B.


  
Member

  
Chairman

08.06.2017


Agent to counsel for the appellant and Mr. Muhammad Jan, Deputy District Attorney for the respondents present. Agent to counsel for the appellant requested for adjournment. Adjourned. To come up for arguments on 09.08.2017 before D.B. Status-quo be maintained.

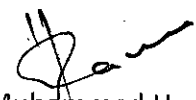
  
(Gul Zeb Khan)  
Member

  
(Muhammad Amin Khan Kundi)  
Member

09.08.2017

Appellant in person present. Dr. Sajjad, Senior Research Officer alongwith Mr. Kabirullah Khattak, Assistant AG for the respondents present. Appellant seeks adjournment on the ground that his counsel is not available today. Adjourned. To come up for arguments on 29.08.2017 before D.B.

  
(Muhammad Amin Khan Kundi)  
Member (J)

  
(Muhammad Hamid Mughal)  
Member (J)

08.09.2016

Mr. Haider Khan, Junior to counsel for the appellant and Dr. Sajjad, Research Officer alongwith Additional AG for respondents present. Junior to counsel for the appellant stated that senior counsel for the appellant have gone to perform Hajj and requested for adjournment. Request accepted. To come up for arguments on 25-10-16 before D.B. Till then status-quo regarding recovery is extended.

Member

Member

25.10.2016

Counsel for the appellant and Mr. Sajid, Research Officer alongwith Mr. Muhammad Jan, GP for respondents present. Counsel for the appellant submitted an application for adjournment. Application accepted. To come up for arguments on 02.01.2017 before D.B.

Member

Chairman

02.01.2017

Mr. Junaid Zaman, junior counsel for the appellant and Dr. Sajjad, Senior Research Officer alongwith Additional AG for the respondents present. Junior counsel for the appellant submitted before the court that the senior counsel is busy before the august Supreme Court of Pakistan and requested for adjournment. Adjourned. To come up for arguments on 24.04.2017 before D.B.

(ASHFAQUE TAJ)  
MEMBER

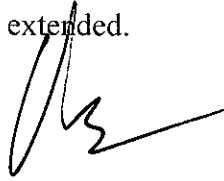
(MUHAMMAD AAMIR NAZIR)  
MEMBER



13.05.2016

Appellant with counsel and Addl. AG for respondents present. Appellant with counsel requested for adjournment. Adjourned for arguments on 13.6.2016. Till then status-quo regarding recovery is extended.

Member



Member



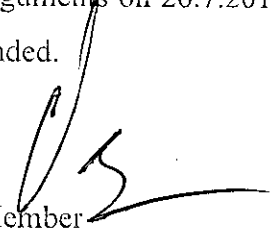
13.6.2016

Appellant in person and Mr. Dr. Sajid Khan, Research Officer alongwith Ziaullah, GP for respondents present. Appellant requested for adjournment. To come up for arguments on 26.7.2016. Till then status-quo regarding recovery is extended.

Member



Member



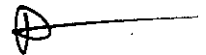
26.07.2016

Clerk to counsel for the appellant and Dr. Sajid, Research Officer alongwith Addl: AG for respondents present. Clerk to counsel for the appellant requested for adjournment as counsel for the appellant is not available today. Adjournment granted. To come up for arguments on 08.09.2016. Till then status-quo regarding recovery is extended.

Member




Member



15.01.2016

Mr. Junaid Zaman, clerk of counsel for the appellant and Mr. Ziaullah, GP for respondents present. Clerk of counsel for the appellant stated the senior counsel for the appellant is not available due to his personal engagement he requested for adjournment. Last opportunity given. To come up for arguments on 17-2-2016. Till then status-quo regarding recovery is extended.

  
Member

  
Member

17.02.2016

Counsel for the appellant and Addl: A.G for respondents present. The learned Member (Executive) is on official tour to Abbottabad, therefore, Bench is incomplete. To come up for arguments on 7-4-16. Till then status-quo regarding recovery is extended.

  
Member

07.04.2016

Counsel for the appellant, M/S Dr. Muhammad Jaffar, V.O and Muhammad Iqbal, Supdt. alongwith Addl: AG for respondents present. The learned Member (Executive) is on leave therefore, Bench is incomplete. To come for arguments on 13-5-16 before D.B. Till then status-quo regarding recovery is extended.

  
Member

25.05.2015

Appellant in person and Dr. Muhammad Iqbal alongwith Addl: A.G for respondents present. Written statement submitted. The appeal is assigned to D.B for rejoinder and final hearing for 10.11.2015. Status-quo be maintained.

  
Chairman

10.11.2015

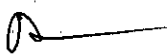
Counsel for the appellant and Mr. Muhammad Jan, GP for respondents present. Counsel for the appellant stated that similar nature of appeals of Dr. Irshad, Haider Ali and Noor Zaman have been fixed on 9.12.2015 before this bench, therefore the same may be also be clubbed with the said appeals. To come up for arguments on 9-12-15 alongwith connected appeals. Status-quo be maintained.

  
Member

  
Member

09.12.2015

Junior to counsel for the appellant and Mr. Muhammad Jan, GP for respondents present. Junior counsel for the appellant requested for adjournment as senior counsel for the appellant is stated busy before the august Peshawar High Court. To come up for arguments on 15.1.2016 alongwith connected appeals. Status-quo be maintained.

  
MEMBER

  
MEMBER

6

11.02.2015

Counsel for the appellant and Dr. Sajjad Khan, Focal person for respondent No.3 alongwith Assistant A.G for all respondents present. Counsel for the appellant requested for adjournment which is granted. Adjourned for preliminary hearing to 23.02.2015 before S.B.

  
Chairman

7

23.02.2015

Appellant with counsel present. Learned counsel for the appellant argued that the appellant was charge sheeted for embezzlement of certain amounts specified in the charge sheet dated 18.2.2013 and, thereafter, inquiry was conducted recommendations whereof are available at Annexure-M Page 71 to 74. That contrary to the recommendations of the inquiry, show cause notice dated 28.11.2013 was issued and vide impugned order dated 17.3.2014 major penalty of recovery of rupees 0.715 million on account of Vanda shown issued to LR & DS Surezai and rupees 1.112 million on account of free distribution of Vanda in field days without authorization and record besides withholding of one annual increment for one year was imposed. That the appellant preferred departmental appeal against the impugned order on 31.3.2014 which was rejected on 23.07.2014 and communicated to the appellant on 5.8.2014 against which service appeal was preferred on 28.8.2014.

That the penalty imposed is contrary to the findings of the inquiry officer.

Points urged need consideration. Admit. Subject to deposit of security and process fee within 10 days, notices be issued to the respondents for written reply for 25.5.2015 before S.B. Notice of stay application be also issued for the date fixed. Till further orders, order pertaining to the recovery of the said amount is suspended.


  
Chairman

*Appellant departmental proceedings  
quashed*

3.

23.09.2014


Counsel for the appellant present. Preliminary arguments partly heard. The matter required further clarification, therefore, pre-admission notice be issued to the AAG/GP to assist the Tribunal. To come up for preliminary hearing on 31.10.2014.

  
Member

4.

31.10.2014

Appellant alongwith his counsel and Mr. Kabirullah Khattkah, Asst; AG for the respondents present. Representatives of the respondents are not present. Preliminary arguments to some extent heard. The learned AAG requested for time to contact the respondents. Notices be issued to the respondents for submission of complete record of the appellant. To come up for preliminary hearing on 07.01.2015.

  
Member

5.

Reader Note:

07.01.2015


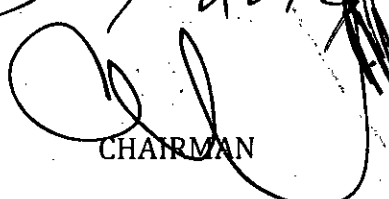
Assistant to counsel for the appellant and Dr. Sajid Khan, Focal Person for respondent No.3 with Mr. Kabirullah Khattak, Asst: Advocate General for the respondents present. Since the Tribunal is incomplete, therefore, case is adjourned 11.02.2015 for the same.

  
Reader

Form- A  
FORM OF ORDER SHEET

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

Case No. 1087/2014

S.No.	Date of order Proceedings	Order or other proceedings with signature of judge or Magistrate
1	2	3
1	28/08/2014	<p>The appeal of Dr. Muhammad Mujtaba presented today by Syed Arshad Ali 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	29-8-2014	<p>This case is entrusted to Primary Bench for preliminary hearing to be put up there on <del>23-8-2014</del></p> <p style="text-align: right;"> CHAIRMAN</p>

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

Appeal No. 1087/2014

**Dr. Muhammad Mujtaba**

**Vs Government of Khyber Pakhtunkhwa  
and others**

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3.	Memo of Addresses		8
4.	Copy of PC-1 of the project	A	9-45
5.	Copy of the Minutes of the coordination meeting for field days and Doodh melas dated 30.12.2008	B	46-48
6.	Copy of letter dated 31.12.2008	C	49
7.	Copy of letter for Approval dated 28.01.2009	D	50-51
8.	Copy of approval letter of Secretary Agriculture dated 14.02.2009	E	52
9.	Copy of the order entrusting the Appellant with additional duties	F	53
10.	Copy of promotion notification dated 11.08.2011	G	54
11.	Copies of Charge Sheet, Statement of Allegations and Reply	H, I & J	55-61
12.	Copy of questionnaire and reply	K & L	62-70
13.	Copy of the inquiry report	M	71-74
14.	Copy of Letter dated 28.11.2013 and show cause letter	N & O	75-76
15.	Copy of Reply dated 09.12.2013	P	77-81
16.	Copy of deposit letter dated 20.03.2013	Q	82-83
17.	Copy of review appeal	R	84-88
18.	Copy of the regret order dated 23.07.2014	S	89-90
19.	Copy of the Audit Report	T	91
20.	Vakalatnama		

  
Appellant

Through

  
Syed Arshad Ali,

Advocate Supreme Court of Pakistan.

1

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

Appeal No. 1087 /2014

**Dr. Muhammad Mujtaba,**  
Senior Research Officer (BS-18),  
Veterinary Research Institute,  
Peshawar.

**D.V.P. Peshawar**  
28/8/2014

.....Appellant

Vs

1. **Govt. of Khyber Pakhtunkhwa** through  
Chief Secretary KPK,  
Peshawar.
2. **The Secretary,**  
Agriculture, Livestock & Cooperative Departments,  
Peshawar.
3. **Director General (Research),**  
Livestock & Dairy Development,  
Khyber Pakhtunkhwa,  
Peshawar.

.....Respondents

Appeal under section 4 of the Khyber Pakhtunkhwa Service Tribunal Act, 1974 read with section 19 of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline ) Rules 2011, against the order dated 17.03.2014, whereby the Appellant has been awarded minor penalty of stoppage of one annual increment for one year and Recovery of Rs. 0.715 Million on account of Wanda shown issued to LR & DS Surezai and Rs. 1.112 Million on account of free distribution of Wanda against which his appeal dated 31.03.2014 has been regretted vide order dated 23.07.2014.

  
28/8/14  
Respectfully Submitted,

1. That the Government of Pakistan launched a scheme for enhancement of livestock productivity through improving feed situation in the NWFP now Khyber Pakhtunkhwa. This programme was launched through a project to be implemented by the Government of Khyber Pakhtunkhwa. Copy of the PC 1 of the Project is annexed Marked- A.



2. That under the said project, the Government was to establish and develop appropriate animal feed/production technologies and undertake Research and Development on feed in order to incorporate agro-industrial wastes and byproducts in it.
3. That accordingly the Government of KPK established Mills to prepare animal feed (vanda) on scientific basis containing high quality of nutrition.
4. That in-order to introduce the said feed to farmers, Field days and Doodh Melas were to be convened at different places. In the said Melas competitions were held among farmers and accordingly those farmers who had given the feed prepared by Government to their animals had given very good results. ( Copy of the minutes of meeting dated 30-12-2008 is annexed herewith as marked B. and letter dated 31-12-2008 is annexed as Marked C)
5. That the then Director even wrote to the Secretary seeking his approval and for sanction of funds to hold the Doodh Melas vide letter dated 28.01.2009, and the secretary approved the said vide notification dated 14.02.2009 (Copy of request for approval and notification dated 14.02.2009 are annexed herewith marked as D and E )
6. That initially the Appellant was appointed as a Research Officer BS-17 in 2004 in the Directorate of Livestock , Research & Development KPK, Peshawar, ever since his appointment, he has been performing his duties with zeal, honesty and devotion.
7. That the Appellant was entrusted with additional duties of Mill Manager from 19.03.2008 till 24-06-2009.(Copy of the order entrusting the Appellant with additional duties is Annexed herewith marked as F )
8. That the Appellant was promoted as Senior Research Officer BS-18 vide notification dated 11.08.2011. (Copy of notification dated 11.08.2011 is Annexed herewith marked as G )
9. That the Appellant was served with charge sheet dated 18.02.2013 and statement of allegations dated 21.02.2013 containing false and baseless allegations accusing the Appellant of misappropriation as stated below:
  - i. Misappropriation of an amount of Rs. 214486/- (Cost of 12400 Kg Vanda)
  - ii. Misappropriation of an amount of Rs. 5561081/- (Cost of 321500 Kg Vanda)
  - iii. Misappropriation of an amount of Rs. 1431040/- (Cost of 82732 Kg Vanda)
  - iv. Misappropriation of an amount of Rs. 270800/- by receiving less number of animals

The Appellant replied the same and rebutted the allegations leveled against him. It would be important to note here that Allegations at serial number i and iv were dropped after inquiry. It is also worth mentioning that it was observed in the inquiry that Vanda shown at Serial no. ii was issued/ distributed among the farmers on Doodh Melas, whereas Vanda at Serial no. iii was actually issued to LR & D Surezai, which is a

government property, however the Appellant had no association with free distribution of Vanda (Copies of Charge Sheet Statement of Allegations, and Reply of the Appellant are Annexed herewith marked as H, I and J)

10. That a partial inquiry was conducted, the Appellant was provided with a questionnaire dated 10.06.2013, the questionnaire was replied by the Appellant on 17.06.2013 denying the charges leveled against him, it is important to mention here that no witnesses were summoned to record evidence. ( Copy of questionnaire and reply of the Appellant are Annexed herewith marked as K and L)
11. That the inquiry officer submitted two recommendations, in the first one he recommended exoneration, whereas in the second one he recommended that the amount misappropriated be recovered from the officers/officials particularly from the ex-Director General Livestock. It would be important to note that no inquiry report was provided to the Appellant and only two leaves from the said report were given to the Appellant ( Copy of said leaves from the inquiry report is Annexed marked as M )
12. That the Appellant was served with a final show cause vide letter dated 28.11.2013 by the competent authority whereby minor penalty of stoppage of one increment along with recovery was imposed. (Copy of Letter dated 28.11.2013 and show cause is Annexed herewith marked as N and O)
13. That the Appellant replied to the show cause once again denying the allegations leveled against him on 09.12.2013. (Copy of Reply dated 09.12.2013 is Annexed herewith marked as P )
14. That vide letter dated 20.03.2014 the Appellant was directed to deposit the amount allegedly proved against him to be deposited in the Government Exchequer.(Copy of deposit letter dated 20.03.2013 is Annexed herewith marked as Q )
15. That the Appellant finally preferred a review appeal before the competent authority stating his innocence and requested to be exonerated of the charges leveled against him. (Copy of review appeal is Annexed herewith marked as R )
16. That the review appeal was turned down vide letter dated 23.07.2014 communicated to the Appellant on 07.08.2014 (Copy of the regret order dated 23.07.2014 is Annexed herewith marked as S ), hence the instant appeal on the following among other grounds:

#### GROUNDS

- A. Because the Appellant has not been treated in accordance with law, and his rights secured and guaranteed by the constitution are wrongly violated.
- B. Because the Appellant has got 10 years of unblemished service at his credit and implicating him of something for which he is not responsible for would tarnish his career and put a stigma on his service record.

- C. **Because** the Appellant has not been provided with the full inquiry report. This is his right both under the law and procedure.
- D. **Because** the statement of independent witnesses have not been recorded.
- E. **Because** the Appellant has been associated with the disciplinary proceedings and charged with the fictitious allegations, the department was bent upon and determined to prove the Appellant guilty in spite of the fact that the then Director was held responsible for the so called irregularities in the Livestock department, this is evident from the fact that a number of proceedings were initiated in the National Accountability Courts as well as in the Anti-Corruption courts.
- F. **Because** there was no evidence that the Appellant caused any loss to the Government either for personal gains or otherwise. The Doodh Melas were conducted under the directions of superiors and the Feed were provided in the said Melas free of cost according to the existing policies. Giving free feed to farmers was not a loss caused to the government by the Appellant. The Appellant was only to comply with the orders based on written directions from superiors.
- G. **Because** it has not been proved anywhere in the Inquiry Report that whether the Wanda was actually distributed or misappropriated for personal benefit/gain.
- H. **Because** it is clearly declared in the inquiry report that Doodh Melas were not held for the first time but infact this practice has been carried out regularly along with the support of both administrative department and political leadership. Furthermore, it has also transpired that these Doodh Melas were not a one man show rather a team of experts conducted it and in most of the cases in presence of the political leadership. It is also mentioned that during 2009/2010 and 2010/2011, the feed mill produced a huge amount of Wanda, with no approved rate structure for the sale of the said Wanda and that the Wanda was getting stale and infected.
- I. **Because** the Mill Manager/Appellant had neither the power nor administrative control over the so called free distribution of Wanda. According to the PC-1, the Station Director of Livestock Research and Development, Station Surezai was the incharge of the project, and he was responsible for all administrative and financial matters of the project. The role of Mill Manager was to assist in the administrative matters.
- J. **Because** in the Audit Report in Open Inquiry conducted by the Senior Auditor, Anti – Corruption Establishment also reveals that “apart from the above, other available record pertaining to Shandar Wanda/feed Ingredient etc checked and no loss detected”. (Copy of the Audit Report is Annexed herewith marked as T )
- K. **Because** it has been revealed in the departmental inquiry report that it was not possible for a junior officer (Appellant) to resist the idea of free distribution of Wanda, as all the senior officers, incharge of the department including political leadership expressed keen interest in conducting the Doodh Melas and the decision of arrangement of Doodh Melas and provision of free of cost Wanda and other services to the farmers was taken

5

in a meeting held on 30.12.2008, which was chaired by the then Director General, Livestock Research and Development.

- L. Because** the Appellant was directed by the then Director vide letter dated 31.12.2008 to make arrangements for holding field days, and in order to attract the farmers to provide de-worming vaccination, urea molasses blocks, Wanda and fodder seed free of cost.
- M. Because** the Appellant seeks permission of this Honourable Tribunal to rely on additional grounds at the time of hearing of this appeal.

It is therefore prayed that on acceptance of this appeal both the original order dated 17.03.2014 and appellate order 23.07.2014 may kindly be set aside and the Appellant be exonerated of all the charges leveled against him.



Appellant

Through



Syed Arshad Ali,

Advocate Supreme Court of Pakistan



Saqib Raza

&



Junaid Zaman

Advocates High Court (s)

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR**

Appeal No. \_\_\_\_\_/2014

**Dr. Muhammad Mujtaba Vs Government of Khyber Pakhtunkhwa  
and others**

**Application for the grant of temporary injunction for restraining the Respondents  
from recovering the amount imposed as penalty from the Appellant.**

**Respectfully Submitted,**

1. That the Appellant has filed the above noted Service Appeal before this Honourable Tribunal in which no date of hearing is fixed so far. The facts and grounds mentioned in the Appeal may be read as integral part of this application.
2. That the Appellant has a good prima facie case and there is a likelihood of its success.
3. That the balance of convenience also lies in restraining the Respondents from recovering the amount imposed as penalty on the Appellant.
4. That the Appellant would face great hardship , if the Respondents are acted upon ,
5. That there is no legal impediment in allowing the instant application/interim relief.

It is, therefore, prayed that on acceptance of this application an order may please be passed restraining the Respondents from recovering the amount imposed as penalty from the Appellant till the final disposal of the main Appeal.



**Appellant**

Through



**Syed Arshad Ali,**

**Advocate Supreme Court of Pakistan.**

7

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

Appeal No. \_\_\_\_\_/2014

**Dr. Muhammad Mujtaba**

**Vs**

**Government of Khyber Pakhtunkhwa  
and others**

**AFFIDAVIT**

I, Dr. Muhammad Mujtaba, Senior Research Officer (BS-18), Veterinary Research Institute, Peshawar, do hereby affirm and declare on oath that the contents of the instant appeal and application for interim relief are true and correct and nothing has been concealed from this Honorable Tribunal.

  
DEPONENT



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

Appeal No. \_\_\_\_\_/2014

**Dr. Muhammad Mujtaba** Vs **Government of Khyber Pakhtunkhwa  
and others**

**MEMO OF ADDRESSES**

**Dr. Muhammad Mujtaba,**  
Senior Research Officer (BS-18),  
Veterinary Research Institute,  
Peshawar.

.....Appellant

Vs

- 1. Govt. of Khyber Pakhtunkhwa through  
Chief Secretary KPK,  
Peshawar.**
- 2. The Secretary,  
Agriculture, Livestock & Cooperative Departments,  
Peshawar.**
- 3. Director General (Research),  
Livestock & Dairy Development,  
Khyber Pakhtunkhwa,  
Peshawar.**

.....Respondents



**Appellant**

Through



**Counsel**

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Annex A/9

GOVERNMENT OF PAKIS

(Ministry of Food, Agriculture & Livest

PC-1

On

Enhancement of Livestock Product  
Through Improving Feed Situation in

Directorate of,  
Livestock Research and Developm  
Government of N.W.F.P, Peshaw





PC-1

PART "A"  
PROJECT DIGEST

- 1: Name of the project: Enhancement of livestock through improving feed NWFP.
- 2: Authorities responsible for:
- (i) Sponsoring: Ministry of Food, Government of Pakistan
- (ii) Execution: Secretary, Agriculture, Deptt. Govt. of NWFP,
- (iii) Operation & maintenance Directorate of Livestock Development, NWFP P
- 3: Time required for completion of the project 60 months
4. (a) Plan Provision:
- i) If the project is included in the current five year plan specify the actual location.
- Livestock Research and the major concerns particularly the conservation propagation of the local keeping in the existing project has close linkage Livestock Research and alleviation of poverty, particularly in the rural areas. Both Livestock development and poverty reduction projects are concerns of the Government. Adequate resources are available to meet the proposed project.

(ii) If not included in the current five year plan, how it is possible to be accommodated/ inter/intra-sectoral adjustment in allocation of other resources may be indicated:

It is covered under livestock sector, which will be easily accommodated in the plan. The project is proposed to be submitted to the Federal Govt. where sufficient funds have already been allocated for this project.

(iii) If the project is proposed to be financed out of block provision

Not applicable

(b) If the project is not included in the plan, what warrants its inclusion in the plan

Not applicable

5: Relation of the project with the objectives of the sector. Indicate the contribution of the project, quantified if Possible.

The project is directly related to the mandate of the directorate to develop appropriate animal feed/production technologies. Undertake Research and development on feed in order to incorporate agro-industrial wastes and byproducts in it. One of the major objectives of the proposed project is enhancing livestock productivity through rising the availability of high quality feed in cheaper rate rather than increasing the area under fodder crops production. Livestock farming in NWFP is





closely integrated with agriculture farming and livestock for their feed supply heavily depend on agricultural crops. Four major resources that contributes to livestock feed supply in the province include crop residues, grazing, fodder crops and agro-industrial based concentrates.

The total reported area of Pakistan is 59.28 million hectares where NWFP shares 14.07% of the total. The reported area of NWFP is 8.34 million hectares comprising of 5.62 million in settle areas and 2.72 million of tribal areas. According to the land utilization statistics, 48.8% is not available for cultivation, 22.8% is cultivated, 16.1% is forest and 12.3% is culturalable wastes. Range land is calculated as 23.72% comprising of culturable waste and 56% of the forestland. Out of the total cropped area in NWFP cereals occupy 73.5%, cash crop 7.13%, fodder crops 6.84%, pulses 5.38%, vegetables, 2.39, oilseeds 2.32%, fruits 2.23% and condiments 0.21%. Rabi fodder crops (4.0%) dominate kharif fodder crops (2.8%), because of the hot dry weather and unpredictable unevenly distributed rainfall in summer. Among the rabi fodders Shaftal contributes 48%, Berseem 22%, barley 5% and crops other than these 25% of the area. Kharif fodder crops area is mainly contributed by maize (59%), sorghum (28%), moth (2%), and crops other than (7%). Shaftal is grown in almost all districts and agencies. Its green fodder yield varies from 10 to 40 tons/hectare. The per hectare production of berseem, barley,



sarson, maize, sorghum, bajra, and moth is 11.4 to 40, 0.9 to 36, 18 to 55, 2.2 to 42.3, 2.5 to 45.9, 2.5 to 20 and 17.4 to 45.8 tones, respectively. The fodder crops grown are limited with mixture of unimproved blends of local yielding land species with no recommended production technologies. Berseem and maize are the predominant sources of fodder with a low yield production. Therefore, the major dependence for feed is on crop residues and grazing, which has already been exhausted. Crop residues, grazing, fodders and concentrates contribute 45.1%, 46.2%, 6.8% and 1.9%, respectively to the province feed supply. The relative distribution of these resources varies in different ecological zones of the Province. In view of the increasing livestock population and diminishing trend in feed supply, the feed deficit will continue to grow further in future and will invariably impede livestock development.

Based on the number of animals and the area under fodder crops and fodder production in NWFP, each animal gets approximately 0.10 hectare of fodder area and 1.5 tons of fodder per year.

The importance of fodder crops in livestock farming is highly emphasized. It makes an integral part of the livestock feeding system and reduces dependence on feeding costly concentrates. It is estimated that 67% of the

bovine (cattle & buffaloes) population in the province are stall-fed and preference is always given for fodder. Unfortunately, fodder cultivation and its production per unit land is very low in NWFP and on national level it is ranked third after Punjab and Sindh. At 60% inclusion rate of fodder in the total feed dry matter consumed by the stall fed bovine livestock, about 49.3 million tons fodder would be required annually. There is much below the annual availability of 0.56 million tons fodder dry matter in the province. In other words, the available fodder is sufficient to meet only 11.40% of the total fodder requirement.

The nature has blessed the North-West Frontier Province of Pakistan with tremendous livestock wealth, which constitutes an important pillar of the provincial economy. In the province livestock constitute 55% of the total agriculture income. As compared to Punjab and Sindh, which have a relatively large industrial base, agriculture in NWFP remains of much higher significance for the economic prosperity of its people. This province being mostly dry hilly terrain has little land for crop production and in this situation most of its landless and small holders (more than 85% of farmers) totally depend on livestock management and production. It is likely to mention that livestock products (comprising milk, meat, hides, bones, blood etc.) of NWFP of value about Rs. 45 billion remained during 1995-96 as compared to

Rs. 38 billion of the crop sector (55% vs 45%).  
iii) In spite of sky-high contribution of livestock sector to the province economy, 17% of all sectors, policy makers are ignoring it by the reason not clearly known. The above livestock production level is achieved despite of providing nutritionally imbalance feed to the animals already impeded with poor genetic potential.

Like the rest of Pakistan, livestock in NWFP are kept under traditional small mixed farming system integrated with crop production. The NWFP, being mostly dry hilly topography, has little land for crop production and thus people particularly rural populace raise and keep animals for their subsistence. The livestock population of the NWFP comprises of 4.24 million cattle, 1.39 million buffaloes, 2.85 million sheep and 6.67 million goats. A big potential exists in the livestock inventory, if the potentials are fully exploited, the socioeconomic status of the people can be improved tremendously. It is needless to mention that the present production level of the livestock is very low because of lack of proper nutritious feed.

The importance of fodder crops in livestock farming is highly emphasized. It makes an integral part of the livestock feeding system and reduces dependence on feeding costly concentrates. It is estimated that 67% of the bovine (cattle & buffaloes) population in the province are stall-fed and preference is always

*Ali*

given for fodder. Unfortunately, fodder cultivation and its production per unit land is very low in NWFP and on national level it is ranked third after Punjab and Sindh. At 60% inclusion rate of fodder in the total feed dry matter consumed by the stall fed bovine livestock, about 49.3 million tons fodder would be required annually. There is much below the annual availability of 0.56 million tons fodder dry matter in the province. In other words, the available fodder is sufficient to meet only 11.40% of the total fodder requirement. Because of shortage of fodder in the province livestock is provided concentrate as a supplement for getting the maximum milk production.

In NWFP, the farmers traditionally are providing to their milking animals the cotton seed cake or wheat bran/ dry bread, which alone make the feed nutritionally imbalanced and uneconomical. The commercial feeds mostly coming from Punjab are not commonly used by the farmers due to the reason of high price out of reach of farmers and undependable quality control. The God bless this province having a tremendous agro-industrial by-products and waste in the form of beet pulp, molasses and maize by-products like oil cakes and corn gluten feed. Those can be used in the cattle feed successfully not only make the feed balance but also make it economical rather reasonable cheaper than the traditional cotton seed cake and imported commercial feed. IN NWFP sugar can and beet

*AMS*

are the two major crop used for sugar production and there are 5 mill in the province crushing these crop for sugar production. They produce by-products in the form of molasses and beet pulp in million of tons. Beet pulp the by-product of beet having a high energy value can be successfully incorporated in the feed about 40% not only reducing the price of the feed but also make it a high quality feed rich with energy. Presently, this valuable by-product cannot be used for long time because of high perishable nature due to high moisture content. In addition, NWFP has a corn industry and having raw feeding material in the form of maize oil cake, corn gluten feed, maize oil meal, which can be incorporated successfully in making of cattle and poultry feed.

But unfortunately in the province there is no single cattle & poultry feed Mill in public sector and thus most of the commercial feed are importing from Punjab which or either expensive or of poor quality. There are few feed Mills have been run in private sector but they do not have know-how to prepare economical and good quality feed by using the local ingredients and compete the other provinces feeds. The same scenario is in the poultry industry. In the province there are chain of thousands of poultry farms but their feed are coming from Punjab. It is estimated that every month more than 0.1 million tons of poultry feed are imported from other provinces particularly from Punjab. However





there price is very high and there quality is not sure. Most of the time the farmers are confronting with feed problems like low quality and toxicity. It is presumed, if a cattle and poultry feed mill is established in public sector it would not only provide the quality feed to the consumers on cheaper rate but also provide a quality check on private sector feed. This feed Mill established in public sector would work under highly qualified staff not only be used in the private sector but can also be used in Govt. farms and the extra may be imported to Afghanistan.

6: Total cost of the project:	Rs: 53.953 million
(i) Capital cost (local)	Rs. 14.486 million
(ii) Revenue cost (local)	Rs. 39.467 million
7: Annual Recurring Expenditure after completion	Rs: 7.283 million

#### 8: Objectives of the project:

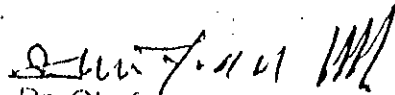
Over all objective of the project of provision of efficient, balance and economical cattle feed base on local feed ingredients such as agro-industrial by- products. The specific objectives of the project are.

- ✓ 1. To enhance livestock productivity through establishment of cattle feed mills as nucleus.

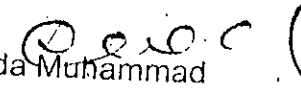
2. Provision of economical and balanced feed based on local ingredients of agro industrial by products. To boost up livestock productivity specially milk and meat.
3. To provide technical training in both rural and urban areas in nutrition, feeding management and health for profitable dairying and meet production.
4. To generate employment in rural urban youth.
5. To undertake pilot activity for improving milk and Meat situation in Peshawar, Charsadda, Mardan and Nowshera Districts.
6. To improve the socio-economic and social structures of small and marginal farmers as well as landless laborers living in rural areas of NWFP.
7. To help the rural poor, to get access to the livestock technology to improve their living standard through Mill and meat production related activities.
8. To introduce industrial cattle fattening in places where sugar mills and sugar crops are available (Feed lot fattening at sugar cane plants).



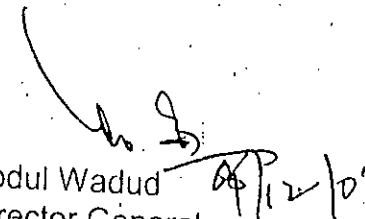
Prepared by:

  
Dr. Ghufraan Ullah, Ph.D  
Research Officer (DH)


Checked by:

  
Dr. Fida Muhammad  
Director, Livestock Research &  
Development, NWFP, Peshawar.

Recommended by:

  
Abdul Wadud  
Director General  
Agricultural Research System,  
NWFP Agricultural University,  
Peshawar.

Approved by:

  
Secretary  
Government of NWFP,  
Agriculture, Livestock & Coop.  
Department, Peshawar.



PART-"B"

- 9: **Location and capacity of the project:**  
Give name of place and administrative districts in the research centers will be Selected.

The feed mill will be established in Livestock Research & Development Station Surezai, which is situated 25 km south-east of Peshawar City with a capacity of manufacturing 1.5-2.0 ton of feed per hour.

- 10. **Description-of-Project.**

Give information about the organization doing similar work At present. Indicate their staff, budget for last five years and their out-put in terms of number of studies etc. Mention if there is any other.

The feed mill will be established and technically provided back stopped on the basis of research and development undertaken for livestock feed and feeding system in NWFP by Animal Production Division in Peshawar. The Project associated farmers will be train and provided technical facilities by the executing agency. The project activity will be coordinated with the Directorate of Livestock & Dairy Development Department including Animal Husbandry In-service Training Institute and their sub offices in all districts and also with NWFP, Agriculture University Peshawar. The project will establish a close coordination with other line-department and especially with Animal Nutrition Department of Faculty of Animal Husbandry and Veterinary Sciences, NWFP-AU Peshawar where they have

*ASB*

well qualified technical men power and analytical facilities. The interaction among the line departments will facilitate an inter disciplinary and well coordinated action plan for increasing the Livestock productivity. The effect of the project will be monitored through Planning and Department Govt. of NWFP and report will be submitted time to time to the Govt. for suggesting improvement in achieving the goals.

#### 11. Description-of-Project:

- a) Give brief history of the proposed facilities and justification of project. Indicate the basis for selecting the area of research to the sector and the economy.

Overall Livestock Production is adversely affected by the inadequate quantity and quality of feed resources available in the Province NWFP has about 5.51 million heads of Livestock (4.23 cattle and 1.39 buffaloes and about 9.58 million sheep and goat according to 1996 Livestock census in addition to a substantial population of poultry. Buffaloes are largely kept for milk, however, these also share substantially for beef production in the country. Traditionally cattle are reared for milk production as well as for producing working bullocks. Whereas sheep and goats supply mutton, wool, hides and skin.

It has been estimated in the current five-year plan that potential increase in mutton production exists through fattening of male sheep and goats. To exploit the genetic resources of our Livestock for maximum production, it is imperative that they

should be fed according to their production requirement whereas the available feed resources are deficient by 29 and 33 percent for energy and protein, respectively. About 76 million tones of feed dry matter is available, out of which 50% is supplied from crop residues, 38% from fodder and grazing and rest from the agro-industrial by-products such as oil cakes and milling by-products. Livestock is usually fed on crop residues with small allowance of green, fodder. Concentrate feeding with oil cake and bran etc, is practiced only for lactating animals as the farmers get immediate economic benefits. Generally the existing feed practices in the country do not support the Livestock productivity. The target is high lighted in 9<sup>th</sup> five-year plan for Livestock production can only be effectively achieved if projects are initiated to supply the quality and quantity of feed as per requirements. To accomplish the required nutritional needs and greater Livestock productivity there is a absolute need for the establishment of cattle feed mills to provide economical and balanced fed based on locally available feed ingredients to accelerated the Livestock production.

AMB

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- b) Indicate relationship with other programs in the same and in other sectors.

The project will establish a close coordination with other on-going programs on livestock and agriculture development particularly FAO, ADB, EU, Japan and Australia assisted Livestock Development projects being operated in all the provinces and federal level.

The interaction among the projects will facilitate and interdisciplinary and well coordinated action plan for increasing the livestock productivity.

- c) Mention the intermediate output in the form numbers of studies/papers to be produced with in the next 5 years. Indicate whether these studies would result in commercial application or commercial leasing out of the process developed. If so, indicate expected income.

The effect of the project will be monitored and submitted to the Livestock Wing, Govt. of Pakistan for their technical evaluation and replication it needed so. With the initiation of the project various studies on productive and reproductive traits of all local species of large and small ruminants will be undertaken. The results of the studies will be published in the Annual Technical Reports. These reports will be reflected in the ADP Reviews, too. Research Journal could be a tool for dissemination of the findings of the studies. Close coordination with the Extension



Department will enhance the pace to achieve the objectives. With the initiation of the project various studies as indicated in the physical phasing will be undertaken. The results of these studies will be reported each year in the annual reports and also physical targets attained will be reported in ADP review. A technical bulletin will be prepared after the conclusion of the project as conclusive results obtained after fourth or fifth year of the project, will be reported as research findings in the professional journals. Moreover, pamphlets in local languages will be written. Radio and T.V. talk will be arranged to inform the end user. Adaptive research/demonstration trials will be conducted at farmer's fields in cooperation with extension staff of Agricultural Department and Livestock and Dairy Development Department. Feed technology packages as developed in the project will be released for the benefit of commercial dairy and beef cattle raisers.

- (e) Administrative arrangements for conducting research. Give availability of manpower in the specialized field.

The Station Director of Livestock Research & Development, Station Sūrezai will be the incharge of project. He will be responsible for all administrative and financial matters of the project. He will be assisted by the Administrative Officer/Mill Manager in the administrative matters and Senior Biochemist in technical matters. Administrative officer will be



assisted by One Account Officer, One Mechanical-cum-electrical Supervisor and One Senior Clerk. The Senior Biochemist will be

assisted by One Laboratory Technician in the feed analysis and other laboratory analytical assignments. The Livestock Research & Development Station is situated on 178 acre land and presently working on the up-gradation of Sahiwal and Achai cattle on limited scale due to the constrain of water availability. Earlier this station has completed the research work on the study of production performance of crossbred cattle (local/Sahiwal cattle x Holstein, Frisian) under local environmental conditions. The farm has existing staff include three officers i.e. Senior Research Officer, Farm Supervisor and Veterinary Officer with 36 supporting staff. Sufficient land is available at Livestock Research & Development Station Surezai situated 25 km. southeast of Peshawar. In addition well qualified technical staff in the field on animal nutrition are available. The Animal Production Division of Livestock Research & Development Station Surezai, is located at Veterinary Research Institute, Peshawar. This division consists of Animal Nutrition Laboratory. The laboratory has facilities for analyzing feed and fodder samples for chemical composition, minerals, volatile fatty acids and in vitro digestibility. Two cattle sheds and other allied facilities are available to conduct digestibility trials. Fistulated animal facility is available to conduct in-sacco digestibility trials and also to



study rumen fermentation of various forages. In addition to conduct problem oriented research in the field of animal nutrition, is also providing feed analytical facilities to farmers, Govt. organizations and feed manufactures. Advisory service is also provided in formulating ration for various categories of livestock. Two Senior Research Officers, Four Research Officers, Four Veterinary Officers (Research) and one Biochemist are working in the Animal Nutrition section in addition to the supporting staff.

TABLE SHOWING STAFF INVOLVED IN THE PROJECT

SNo	Designation	Required	Existing	Total
1	Station Director (BPS-18)	-	1	1
2	Senior Biochemist (BPS-18)	1	0	1
3	Administrative Officer/Mill Manager (BPS-17)	1	0	1
4	Mechanical-cum-Electrical Supervisor (BPS-13)	1	0	1
5	Accountant/Office Assistant (BPS-11)	1	0	1
6	Laboratory Technician (BPS-11)	1	0	1
7	Senior Clerk/Cashier (BPS-7)	1	0	1
8	Store Keeper (BPS-5)	1	0	1
9	Vehicle Driver (BPS-4)	2	0	2
10	Watchman (BPS-I)	2	0	2
	<b>Total</b>	<b>11</b>	<b>1</b>	<b>12</b>

Note: The new staff will be recruited on contract basis as Government of NWFP, New Recruitment Policy.

12: Arrangement for monitoring evaluation of the project during the implementation period.

a) The Director, Livestock Research & Development NWFP, Peshawar as well as the Director, Planning (Research) & Planning officer of the Director General Research NWFP Agricultural University, Peshawar accompanied with the relevant staff will have frequent visits to the site & have a strict vigilance on the project activities.

The progress report will be submitted to the Director General Research. Furthermore, The Planning & Development Department Govt. of NWFP will have quarterly monitor the activities and progress of the project:

b) Administrative arrangements for running the project:

The following officers will be the members of the board who will supervise the activities of the feed mill and other allied activities and will meet after every three months.

- (i) Director, Livestock Research & Development NWFP Chairman
- (ii) Station Director, livestock Research & Development Surezai Member
- (iii) Administrative Officer/Feed Mill Manager Member/Secretary
- (iv) Senior Research Officer (Livestock), Livestock Research & Development Station Surezai Member
- (v) Senior Research Officer, Animal Nutrition Animal Production Division, Peshawar Technical member
- (vi) Dean or representative of Dean Faculty of Faculty of Animal Husbandry and Veterinary Sciences, NWFP-AU-Peshawar Technical member



13: Give date when capital expenditure estimates were made. If prepared more than one year ago, confirm if the estimates are still valid. December 6, 2003

14: Give summary of the capital cost covering whole of the investment period, as indicated below:

ITEM	G.O.P		FOREIGN AID		TOTAL (million)
	LOCAL (million)	F.E.C	LOCAL (million)	F.E.C	
1. Establishment Charges	4.726	-	-	-	4.726
2. Purchase of D/Goods	17.800	-	-	-	17.800
3. Civil Work	14.486	-	-	-	14.486
4. Commodity & Services	16.940	-	-	-	16.940

15: Basis for Estimates: Present market rates

16: Financial Plan:

- i) Give complete sources of financing of the project, such as, Federal/Provincial, Foreign/Local Grant. Federal Government
- ii) Provide recurring expenditure on the basis of fixed and variable cost. Also specify the items, such

as, Establishment Charges,

See the Appendix-1

Depreciation and Non-salary items.

Indicate the Operational Arrangement

of Implementation and the Agency

Responsible for meeting the

recurrent cost.

After completion of the project, 50% of the receipt/amount coming from the sale of Cattle/Poultry feed and Molasses-urea blocks (MUB) will be kept in PLA and will be revolved to meet the commodity and service demand/running cost of the project/Mill. The Govt. will be only responsible for paying establishment charges.

iii) Give detailed profit and loss statement both on cumulative and incremental basis over the life of project. Please indicate the sources of subsidy, if any. Not Applicable

iv) Give detailed statement of financial and economic analysis as a result of changes in basic consumption relating to cost-benefit, completion time and rate of interest. Not applicable

17: Beneficiary participation:

Approximately 60 Village based Farmers' Community Organizations will be formed at least two each district, where livestock pockets are available. Help of the SRSP and other NGOs working in area will be solicited so that the project development implications particularly the feed improvement program is extended to the farmers' communities with ease and effectively.

## 18: Risk Analysis:

Give detailed list of assumption & the basis of changes therein. Also indicate likely events which may delay the project and means of addressing these delays.

Non-recruitment of technical staff and untimely release of funds may delay the attainment of the major objectives of the project

19: Unit cost of each category of service of output, e.g, cost per acre sprayed by pesticide, per to of fish caught.

Not applicable

20: Comparative unit cost of similar projects under implementation and completion.

Not applicable

21: Give statement showing phasing of repayment of loans. Indicate debt serving capacity of (i) period (ii) loan receiving organization.

Not applicable.

## 22: Summary of the costs

PARTICULARS	1 <sup>st</sup> year	2 <sup>nd</sup> year	3 <sup>rd</sup> year	4 <sup>th</sup> year	5 <sup>th</sup> year	Total
1100-Pay of Officers	-	0.172	0.185	0.197	0.209	7.642
1200-Pay of Establishment	-	0.218	0.230	0.242	0.254	9.444
2000-Regular Allowances	-	0.242	0.246	0.249	0.253	9.898
3000-Other Allowances	-	0.492	0.502	0.512	0.522	2.028
000-Purchase of D/Goods	-	16.400	0.700	0.500	0.200	17.800
400-Civil Work	5.996	8.490	-	-	-	11.600
100-Commodities & services	-	1.744	4.242	4.908	6.045	16.940
<b>Total:</b>	<b>5.996</b>	<b>27.759</b>	<b>6.105</b>	<b>6.609</b>	<b>7.483</b>	<b>53.952</b>

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23: Basis of Cost Estimates:

Pay and allowances have been calculated on the basis of existing national pay scales. Whereas, other costs have been calculated according to the prevailing market rates.

24: Annual operation and maintenance cost (recurring) after completion of the project:

<u>PARTICULARS</u>	<u>AMOUNT IN RUPEES</u>
51600-Establishment Charges	1.238 million
5000-Commodities & Services	6.045 million
Total:	Rs. 7.283 million

25: Unit cost of each category of:

- Service or output, indicate number
- Technical personnel, man-year Not Applicable
- No. of studies, cost per student
- Cost per year

26: In case of industrial research, Not applicable  
if the process developed is to be  
leased to commercial firms, give  
cost (in-flow and out-flow) for  
the next five years.

27: Annual Phasing of the civil work/Machinery  
and financial requirements  
for the project.

## a) Physical phasing:

Work executed	1 <sup>st</sup> year	2 <sup>nd</sup> year	3 <sup>rd</sup> year	4 <sup>th</sup> year	5 <sup>th</sup> year
Civil Work	1. Construction of large Hall for machinery I 2. Construction of laboratory 3. Constuction of Administration block 4. Construction of two feed stores 5. Construction of molasses storage tank	1. Construction of small machinery hall 2. Construction of one 3-bedroom and two 2-bedroom apartments 3. Construction of two feed stores 4. Construction of 2-garriage 5. Construction of a workshop 6. Purchase of one truck and one pick up 7. Purchase of feed mill and molasses block mill 8. Purchase of HPLC	Nil	Nil	Nil



## a) Year wise activities and targets:

S.N	Year	Activities	Target
1.	2003-04	<ol style="list-style-type: none"> <li>1. Construction of large Hall for machinery</li> <li>2. Construction of laboratory</li> <li>3. Construction of Administration block</li> <li>4. Construction of two feed stores</li> <li>5. Construction of molasses storage tank</li> </ol>	<p>The target of the activities 1 to 5 will be achieved. Other construction work will be continued for 2<sup>nd</sup> year</p>
2.	2004-05	<ol style="list-style-type: none"> <li>1. Construction of small machinery hall</li> <li>2. Construction of one 3-bedroom and two 2-bedroom apartments</li> <li>3. Construction of two feed stores</li> <li>4. Construction of 2-garriage</li> <li>5. Construction of a workshop</li> <li>6. Purchase of one truck and one pick up</li> <li>7. Purchase of feed mill and molasses block mill</li> <li>8. Purchase of HPLC</li> <li>9. Filling of the post of Senior Biochemist, Administrative Officer, Mechanical-cum-electric supervisor, Accountant, Lab. Technician, Senior clerk, Vehicle drivers and chowkidars will be done.</li> <li>10. Purchase of feed ingredients</li> <li>11. Formulation and preparation of cattle feed and molasses urea lick blocks</li> </ol>	<p>The target of the activities 1 to 9 will be achieved. However, the activities 10-11 are continuous activities. During this year approximately 1000 ton cattle feed and 3000 MUB will be prepared for commercial use.</p>
3.	2005-06	<ol style="list-style-type: none"> <li>1. Purchase of feed ingredients</li> <li>2. Formulation and preparation of cattle feed, poultry feed and molasses urea lick blocks</li> <li>3. Formation of 20 village based farmers organizations</li> <li>4. Training of 120 farmers every year in group of 20-25 farms for a period of 15 days in feed formulation and manufacturing etc.</li> </ol>	<p>During this year approximately 1500 ton cattle feed, 1000 ton poultry feed and 3000 MUB will be prepared for commercial use. The target of activities: 1-2 are will be evaluated and will be published for the benefits of farmers and researchers. However, this studies be continued for more years.</p>

4.	2006-07	<ol style="list-style-type: none"> <li>1. Purchase of feed ingredients</li> <li>2. Formulation and preparation of cattle feed, poultry feed and molasses urea lick blocks</li> <li>3. Formation of 20 village based farmers organizations</li> <li>4. Training of 120 farmers every year in group of 20-25 farms for a period of 15 days in feed formulation and manufacturing etc.</li> </ol>	<p>During this year approximately 2000 ton cattle feed, 2000 ton poultry feed and 4000 MUB will be prepared for commercial use. The target of activities 1-2 are will be evaluated and will be published for the benefits of farmers and researchers. However, this studies be continued for more years</p>
5.	2007-08	<ol style="list-style-type: none"> <li>1. Purchase of feed ingredients</li> <li>2. Formulation and preparation of cattle feed, poultry feed and molasses urea lick blocks</li> <li>3. Formation of 20 village based farmers organizations</li> <li>4. Training of 120 farmers every year in group of 20-25 farms for a period of 15 days in feed formulation and manufacturing etc.</li> </ol>	<p>During this year approximately 3000 ton cattle feed, 4000 ton poultry feed and 4000 MUB will be prepared for commercial use. The target of activities 1-2 are will be evaluated and will be published for the benefits of farmers and researchers. However, this studies be continued for more years</p>

b) Financial Phasing:

<u>1<sup>st</sup> year</u>	<u>2<sup>nd</sup> year</u>	<u>3<sup>rd</sup> year</u>	<u>4<sup>th</sup> year</u>	<u>5<sup>th</sup> year</u>	<u>Total</u>
(million)	(million)	(million)	(million)	(million)	(million)
5.996	27.759	6.105	6.609	7.483	53.952

28: Foreign. Exch. Earning/Expenditure: Not applicable

29: Likely source & amount of Foreign Exchange: Not applicable

30: Indicate source of amount: Not applicable

- 31: Indicate any indirect result not mentioned earlier: Not applicable
- 32: Indicate source and amount of Rupee component: Not applicable
- 33: Approximate number and category of the opportunities likely to be created indirectly as a result of the project. Not applicable
- 34: a) Indicate any indirect results not mentioned earlier. The milk increase and lives weight gain through feeding of balanced ration/feed will increase the income of farmers.

The following results are expected from establishing of feed mill in public sector:

1. Provision of quality feed on reasonable rate to our livestock will increase 50% milk and meat production.
2. The better usage of agro-industrial by-products and waste, which are mostly degraded and wasted.
3. The feed on private sector will become more competitive and improve the quality of their feed under reasonable price.
4. Provision of job opportunity to our youth.

b) Revenues or reduction in expenses

to Government Bodies:

- i) Water Taxed
- ii) Land Revenue
- iii) Income from supply of utilities
- iv) Recoveries from beneficiaries
- v) Other income (specify)
- vi) Reduction in subsidy

Not applicable

*APB*

35: Give impact of the project on environment

The project will not produce any ill-effect on the environment.

36: Economic Life of the components of project:

Buildings	35 years
Equipment	25 years



PART "C"  
PROJECT REQUIREMENT

37:

a) Manpower:

S.No	Designation	Required	Existing	Total
1	Station Director (BPS-18)	0	1	1
2	Senior Biochemist (BPS-18)	1	0	1
3	Administrative Officer/Mill Manager (BPS-17)	1	0	1
4	Mechanical-cum-Electrical Super (BPS-13)	1	0	1
5	Accountant/Office Assistant (BPS-11)	1	0	1
6	Laboratory Technician (BPS-11)	1	0	1
7	Senior Clerk/Cashier (BPS-7)	1	0	1
8	Store Keeper (BPS-5)	2	0	2
9	Vehicle Driver (BPS-4)	2	0	2
10	Watchman (BPS-I)			
	Total	11	1	12

Note: The new staff will be recruited on contract basis as Government of NWFP, New Recruitment Policy.

b) Justification of the posts:

1. Station Director (BPS-18)

A new post of Station Director (BPS-18) is created in the project of "Induction of Nili-Ravi & Azakhali buffaloes and Achai Cattle in Livestock Research & Development Station Surezai" which will be commencing from year 2003-2004. He will supervise all the research & development activities at Livestock Research & Development Station, Surezai. He will be



stationed at LR&D Station, Surezai and will be the controlling person of the Station. He will provide guidance and leadership in all respect to the station staff. He will be drawing and disbursing of the budget and will keep coordination between units and liaison with Head Quarter, Peshawar and work under Director Livestock Research & Development NWFP. The Station Director will be the overall incharge of project. He will be responsible for all administrative and financial matters of the project. He will be assisted by the Administrative Officer/Mill Manager in the administrative matters and Senior Biochemist in technical matters. The Station Director will be responsible to the Director, Livestock Research & development. The Administrative officer will be assisted by One Account Officer, One Mechanical-cum-electrical Supervisor and One-Senior Clerk. The Senior Biochemist will be assisted by One Laboratory Technician in the feed analysis and other laboratory analytical assignments.

2. Senior Biochemist (BPS-18)

A new post of Senior Bio-chemist will be created. He/she will be the incharge of feed mill attached analytical laboratory. The Senior Biochemist will be assisted by Laboratory technician.



3. Administrative Officer/Mill Manager (BPS-17)

The Administrative officer will be the incharge of the feed mill related activities. He is responsible for the purchase and procurement of feed ingredients, sale of feed and molasses urea blocks. He will be responsible of operation of the mill and other day to day activities. He will work under the Station Director. The Administrative officer will be assisted by Mechanical-cum-Electrical Supervisor and accountant in the smooth running of mill and financial matters, respectively.

4. Accountant/Office Assistant (BPS-11)

A new post will be created. He will be responsible for establishment/budget and account matters of the feed mill and other development matters. He will responsible for maintaining of all types of record of the project. He will work close with Administrative Officer.

6. Laboratory Technician (BPS-11)

He will under Senior Biochemist in the Feed Mill Analytical Laboratory.

7. Senior clerk (BPS-7)

He will work Cashier-cum-assistant to Accountant/Office Assistant in maintaining accounts matters of the project.

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B. Store-keeper (14/3/5)

He will keep the record of feed ingredients and feed manufactured in the Feed Mill and also keep record all the feed sale out. He will be responsible to Admin. Officer

c) Mechanism of monitoring the activities of the project:

The Director Livestock Research & Development NWFP, Peshawar will be the overall incharge of the project. He will be in better position to monitor the activities and progress of the project. Further more, this Directorate has been emerged with NWFP, Agricultural University Peshawar under TIPAN project in 1986-87. Therefore, this Directorate has already close liaison with Faculty of Animal Husbandry & Veterinary Science. There are experts in Animal Nutrition and particularly in Feed Formulation. They will be requested to monitor the activities of the project quarterly and submit report to the government of its progress.

d) Farmers participation and mechanism

Indicate means of transfer of technology to farmers/students and its effect in the province/radius of 29 km.

The technology will be transferred to farmers and students on the following ways.

1. The Technology will be transferred to farmers through demonstrations in the form of field days and exhibition.
2. Publishing of pamphlets and brochures in national and local languages.



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3. Convey messages to farmers through radio talks and print media.
4. A short training (2-week) will be arranged for students and farmers to learn making balanced feed and MUBs.

It is hoped that due to adaptation of improved technology the farmers income particularly of the surrounding areas will be increased prominently.

- |   |                |
|---|----------------|
| e) Likely shortage of manpower by occupation                                      | Not applicable |
| f) Steps to be taken to assure availability of manpower                           | Not applicable |
| g) Approximate number of persons required to be trained per year (Local & abroad) |                |

The Senior Biochemist, Administrative Officer and Mechanical-cum-electrical supervisor will require training in feed analysis, manufacturing and maintenance of Mill from NARC etc.

- |  |                |
|--|----------------|
| 38: Physical & other facilities required for project:                          | Appendix-1     |
| 39: Material, supplies and equipment (Minimum total requirement for execution) | Appendix-II    |
| 40: In case of imported material and equipment for execution of the project:   |                |
| a) Justification for import:   | Not applicable |
| b) Proposed source of supplies:  | Not applicable |



BUDGET STATEMENT OF THE PROJECT "ENHANCEMENT OF LIVESTOCK PRODUCTIVITY THROUGH IMPROVING FEED SITUATION IN N-W-F-P.

PARTICULARS	1st year	2nd year	3rd year	4th year	5th year	Total
51600 BASIC PAY						
01100-PAY OF OFFICERS						
One-Semior Biochemist (BPS-18)	0	172140	184740	197340	209940	764,160
One-Adminst. Officer/Mill Manager (BPS-17)	0	97620	104640	111660	118680	432,600
01200-Pay of Establishment						
One-Mech-cum-Elect. Supervisor (BPS-13)	0	218460	230220	241980	253740	331,560
One-Account/Office Assistant (BPS-11)	0	35100	37680	40260	42840	155,880
One-Laboratory Technician (BPS-11)	0	31080	33180	35280	37380	136,920
One-Senior Clerk/Cashier (BPS-7)	0	31080	33180	35280	37380	136,920
One-Store Keeper (BPS-5)	0	26640	28080	29520	30960	115,200
Two-Vehicle Driver (BPS-4)	0	25200	26400	27600	28800	108,000
Two-Chowkidars (BPS-1)	0	24480	25500	26520	27540	104,040
02000-Regular Allowances						
02200-House Allowance 30%	0	41880	46200	47520	48940	187,440
02200-House Allowance 30%	0	242304	245742	249180	252618	989,844
02900-Medical Allowance	0	85218	85218	85218	85218	340,872
02900-Spl. Addl. Allow. 20&25%	0	23706	23706	23706	23706	94,824
04300-Spl. Addl. Allow. 15%	0	77355	77355	77355	77355	309,420
00000-Cash Allowance	0	55125	58563	62001	65439	241,128
03000-Other Allowances	0	900	900	900	900	3,600
031-Medical Charges	0	492000	502000	512000	522000	2,028,000
037-Contingent paid staff (12 Number)	0	60000	70000	80000	90000	300,000
Total Establishment:	0	432000	432000	432000	432000	1,728,000
1000-Purchase of D/Goods	0	1124904	1162702	1200500	1238298	4,726,404
1100-Purchase of Truck-One	0	16400000	700000	500000	200000	17,800,000
1100-Purchase of Pick-up-One	0	2500000	0	0	0	2,500,000
1200-Purchase of Machinery & Equip:	0	1200000	0	0	0	1,200,000
1300-Purchase of Furniture & Fixture	0	12500000	0	0	0	12,500,000
1900-Others	0	0	500000	300000	0	800,000
44000-Civil Work	0	200000	200000	200000	200000	800,000
Administration Block	5996044	8490232	0	0	0	14486276
Hall for Machinery & Molasses Tank	1467061	0	0	0	0	1,467,061
Ganges Two Nos	2101675	0	0	0	0	2,101,675
Silicon Four Nos	431478	0	0	0	0	431,478
Laboratory One	0	401777	0	0	0	401,777
Workshop One Nos	1101943	0	0	0	0	1,101,943
Internal Electrification	344529	0	0	0	0	344,529
Internal Water Supply & Sanitary Instt:	409358	0	0	0	0	409,358
Construction of Cat-III Residences Three Nos	0	308225	0	0	0	308,225
Internal Electrification	0	2309673	0	0	0	2,309,673
Internal Water Supply & Sanitary Instt:	0	291222	0	0	0	291,222
External Electrification	0	333906	0	0	0	333,906
Add 0.50% Contingency	0	530000	0	0	0	530,000
5000-Commodities and Services	0	69434	0	0	0	69,434
51101-TA	0	1744500	4242000	4908500	6045000	16,940,000
51200-Transportation charges	0	50000	120000	150000	150000	470,000
51300-POL	0	400000	600000	600000	600000	2,200,000
51400-Conveyance	0	60000	70000	80000	90000	300,000
52100-Postage	0	3000	5000	6000	7000	21,000
52200-Telephone	0	1500	2000	2500	3000	9,000
53300-Electricity Charges	0	20000	45000	50000	55000	170,000
53400-Weather Charges	0	60000	400000	450000	500000	1,410,000
54000-Stationery	0	20000	30000	30000	30000	110,000
55000-Printing	0	40000	50000	60000	60000	210,000
56000-Newspaper & Books	0	60000	100000	100000	100000	360,000
59400-Advertisement	0	20000	30000	30000	30000	110,000
5980-Feeding Charges (Purchase of ingredien	0	60000	80000	80000	80000	300,000
5980-Drugs/Medicine	0	800000	2500000	3000000	4000000	10,300,000
5980-Others	0	100000	150000	200000	250000	700,000
Grand Total:	5996044	27759636	6104702	6609000	7403298	53952680

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## APPENDIX-II

LIST OF MACHINERY AND EQUIPMENTS FOR FEED MILL & LABORATORY  
AT LIVESTOCK RESEARCH AND DEVELOPMENT STATION SUREZAI

SNO	Name of Equipment/Machinery	No	Price Per-Unit	Total Price
1	Cattle/Poultry Mill	1	7,000,000	7,000,000
2	Mollasses Urea Block Mill	1	2,500,000	2,500,000
3	High Pressure Liquid Chromotograph	10	2,400,000	2,400,000
4	Other accessories	1	200,000	200,000
6	Milk Packing Machine	1	12,000	120,000
7	Garbor Centrifuge & Accessorius	1	70,000	70,000
8	Plat Form Balance, 100 kg	1	60,000	60,000
10	Water Geezer	1	20,000	20,000
11	Computer with Printer	1	60,000	60,000
13	Centrifuge Machine	1	70,000	70,000
16	Total			Rs12,500,000

*[Handwritten signature]*

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DEPUTY DIRECTOR  
BUILDING & WORKS (PROVINCIAL)  
PESHAWAR

ASSISTANT DIRECTOR  
BUILDING & WORKS (PROVINCIAL)  
PESHAWAR

*[Handwritten signature]*

1	Administration Block	RS. 1467000/-
2	Hall for Machinery & Motors Tank	RS. 2181000/-
3	Garages	RS. 1311750/-
4	Store	RS. 1077750/-
5	Laboratory	RS. 1161900/-
6	Workshop	RS. 1110500/-
7	Internal Electrification	RS. 1088000/-
8	Internal Water Supply & Sanitary Installation	RS. 3082250/-
9	Construction of Cat-III Residences	RS. 23030750/-
10	Internal Electrification	RS. 2912220/-
11	Internal Water Supply & Sanitary Installation	RS. 3333000/-
12	External Electrification	RS. 3300000/-
Add 0.50% Contingency on total works: RS. 311417		
Total RS. RS. 11486276		
Sag. RS. 1148626		
RS. 1148626 (MD)		

Name of Work: Enhancement of Livestock Productivity through Improving Feed Situation in NWFP.

ABSTRACT OF COST

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Annex B/46

Directorate of Livestock Research and Development

NWFP, Peshawar

No. DLR&D/Minutes.doodhMella.Nas/2424-34 Dated Peshawar the 30-12-2008

To

Dr. Sajjad Ahmad, Station Director, Livestock R&D Station Surezai, Peshawar.

Dr. Ghulam Muhammad, Deputy Director Livestock & Dairy Dev. Peshawar.

Dr. Pervaiz Senior Research Officer, Livestock R&D Station Surezai Peshawar.

Dr. Rahimullah Shah, Senior Research Officer, Veterinary Research Institute Peshawar.

Dr. Zabita Khan, Senior Research Officer, Center of Animal Nutrition Peshawar.

Dr. Muhammad Mujtaba, Research Officer, Livestock R&D Peshawar.

✓ Dr. Irshad, Farm Manager, Livestock R&D Station Surezai, Peshawar.

Mr. Hafiz Ur. Rehman Khan, President Dairy Association Peshawar

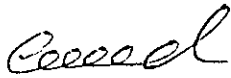
Mr. Kamran Khan, General Secretary Sarhad Dairy Association Peshawar

Mr. Asif Aziz, Vice President, Sarhad Dairy Association Peshawar

Major (R) Tariq Mahmood, Secretary, Progressive Farmers Peshawar

Subject: Field Days/Doodh Mella

Enclosed please find herewith the minutes of meeting held on 10:00 AM 30-12-2008 in the office of undersigned regarding the arrangement of Field Days/Doodh Mella on UC level at selected districts to be held on 01-01-2009 for information and necessary action please.

  
(DR. FIDA MUHAMMAD)

DIRECTOR 



## Directorate of livestock Research and Development Peshawar

**Minutes of the coordination meeting for Field Days and Doodh Mella scheduled to be held on January 01, 2009 and onward on Union Council level in selected Districts**

- 1. Participants:** Representatives of Directorate of Livestock Research and Development, Peshawar, Veterinary Research Institute Peshawar, Govt Poultry Farm, Livestock R&D Station Surezai, Peshawar, Govt Cattle and Breeding Farm Harichand, District Charsadda, Livestock Research Station Jabba, Mansahra, Sarhad Dairy Farmers Association attended the meeting. List of participants is given below.
- 2. Chair:** Dr. Fida Muhammad, Director Livestock Research & Development presided the meeting.
- 3. Recitation:** The meeting commenced with recitation from the Holy Quran by Dr. Pervaiz, Senior Research Officer, Livestock Research and Development Station Surezai Peshawar.
- 4. Welcome:** Dr. Fida Muhammad welcomed and thanked the participants for sparing their precious time and attended the meeting. He inform the participants that meeting was convened to discuss the preparatory measures for the Fields Days and Doodh Mella scheduled to be held in district of Peshawar, Charsadda, Swabi, Mardan, Nowshahra, Haripur, Mansehra and Kohat. He expressed thanks for active participation in meeting to the President and other office bearer of Sarhad Dairy Farmer Association.
- 5. Participation in Field Days;** He informed the participants that Directorate of Livestock R&D, Veterinary Research Institute Peshawar, Directorate of Livestock and Dairy Development, Agricultural University Peshawar, Sarhad Dairy farmers Association and the union council based farmer associations along with progressive farmers and other marginalized livestock farmers will participate in the fields day.
- 6. Objectives of the show are as under:**
  - To develop a linkages among scientist of livestock and dairy farmers.
  - To introduce the livestock and dairy farmers with latest technologies regarding Breeding, Disease control, Fodder and animal nutrition.
  - To develop the livestock sector by providing incentives to farmers in shape of vaccination, feeding balance ration, fodder preservation techniques and record keeping.



- To acquaint the directorate of Livestock R&D and other organization of public sector in provinces with the problems faced by livestock farmers with main aim to help them by new research and development methodologies to overcome their problems.

7. **Committee:** The Director Livestock R&D will assigned task to officers of Livestock R&D Peshawar for each Field Day. The following committees and groups will help in each field day

- **Management Committee:** Dr. Sajjad Ahmad Station Director, Livestock R&D Station Surezai Peshawar, Dr. Zabita Khan, Senior Research Officer Animal Nutrition, Dr. Muhammad Irshad, Farm Manager, Dr. Muhammad Mujtaba, Research Officer and Mr. Qaisar Khan Store Keeper Feed Mill.  
**Responsibilities:** Arrangement of Feed, Fodder, Shelter, water and disposal of waste etc. Feed Mill staff will provide Wanda to the farmers and animal participated in the events.
- **Milk:** Mr. Asif Aziz will purchase milk on spot from those farmers who are willing to sale it.
- **Veterinary Cover:** Veterinary Officer of the concerned UC will provide cover for duration of event.
- **A.I:** Research Officer (Reproduction) and technician will be available for AI and PD services on the spot.
- **Stalls:** In each field day private medicine, dairy equipments manufactures, and other organization will be approached to establish a stall for livestock farmers.

The meeting was ended with vote of thanks from chair.

*AS*

Annexure "C" / 49

Directorate of Livestock Research and Development  
NWFP Peshawar

No.DLR&D/

Dated the Peshawar 31-12-2008

To

The Feed Mill Manger,  
Livestock Research & Dev., Station Surizai,  
Peshawar.

Subject: FIELD DAYS

Please refer to the minutes of meeting dated 30-12-08 and the subject noted above.

You are directed to issue vanda of 100 to 200 bogs for each Field Day schedule to be held in district Peshawar, Charsadda, Mardan, Swabi, Kohat, and Haripur. In this regard you are advised to make your mill functional and prepare sufficient quantity of vanda from available feed ingredients so that it may be provide to the animals and livestock farmers participated in these field days.

You are also directed to extend all possible help in the arrangement of these field days.

(DR FIDAMUHAMMAD)  
DIECTOR

No.DLR&D/ 2439-40

Dated the Peshawar 31-12-2008

Copy to:

1. Station Director, Livestock Research & Development Station Surizai, Peshawar.
2. Mr. Qaisar Khan, Store Keeper, Feed Mill Livestock Research & Development Station Surizai, Peshawar

(DR FIDAMUHAMMAD)  
DIECTOR

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**Annex D/50**  
 DIRECTORATE OF  
 LIVESTOCK RESEARCH & DEVELOPMENT,  
 NWFP PESHAWAR

No. DLR&amp;D/fairs &amp; shows/ 205

dated Peshawar the 27/1/2009

To

The Secretary,  
 Government of NWFP,  
 Agriculture, Livestock & Cooperation  
 Department Peshawar

Subject: HOLDING OF FAIRS/ SHOWS AT DIFFERENT DISTRICTS OF NWFP

Kindly refer to the subject noted above.

It is please stated that this Directorate has planned to hold Doodh Melas/ Shows in three different districts of NWFP as usual and according with the aim to make acquainted the general masses as well as progressive farmers of the province with new and modern technologies related to Breed Improvement, Animal Feed and Fodder Production Practices, Dairy Technology and Livestock Management including marketing in the province. The shows will also help in dissemination of latest technologies and motivation of general public. Holding of such Doodh Melas/ Shows not only facilitate general masses to know about the improved breeds, but also create a healthy atmosphere in stimulating the interest of farmers towards increasing the production of their livestock.

Keeping in view the afore-said aims/ objectives, the proposed each Doodh Melas/Shows at three different Districts require expenses under various activities as given against each items.

S.#	Activities	Expenditure
1.	Transportation Charges of animals from various locations	Rs.21,000
2.	Purchase of Fodder & Forages including Vanda etc.	Rs.15,500
3.	Hiring Tents, Shamianas, Qinats, Tables & Chairs for guests, stalls and animals including crockery cup etc.	Rs.30,000
4.	White Washing and Painting etc.	Rs.8000
5.	Prizes to the 1 <sup>st</sup> , 2 <sup>nd</sup> & 3 <sup>rd</sup> animal owners @Rs.5000/-, 3000/- & 2000/- each spaces Rs.10000 x 4	Rs.40,000
6.	DPL Charges (@ Rs.200/- per day 30 persons for two days	Rs.12,000
7.	Purchase of Banners and other painting material	Rs.10,000
8.	Entertainment Charges for 500 guests/ farmers @ Rs.180/-	Rs.90,000
9.	Purchase of shields. Including shield for Chief Guests	Rs.15,000
10.	Purchase of miscellaneous items	Rs.10,000
11.	Unforeseen	Rs.15,150
	<b>Total:</b>	<b>Rs.266,650</b>

It is, therefore, requested for the necessary approval/ sanction for the amount of Rs.800,000/- for three events/Doodh Mela in the following districts, may



Annex E/5

GOVERNMENT OF NWFP,  
AGRICULTURE, LIVESTOCK & COOP. DEPT.

Dated Peshawar the February 14, 2009

NOTIFICATION

No. 89(L&DD)AD-G-50374/2003. Under S.No 5(xxxiii) of the 2<sup>nd</sup> schedule of Delegation of Powers under the Financial Rules and the Powers of Re-appropriation Rule, 2001 sanction is hereby accorded to the expenditure worth Rs 7,86,890/- (Rupees, seven Lacs, Eighty Six Thousands Eight Hundreds and Ninety only) for holding "Doodh Mela" in the three Districts, incurred by the Director, Livestock Research & Development, NWFP during the current financial year 2008-09, subject to availability of funds in the relevant head of accounts and completion of all codal formalities.

Sd/-  
SECRETARY AGRICULTURE

Encls: No. & Date even.

Copy to:

1. The Accountant General, NWFP Peshawar.
2. Director, Livestock Research & Development NWFP Peshawar w/r to his letter No.DLR&D/Fairs & shows/205 dated 28.01.2009. (Bills in original are herewith returned).
3. Master File
4. P.S to Secretary Agriculture, Livestock and Cooperative Department.

(DR. MIR AHMAD KHAN)  
Section Officer (L & DD)

10/2/09  
11/2/09

17/2/09

17/2/09

17/2/09

17/2/09

Annex F/53

establishment-HL.ncr

DIRECTORATE OF  
LIVESTOCK RESEARCH & DEVELOPMENT,  
NWFP PESHAWAR

ORDER

With immediate effect, Dr. Muhammad Mujtaba, Veterinary Officer (Research), Livestock Research & Development Station, Surezai is hereby entrusted the additional duties to look after the installation and functioning of Cattle/ Poultry Feed Mill, at Livestock Research & Development Station, Surezai in addition to his own duties without any extra remuneration in the best interest of Government and public.

(DR. FIDA MUHAMMAD)  
DIRECTOR

612-16

No. DLR&D/Est/

Dated Peshawar the \_\_\_/3/2008

Copy of the above is forwarded to:

1. Station Director, Livestock Research & Development Station, Surezai.
2. Senior Research Officer (Animal Nutrition), at Livestock Research & Development, NWFP Peshawar.
3. Farm Manager, Livestock Research & Development Station, Surezai.
4. Dr. Muhammad Mujtaba, Veterinary Officer (Research), Centre of Animal Nutrition, Peshawar.
5. Personal file of officer concerned.

PP

(DR. FIDA MUHAMMAD)  
DIRECTOR

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Annexure G/54

GOVERNMENT OF  
KHYBER PAKHTUNKHWA  
AGRICULTURE, LIVESTOCK & COOPERATIVE  
DEPARTMENT

Directorate of Livestock R&D  
Peshawar.

Dated Peshawar, the August 5, 2011

10/3/11

11/08/11

**NOTIFICATION**

**NO.SO(L&DD)AD-E-1381**

On recommendation of the Provincial Selection Board, the competent authority is pleased to promote the following Research Officers (RO) (BS-17) of Livestock & Dairy Development Department (Research Wing), Khyber Pakhtunkhwa to the posts of Senior Research Officer (BS-18) on regular basis with immediate effect:-

S.No	Name of officer
1.	Dr.Parvez Shah
2.	Dr.Rahmat Jan
3.	Dr.Muhammad Mujtaba
4.	Dr.Muhammad Bilal

2. Consequent upon their promotion, they are adjusted/posted as under:-

S.#	Name of officers	From	To
1.	Dr.Parvez Shah, Senior Research Officer (BS-18)	Veterinary Research Institute, (VRI) Peshawar	Senior Research Officer (SRO) (BS-18) (Biotechnology) VRI, Peshawar against vacant post
2.	Dr.Rehmat Jan, SRO (BS-18)	VRI, Peshawar	SRO (BS-18), Viral Vaccine Section at VRI, Peshawar against vacant post
3.	Dr.Muhammad Mujtaba SRO (BS-18)	LR&D Peshawar	SRO (BS-18), Poultry Disease & Postmortem, VRI, Peshawar against vacant Post
4.	Dr.Muhammad Bilal SRO (BS-18)	VRI Peshawar	SRO (BS-18), Brucellosis VRI, Peshawar against vacant post
5.	Dr.Willayat Hussain SRO (BS-18) (Poultry Breeding & Production)	VRI, Peshawar	SRO (BS-18) LR&D Station Surezai, against vacant post
6.	Dr.Rajwali RO (BS-17)	LR&D Station Surezai	RO/Assistant Director Planning (BS-17) LR&D Station, Peshawar

3. The above named promoted officers will be on probation for one year.

Sd/-  
SECRETARY AGRICULTURE

Endst: No. & date as above.

Copy to the:-

1. Accountant General, Khyber Pakhtunkhwa Peshawar.
2. Director General (Research), L&DD, Khyber Pakhtunkhwa, Peshawar.
3. Officers concerned.
4. Personal files of the officers concerned.
5. PSO to Chief Minister Khyber Pakhtunkhwa
6. PS to Minister Livestock and Cooperatives, Khyber Pakhtunkhwa.
7. P.S Secretary, Agriculture Livestock and Cooperative Department.
5. Master file.

(DR.FAKHARUL ISLAM)  
SECTION OFFICER (L&DD)

Annex H/85

CHARGE SHEET

I, Amir Haider Khan Hoti, Chief Minister, Khyber Pakhtunkhwa, as Competent Authority, hereby charge you, Dr. Muhammad Mujtaba, Senior Research Officer (BS-18), Veterinary Research Institute, Peshawar as follows:

That you while posted as Feed Mill Manager, Livestock Research & Development Station (LR&DS) Surezai committed the following irregularities:

- i. You have misappropriated an amount of Rs.214486/- (cost of 12400 kg Vanda) by recoding the Vanda as issued to Livestock Research & Development Station, Paharpur DI Khan without any indent and approval of the Competent Authority.
- ii. You misappropriated an amount of Rs.5561081/- on account of 321500 kg by recording as issued to the field days, which was not the mandate of the station and without any record.
- iii. You misappropriated an amount of Rs.1431040/-, cost of 82732kg shown as issued to LRDS Surezai without any record.
- iv. You have misappropriated a sum of Rs.270800/- by receiving less numbers of animals (3 Cross Bred and 5 Nili Ravi Buffaloes).

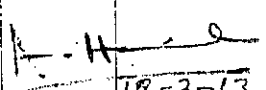
2. By reason of the above, you appear to be guilty of corruption and misconduct under Rule-3 of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011 and have rendered yourself liable to all or any of the penalties specified in Rule-4 of the rules ibid.

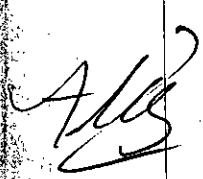
3. You are, therefore, required to submit your written defence within seven days of the receipt of this Charge Sheet to the inquiry officer/inquiry committee, as the case may be.

4. Your written defence, if any, should reach the inquiry officer/inquiry committee within the specified period, failing which it shall be presumed that you have no defence to put in and in that case ex-parte action shall be initiated against you.

5. Intimate whether you desire to be heard in person.

6. A statement of allegations is enclosed.

  
18-2-13  
(AMIR HAIDER KHAN HOTI)  
CHIEF MINISTER, KHYBER PAKHTUNKHWA.



# Annexure I/56

GOVERNMENT OF  
KHYBER PAKHTUNKHWA  
AGRICULTURE LIVESTOCK & COOPERATIVE  
DEPARTMENT

Dated Peshawar the 21<sup>st</sup> February, 2013.

**NOTIFICATION:**

**NO.SO(L&F)AD-B-2(99)/2012:** In pursuance of Section-6 of the Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011, on the basis of the charges mentioned below:-

i.	Misappropriation an amount of Rs 214486/- (cost of 12400 kg Vanda).	Official at S.No-1.
ii.	Misappropriation an amount of Rs 5561081/- cost of 321500 kg Feed ingredients.	Official at S.No-1.
iii.	Misappropriation of Rs 1431040/- cost of 82732 kg.	Officials at S.No-1&2
iv.	Misappropriation of Rs 270800/- by receiving less numbers of animals.	Official at S.No-1.
v.	Misappropriation of Rs 180000/- by receiving less numbers of animals.	Official at S.No-2.
vi.	Misappropriation animal feed and feed ingredients.	
vii.	Misappropriation of Rs 99,000/- cost of 49500 kg Sugar Beet Pulp.	
viii.	Misappropriation of Rs 69,795/- on account of purchase of 4 numbers feed ingredients.	Officials at S.No-3&4.
ix.	Misappropriation of Rs 1,20,000/- on account of purchase of Vanda.	
x.	Misappropriation of Rs 82,215/- on account of purchase of Sugar Beet Pulp.	

The Competent Authority is pleased to place the following officers/officials under suspension with immediate effect till completion of the inquiry:-

1. **Dr.Muhammad Mujtaba**, Senior Research Officer (BS-18), Veterinary Research Institute, Peshawar.
2. **Dr.Muhammad Irshad**, Farm Manager (BS-17), Livestock research & Development Station, Surezai.
3. **Mr.Noor Zaman Shah**, Superintendent (BS-16), Livestock & Development of L&DD (Research),
4. **Mr.Haider Ali**, Assistant / Accountant (B-14), Livestock Research & Development.

2. Consequent upon the above, the officers/officials will get subsistence grant during their suspension.

Sd/  
SECRETARY AGRICULTURE

(Cont.....next page)

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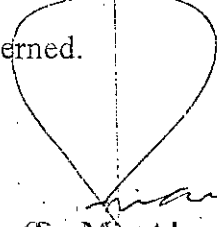
57

-2-

ENDST. NO. & DATE EVEN:

Copy forwarded to the:

1. Accountant General Khyber Pakhtunkhwa Peshawar.
2. Director General (Research), Livestock & Dairy Development Department, Khyber Pakhtunkhwa, Peshawar for information and further necessary action.
3. Dr. Muhammad Mujtaba, Senior Research Officer (BS-18), Veterinary Research Institute, Peshawar.
4. Dr. Muhammad Irshad, Farm Manager (BS-17), Livestock research & Development Station, Surezai.
5. Mr. Noor Zaman Shah, Superintendent (BS-16), Livestock & Development of L&DD (Research).
6. Mr. Haider Ali, Assistant / Accountant (B-14), Livestock Research & Development.
7. P.S to Chief Secretary, Khyber Pakhtunkhwa.
8. P.S to Minister Livestock & Cooperatives Department
9. P.S to Secretary Agriculture, Livestock and Cooperatives Department.
10. Personal file of the Officers/Officials concerned.
11. Master file.

  
(Dr. Mir Ahmad Khan)  
SECTION OFFICER (L&F)



## Annexure J/58

### i. Misappropriation an amount of Rs.21486/- (cost of 12400 kg Vanda)

It is stated that I was entrusted additional duty of Feed Mill Manager from 19-03-2008 to 24-04-2009. This mill was established under the developmental project "Enhancement of Livestock Productivity through improving Feed Situation in NWFP". The job description of Feed Mills Manger was "incharge of feed mill related activities. He is responsible for purchase and procurement of feed ingredient. He will be responsible of operation of feed mill and other related activities. He will work under the station Director. The Feed Mill Manager will be assisted by Mechanical cum electric supervisor and accountant in the smooth running mill and financial matters, respectively." (Annexure-I, PC-1 page no32)

As per PC-1 the Station Director was the incharge of whole project. His job description is given here as:- "He will be drawing and disbursing of the budget and will keep close coordination between units and liaison with Headquarter at Peshawar and work under Director Livestock Research & Development NWFP. He will be responsible for all administrative and financial matter of the project." (Annexure-II, PC-1 Page No 30-31)

I was given task to make functional the install machinery of feed mill. I was involved in Feed Formulation and preparation. Everything was under the control of than Director, Livestock R&D Peshawar. As per task given to me I started the feed mill. The balance feed was prepared and same was reported to the Station Director and Director for further guidance for its utilization. During my tenure 200 begs each 25kg was given to the Livestock R&D Station D.I.Khan on 04.04.2009. The demand was made by Veterinary Officer, Livestock R&D Station D.I.Khan and forwarded by their respective incharge (Dr. Akhter Ali, Senior Research Officer) to the Director Livestock R&D Peshawar. After proper approval by Director, Livestock R&D the feed was handover to them. The demand letter is available in the record of Directorate of Livestock R&D but in spite of 3 times written request by me and a letter in this regard by the inquiry officer was issued but no access nor any useful record was provided to the undersigned. The photocopy receipt of this consignment was available in my personal record and is attached for easy reference, as (Annexure-III.) The record of its utilization for Research Animals by Farm Manager is annexed as (Annexure-IV)

The second consignment was given by Dr. Khaisaro Kaleem, Senior Research Officer on 30.12.2009 consisting of 200 begs each 37 kg. For further detail the officer concerned may be ask to provide the





require evidence for feed supply to the Livestock R&D Station D.I.Khan. The undersigned found the record of utilization of this feed by the Farm Manager, Livestock R&D Pahar Pur, D.I.Khan and is attached as (Annexure-V)

**i. Misappropriation an amount of Rs.5561081/- (cost of 321500 kg Wanda)**

The feed mill at Livestock Research & Development was established under the ASPL-II project "Enhancement of Livestock Productivity through improving feed situation in NWFP". The project objectives and its year wise plan are annexed as (Annexure VI, PC-1 page 10-11 and 26-27.)

I was given the additional duty as Feed Mill Manager with a special task to make the mill functional. I visited Barnai Livestock Production Research Institute Kherimurat, District Attock and got the Feed Formulas from their technical staff. Director Livestock R&D Peshawar retain all financial and administrative power under his control. I requested him to provide me trained labour as well as Mechanical Supervisor to start preparation the feed. He arranged trained labour from Royal Feed Industries Swat and under my supervision I start the mill and thousand of begs was prepared. During his visit to the Livestock R&D Station Surezia, the stock of Wanda was shown to him and he verbally instructed me to carry out feed manufacturing and submit a demand or proposal to utilize this wanda in Livestock developmental activities like Doodh Mella or Field Days. So a written proposal was submitted to Director Livestock R&D Peshawar via Station Director Livestock R&D Surezai Peshawar to use this Wanda in the field day as well as doodh mellas as per project objective. (Annexure-VII) The undersigned was allowed to use this wanda in field days so that farmers of this province may be motivated to use balance ration for their animal and maximize their production from animals.

Director Livestock R&D Peshawar call a meeting of staff, farmers, dairy farmer association and other line department officers and officials to arrange field day/doodh mellas. (Annexure-VIII).

The Director, Livestock R&D Peshawar issued order to undersigned in to issue a wanda for each field day (Annexure-IX). These farmer awareness programs was carried out in the selected districts and as per directives of Director, Livestock R&D Peshawar and Wanda was distributed among livestock farmers to play catalyst role in feeding of their animals with balance feed instead of single item like Cotton Seed Cake.



In this regard it is further stated that in purchase of feed ingredients and its distribution to Research Animals at various stations and Fields Days three numbers inquiries was conducted by Administrative Department and finally the *Establishment of Anti Corruption Department has conducted detail inquiry of Wanda and submitted it report with its findings "other available relevant record pertaining to Shandar Vanda/Feed Ingredients etc checked and no loss detected."* (Annexure-X).

It is worth to mention that free distribution of feed or animals or equipment is not new in Livestock department. In recently completed ADP project namely "Pilot Project for improving Milk and Meat situation in Peshawar and D.I.Khan" a distribution of Betal goats, Poultry Birds, Milk Chillers and Imported semen worth of more than 10.000 million was distributed among the farmers. (Annexure-XI)

It is mention that during my stay as Feed Mill Manager from 19-03-2008 to 24-04-2009 a total of 1800 begs each 50kg (a total of 90000kg) was distributed among the farmers but previous inquiry officer reported 321500 kg misappropriation of Vanda.

It is matter of fact that I was not Drawing and Dispersing officer of the said project and having no financial or administrative power as well as nor receiving hand (store keeper) of the Vanda but on what grounds they fixed responsibility on me ignoring the Director, who have full administrative and financial power, Station Director, who has Administrative powers and Store Keeper of the project. As per orders of the Director, the undersigned issued Wanda to Field Days.

If the previous inquiry committee call the undersigned for defiance against these allegations than the precious time of all Govt department may be saved but their approach was to write an enquiry without its codal formalities and their recommendation are just to waste precious time of Govt officers. They never communicated nor personally call me to explain their observation/ allegation.

**iii. Misappropriation of Rs. 1431040/- cost of 82732 kg**

It is please stated that I received directives from Director, Livestock R&D Khyber Pakhtoonkhwa to issue Wanda to the Farm Manager. (Annexure-XII) Hence the Wanda was issued to Farm Manager by Store Keeper and receipt for each consignment was received and is available in record. (Annexure-XIII).

**iv. Misappropriation of Rs. 270800/- by receiving less numbers of animals.**

It is please stated that I was assigned the task to conduct research trial on Fattening of various breed calf. I work day and night and prepared Research Plan with the help of



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Professors at Department of Animal Husbandry and veterinary sciences, The University of Agriculture Peshawar and Sr. Research Officers, Center of Animal Nutrition, Directorate of Livestock R&D Peshawar. In mean time a demand is made by undersigned for research animals. The animals were purchased by the Purchase committee **(Annexure-XIV)**.

**(Dr. Muhammad Mujtaba)**  
**Senior Research Officer**



Annexure K/62

Questioner To Be Answered By Dr. Muhammad  
Mujtaba (Senior Research Officer):

1: Misappropriation on amount of Rs: 214,486@ Rs: 6,401 kg 371kg bag (cost of 12400 kg Vanda)

- i. You have mentioned in the reply that, "After proper approval by Director, Livestock R&D, the feed was handed over to them (Livestock R&D station D.I.Khan)." Can you provide any such letter in which you have sought approval from the competent authority and the response of the competent authority about the same?
- ii. You have provided documents vide Annexure- I, II, III, IV, V which do not support exactly as justification of the misappropriation, as annexure IV, V fail to clarify the irregularity in the absence of the names and details of the beneficiaries, moreover the feed was for sale purpose and not for being handed over free of cost, so can you provide any justification about that?

2: Misappropriation on amount of Rs: 5,561,081(cost of 321500kg Vanda)

- i. You have mentioned in the reply that, "vide Annexure-VII the undersigned was allowed to use Vanda in field days," but Annexure-VII just reveals that you have sought permission from Director to use Vanda in the field days and in response to that request you failed to provide any letter directly addressed to yourself regarding approval/permission by the Director, Can you provide any such letter?
- ii. In your reply you stated that, "I was not drawing and disbursing officer of the said project and having no financial or administrative as well as nor receiving hand(store-keeper)of the Vanda but on what grounds they fixed responsibility on me ignoring the Director", but in response to allegation-I you referred to Annexure- I PC-1 Page no.22&32, in which its crystal clear that "Administrative officer/Mill Manager will be the in charge of the feed mill related activities. He is responsible for the purchase and procurement of feed ingredients, sale of feed and molasses urea blocks." How do you defend that? As in PC-1 the word "sale of feed" has been used and no where the word "free of cost" has been used.
- iii. According to Annexure XIII, Farm Manager received 200 bags x 50 kg (1000 bags) on 23-04-2009 from Feed Mill for field days. Did you maintain any record while handing



over the same or any documentary proof? , Moreover in Stock Book 2 supplies have been mentioned on 23-04-2009 i.e, 100 bags x 50 kg at serial No : 03 Stock Register page 3 and 200 bags x 50 kg at serial No : 10 Stock Book page 3 ,How do you clarify it ?

- iv. For how many days "Field Days" remained in progress and how much amount of Vanda was distributed during each day? Moreover please specifically count the names of places where Vanda was distributed during all field days under inquiry?
- v. Ex- Farm Manager Dr. Irshad only accepts 1000KG vanda vide (annexure-XII), whereas he declines the receipt of any other quantity of vanda which you mentioned that you have handed over him during field days. How do you respond to that?

### 3: Misappropriation of RS.1431040 (Cost of 82732kg)

Although under Director , Livestock R&D Khyber Pakhtunkhwa vide Annexure -XII direction, Vanda was issued to Farm Manager and received by him vide Annexure -XIII yet no where the word "free of cost" can be seen in the Annexure-XII, as the feed mill was established with the two basic objectives as pointed out by the first enquiry committee:

- i. Prepare balanced feed and supply to the farmer on cost basis.
- ii. To generate income for the government.

Can you provide any supporting documentary proof against above two basic objectives of the feed mill or any authentic supporting document for distribution of feed on free of cost basis?

- iii. According to Annexure-XIII, Farm Manager received 200 bags x 50kg (1000kg) feed on 23-04-2009 from feed mill for field days. Did you maintain any record while handing over the same or any documentary proof. Moreover in stock Register 2 supplies have been mentioned on 23-04-2009 i-e 100bags x50kg at serial No: 03 stock book page 3 and 200 bags x50 kg at serial No: 10 stock book page 3, How do you clarify that?

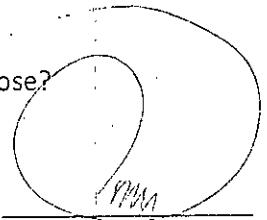
### 4: Misappropriation of RS: 270800 by receiving less number of animals:

- i. Can you produce any such authentic document with the signatures of all members of purchase committee (vide Annexure) after receiving all 33 animals costing RS: 1097300 from M/S Ijaz & co charsadda dated 08-05-2009?
- ii. Stock book/register depicts as per first enquiry that payment of RS: 1,097,300/- was made against the purchase of total 33 animals but only 25 animals were received, how do you justify that? Whereas M/S Ijaz & co charsadda (the vender) in his written statement confirmed the supply of 33 animals, and what supporting document can you provide to defend it?

*Atta*

- iii. You depicted in your reply that, "The bill for payment was verified by me after confirmation of the supply from Mr.Zahir Muhammad (veterinary Assistant)". Did you confirm the total number on animals received (33) and require, It in written from the Veterinary Assistant? And how can you prove it and with what documents?
- iv. You mentioned in the reply that you selected 25 calves for research purpose out of 33 animals purchased and provided Annexure-XIV-B in support, but annexure-XIVB disclosed that not 25 but 43 animals were selected for research i-e 8 cross breed, 7 Dhani calves, 6 Lohani, 6 Sahiwal, 6 Bhagnari and 10 Nili Ravi buffalo calves (Total 43). How do you justify the contradiction?
- v. From where did you get Vanda for research on fattening 25 numbers of selected animals as you pointed out vide annexure-XIV-B? And how much amount of Vanda did you utilize for the said purpose as a whole and how much on daily basis? And for how many days research remained in progress?
- vi. Did your department get any specific funds for the research purpose?

Signature: \_\_\_\_\_



The Inquiry Officer/ DG SDU,  
Govt of Khyber Pakhtunkhwa  
Planning & Development Dept,  
Peshawar.

Dated: 10-06-2013

Note:

Please return the Questioner alongwith you vivid answers (duly signed) within a couple of days.



Annexure L/65 ✓ CS

Directorate General Research  
Livestock & Dairy Development Khyber Pakhtoonkhwa, Peshawar

No.SRO(PD&PM)/507

Dated June 17, 2013

To

Inquiry Officer,  
Director General,  
SDU, P&D Department,  
KP, Peshawar.

Subject: Questioner

Kindly refer to questioner received by undersigned at your office.

Enclosed please find herewith the parawise reply of questioner along with relevant record consist of ten nos annexure for information and further necessary action please.

(Dr. Muhammad Mujtaba)  
Senior Research Officer

O/C

for

## Pare wise Reply to the questioner:

S.NO	Question	Reply
1	<p>Misappropriation on amount of Rs. 214,486@Rs. 6,401Kg (cost of 12400Kg Vanda)</p> <p>i. You have mentioned in the reply that "after proper approval by Director, LR&amp;D the feed was handed over to them(LR&amp;D station D.I.Khan)" can you provide any such letter which you sought approval from competent authority and the response of the competent about the same.</p> <p>ii You have provided documents vide Annexure-I, II, III, IV, V which do not support exactly as justification of the misappropriation, as annexure IV, V fail to clarify of the irregularity in the absence of names and detail of beneficiaries, moreover the feed was for sale purpose and for being handed over free of cost, so can you provide any justification about that?</p>	<p>i. It is please stated that after making the feed mill operational, the Vanda preparation was reported to Director Livestock R&amp;D Peshawar. By his directives the Vanda was issued to LR&amp;D Station Surezai and D.I.Khan. The arrangement for transportation, the bill for transportation etc was made by Director LR&amp;D Peshawar. After receiving the consignment of Vanda at LR&amp;D Station D.I.Khan a receipt is received, duly verified by Director LR&amp;D, Incharge LR&amp;D Station D.I.Khan, which is provided to Inquiry Committee for easy reference. It is further to add that in my written reply supporting document of my tour program to LR&amp;D Station D.I.Khan reveal that Vanda was supplied to LR&amp;D Station D.I.Khan with Director LR&amp;D Peshawar consent and approval. (Annexure-I)</p> <p>ii As per directives of the Director, LR&amp;D Peshawar the feed was issued to Livestock R&amp;D Station D.I.Khan. During my stay as Feed Mill Manager I requested Director LR&amp;D to approve the rate for prepared Vanda (Annexure-II). So in the absence of approved rate, a prepared Vanda was given to Livestock R&amp;D Station Surezai and D.I.Khan. When the rate was approved a bill for payment was issued to the LR&amp;D D.I.Khan.</p>
2	<p>Misappropriation on amount of Rs.5,561081 (cost of 321500kg Vanda)</p> <p>i. You have mentioned in the reply that "vide Annexure-VII the undersigned was allowed to use Vanda in field days" but Annexure-VII just reveals that you have sought permission from Director to use Vanda in the field days and in response to that request you failed to provide any letter directly addressed to yourself regarding approval/permission by the Director, Can you provide any such letter?</p> <p>ii. In your reply you stated that "I was not drawing and disbursing officer of the project and having no financial or administrative control as well as nor</p>	<p>i. A meeting of technical staff held at the office of Director, Livestock R&amp;D for holding of Field Days at various districts on UC level as per directives of Chief Minister. The decision was made to provide free Vanda and other services to the livestock farmers so maximum number of farmer may participated in these field days. (Minutes of Meeting Annexed as Annexure-III). The Director, LR&amp;D issued order vide office letter dated 31-12-2008 addressed to the undersigned to issue 100-200 bogs for each field days and prepare sufficient Vanda for scheduled Field Days various districts. (Annexure-IV)</p> <p>ii. As per PC-1 the Drawing and Disbursing officer as well as project director should be Station Director LR&amp;D Station Surezai. But all Financial and administrative control was with Director</p>





	<p>receiving hand (store keeper) of the Vanda but on what grounds they fixed responsibility on me ignoring the Director, i.e DDO" but in response to allegation-I you referred to Annexure-I PC-1 page No.22&amp;23, in which its crystal clear that "Administrative officer/Feed Mill Manager will be incharge of feed mill related activities. He will be responsible for the purchase and procurement of feed ingredients, sale of feed and molasses blocks."How do you that? As in PC-1 the word "sale of feed" has been used and no where the word "free of cost" has been used.</p> <p>iii. According to Annexure-XIII, Farm Manager received 200 bogs x 50 kg (1000bogs) on 23.04.2009 for field days. Did you maintain any record whiling handing over the same or any documentary proof? Moreover in stock book 2 supplies have been mentioned on 23.04.2009 i.e 100 bogs x 50 kg at serial No.03 stock register page 3 and 200 bogs x 50kg at serial No.10 stock book page 3, How do you clarify it?</p> <p>iv. For how many days "field days" remained in progress and how much amount of Vanda was distributed during each field day? Moreover specifically count the names of places where Vanda was distributed during all days under inquiry?</p> <p>v. Ex-Farm Manager Dr Irshad only accepts 1000kg Vanda vide (Annexure-XII), where as he declines the receipt of any other quantity of Vanda which you mentioned that you have handed over him during field days. How do you respond to that?</p>	<p>LR&amp;D Peshawar. All procurements for Feed Mill (Machinery, vehicles, feed ingredients etc) was made by Director LR&amp;D. So its clear that PC-1 was not followed as far as job description is concerned. Annexure-V, VI and VII is annexed to show that all the administrative power were retained by Director LR&amp;D and my only duty was to formulate feed from the available ingredients at feed mill.</p> <p>iii. As a routine Vanda was handed over to Livestock R&amp;D Station staff as per their need basis. This Vanda was issued by Store Keeper and record was maintained by him. A total of 1000 bogs was handed over to Farm Manager and accordingly a receipt was received from him. It is further to add that 100 bog of 50kg each was not issued to Farm on 23.04.2009.</p> <p>iv. A total of 35 Field Days was held during two years and 316500 Kg of Vanda was given to the farmers as well as to the animals participated in these field days. The name of district and union council is given in Annexure-VIII.</p> <p>v. In this connection all relevant record available is already handed over to Inquiry Committee. If needed Mr Qaisar Khan, Store Keeper Feed Mill, and Dr. Khasirao Kaleem, Sr: Biochemist/Feed Mill Manger may be call to explain issue.</p>
3	<p><b>Misappropriation of Rs.1431040 (cost of 82732kg vanda)</b></p> <p>i. Can you provide any such authentic document with the signature of all members of Purchase Committee (vide annexure) after receiving all 33</p>	<p>i. As per established procedure when purchase of goods (machinery, equipments, chemicals, glassware, animals etc) is made by any DDO than a request is made by DDO to the purchase committee to physically check purchased items for quantity, quality and</p>

50-1



animals costing Rs. 1,097,300/- from M/S Ijaz and Co Charsadda dated 08.05.2009?

other specification of and certificate is received from Purchase Committee. But during the tenure of Director LR&D he never involve in purchase committee in checking or other physical verification of goods after purchase and from 2002 till his retirement from service, no one can produce such certificate. For selection of animal the purchase committee used to check animals at Vender place. After selection of animal it was duty of LR&D Station staff to receive those animals as selected by purchase committee. In case of fattening animals the animals was selected by purchase committee. The selected animals were transported to LR&D Station Surezai and Mr. Zahir Muhammad; Veterinary Assistant received the animals from M/S Ijaz & Co Charsadda. (A receipt of 33 animals received by Ijaz & Co from Mr. Zahir Muhammad, Veterinary Assistant is annexed as Annexure-IX)

- ii. Stock book/register depicts as per first inquiry that payment of Rs.1,097,300/- was made against the purchase of 33 animals but only 25 animals were received, how do you justify that? Whereas M/S Ijaz & Co (the vender) in his written statement confirmed the supply of 33 animals, and what supporting document can you provide to defend it?
- iii. You depicted in your reply that "The bill for payment was verified by me after confirmation of the supply from Mr. Zahir Muhammad Veterinary Assistant". Did you confirm the total number of animals received (33) and require, it in written form the Veterinary Assistant? And how much can you prove it and with what documents?
- iv. You mentioned in the reply that you selected 25 animals for research trial out of 33 animals purchased and provided annexure XIV-B in support, but annexure XIV-B disclosed that not 25 but 43 animals were selected for

- ii. In 1st trial of research I selected only 25 animals from the newly purchase fattening animals so in previous inquiry it was reported that only 25 animals was purchased against the payment of 33 animals, which is wrong and totally incorrect.
- iii. A written statement is received from Mr. Zahir Muhammad (Annexure-X) that he received all 33 Animal from vender and the same can also be proved from Auction register after completion of research trial. His written statement is duly verified by presently working incharge of Animal Health Section, Dr Khurshid Alam, Research Officer (Animal Health) LR&D Station Surezai is submitted to Inquiry Committee as (Annexure-X)
- iv. Annexure XIV is published research paper and it contains many trials than just one experiment. The other calves which usually came from our existing animal were also included in research and hence it show total

<p>research i.e 8 cross breed, 7 Dhani Calves, 6 Lohani, 6 Sahiwal, 6 Bhagnari and 10 Nili Ravi buffalo calves (Total 43). How do. you justify the contradiction?</p> <p>v. From where did you get Vanda for Research on fattening 25 numbers of animals of selected animals as you pointed out vide annexure-XIV-B? And how much amount of Vanda did you utilize for the said purpose as a whole and how much on daily basis? And how many days research remained in progress?</p> <p>vi. Did your department get any specific funds for the research purpose?</p>	<p>no 43. (if needed I can explain the Research Paper to Inquiry Committee)</p> <p>v. For Fattening animals we prepared a Vanda with change formulation to different breeds. All the feed was received from Feed Mill. The detail of Vanda fed to experimented animals is given in Annexure-XI</p> <p>vi. Our directorate is involved in Livestock Research and Development activities. A regular funding is made by the Govt as well as Developmental project for research purpose were also executed by this directorate.</p>
---	---

(Dr Muhammad Mujtaba)  
Senior Research Officer  
Veterinary Research Institute Peshawar



70

## Annexure- VIII

## Detail of Vanda supplied to Fattening Animals

S.NO	Date	Bags	Weight in Kg	Animals	Per Animal Per Day Consumption
1.	09-05-2009	30	1110	38	2.90 kg per animal including feeding wastage
2.	29-05-2009	30	1110	38	2.90 kg per animal including feeding wastage
3.	09-06-2009	35	1295	38	3.40 kg per animal including feeding wastage
4.	19-06-2009	35	1295	38	3.40 kg per animal including feeding wastage
5.	29-06-2009	40	1480	38	3.90 kg per animal including feeding wastage
6.	12-07-2009	40	1480	38	3.90 kg
7.	19-07-2009	50	1850	38	4.86
8.	31-07-2009	50	1850	38	4.86
9.	09-08-2009	60	2220	43	5.15
10.	19-08-2009	60	2220	43	5.15
11.	29-08-2009	60	2220	43	5.15
12.	09-09-2009	65	2405	43	5.59
13.	19-09-2009	65	2405	43	5.59
14.	29-09-2009	70	2590	43	6.00
15.	13-10-2009	70	2590	43	6.00
16.	19-10-2009	70	2590	43	6.00
17.	29-10-2009	70	2590	43	6.00
18.	04-11-2009	75	2775	43	6.45
19.	09-11-2009	75	2775	43	6.45
20.	19-11-2009	70	2590	43	6.00
21.	29-11-2009	70	2590	43	6.00
22.	09-12-2009	75	2775	43	6.45
23.	19-12-2009	65	2405	38	6.30
24.	29-12-2009	65	2405	38	6.30
25.	09-01-2010	60	2220	38	5.84
26.	19-01-2010	60	2220	38	5.84
27.	29-01-2009	60	2220	38	5.84
28.	03-02-2010	55	2035	33	6.10
29.	19-02-2010	55	2035	33	6.10
30.	29-02-2010	55	2035	33	6.10
	Total	1740	64380		

Dr Muhammad Mujtaba  
Senior Research Officer



The Inquiry Committee believes that provision of free of cost Vanda to LR & DS Surezai and LR & D, D I Khan is not a big issue as these are the government installations and the government, if so desires, can recover the cost of Vanda from aforementioned two stations even now. The department was also asked whether any allocation was made by the government for purchase of feed for the above two stations. However the department provided no information in this regard. The actual issue is the free distribution of Vanda among the farmers during the Field Days/Dood Melas.

The second important fact which needs to be ascertained is, whether the Vanda was actually distributed or misappropriated for personal benefits.

10. After detailed study of the available papers, discussions with the employees of the departments and previous inquiry officers; the present inquiry committee using best judgment has deduced the following facts and the competent authority is requested to take these facts in consideration while deciding the case against the accused:

- i. The PC-1 of the Feed Mill clearly stipulates that Vanda and other Feed ingredients prepared by the Feed Mill should be made available to the public on cost. The money generated by the Mill should be deposited in the government treasury. However the Livestock department violated the provision of the PC-1 and allowed free distribution of Vanda to the public without required variation in the PC-1 and its approval from the competent forum
- ii. Dood Melas were not held for the first time but it is culture of the department and as per record, the same are being held regularly since 2005. Dood Mela held during the period under report had the full backing of both political leadership and the administrative department. However record of recent such activities is not available with the department
- iii. As per available record Dood Melas were not a one man show rather a team of expert conducted it and in most of the cases; in presence of political leadership. Apart from free distribution of Vanda, free De-worming and vaccination were also provided to the farmers.
- iv. During 2009-10 and 2010-11, the Feed Mill reportedly produced huge amount of Vanda. This fact, however, need further confirmation from the department. The Feed Mill had no approved rate structure for sale of Vanda. Reportedly the Vanda was getting stale /infected and it was feared that the government would sustain a huge loss, if the Vanda is not disbursed immediately.

1/2/13

The decision of arrangement of Dood Melas and provision of free of cost Vanda and other services to the farmers was taken in a meeting held on 30.12.2008 which was chaired by the then Director General Livestock Research & Development. The Director , Livestock Research & Development later on wrote letter addressed to the Farm Manager and a copy was enclosed to Feed Mill Manager to arrange Vanda for free distribution (Annex-D).

All the senior officers, in-charge of the department including political leadership expressed keen interest in such Dood Melas and free distribution of the package containing de-worming, vaccination and Vanda; therefore it was not possible for a junior officer to resist the idea of free distribution of Vanda.

Free distribution of agriculture equipments including feed is not a new idea. There are projects both local and donor-driven in the towns which are giving free feed and other equipments worth huge amount to farmers and dairy farms owners.

The Station Director and Farm Manager were actually advised by the Director Livestock to arrange and provide free Vanda during Dood Melas (Annex-D).

Mr. Shah Jahan (Audit Officer), Anti Corruption Establishment, who previously conducted detailed inquiry in the matter, maintained during the interview with the present Enquiry Committee, that he personally visited few places, asked people whether they got free Vanda and other facilities during Dood Melas or they paid for it. He related that wherever he went people acknowledged that they got free Vanda and other facilities in Dood Melas.

Vanda of amounting to Rs. 214,486/- was given free of cost to the Livestock Research & Dairy Development, research station DIK which is a Government Farm and the government , if so desires , can recover the amount from the concerned station. The reception and consumption record is available in record of the ongoing inquiry (Annex-I & II).

Similarly, Surezia farm is a government property, which also generates money through selling milk, therefore cost of Vanda given to it, if government so desires, must be recovered from the farm instead of the individual.

*Ad*  
*✓*

Moreover, the Ex-Director Livestock reportedly acted as DDO for numerous projects, including Feed Mill and the incumbent Feed Mill Manager (accused) was apparently used as a mere tool for functioning of department activities.

Issue of animals

1. The accused has maintained that total 33 animals were purchased and he selected 25 out of the purchased animals for experiments. He has produced a photo copy of auction register as evidence (Annex-E). The department also confirmed the contention of the accused.

Recommendations:

Based on the above facts and rationale, following two options are being submitted to the competent authority for approval of any one of them:

Option No. 1:

The competent authority may ignore the provision of Vanda free of cost to various government owned stations and general public and exonerate the accused from the charges in light of facts given above at serial number 2 to 11. However he may be issued warning to keep record of government business in a professional way in future.

Option No. 2:

The cost of Vanda given to the LR&DS Surezai, LR&D, D I Khan may be recovered from these two stations and the cost of Vanda given free of cost to the general public during the Field days may be recovered from all the officers/officials particularly from the ex-Director General Livestock who were involved in the decision making of conducting Dood Melas in light of fact given at serial no.1 above.

Annexure N/75



GOVERNMENT OF  
KHYBER PAKHTUNKHWA  
AGRICULTURE LIVESTOCK & COOPERATIVE  
DEPARTMENT

NO.SO(L&F)AD-B-2(99)/2013.

Dated Peshawar the 28<sup>th</sup> November, 2013.

To

✓  
Dr. Muhammad Mujtaba,  
Senior Research Officer (BPS-18),  
Livestock Research and Development, Peshawar.

Subject: SHOW CAUSE NOTICE.

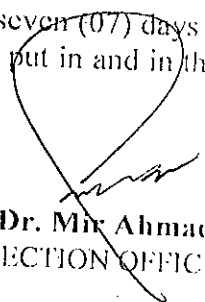
I am directed to forward herewith a copy of Show Cause Notice duly signed by the Competent Authority, tentatively imposing the penalty of "Recovery of RS 0.715 Million on account of Vanda shown issued to I.R.&DS Surezai and Rs 1.112 Million on account of free distribution of vanda in field days without authorization and record. Besides, withholding of one annual increment for one year" upon you, under Rule-3 of the Khyber Pakhtunkhwa Government Servants (*Efficiency & Discipline*) Rules, 2011.


2. Your reply should reach this office within seven (07) days positively otherwise it will be deemed that you have no defence, to put in and in the case, an exparte action shall be taken against you.

Encl: As above.

Copy to:

1. Principal Secretary to Chief Minister's Secretariat, Khyber Pakhtunkhwa, Peshawar.
2. P.S.O to Chief Secretary, Khyber Pakhtunkhwa, Peshawar.
3. Director General (Research), Livestock & Dairy Development, Khyber Pakhtunkhwa, Peshawar.
4. P.S to Secretary, Agriculture, Livestock & Cooperative Department, Khyber Pakhtunkhwa, Peshawar.
5. P.S to Special Secretary, Agriculture, Livestock & Cooperative Department, Khyber Pakhtunkhwa, Peshawar.

  
(Dr. Mir Ahmad Khan)  
SECTION OFFICER (L&F)

  
SECTION OFFICER (L&F)





GOVERNMENT OF KHYBER PAKHTUNKHWA  
AGRIC: LIVESTOCK & COOP: DEPARTMENT

SHOW CAUSE NOTICE

I, Parvez Khattak, Chief Minister, Khyber Pakhtunkhwa as competent authority under the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011, do hereby serve you MR. Muhammad Mujtaba, Senior Research Officer (BPS-18) of Livestock Research and Development Peshawar, as follows:-

Consequent upon the completion of inquiry conducted against you by the inquiry officer for which you were given opportunity of hearing vide communication No. P&D(SDU)/671-74 dated 20.5.2013 and:

On going through the findings and recommendations of the inquiry officer, the materials on record and other connected papers including your defense before the said Inquiry Officer,

I am satisfied that you have committed acts / omissions specified in Rule-3 of the said Rules.

- a) Embezzlement / misappropriation of Government funds
- b) Irregular maintenance of the accounts / record of the project
- c) Distribution of 321500 kg Vanda free of cost is violation of provision of PC-I

As a result thereof, I as competent authority, have tentatively decided to impose upon you the penalty of Recovery of Rs. 0.715 Million on account of Vanda, which is sent to R&DS

Surrial and Rs. 1.112 Million on account of free distribution of Vanda in field days without authorization and record. Besides, withholding of one annual increment for one year.

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

If no reply to this notice is received within seven (07) days or not more than 15 days of its delivery, it shall be presumed that you have no defense to put in and in that case an ex parte action shall be taken against you.

A copy of the findings of the Inquiry Officer is enclosed.

PARVEZ KHATTAK  
CHIEF MINISTER,  
KHYBER PAKHTUNKHWA  
(COMPETENT AUTHORITY)

# ANNEXURE P/77

No. SRO(PM&PD)/\_\_\_\_\_

Dated December 09, 2013

To

The Secretary,  
Govt of Khyber Pakhtunkhwa,  
Agriculture, Livestock & Cooperative Departments,  
Peshawar.

Attention: SO(L&F)

Subject: SHOW CAUSE NOTICE

Sir,

With reference to Show Cause Notice served upon me vide Secretary to Govt of Khyber Pakhtunkhwa Agriculture, Livestock & Cooperative Departments.No. SO(L&F)AD-B-2(99)2013 dated 28-11-2013 on the subject noted above.

The annotated reply of the show cause notice charges are as under:-

**I. Recovery of RS. 0.715 Million on account of Vanda shown issued to LR&DS Surezai**

It is once again clarified that on the directive issued by Director, Livestock Research & Development Khyber Pakhtunkhwa to supply Vanda to the Farm Manager, Livestock R&D Station Surezai (**Annexure-I**) and as such the vanda was supplied to the Farm Manager. The detail of Vanda and a including receipt obtained for each consignment by the store Keeper supplied to the Farm Manager as per directive of Director concerned are given below.

S.No	Particulars	Quantity Issued Bags	Date of Issue	Remarks
I.	Vanda	317	01.1.09	Receipt attached as <b>annexure-II</b>
II.	Vanda	1000	23.4.09	Receipt attached as <b>annexure-III</b>
III.	Vanda	800	30.5.09	<b>annexure IV</b>
IV.	Vanda	60 <sup>c</sup>	26.11.09	Issued by Store Keeper, after transfer of Dr. Muhammad Mujtaba from the Additional charge of Mill Manager however the receipt is attached as <b>annexure V</b>
V.	Vanda	59	27.01.2010	Issued by Store Keeper, after transfer of Dr. Muhammad Mujtaba from the Additional charge of Mill Manager however the receipt is attached as



				annexure VI
VI	Total	2236 Bags		

**CONCLUSIONS:-**

- A. From the above table it is very clear that the total quantity of Vanda during my tenure, supplied to Livestock R&D Station Surezai is 2117 bags for further consumption.
- B. It is further to add that in question No. 2 (iii) of Questioner received from Inquiry Officer, the Farm Manager has admitted that he has received 1000 bags of Vanda from Store of Feed Mill. (**Annexure-VI**)
- C. The finding of inquiry offers also suggest "that provision of free of cost Vanda to LR&DS Surezai and LR&DS D.I.Khan is not a big issue as these are the government installations and the government, if so desires, can recover the cost of Vanda from aforementioned two stations even now."
- D. The finding of inquiry officers further suggest s "Similarly, Surezai farm is a government property, which also generate money through selling milk, therefore cost of vanda given to it, if government so desires, must be recovered from farm instead of the individual."

In view of the above documentary evidences, it is strange that I am being charge for the period which does not come in my tenure. During my tenure only 1117 bags become controversial for which the receipt is also available at **Annexure II-III**. The Farm Manager must give account for its consumption.

From the above facts and figure, it is concluded, that there is no fault on my part. Therefore I may kindly be exonerated from the charges and recovery of Rs.0.715 million. Since the Livestock R&D station Surezai is a government body therefore the amount may be recovered from the concerned Farm.

**II. Recovery of Rs. 1.12 Million on account of free distribution of Vanda in Field Days with authorization and record.**

The feed mill at Livestock Research & Development was established under the ASPL-II project "Enhancement of Livestock Productivity through improving feed situation in NWFP". I was given the additional duty of Feed Mill Manager in addition to my own duties as Research Officer (Poultry Nutrition) without extra numeration and was assigned a special task to make the feed mill functional.

The Director Livestock R&D Peshawar retained all financial and administrative power under his control. As additional duties, I started the



feed mill and thousand of bags feed was prepared. During his visit to the Livestock R&D Station Surezai, the stock of Vanda was shown to him and he verbally instructed me to carry out feed manufacturing and submit a demand or proposal to utilize this Vanda in Livestock developmental activities like Dood Melas or Field Days as the vanda and feed ingredients is perishable commodity as well as use of compound feed will also be introduced among farmer. So a written proposal was submitted to Director Livestock R&D Peshawar through Station Director Livestock R&D Surezai Peshawar to use this Vanda in the field days as well as Dood melas. **(Annexure-VII)** It was decided by Director Livestock R&D to use this vanda in field days free of cost so that farmers of this province may be motivated to use balance ration for their animal and maximize their production from animals and as such the responsibility of supply of vanda free of cost to the farmers rests with Head of Department and not on lower staff including me. In addition "the findings of the following inquires also favors' my stance

1. Inquiry conducted by *Anti Corruption Establishment Department:*  
*Findings are reproduced as under*  
*"Other available relevant record pertaining to Shandar Vanda/Feed Ingredients etc checked and no loss detected."* (Annexure-VIII).
2. Formal Inquiry conducted by *Govt of Khyber Pakhtoonkhwa:*  
*Findings are reproduced as under*
  - i. Dood Mellas were not held for the first time but it is culture of the department and as per record, the same are being held regularly since 2005. Dood Mela held during the period under report had the full backing of both political leadership and administrative department.
  - ii. As per available record Dood Malas were not one man show rather a team of expert conducted in and in most of the cases; in presence of political leadership. Apart from free distribution of Vanda, free De-worming, and vaccination were also provided to the farmers.
  - iii. During 2009-10 and 2010-11, the feed Mill reportedly produced huge amount of Vanda. This fact, however, need further confirmation from department. *The Feed Mill had no approved rate structure for sale of Vanda. Reportedly the Vanda was getting stale/infected*



*and it was feared that the government would sustain a huge loss, if the Vanda is not disbursed immediately.*

- iv. The decision of arrangement of Dood Mela and provision of free cost of Vanda and other services to farmers was taken in meeting held on 30.12.2008 which was chaired by then Director LR&D.
  - v. All the senior officers, incharge of the department including political leadership expressed keen interest in such Dood Malas and free distribution of package containing de-worming, vaccination and vanda; *therefore it was not possible for a junior officer to resist the idea of free distribution of vanda.*
  - vi. Free distribution of agriculture equipments including feed is not a new idea. There are projects both local and donor-driven in the towns which are giving free feed and other equipments worth huge amount to farmers and dairy farms owners.
  - vii. *Moreover, the Ex-Director Livestock reportedly, acted as DDO for numerous projects, including Feed Mill and incumbent Feed Mill Manager (accused) was apparently used as a mere tool for functioning of department activities.*
3. I was entrusted additional duties of Feed Mill Manager from 19-03-2008 and was relived from additional charge on 24-06-2009 (Annexure IX-XIII). During my tenure a total of 3000 bays each 50kg (a total of 150000kg) was distributed among the farmers but inquiry officer has reported 321500 kg misappropriation of Vanda which is not base on facts. It is further to add that during the field days rate for sale of Vanda was even not approved than how they calculate the worth of Vanda.
4. Actually I was not acting as Drawing and Dispersing officer of the said project and having no financial or administrative power to utilize this Vanda. It is not understood that why I have been held responsible for free distribution of the entire amount of Vanda ignoring the clear directives of the then Director who had been delegated Administrative and Financial power, on the basis of which he distributed the Vanda among farmers. (Annexure XIV) I used proper channel while performing my duties and the onward approval of free distribution of Vanda to farmers is responsibility of Director. Being a Feed Mill Manager, I was responsible only for preparation



of Vanda as per formula. The stock was maintained by the Store Keeper of the mill who was working under the control of Director LR & DS. The Director used Vanda for free of cost distribution by his own administrative power and authority with full backing of the then political leadership.

5. It is clear from above mentioned facts and all previous inquiries including formal inquiry confirm the fact that I was not responsible for free distribution of Vanda to farmer.
6. I did not misappropriate any government funds so the charge of Embezzlement /misappropriation of Government Funds are against my reputation and honor.

It is therefore requested that I may not be held responsible for free issue of Vanda and may be exonerated from the charge of misappropriation of Govt funds.

It is further requested that I may be given a **chance to be heard in person to further clarify the charges level against me.**

With Highest Regards

Yours Obediently,

**Dr. Muhammad Mujtaba**

Senior Research Officer

Veterinary Research Institute Peshawar

No. SRO(PM&PD)/\_\_\_\_\_

Dated December 09, 2013

Copy of above is forwarded to Director General (Research) L&D.D, Khyber Pakhtunkhwa for information please.

**Dr. Muhammad Mujtaba**

Senior Research Officer

Veterinary Research Institute Peshawar





**ANNEXURE Q/82**

DIRECTORATE GENERAL (RESEARCH)  
LIVESTOCK & DAIRY DEVELOPMENT DEPARTMENT  
KHYBER PAKHTUNKHWA PESHAWAR

Tel: 91-9210218-19

Fax: 91-9210220

No. DG(Res)L&DD/Est.I/PF(37)/2009/ 1894 Dated Peshawar the 20/03/2014.

To

Dr. Mohammad Mujtaba,  
Senior Research Officer/  
Deputy Director Planning,  
Livestock Research and Development,  
Peshawar.

Subject:- PENALTY FOR THE RECOVERY

I am enclosing herewith a copy of Notification No. SO(L&F)AD-II(99)/2013 dated 17-03-2014 whereby besides other penalty, a penalty for recovery of Rs.1.827 million (0.715 + 1.112 million) has also been imposed upon you by the Competent Authority.

You are therefore, directed to honour the above notification and deposit the said amount in Government Ex-Chequer on proper challan within 15 days positively under intimation to this office.

Encl: 01

*Ghufran Ullah*  
(GHUFRAN ULLAH PhD)  
Director General (Research)

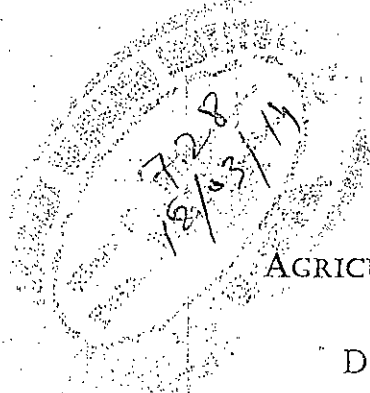
No. DG(Res)L&DD/Est.I/PF(37)/2009/

Dated Peshawar the \_\_\_/03/2014.

Copy of the above is forwarded for information to the Secretary, Government of Khyber Pakhtunkhwa, Agriculture, Livestock, Cooperatives and Fisheries Department, Peshawar.

(GHUFRAN ULLAH PhD)  
Director General (Research)

*Atty*



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GOVERNMENT OF  
KHYBER PAKHTUNKHWA  
AGRICULTURE LIVESTOCK & COOPERATIVE  
DEPARTMENT

Dated Peshawar the 17<sup>th</sup> March, 2014.

**NOTIFICATION:**

**NO.SO(L&F)AD-B-2(99)/2013:** WHEREAS, **Dr.Muhammad Mujtaba**, Senior Research Officer (BPS-18), Livestock Research and Development, Peshawar was proceeded against under the Khyber Pakhtunkhwa Government Servants (*Efficiency & Discipline*) Rules, 2011, for the charges mentioned in the charge sheet and statement of allegations.

2. WHEREAS, Mr.Muhammad Idrees Khan (PCS EG BS-19), Director General, Special Development Unit (SDU), Planning & Development Department as Inquiry Officer to conduct inquiry against the said officer for the charges leveled against him.

3. AND WHEREAS, the Inquiry Officer after considering the allegations, evidence on record, explanation of the officer submitted his report, and pointed out that the allegations mentioned in the Charge Sheet and Statement of Allegations have been proved.

4. NOW THEREFORE, the Competent Authority, after having considered the charges, evidence on record, the explanations of the accused officer, finding of the inquiry officer and in exercising his powers under Rule-4 (ii) & (iii) of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011, has been pleased to confirm imposition of the major penalty of "Recovery of RS 0.715 Million on account of Vanda shown issued to LR&DS Sarezai and Rs 1.112 Million on account of free distribution of vanda in field days without authorization and record. Besides, withholding of one annual increment for one year" upon the accused officer.

SECRETARY TO  
GOVT. OF KHYBER PAKHTUNKHWA,  
AGRICULTURE, LIVESTOCK & COOP. DEPTT.

ENDST: NO. & DATE EVEN.

Copy to:

1. Accountant General, Khyber Pakhtunkhwa, Peshawar.
2. ✓ Director General (Research), Livestock & Dairy Development, Khyber Pakhtunkhwa Peshawar with the request to ensure implementation of penalty imposed by the Competent Authority.
3. Dr.Muhammad Mujtaba, Senior Research Officer (BPS-18), Livestock Research and Development, Peshawar.
4. P.S to Secretary Agriculture, Livestock and Cooperative Department.

(Dr. Mir Ahmad Khan)  
SECTION OFFICER (L&F)

AS (E)

18/3/14



# Annexure R/84

Dated March 31, 2014

No. / \_\_\_\_\_

To

Honorable Chief Minister

Government of Khyber Pakhtoonkhwa,

Peshawar.

Through:

**PROPER CHANNEL**

Subject:

**Review Appeal**

Sir,

With reference to Notification No:SO(L&F)AD-B-2(99)2013, Secretary to Govt of Khyber Pakhtunkhwa Agriculture, Livestock & Cooperative Departments dated 17.3.2014 regarding imposition of the penalty of recovery of Rs.0.715 million on account of vanda issued to LR&DS Surezai and Rs 1.112 million on account of free distribution of vanda in field days without authorization and record. Besides withholding of one annual increment for one year.

The penalty of recovery is unjustified and against the principles of justice with the following submissions.

**I. Recovery of RS. 0.715 Million on account of Vanda shown issued to LR&DS Surezai**

It is once again clarified that on the directive issued by Director, Livestock Research & Development Khyber Pakhtunkhwa to supply Vanda to the Farm Manager, Livestock R&D Station Surezai and as such the vanda was supplied to the Farm Manager. The detail of Vanda including receipt obtained for each consignment by the store Keeper supplied to the Farm Manager as per directive of Director concerned are given below.

S.No	Particulars	Quantity Issued	Date of Issue	Remarks
I.	Vanda	317	01.1.09	Receipt attached as <b>annexure-II</b>
II.	Vanda	1000	23.4.09	Receipt attached as <b>annexure-III</b>
III.	Vanda	800	30.5.09	<b>annexure IV</b>
IV.	Vanda	60	26.11.09	Issued by Store Keeper, after transfer of Dr. Muhammad Mujtaba from the Additional charge of Mill Manager however the receipt is attached as <b>annexure V</b>
V.	Vanda	59	27.1.10	Issued by Store Keeper, after transfer of Dr. Muhammad Mujtaba from the Additional charge of Mill Manager however the receipt is attached as <b>annexure VI</b>

85

VI	Total	2236 Bags		
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**CONCLUSIONS:-**

- A. From the above table it is very clear that the total quantity of Vanda during my tenure, supplied to Livestock R&D Station Surezai is 2117 bags for further consumption. It is strange to note that even I am charged for recovery of vanda which was not supplied during my tenure as Feed Mill Manager.
- B. It was routine practice in Livestock R&D Station Surezai that vanda was regularly supplied to the station for further consumption since the establishment of Feed Mill in 2008 till date. The same practice was adopted and for each consignment receipt was received from receiving section. But ignoring all the facts and finding of Inquiry officer, 50% cost of vanda is charged from me which is against the justice. It is further to add that during my tenure, no approved rate for vanda was sanctioned and the calculation of vanda price is made on just assumption.
- C. The finding of inquiry offers also suggest "that provision of free of cost Vanda to LR&DS Surezai and LR&DS D.I.Khan is not a big issue as these are the government installations and the government, if so desires, can recover the cost of Vanda from aforementioned two stations even now."
- D. The finding of inquiry officers further suggests "Similarly, Surezai farm is a government property, which also generate money through selling milk, therefore cost of vanda given to it, if government so desires, must be recovered from farm instead of the individual."

In view of the above documentary evidences, it is strange that I am being charge for the period which does not come in my tenure. During my tenure only 2117 bags become controversial for which the receipt is also available in the record and the Farm Manager must give account for its consumption.

From the above facts and figure, it is concluded, that there is no fault on my part. Therefore I may kindly be exonerated from the charges and recovery of Rs.0.715 million. Since the Livestock R&D station Surezai is a government body therefore the amount may be recovered from the concerned Farm.

**II. Recovery of Rs. 1.12 Million on account of free distribution of Vanda in Field Days with authorization and record.**

I was given the additional duty of Feed Mill Manager in addition to my own duties as Research Officer (Poultry Nutrition) without extra numeration and was assigned a special task to make the feed mill functional.

The Director Livestock, R&D Peshawar retained all financial and administrative power under his control. As additional duties, I started the feed mill and thousand of bags feed was prepared.

The distribution of vanda among the livestock farmers was the decision of Director Livestock R&D Khyber Pakhtoonkhwa and I was not responsible if he did not get approval from the competent authority.

In addition "the findings of the following inquires also favors' my stance

1. Inquiry conducted by *Anti Corruption Establishment Department:*

*Findings are reproduced as under*

*"Other available relevant record pertaining to Shandar Vanda/Feed Ingredients etc checked and no loss detected." (Annexure-VIII).*

2. Formal Inquiry conducted by *Govt of Khyber Pakhtoonkhwa:*

*Findings are reproduced as under*

- i. As per available record Dood Malas were not one man show rather a team of expert conducted in and in most of the cases; in presence of political leadership. Apart from free distribution of Vanda, free De-worming, and vaccination were also provided to the farmers.
- ii. During 2009-10 and 2010-11, the feed Mill reportedly produced huge amount of Vanda. This fact, however, need further confirmation from department. *The Feed Mill had no approved rate structure for sale of Vanda. Reportedly the Vanda was getting stale/infected and it was feared that the government would sustain a huge loss, if the Vanda is not disbursed immediately.*
- iii. All the senior officers, incharge of the department including political leadership expressed keen interest in such Dood Malas and free distribution of package containing de-worming, vaccination and vanda; *therefore it was not possible for a junior officer to resist the idea of free distribution of vanda.*
- iv. Free distribution of agriculture equipments including feed is not a new idea. There are projects both local and donor-driven in the towns which are giving free feed and other equipments worth huge amount to farmers and dairy farms owners.
- v. *Moreover, the Ex-Director Livestock reportedly, acted as DDO for numerous projects, including Feed Mill and incumbent Feed Mill*

*Manager (accused) was apparently used as a mere tool for functioning of department activities.*

3. I was entrusted additional duties of Feed Mill Manager from 19-03-2008 and was relieved from additional charge on 24-06-2009. During my tenure a total of 3000 bays each 50kg (a total of 150000kg) was distributed among the farmers but inquiry officer has reported 321500 kg misappropriation of Vanda which is not base on facts. It is further to add that during the field days rate for sale of Vanda was even not approved than how they calculate the worth of Vanda.
4. Actually I was not acting as Drawing and Dispersing officer of the said project and having no financial or administrative power to utilize this Vanda. It is not understood that why I have been held responsible for free distribution of the entire amount of Vanda ignoring the clear directives of the then Director who had been delegated Administrative and Financial power, on the basis of which he distributed the Vanda among farmers.
5. I used proper channel while performing my duties and the onward approval of free distribution of Vanda to farmers is responsibility of Director. The Director used Vanda for free of cost distribution by his own administrative power and authority with full backing of the then political leadership.
6. It is clear from above mentioned facts and all previous inquiries including formal inquiry confirm the fact that I was not responsible for free distribution of Vanda to farmer.

The attention of competent authority is invited to the following facts;

- Part of the Vanda mentioned above was released by the written directives of Director Livestock R&D ( )
- Part of Vanda was released after my posting/departure from the Feed Mill (Serial - )
- Part of the Vanda was released to the government Farms for internal consumption ( )

In view of the above the competent authority is requested to kindly exonerate me from the recovery of the amount of 0.715 and 1.112 million.

Yours Obediently,

**Dr. Muhammad Mujtaba**  
Senior Research Officer





DIRECTORATE GENERAL (RESEARCH)  
LIVESTOCK & DAIRY DEVELOPMENT DEPARTMENT  
KHYBER PAKHTUNKHWA, PESHAWAR

90


Ph #: 091-9210218, 091-9210219  
Fax#: 091-9210220

No. DG (Res) L&DD/Est. I/PF (37)/2009/5426-34

Dated Peshawar the 05/08/2014

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

1. Dr. Sajjad Ahmad, Director, Livestock Research & Development, Khyber Pakhtunkhwa, Peshawar.
2. Dr. Muhammad Mujtaba, Senior Research Officer Veterinary Research Institute, Peshawar.
3. Dr. Muhammad Irshad, Farm Manager through Station Director, Livestock Research & Development Station, Surezai.
4. Mr. Noor Zaman Shah, Superintendent Veterinary Research Institute, Peshawar.
5. Mr. Haider Ali, Assistant through Director, Livestock Research & Development, Peshawar.
- 6-9. Personal file of the Officers/ Officials concerned.

  
(GHUFRAN ULLAH, PH.D)  
Director General (Research)



# Annexure T / 94

## PART - D

AUDIT REPORT IN OPEN ENQUIRY NO. 2/2011-LG&RDD, AGAINST THE CONCERNED STAFF OF LIVE STOCK, RESEARCH & DEVELOPMENT DEPTT: PESHAWAR.

### ALLEGATIONS.

As in previous audit report Part A, B & C.

Part - A Loss to Govt:	Rs. 48,13,750/-	} Rs. 1,00,04,745/-
Part - B Lost to Govt:	Rs. 51,90,295/-	
Part - C Need Technical	Rs. 1,10,00,000/-	

Apart from the above, the following amount/items have been received during this enquiry :-

1. Sugar Beet Pulp Unit received in LG & RDD Station, D.I.Khan shown in Audit Report Part-A.	Rs. 18,00,000/-	
2. Amount of Urea less supplied deposited to Govt Treasury not included in audit reports.	Rs. 5,00,545/-	
3. Recovered Animal, 05 Lohani Cow & one Lohani Bull (289285+57857) not included in audit report.	Rs. 3,47,142/-	
4. Cost of milk Surizai Farm Peshawar not included in audit report.	Rs. 1,92,000/-	
5. Supplied M.B. Plough and cultivator in LG&RDD Station D.I.Khan. not included in audit report.	Rs. 71,000/-	
6. Received Tiration apparatus in M. Office Peshawar. not included in audit report.	Rs. 4,00,000/-	
Total :-		Rs. 33,10,687/-

In the previous audit reports, (Parts-A & B) total losses were detected as Rs. 1,00,04,745/-, out of which Rs. 18,00,000/- were recovered as cost of Sugar Beet Pulp Unit delivered to D.I.Khan Station, while loss to the tune of Rs. 82,04,745/- is still outstanding. Moreover, equipments to the tune of Rs. 1,10,00,000/- as mentioned previous audit report Part-C is yet to be verified by the concerned Technical Inspection Team as already requested.

Apart from the above, other available relevant record pertaining to Shandaar Vanda/Feed ingredients etc. checked and no loss detected.

Submitted please.

( SHAH JEHAN )

Senior Auditor,  
Anti-Corruption Establishment,  
Peshawar

No. 254-57 Dated 7/1/2012.

Copy forwarded to :-

1. The Director, Anti-Corruption Establishment, Khyber Pakhtunkhwa, Peshawar.
2. The A.D. Crimes, A.C.E., Peshawar.
3. The Circle officer, A.C.E., Peshawar.
4. S.A., ACE, Peshawar.

# Before the KPK Service Tribunal, Peshawar

Appeal No. 1087/2014

Dr. Muhammad Mujtaba, Senior Research Officer(BS-18)..... Appellant

VERSUS

1. Government of Khyber Pakhtunkhwa through Chief Secretary, Peshawar.
2. Government of Khyber Pakhtunkhwa, Secretary Agriculture, Livestock Fisheries & Cooperative Department, Peshawar.
3. Director General Livestock & Dairy Development Department (Research) Khyber Pakhtunkhwa Peshawar.

## Para -Wise Comments On Behalf of Respondents No.1, 2 &3;

Respectfully Sheweth;

### Preliminary Objections;

- a) That the Appellant has got no Locus Standi and cause of action to file the instant case.
- b) That the Appellant has not come to this Honorable tribunal with clean hands.
- c) That the Appellant has deliberately concealed the facts from this Honorable tribunal.
- d) That the instant appeal is barred by law.

### Facts

- 1). 1 to 3: Pertains to records, needs no comments.
- 4). Correct to the extent that the detail regarding dhood mela and field days are mentioned in letter and minutes issued under the signature of Director Livestock Research and Development but it does not authorize any one to distribute the same by ignoring the objectives of the whole exercise. In no case he was authorized to distribute vanda free of cost. By denying this he has attempted to give a huge loss to the department (ANNEXURE D).
- 5). Para No. 05 is a deceiving tactic, in whereby the appellant is attempting to confuse the Honorable tribunal;
  - a). Distribution of vanda on subsidized rates to farmers are objective behind the same is to facilitate the farmers for using the quality feeds/diet etc.
  - b). The objectives of the fair and shows is to encourage the farmers and to give awards to them for taking a good care of their cattle, both the events are different in nature.
- 6). 6 to 8: Pertains to record.
- 9). Correct to the extent, that the appellant was issued charge sheet and statement of allegation, wherein solid allegations were leveled against the appellant. Moreover, in light of recommendations of the inquiry officer proper show cause notice was issued and

an opportunity of personal hearing was provided to the appellant. The appellant submitted reply which was not found satisfactory and competent authority finally approved and directed to recover the Rs 0.715 million and Rs .112 million, besides withholding of one annual increment for one year (ANNEXURE II).

- 10). Incorrect, hence denied. The reply of appellant on 17.06.2013 denying the charges was not satisfactory. All the available official records are self explanatory/witness and proceeding of inquiries are sufficient proof that all codal formalities were observed and accused was given sufficient opportunity to defend himself.
- 11). Incorrect. On the recommendation of the inquiry officer, the competent authority approved option No.2 and directed recovery of amount from the official/officers. (ANNEXURE III). It is further submitted that inquiry report was provided to the appellant. All the codal formalities were fulfilled during the inquiry proceeding.
- 12). Pertains to record.
- 13). Incorrect: The reply of the appellant was found unsatisfactory by the competent authority.
- 14). As per competent authority orders.
- 15). Correct to the extent of Appeal, however the same was rejected by the Appellant authority keeping in view the facts and circumstances of the case.
- 16). The appellant has got no cause of action to file instant appeal.

**Grounds;**

- A. Incorrect. The appellant has been treated in accordance with law and proper inquiry has been conducted against the appellant.
- B. Incorrect. The various inquiries are against the appellant, which prove his involvement in Government loss and self responsible for stigma on his service record.
- C. Incorrect. The appellant was provided inquiry report and all the codal formalities were fulfilled.
- D. Incorrect hence denied. All the available officials records are self explanatory/witness, proceeding of inquiries are sufficient proof that all codal formalities were observed and accused was given sufficient opportunity to defend himself.
- E. Incorrect hence denied. That the Appellant was provided fair opportunity of hearing including statement of allegation, charge sheet, show cause notice, personal hearing and was held guilty fully associated with inquiry proceeding (ANNEXURE IV, V & VI).
- F. Incorrect hence denied. That the detail regarding dhood mela and field days are mentioned in letter and minutes issued under the signature of Director Livestock Research and Development but the status free of cost Vanda distribution among the farmers were not clearly mentioned.
- G. Already explained in para E.
- H. Already explained in para E.



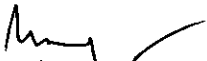
- I. Incorrect, hence denied. As per PC-1 the Mill manager will be in charge of feed mill related activities responsible for the purchase & procurement of feed ingredients, sales of feed & UM (urea molasses) blocks. (ANNEXURE VII).
- J. Incorrect, hence denied. That the Audit report of Anti-corruption Department is not specially concerned with the current issue rather it covers overall purchases of feed ingredient and its utility.
- K. Already explained in para E.
- L. Already explained in para E.
- M. The respondents seek permission to raise additional grounds at the time of arguments.

It is therefore, prayed that the instant appeal may very kindly be dismissed with cost.



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Director General  
Livestock & Dairy Development Department  
Khyber Pakhtunkhwa Peshawar (Resp. No.3)



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Secretary  
Agriculture, Livestock Fisheries & Cooperative  
Department, Peshawar (Respondent No.1 & 2)

# Before the KPK Service Tribunal, Peshawar

Appeal No. 1087/2014

Dr. Muhammad Mujtaba, Senior Research Officer(BS-18)..... Appellant

VERSUS

1. Government of Khyber Pakhtunkhwa through Chief Secretary, Peshawar.
2. Government of Khyber Pakhtunkhwa, Secretary Agriculture, Livestock Fisheries & Cooperative Department, Peshawar.
3. Director General Livestock & Dairy Development Department (Research) Khyber Pakhtunkhwa Peshawar

Reply to the application for the grant of temporary injunction restraining on behalf of Respondents.

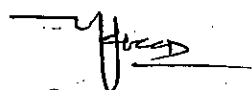
## Preliminary Objections:

- 1) That the applicant has got no cause of action to file the instant application.
- 2) That the application is barred by law.
- 3) That the applicant is estopped by his own conduct to file the instant application.
- 4) That the Honorable tribunal lacks the jurisdiction to entertain upon the instant application.
- 5) The instant application is bad in its present form hence not maintainable.

## On Facts

- 1) No Comments.
- 2) Incorrect. The respondents have a good prima facie case and are sanguine about its eventual success.
- 3) Incorrect. The balance of convenience lies in favor of respondents.
- 4) Incorrect. All the three ingredients for issuing temporary injunction are in favor of respondent.
- 5) Incorrect. The instant application is against law, facts and circumstances hence liable to be dismissed. Moreover the main written reply may be considered as integral part of this reply.

It is therefore humble prayed that the application, being not fulfilling all the necessary ingredients for the grant of temporary injunction, may kindly be dismissed.

  
Director General (Research)  
Livestock & Dairy Development  
Khyber Pakhtunkhwa Peshawar  
(Respondent. No.3)

Before the Khyber Pakhtunkhwa Service Tribunal, Peshawar

Appeal No. 1087/2014

Dr. Muhammad Mujtaba, Senior Research Officer(BS-18)..... Appellant

Versus

Government of KPK etc..... (Respondents)

**AFFIDAVIT**

I, Dr. Muhammad Iqbal Khattak, Principal Research Officer, Livestock Research & Development Peshawar, do hereby solemnly affirm and declare that the contents of the attached Para-wise Comments are true and correct to the best of my knowledge and belief.

For  DEPONENT

Annexure "C" / 49 Annexure - I

Directorate of Livestock Research and Development  
NWFP Peshawar

Dated the Peshawar 31-12-2008

No.DLR&D/

To

The Feed Mill Manger,  
Livestock Research & Dev:, Station Surizai,  
Peshawar.

Subject: FIELD DAYS

Please refer to the minutes of meeting dated 30-12-08 and the subject noted above.

You are directed to issue vanda of 100 to 200 bogs for each Field Day schedule to be held in district Peshawar, Charsadda, Mardan, Swabi, Kohat, and Haripur. In this regard you are advised to make your mill functional and prepare sufficient quantity of vanda from available feed ingredients so that it may be provide to the animals and livestock farmers participated in these field days.

You are also directed to extend all possible help in the arrangement of these field days.

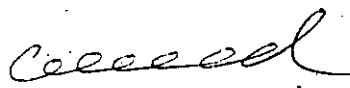
(DR FIDAMUHAMMAD)  
DIRECTOR

Dated the Peshawar 31-12-2008

No.DLR&D/ 2439-40

Copy to:

1. Station Director, Livestock Research & Development Station Surizai, Peshawar.
2. Mr. Qaisar Khan, Store Keeper, Feed Mill Livestock Research & Development Station Surizai, Peshawar

  
(DR FIDAMUHAMMAD)  
DIRECTOR



141 Annexure - II

GOVERNMENT OF  
KHYBER PAKHTUNKHWA  
AGRICULTURE LIVESTOCK & COOPERATIVE  
DEPARTMENT

Dated Peshawar the 17<sup>th</sup> March, 2014.

**NOTIFICATION:**

**NO.SO(L&F)AD-B-2(99)/2013:** WHEREAS, **Dr.Muhammad Mujtaba**, Senior Research Officer (BPS-18), Livestock Research and Development, Peshawar was proceeded against under the Khyber Pakhtunkhwa Government Servants (*Efficiency & Discipline*) Rules, 2011, for the charges mentioned in the charge sheet and statement of allegations.

2. WHEREAS, Mr.Muhammad Idrees Khan (PCS EG BS-19), Director General, Special Development Unit (SDU), Planning & Development Department as Inquiry Officer to conduct inquiry against the said officer for the charges leveled against him.

3. AND WHEREAS, the Inquiry Officer after considering the allegations, evidence on record, explanation of the officer submitted his report, and pointed out that the allegations mentioned in the Charge Sheet and Statement of Allegations have been proved.

4. NOW THEREFORE, the Competent Authority, after having considered the charges, evidence on record, the explanations of the accused officer, finding of the inquiry officer and in exercising his powers under Rule-4 (ii) & (iii) of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011, has been pleased to confirm imposition of the major penalty of "Recovery of RS 0.715 Million on account of Vanda shown issued to LR&DS Surezai and Rs 1.112 Million on account of free distribution of vanda in field days without authorization and record. Besides, withholding of one annual increment for one year" upon the accused officer.


SECRETARY TO  
GOVT. OF KHYBER PAKHTUNKHWA,  
AGRICULTURE, LIVESTOCK & COOP. DEPT.

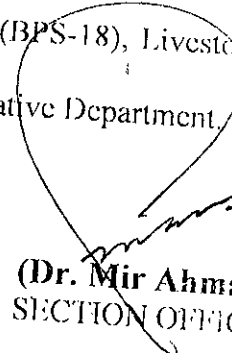
ENDST: NO. & DATE EVEN.

Copy to:

1. Accountant General, Khyber Pakhtunkhwa, Peshawar.
2. ✓ Director General (Research), Livestock & Dairy Development, Khyber Pakhtunkhwa Peshawar with the request to ensure implementation of penalty imposed by the Competent Authority.
3. Dr.Muhammad Mujtaba, Senior Research Officer (BPS-18), Livestock Research and Development, Peshawar.
4. P.S to Secretary Agriculture, Livestock and Cooperative Department.

OS (E)

  
18/3/14

  
(Dr. Mir Ahmad Khan)  
SECTION OFFICER (L&F)



GOVERNMENT OF  
KHYBER PAKHTUNKHWA  
AGRICULTURE LIVESTOCK & COOPERATIVE  
DEPARTMENT

NO.SO(L&F)AD-B-2(99)/2002,  
Dated Peshawar the 21<sup>st</sup> February, 2013.

To

Mr. Muhammad Idrees Khan (PCS EG BS-19),  
Director General, Special Development Unit (SDU),  
Planning & Development Department.

Subject:

**DISCIPLINARY ACTION AGAINST DR. MUHAMMAD MUJTABA,  
SENIOR RESEARCH OFFICER, DR. MUHAMMAD IRSHAD,  
RESEARCH OFFICER/FARM MANAGER (BS-17), MR. NOOR ZAMAN  
SHAH, SUPERINTENDENT (BS-16) AND MR. HAIDER ALL ASSISTANT  
(BS-14), LIVESTOCK & DAIRY DEVELOPMENT (RESEARCH).**

I am directed to refer to the subject noted above and to enclose herewith copies of the statement of allegation and charge sheet duly signed by the Competent Authority, Chief Minister, Khyber Pakhtunkhwa for initiating proceedings under the provision of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011 against the following officers/officials:-

1. Dr. Muhammad Mujtaba, Senior Research Officer (BS-18), Veterinary Research Institute, Peshawar.
2. Dr. Muhammad Irshad, Farm Manager (BS-17), Livestock research & Development Station, Surezai.
3. Mr. Noor Zaman Shah, Superintendent (BS-16), Livestock & Development of L&DD (Research),
4. Mr. Haider Ali, Assistant / Accountant (B-14), Livestock Research & Development.

Encl: As above.

(Dr. Mir Ahmad Khan)  
SECTION OFFICER (L&F)

Copy to:

1. Director General (Research), L&DD, Khyber Pakhtunkhwa, Peshawar with request to depute a departmental representative who is well conversant with the fact of the case alongwith relevant record to assist the Inquiry Officer during the proceedings.
2. **Dr. Muhammad Mujtaba**, Senior Research Officer (BS-18), Veterinary Research Institute, Peshawar.
3. **Dr. Muhammad Irshad**, Farm Manager (BS-17), Livestock research & Development Station, Surezai.
4. **Mr. Noor Zaman Shah**, Superintendent (BS-16), Livestock & Development of L&DD (Research),
5. **Mr. Haider Ali**, Assistant / Accountant (B-14), Livestock Research & Development.
6. P.S to Secretary, Agriculture, Livestock & Cooperative Department.

*With advice to  
appear before the  
Inquiry Officer on the  
date, time and venue  
fixed by the Inquiry  
Officer for the  
purpose of the  
inquiry proceedings.*

SECTION OFFICER (L&F)

*Memorial Dr. Khisro Kaleem,*

*S.D, Peshawar Dr. I. Khan as a Dep. Rep to  
assist IO, during proceeding.*

OS(E)

*[Signature]*  
25/2/13

- xi. Moreover, the Ex-Director Livestock reportedly acted as DDO for numerous projects, including Feed Mill and the incumbent Feed Mill Manager (accused) was apparently used as a mere tool for functioning of department activities.

**Issue of animals**

1. The accused has maintained that total 33 animals were purchased and he selected 25 out of the purchased animals for experiments. He has produced a photo copy of auction register as evidence (Annex-E). The department also confirmed the contention of the accused.

**Recommendations:**

Based on the above facts and rationale, following two options are being submitted to the competent authority for approval of any one of them:

**Option No. 1:**

The competent authority may ignore the provision of Vanda free of cost to various government owned stations and general public and exonerate the accused from the charges in light of facts given above at serial number 2 to 11. However he may be issued warning to keep record of government business in a professional way in future.

**Option No. 2:**

The cost of Vanda given to the LR&DS Surezai, LR&D, D I Khan may be recovered from these two stations and the cost of Vanda given free of cost to the general public during the Field days may be recovered from all the officers/officials particularly from the ex-Director General Livestock who were involved in the decision making of conducting Dood Melas in light of fact given at serial no.1 above.

**Dr. Irshad (Farm Manager):**

The Inquiry Committee has recommended recovery of ~~Rs.~~ Rs. 1,431,040/- @ Rs. 640/- per 37KG (cost of 2,236 bags) from Dr. Irshad. Moreover it has recommended recovery of Rs.180, 000/- by receiving less numbers (03) of Azakheli Buffaloes instead of 05 purchased as per record. Dr. Irshad was declared accused of misappropriation of animal feed and feed ingredients by showing their consumption much above the requirement of animals and making fictitious entries in the stock register.

It is strange to note that as for as feed is concerned, total loss sustained by the government is 1431040/-(cost of 2236 bags) but the same amount is also being claimed from Dr. Mujtaba, which is not justified. The previous inquiry committee

/PL spk  
25/2/13

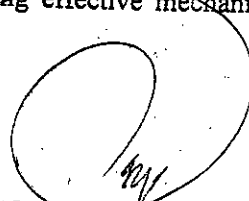
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**Recommendations:**

The competent authority may order recovery of amount of Rs. 76005/- from each accused official and they should also be kept under observation for a period of one year. Moreover, it is also recommended that the two officials must be kept away from financial transactions in future. Furthermore, a penalty of stoppage of "one annual increment" for 2013 may be imposed on each of the accused for being guilty of misappropriation.

**Conclusion:**

The Live Stock Department has been dealing with the government business in non-professional way. Penalties have been recommended for accused officials due to misappropriation. Moreover, record regarding some issues highlighted by the previous Inquiry Committee was not shared by the department as one of the dealing hand Ms. Beena has already left the department. Efforts were made to interview her (Annex-L). However, she was contacted on telephone but she maintained that she has no idea of the record. Since she has not been nominated as accused at the moment, therefore the department may conduct in-house research and dig out the relevant record before further proceedings. Moreover, the department needs to assess the performance of its attached department particularly by focusing on proper record-keeping and introducing effective mechanism for discouraging leakages.

  
(MUHAMMAD IDREES KHAN)  
Inquiry Officer





GOVERNMENT OF  
KHYBER PAKHTUNKHWA  
AGRICULTURE, LIVESTOCK & COOPERATIVES  
DEPARTMENT

No. SO (L&F) AD-B-2 (99) /2014  
Dated Peshawar the 23<sup>rd</sup> July, 2014

To

**The Director General,**  
Livestock & Dairy Development (Research),  
Khyber Pakhtunkhwa, Peshawar.

D-152/c

Subject: **REVIEW APPEAL AGAINST IMPOSITION OF PENALTIES OF RECOVERY etc.**

I am directed to refer to your letters No. DG (Res) L&DD/Est.1/PF (36)/80/2497 & No. DG (Res) L&DD/Est.1/PF (37)/80/2498 dated 18/04/2014 and to state that the Competent Authority has considered the review appeals of the accused officers/officials against the imposition of penalties on them as mentioned against their names below and is pleased to reject the same being untenable:

1. **Dr. Sajjad Ahmad** (B-19) Director Livestock Research & Development.  
**Penalty:** Recovery of Rs.1.112 Million on account of free distribution of Vanda in Field Days without authorization and record and withholding of one annual increment for one year.
2. **Dr. Muhammad Mujtaba** (B-18) Senior Research Officer, L&DD (Research)  
**Penalty:** Recovery of Rs.0.715 Million on account of Vanda shown issued to LR&DS Surezai, Recovery of Rs.1.112 Million on account of free distribution of Vanda in Field Days without authorization and record besides withholding of one annual increment for one year.
3. **Dr. Muhammad Irshad** (B-17) Research Officer/Farm Manager LR&DS Surezai.  
**Penalty:** Recovery of Rs.0.715 Million on account of Vanda shown issued to LR&DS Surezai, and Rs.0.18 Million on account of less receipt of animals from contractors besides withholding of one annual increment for one year.
4. **Mr. Noor Zaman Shah**, (B-16) Superintendent, L&DD (Research):  
**Penalty:** Recovery of Rs.0.076 Million on account of non-receipt of feed ingredients and sugar beet pulp, besides withholding of one annual increment for one year.
5. **Mr. Haider Ali**, (B-14) Assistant/Accountant:  
**Penalty:** Recovery of Rs.0.076 Million on account of non-receipt of feed ingredients and sugar beet pulp, besides withholding of one annual increment for one year.

I am therefore directed to request that appropriate measures be adopted for actualization of the penalties imposed on the officers/ officials.

(Dr. MIR AHMAD KHAN)  
SECTION OFFICER (L&F)

Ends: No. and date even:-

Copy to:

1. Accountant General, Khyber Pakhtunkhwa.
2. PS to Secretary Agriculture, Khyber Pakhtunkhwa.

SECTION OFFICER (L&F)

AS (L&F)

25/7/14

Annexure N/75 Annexure-IV



GOVERNMENT OF  
KHYBER PAKHTUNKHWA  
AGRICULTURE LIVESTOCK & COOPERATIVE  
DEPARTMENT

NO.SO(L&F)/AD-B-2(99)/2013.

Dated Peshawar the 28<sup>th</sup> November, 2013.

To

✓  
Dr. Muhammad Mujtaba,  
Senior Research Officer (BPS-18),  
Livestock Research and Development, Peshawar.

Subject: SHOW CAUSE NOTICE.

I am directed to forward herewith a copy of Show Cause Notice duly signed by the Competent Authority, tentatively imposing the penalty of "Recovery of RS 0.715 Million on account of Vanda shown issued to LR&DS Surezai and Rs 1.112 Million on account of free distribution of vanda in field days without authorization and record. Besides, withholding of one annual increment for one year" upon you, under Rule-3 of the Khyber Pakhtunkhwa Government Servants (*Efficiency & Discipline*) Rules, 2011.

2. Your reply should reach this office within seven (07) days positively otherwise it will be deemed that you have no defence, to put in and in the case, an exparte action shall be taken against you.

(Dr. Mir Ahmad Khan)  
SECTION OFFICER (L&F)

Encl: As above.

Copy to:

1. Principal Secretary to Chief Minister's Secretariat, Khyber Pakhtunkhwa, Peshawar.
2. P.S.O to Chief Secretary, Khyber Pakhtunkhwa, Peshawar.
3. Director General (Research), Livestock & Dairy Development, Khyber Pakhtunkhwa, Peshawar.
4. P.S to Secretary, Agriculture, Livestock & Cooperative Department, Khyber Pakhtunkhwa, Peshawar.
5. P.S to Special Secretary, Agriculture, Livestock & Cooperative Department, Khyber Pakhtunkhwa, Peshawar.

SECTION OFFICER (L&F)



Annex H/55

Annexure-V  
57

CHARGE SHEET

I, Amir Haider Khan Hoti, Chief Minister, Khyber Pakhtunkhwa, as Competent Authority, hereby charge you, Dr. Muhammad Mujtaba, Senior Research Officer (BS-18), Veterinary Research Institute, Peshawar as follows:

That you, while posted as Feed Mill Manager, Livestock Research & Development Station (LR&DS) Surezai committed the following irregularities:

- i. You have misappropriated an amount of Rs.214486/- (cost of 12400 kg Vanda) by recoding the Vanda as issued to Livestock Research & Development Station, Paharpur DI Khan without any indent and approval of the Competent Authority.
- ii. You misappropriated an amount of Rs.5561081/- on account of 321500 kg by recording as issued to the field days, which was not the mandate of the station and without any record.
- iii. You misappropriated an amount of Rs.1431040/-, cost of 82732kg shown as issued to LRDS Surezai without any record.
- iv. You have misappropriated a sum of Rs.270800/- by receiving less numbers of animals (3 Cross Bred and 5 Nili Ravi Buffaloes).

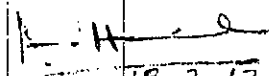
2. By reason of the above, you appear to be guilty of corruption and misconduct under Rule-3 of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011 and have rendered yourself liable to all or any of the penalties specified in Rule-4 of the rules ibid.

3. You are, therefore, required to submit your written defence within seven days of the receipt of this Charge Sheet to the inquiry officer/inquiry committee, as the case may be.

4. Your written defence, if any, should reach the inquiry officer/inquiry committee within the specified period, failing which it shall be presumed that you have no defence to put in and in that case ex-parte action shall be initiated against you.

5. Intimate whether you desire to be heard in person.

6. A statement of allegations is enclosed.

  
18-2-13  
(AMIR HAIDER KHAN HOTI)  
CHIEF MINISTER, KHYBER PAKHTUNKHWA.



Annexure - VI  
124

GOVERNMENT OF  
KHYBER PAKHTUNKHWA  
AGRICULTURE LIVESTOCK & COOPERATIVE  
DEPARTMENT.  
NO.SO(L&F)AD-B-2(99)/2014.  
Dated Peshawar the 4<sup>th</sup> February, 2014.

To  
The Director General (Research),  
Livestock & Dairy Development,  
Khyber Pakhtunkhwa, Peshawar

Subject: DISCIPLINARY ACTION AGAINST DR.MUHAMMAD MUJTABA,  
SENIOR RESEARCH OFFICER, DR.MUHAMMAD IRSHAD,  
RESEARCH OFFICER/FARM MANAGER (BS-17), MR.NOOR ZAMAN  
SHAH, SUPERINTENDENT (BS-16) AND MR.HAIDER ALI, ASSISTANT  
(BS-14), LIVESTOCK & DAIRY DEVELOPMENT (RESEARCH).

I am directed to refer to the subject noted above and to inform that the competent authority has been pleased to order that the following accused officers/official shall appear before Secretary Establishment on **07.2.2014** at **1000 hours** in the office of Secretary to Government of Khyber Pakhtunkhwa Establishment Department.


1. **Dr.Muhammad Mujtaba,**  
Senior Research Officer (BS-18), Veterinary Research Institute,  
Peshawar.
2. **Dr.Muhammad Irshad,**  
Farm Manager (BS-17), Livestock research & Development Station,  
Surezai.
3. **Mr.Noor Zaman Shah,**  
Superintendent (BS-16), Livestock & Development of L&DD  
(Research),
4. **Mr.Haider Ali,**  
Assistant / Accountant (B-14), Livestock Research & Development

I am further directed that the above named officers/official shall attend the office of Secretary Establishment for personal hearing on the scheduled date, time and venue without failure.

  
**(Dr. Mir Ahmad Khan)**  
SECTION OFFICER (I & II)

Copy to:  
1. Section Officer (R-III), Govt. of Khyber Pakhtunkhwa  
Establishment Department, with reference to his letter NO.SOR-  
III(E&AD)I-5/2013, dated 31.1.2013.  
P.S to Secretary, Agriculture, Livestock & Cooperative Department.

*all accordingly.*

  
21/11 6/2/14

SECTION OFFICER (I & II)

## 3. Administrative Officer/Mill Manager (BPS-17)

The Administrative officer will be the incharge of the feed mill related activities. He is responsible for the purchase and procurement of feed ingredients, sale of feed and molasses urea blocks. He will be responsible of operation of the mill and other day to day activities: He will work under the Station Director: The Administrative officer will be assisted by Mechanical-cum-Electrical Supervisor and accountant in the smooth running of mill and financial matters, respectively.

## 4. Accountant/Office Assistant (BPS-11)

A new post will be created. He will be responsible for establishment/budget and account matters of the feed mill and other development matters. He will responsible for maintaining of all types of record of the project. He will work close with Administrative Officer.

## 6. Laboratory Technician (BPS-11)

He will under Senior Biochemist in the Feed Mill Analytical Laboratory.

## 7. Senior clerk (BPS-7)

He will work Cashier-cum-assistant to Accountant/Office Assistant in maintaining accounts matters of the project.