20.07.2022

Counsel for the petitioner present. Mr. Muhammad Adeel Butt, Addl. AG alongwith Nosherawan, Inspector (Legal) for the respondents present.

Learned Additional Advocate General produced copy of CPLA No. 478-P/2022 filed in the august Supreme Court of Pakistan. The respondent department is under obligation to either get the Service Tribunal judgement dated 28.01.2022 suspended or to implement the judgement conditionally subject to the outcome of the said CPLA. Adjourned. To come up for further proceedings on 21.09.2022 before S.B.

(Mian Muhammad) Member (E)

Form-A

FORM OF ORDER SHEET

Court of **Execution Petition No.** 273/2022 S.No. Date of order Order or other proceedings with signature of judge proceedings 2 3 1 09.05.2022 The execution petition of Mr. Mushtaq Ahmad submitted today by 1 Uzma Syed Advocate may be entered in the relevant register and put up to the Court for proper order please. REGISTRAR 25-5-2 This execution petition be put up before to Single Bench at Peshawar on 2-also issued for the date fixed. 6 **CHAIRMAN** Junior to counsel for the petitioner present. 10.06.2022 Muhammad Additional Adeel Butt, learned Advocate General present. Despite notice, respondents are not in attendance. They be put on notice with direction to DPO Buner to attend the Tribunal in person alongwith implementation report. The come up for implementation report on 20.07.2022 before S.B. (Rozina Rehman) Member (J)

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CPLA NO. 478- C 12022

1. Regional Police Officer, Malakand Region, Swat

2. District Police Officer, Buner

PETITIONERS

VERSUS

Mushtaq Ahmad, Ex-Constable No.1007 Buner District

RESPONDENT

CIVIL PETITION FOR LEAVE TO APPEAL UNDER ARTICLE 212(3) OF THE CONSTITUTION OF ISLAMIC REPUBLIC OF PAKISTAN, 1973 AGAINST THE IMPUGNED JUDGMENT/ ORDER OF THE HON'BLE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR 28/01/2022 PASSED IN SERVICE APPEAL No.624/2018

RESPECTFULLY SHEWETH

Substantial questions of law of general public importance and grounds, inter alia, which falls for determination of this august Court are as under:-

- 1. Whether the impugned judgment / order of the Hon'ble Khyber Pakhtunkhwa Service Tribunal, Peshawar does not suffer from material illegality, factually and legally incorrect and requires interference by this august Court?
- 2. Whether the Hon'ble Khyber Pakhtunkhwa Service Tribunal, Peshawar has properly and legally exercised its jurisdiction in the matter in hand?
- 3. Whether proper charge sheet and statement of allegations were not issued and served upon the respondent?

- 4. Whether proper inquiry was not conducted against the respondent in which respondent was duly informed but he willfully not participated in the inquiry proceeded?
- 5. Whether the respondent was not issued final show cause notice and opportunity of personal hearing was not given to respondent which the respondent did not avail?
- 6. Whether without filing of departmental appeal Service Appeal is competent?
- 7. Whether the Service Appeal of respondent is not time barred?
- 8. Whether the Hon'ble Khyber Pakhtunkhwa Service Tribunal, Peshawar has taken into consideration that during his short term of service the respondent had earned 5 penalties including major punishment?
- 9. Whether the Hon'ble Khyber Pakhtunkhwa Service Tribunal, Peshawar had taken into consideration that the respondent is a habitual absentee?
- 10. Whether the Hon'ble Khyber Pakhtunkhwa Service Tribunal, Peshawar has taken into consideration that neither the Doctor advised him medical rest nor the respondent sent his medical documents to his high ups?
- 11. Whether the punishment imposed upon the respondent was not commensurate with the gravity of the guilt of respondent?
- 12. Whether the Hon'ble Khyber Pakhtunkhwa Service Tribunal, Peshawar has got jurisdiction in the matter?
- 13. Whether the Hon'ble Khyber Pakhtunkhwa Service Tribunal, Peshawar has given any cogent ground/reason for awarding lesser punishment?
- 14. Whether the impugned judgment is not based of presumption, conjunctures and surmises?

15. Whether the impugned judgment is not the result of misreading and non-reading of material facts of the case and law involved in the matter?

FACTS

- II- Facts relevant to the above points of law, inter alia, are as under:-
- That respondent was enlisted in Police Department as Constable on 20/12/2010.
- 2. That the respondent while posted in police line Daggar District Buner willfully absented himself from duty w.e.f. 21/2/2017 and remained absent without leave or prior permission hence ultimately a charge sheet and statement of allegation was issued vide dated 7/7/2017 for his willful and deliberate absence and an inquiry officer was appointed to conduct proper inquiry in the matter.
- 3. That the inquiry officer conducted proper inquiry and submitted his recommendations. The respondent was given chance of personal hearing but failed to appear. On receipt of recommendations of the inquiry officer, the Competent Authority issued final show cause notice to the respondent and ultimately major punishment of dismissal from service was imposed upon the respondent vide order dated 24/8/2017.
 - 4. That the respondents filed Service Appeal No.624/2018 before the Hon'ble Khyber Pakhtunkhwa Service Tribunal, Peshawar in which comments of petitioners were called which were filed by refuting/denying the stance of the respondents.
 - 5. That the Hon'ble Khyber Pakhtunkhwa Service Tribunal, Peshawar was pleased to accept and allow the Service Appeal No.624/2018 of respondent vide impugned judgment/ order dated 28/01/2022.
 - 6. That the petitioners being aggrieved from the impugned judgment/order of the Hon'ble Khyber Pakhtunkhwa Service Tribunal, Peshawar dated 28/01/2022 in Service Appeal No.624/2018, prefer this CPLA before this august Court.

7. That the petitioners seek leave to appeal against the impugned judgment / order of the Hon'ble Khyber Pakhtunkhwa Service Tribunal, Peshawar dated 28/01/2022 passed in Service Appeal No.624/2018.

It is, therefore, prayed that on acceptance of this petition, leave to appeal against the impugned judgment and order of the Hon'ble Khyber Pakhtunkhwa Service Tribunal, Peshawar dated 28/01/2022 passed in Service Appeal No.624/2018 may graciously be granted.

(Moin-ud-Din Humayun) Advocate-on-Record Supreme Court of Pakistan For Government

NOTE:

Learned Advocate General, KPK/ Addl. AG /State Counsel shall appear at the time of hearing of this petition.

ADDRESS

Office of the Advocate General, KPK, High Court Building, Peshawar. (Telephone No.091-9210119, Fax No.091-9210270)

<u>CERTIFICATE</u> Certified that no such petition has earlier been filed by Petitioners/ Government against the impugned judgment mentioned above.

Advocate-On-Record

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR.

Execution Petition No. /2022

Execution Petition No. 273 /2022

In Service Appeal No. 624/2018

Mushtaq Ahmad, Ex-Constable No. 1007 Buner District Buner.

Petitioner

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VERSUS

1. The Regional Police Officer, Malakand Region, Swat.

2. The District Police Officer Buner.

Respondents

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S. No.	Documents	Annexure	Pages
1.	Memo of Execution	• • • • • • • • • • • • • • • • • • • •	01-02
2.	Copy of Judgment	A	03-06
3.	Vakalat Nama	••••••	7

Petitioner

Through

Uzma Syed Advocates High Court Peshawar

Syed Noman Ali Bukhari

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BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR.

Execution Petition No. <u>273</u>/2022

In Service Appeal No. 624/2018

Mushtaq Ahmad, Ex-Constable No. 1007 Buner District Buner.

Petitioner

VERSUS

- 1. The Regional Police Officer, Malakand Region, Swat.
- 2. The District Police Officer Buner.

Respondents

EXECUTION P	ETITION	FOR D	IRECTING	THE
RESPONDENTS	ТО	IMPL	EMENT	THE
JUDGMENT DA	TED: 28	/01/2022	OF	THIS
HONOURABLE	TRIBUN	AL IN	LETTER	AND
SPIRIT.				

RESPECTFULLY SHEWETH:

- 1. That the applicant/Petitioner filed Service Appeal No. 624/2018 against the impugned order dated 24/08/2017 where by the appellant was removed from service.
- 2. That the said appeal was finally heard by the Honorable Tribunal on 28/01/2022. The Honorable Tribunal is kind enough to accept the appeal partially. The penalty of removal from service is



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converted into minor penalty of stoppage of increment for two years and the intervening period is treated as new without pay. Respondents however, are at liberty to conduct inquiry, if they so desired. (Copy of Service Tribunal Judgment is attached).

- 3. That in-action and not fulfilling formal requirements by the respondent after passing the judgment of this august Tribunal, is totally illegal amount to disobedience and Contempt of Court.
- 4. That the judgment is still in the field and has not been suspended or set aside by the Supreme Court of Pakistan, therefore, the respondents are legally bound to pass formal appropriate order.
- 5. That the petitioner has having no other remedy to file this Execution Petition.

It is, therefore, most humbly prayed that the respondents may be directed to obey the judgment dated 28.01.2022 of this august Tribunal in letter and spirit. Any other remedy, which this august Tribunal deems fit and appropriate that, may also be awarded in favor of applicant/appellant.

Dated 09/05/2022

PETITIONER

THROUGH:

(UZMA(SYED) ADVOCATE HIGH COURT.

(SYED NOMAN ALI BUKHARI) ADVOCATE HIGH COURT.

BEFORE THE KPK SERVICE TRIBUNAL PESE

624 /2018 APPEAL NO.

Mughtaq Ahmad, EX-Constable, No.1007 Bunnir District. Buner

VERSUS

1. The Regional Police officer, Malakand Region, Swat.

2. The District Police officer Buner.

.....(Respondents)

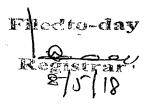
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(Appellant)

2018

APPEAL UNDER SECTION 4 OF THE KPK SERVICE TRIBUNALS ACT, 1974 AGAINST THE IMPUGNED ORDER DATED 24.08.2017 WHEREBYTHE APPELLANT HAS BEEN DISMISSED FROM THE SERVICE AND AGAINST NOT TAKING ACTION ON THE DEPARTMENTAL APPEAL OF THE APPELLANT WITHIN STATUTORY PERIOD OF 90 DAYS.

PRAYER:



THAT ON ACCEPTANCE OF THIS APPEAL, THE ORDER DATED 24.08.2017 MAY PLEASE BE SET ASIDE AND THE APPELLANT MAY BE REINSTATED IN TO SERVICE WITH ALL BACK AND CONSEQUENTIAL BENEFITS. ANY OTHER REMEDY WHICH THIS AUGUST TRIBUNAL DEEMS FIT AND APPOPRIATE THAT MAY ALSO BE AWARADED IN FAVOUR OF APPELLANT.

ATIFESTED

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAF

Service Appeal No. 624/2018

 Date of Institution ...
 08.05.2018

 Date of Decision ...
 28.01.2022

A Residence

Mushtaq Ahmad, Ex-Constable, No. 1007 Buner District.

(Appellant)

VERSUS

The Regional Police Officer, Malakand Region, Swat and one another.

Uzma Syed, Advocate ... For Appellant Muhammad Adeel Butt, Additional Advocate General ... For respondents AHMAD SULTAN TAREEN ... CHAIRMAN ATIQ-UR-REHMAN WAZIR ... CHAIRMAN MEMBER (EXECUTIVE)

JUDGMENT

ATIQ-UR-REHMAN WAZIR MEMBER (E):- Brief facts of the case are that the appellant while serving as Constable in Police Department was proceeded against on the charges of absence from duty and was ultimately dismissed from service vide order dated 24-08-2017. Feeling aggrieved, the appellant filed departmental appeal dated 07-02-2018, which was not responded within the statutory period, hence the instant service appeal instituted on 08-05-2018 with prayers that the impugned order dated 24-08-2017 may be set aside and the appellant may be re-instated in service with all back benefits.

02. Learned counsel for the appellant has contended that the impugned order is against law, facts and norms of natural justice, therefore not tenable and liable to be set aside; that the impugned order was passed with retrospective effect,

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which is void in the eye of law. Reliance was placed on 2002 SCMR 1129 and 2006 PLC CS 221; that no regular inquiry was conducted; rather the so called inquiry officer accepted his stance of illness of the appellant; that absence of the appellant was not intentional but was due to serious illness of the appellant, which does not constitute gross misconduct, hence the penalty so awarded is harsh and needs revision; that the appellant has been condemned unheard as no proper inquiry was conducted nor the appellant was associated with proceedings of the inquiry; that the appellant has not been afforded opportunity of personal hearing, hence was condemned unheard.

03. Learned Additional Advocate General for the respondent has contended that the appellant was earlier awarded with major punishment as well as minor punishments, but the appellant did not mend his ways and again absented from lawful duty, for which he was served with notices, but he did not respond either to notices or to the proceedings of the inquiry, hence he was awarded with major punishment of dismissal from service vide order dated 14-06-2018; that the appellant is a habitual absentee, neither the doctor advised him medical rest nor the appellant sent the medical documents to the department for information; that the appellant did not join the inquiry proceedings inspite of repeated reminders, hence he was rightly penalized in absentia.

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

05. It is un-disputed that the appellant remained absent from duty for some time, but the respondents proceeded the appellant in absentia and did not take into consideration his illness. It otherwise is mandatory that regular inquiry is must before imposition of major penalty. The appellant was not treated as per law, as in case of willful absence, the appellant was required to be proceeded against under Rule-9 of the Khyber Pakhtunkhwa Government Servants

> ATTESTED FKAMIER Khyber Pathukhwe Service Tribung

(Efficiency & Discipline) Rules, 2011, but the respondents acted in arbitrary manner and dismissed the appellant.

06. The appellant was not guilty of charges of gross misconduct or corruption, therefore, extreme penalty of dismissal from service for the charge of absence is on higher side, hence, quantum of the punishment needs to be reduced. Reliance is placed on 2006 SCMR 1120. Charge against the appellant was not so grave as to propose penalty of removal from service, such penalty appears to be harsh, which does not commensurate with nature of the charge. The appellant has admitted his absence but such absence was not willful, which does not constitute gross misconduct entailing major penalty of removal from service. Competent authority had jurisdiction to award any of the punishments mentioned in law to the government employee but for the purpose of safe administration of justice such punishment should be awarded which commensurate with the magnitude of the guilt, Otherwise the law dealing with the subject would lose its efficacy. Reliance is placed on 2006 SCMR 1120.

07. In view of the foregoing discussion, the instant appeal is partially accepted. The penalty of removal from service is converted into minor penalty of stoppage of increments for two years and the intervening period is treated as leave without pay. Respondents however, are at liberty to conduct inquiry, if they so desire. Parties are left to bear their own costs. File be consigned to record room.

ANNOUNCED 28.01.2022

(AHMAD SOLTAN TAREEN) CHAIRMAN

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

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VAKALATNAMA NO. 20 IN THE COURT OF KY Mush tog Ahmad Appellant Petitioner Plaintiff VERSUS Respondent (s) Defendants (s) I/WE est dans do hereby appoint and constitute the SYED WOMAN ALI BUKHARI Advocate High Court for the aforesaid Appellant(s), Petitioner(S), Plaintiff(s) / Respondent(s), Defendant(s), Opposite Party to commence and prosecute / to appear and defend this action / appeal / petition / reference on my / our behalf and

al proceedings that may be taken in respect of any application connected with the same including proceeding in taxation and application for review, to draw and deposit money, to file and take documents, to accept the process of the court, to appoint and instruct council, to represent the aforesaid Appellant, Petitioner(S), Plaintiff(s) / Respondent(s), Defendant(s), Opposite Party agree(s) ratify all the acts done by the aforesaid.

DATE 9 5/2022

(CLIENT)

ACCEPTED J ĚD NOMAN ALI BUKHARI

ADVOCATE HIGH COURT

CELL NO: 0306-5109438



KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESIIAWAR. JUDICIAL COMPLEX (OLD), KHYBER ROADS B PESHAWAR.

No

NO.	Anneal No. E.P. No. 273	۲۲ of 20
ł	Appeal No. E.P. No. 273 Mushlag Ahmad	Appellant/Petitioner
	R. P.O. Swat.	
	Respondent	1. I
Notice to:	The Regional Police of	(frices, Malakand
	Rogion Swat	

Notice of any alteration in the date fixed for hearing of this appeal/petition will be given to you by registered post. You should inform the Registrar of any change in your address. If you fail to furnish such address your address contained in this notice which the address given in the appeal/petition will be deemed to be your correct address, and further notice posted to this address by registered post will be deemed sufficient for the purpose of this appeal/petition.

Copy of appeal is attached. Copy of appeal has already been sent to you wide this

office Notice No.....dated.....

Given under my hand and the seal of this Court, at Peshawar this....

Registrar, Khyber Pakhtunkhwa Service Fribumal, Peshawar.

Note:

1.

The hours of attendance in the court are the same that of the High Court except Sunday and Gazetted Holidays. Always quote Case No. While making any correspondence.

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KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR. JUDICIAL COMPLEX (OLD), KHYBER ROAD₅.8 PESHAWAR.

R. P.O. Swod. Respondent Appeal No. E.P. No. 273 of 20 Mus Was Abmad Appellant/Petitioner

Notice to:

No.

Refin Swat - The Regional Police officed > Malakond Respondent No. **1**

Notice of any alteration in the date fixed for hearing of this appeal/petition will be given to you by registered post. You should inform the Registrar of any change in your address. If you fail to furnish such address your address contained in this notice which the address given in the appeal/petition will be deemed to be your correct address, and further notice posted to this address by registered post will be deemed sufficient for the purpose of this appeal/petition.

Copy of appeal is attached. Copy of appeal has already been sent-to-you wide this

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L'OSPHIAME. Klipper Pakhiuńkliwa Service Fribunat, Rogistrate

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Copy of appeal fattached. Copy of appeal has already been sent to you vide this office Notice No.....dated..... Given under my hand and the seal of this Court, at Peshawar this A the

Day of..... Registrar. Khyber Pakhtunkhwa Service Tribunal, Peshawar.

Note:

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PESHAWAR. 2-13 JUDICIAL COMPLEX (OLD), KHYBER ROAD KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR.

«B»

No.

The Respondent Mushley how Appellant/Petitioner Appeal No. 1 P. Eds. 2 7 3 of 392

Notice to: -- Ma Dist. Police Abred BUNES.

Respondent No.....

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appeal/petition will be heard and decided in your absence. default of your appearance on the date fixed and in the manner aforementioned, the alongwith any other documents upon which you rely. Please also take notice that in this Court at least seven days before the date of hearing 4 copies of written statement Advocate, duly supported by your power of Attorney. You are, therefore, required to file in the case may be postponed either in person or by authorised representative or by any hereby informed that the said appeal/petition is fixed for hearing before the Tribunat the above case by the petitioner in this Court and notice has been ordered to issue. You are Province Service Tribunal Act, 1974, has been presented/registered for consideration, in WHEREAS an appeal/petition under the provision of the Khyber Pakhtunkhwa

this appeal/petition. notice posted to this address by registered post will be deemed sufficient for the purpose of address given in the appeal/petition will be deemed to be your correct address, and further address. If you fail to furnish such address your address contained in this notice which the given to you by registered post. You should inform the Registrar of any change in your Notice of any alteration in the date fixed for hearing of this appeal/petition will be

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KHYBER PAKHTUNKWA

SERVICE TRIBUNAL, PESHAWAR

No: <u>2167 /ST</u> Dated: <u>06/07</u>/2022

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

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

To,

DISTRICT POLICE OFFICER BUNER 1

PERSONAL APPEARANCE IN EXECUTION PETITION NO. Subject: 273/22 IN CASE TITLE MUSHTAQ AHMAD VS POLICE

I am directed to forward herewith a certified copy of Order dated 10.06.2022 passed by this Tribunal on the above subject for strict compliance.

Encl: As Above.

(WASEEM AKHTAR)

REGISTRAR KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR