


ORDER  
25.01.2022

Learned counsel for the appellant present. Mr. Asif Masood Ali Shah, Deputy District Attorney for the respondents present. Arguments heard and record perused.

Vide our detailed judgment of the today, passed in Service Appeal bearing No. 1145/2018 "titled Manzoor Khan Versus Government of Khyber Pakhtunkhwa, through Chief Secretary Peshawar and three others", the instant service appeal is accepted and the appellant is entitled for salaries and all other benefits which would have accrued in his favor, had he been not removed from service. Parties are left to bear their respective costs. File be consigned to the record room.

ANNOUNCED  
25.01.2022

  
(AHMAD SULTAN TAREEN)  
CHAIRMAN

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

23.11.2021

Learned counsel for the appellant present.

Mr. Muhammad Adeel Butt, Additional Advocate General for the respondents present.

As per statement of learned A.A.G, similar nature Service Appeal bearing No. 1067/2018 titled Muhammad Arif Vs. Government of Khyber Pakhtunkhwa is fixed for hearing on 25.01.2022, therefore, a request was made for adjournment in the instant service appeal; allowed. To come up for arguments alongwith connected service appeal, on 25.01.2022 before D.B



(Atiq Ur Rehman Wazir)  
Member (E)



(Rozina Rehman)  
Member (J)

25.01.2022

Clerk of counsel for the appellant present. Mr. Asif Masood Ali Shah, DDA for the respondents present.

Former seeks short adjournment as learned counsel for the appellant is not in attendance due to general strike of the lawyers. Request is accorded. To come up for arguments on 26.01.2022 before the D.B.

(Atiq-Ur-Rehman Wazir)  
Member (E)



Chairman

14.01.2021

Due to COVID-19, the case is adjourned for the same on 26.03.2021 before D.B.



READER

26.03.2021

Due to demise of the Worthy Chairman, the Tribunal is non-functional, therefore, case is adjourned to 12.08.2021 for the same as before.




Reader

12.08.2021

Counsel for appellant present.

Kabir Ullah Khattak learned Additional Advocate General for respondents present.

Former made a request for adjournment in order to prepare the brief. Request is acceded. To come up for arguments on 23.11.2021 before D.B.



(Rozina Rehman)  
Member (J)



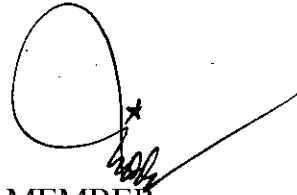
Chairman

16.06.2020

Nemo for the parties.

On the last date of hearing the matter was adjourned through reader's note. The office shall, therefore, issue notice to the parties for next date of hearing.

Adjourned to 31.08.2020 before D.B.

  
MEMBER

  
CHAIRMAN

31.08.2020

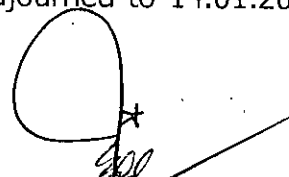
Due to summer vacation, the case is adjourned to 05.11.2020 for the same as before.

  
Reader

05.11.2020

Junior to counsel for the appellant and Addl. AG for the respondents present.

The Bar is observing general strike, therefore, the matter is adjourned to 14.01.2021 for hearing before the D.B.

  
(Mian Muhammad)  
Member

  
Chairman

27.11.2019 Counsel for the appellant present. Mr. Usman Ghani,  
District Attorney for respondents present. Learned counsel  
for the appellant submitted rejoinder which is placed on  
file. Adjourn. To come up for arguments on 30.01.2020  
before D.B.

  
Member

  
Member

30.01.2020 Appellant in person present. Addl: AG for  
respondents present. Due to General Strike of the bar  
on the call of Khyber Pakhtunkhwa Bar Council, the  
instant case is adjourned. To come up for further  
proceedings/arguments on 26.03.2020 before D.B.

  
Member

  
Member

26.03.2020 Due to public holidays on account of Covid-19, the case  
is adjourned. To come up for the same on 16.06.2020 before De



  
Reader

13.06.2019

Counsel for the appellant and Addl. AG alongwith  
Atta Muhammad, Law Officer for the respondents present.

Joint parawise comments on behalf of respondents  
No. 1, 2, 3 & 4 submitted which are placed on record. To  
come up for arguments before the D.B on 07.08.2019. The  
appellant may submit rejoinder, within a fortnight, if so  
advised.



Chairman

07.08.2019

Learned counsel for the appellant and Mr. Muhammad  
Jan learned Deputy District Attorney present. Learned counsel  
for the appellant seeks adjournment. Adjourn. To come up for  
arguments on 31.10.2019 before D.B.



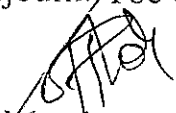
Member



Member

30.10.2019

Learned counsel for the appellant present. Mr. Zia Ullah  
learned Deputy District Attorney for the respondent present.  
Learned counsel for the appellant seeks adjournment and  
requested that the present service appeal be heard alongwith  
other service appeal of similar nature fixed for 27.11.2019.  
Adjourn. To come up for arguments on 27.11.2019 before D.B.



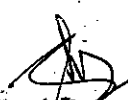
Member



Member

11.02.2019


Learned counsel for the appellant present and submitted application for extension of time to deposit security and process fee which is placed on file of connected appeal No.1145/2018 filed by Manzoor Ahmad. Application is allowed with direction to deposit security and process within 3 days. Thereafter notices be issued to the respondents for written reply/comments. Adjourn. To come up for written reply/comments on 25.03.2019 before S.B.

  
Appellant Deposited  
Security & Process Fee

25.03.2019


  
Member

Clerk to counsel for the appellant present. Written reply not submitted. Abdul Malik Law Officer representative of the respondent department present and seeks time to furnish written reply/comments. Granted. To come up for written reply/comments on 24.04.2019 before S.B.

  
Member

24.04.2019

Counsel for the appellant present. Adll: AG for respondents present. Written reply no submitted. Requested for adjournment. Adjourned. Case to come up for written reply on 13.06.2019 before S.B.

  
(Ahmad Hassan)  
Member

10.12.2018

Clerk of the counsel for appellant present and requested for adjournment. Adjourned. To come up for preliminary hearing on 31.12.2018 before S.B.

  
**Muhammad Amin Khan Kundi**  
Member

31.12.2018

Counsel for the appellant Zaib Nawaz present. Preliminary arguments heard. It was contended by learned counsel for the appellant that the appellant was serving in Prison Department as Warder. It was further contended that the appellant was removed from service on the allegation that some prisoners escaped from the jail. It was further contended that the appellant filed department appeal as well as service appeal and the service appeal of the appellant was partially accepted vide judgment dated 01.03.2018 and the major penalty was converted into withholding of three increments for three years and the period in which the appellant remained out of service was ordered to be decided by the department in accordance with rules i.e gainful employment during the said period. It was further contended that the appellant was reinstated in service by the department vide order dated 04.04.2018 but the intervening period was treated as extra ordinary leave without pay. It was further contended that the appellant filed departmental appeal but the same was not responded hence, the present service appeal. It was further contended that since major penalty was converted into minor penalty by the Service Tribunal therefore, the appellant was entitled for back benefits but the respondent-department illegally refused the same as the appellant was jobless during the intervening period.

The contention raised by the learned counsel for the appellant needs consideration. The appeal is admitted for regular hearing subject to all legal objections. The appellant is directed to deposit security and process fee within 10 days thereafter, notice be issued to the respondents for written reply/comments for 11.02.2019 before S.B.

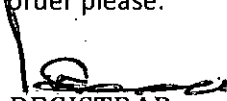

  
**Muhammad Amin Khan Kundi**  
Member



Form- A  
FORM OF ORDER SHEET

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

Case No. 1146/2018

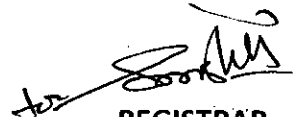
S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	13/09/2018  15-9-18	The appeal of Mr. Zaib Nawaz resubmitted today by Mr. Yasir Saleem Advocate may be entered in the Institution Register and put up to the Worthy Chairman for proper order please.   REGISTRAR 13/9/18.
2-	23-10-18	This case is entrusted to S. Bench for preliminary hearing to be put up there on <u>23-10-18</u> .   CHAIRMAN  <i>Due to Retirement of Honorable Chairman The Tribunal is non functional therefore the case is adjourned to come up for the same on 10-12-2018</i>  <i>of order</i> Redder

The appeal of Mr. Zaib Nawaz Warder Central Prison Haripur received today i.e. on 29.08.2018 is incomplete on the following score which is returned to the counsel for the appellatant for completion and resubmission within 15 days.

- 1- Annexure-C of the appeal is illegible which may be replaced by legible/better one:
- 2- Copy of departmental appeal is not attached with the appeal which may be placed on it.

No. 1748 /S.T,

Dt. 29/8 /2018.

  
REGISTRAR  
SERVICE TRIBUNAL  
KHYBER PAKHTUNKHWA  
PESHAWAR.

Mr. Yasir Saleem Adv. Pesh.

1, Better copy attached Annex C legible.

2, Departmental Appeal is attached page no 27,28



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

Appeal No. 1146/2018

*Zuib Nawaz, Warder (BPS-5), Central Prison Haripur.*

(Appellant)

**VERSUS**

Govt. of Khyber Pakhtunkhwa, through Chief Secretary, Khyber  
Pakhtunkhwa, Peshawar and others.

(Respondents)

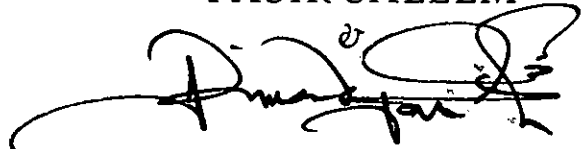
**INDEX**

S. NO	Description of documents	Annexure	Page No.
1	Memo of Appeal along with Affidavit		1-5
2	Copies of the Charge Sheet and statement of allegation and reply thereto	A & B	6-8
3	Copy of the inquiry report	C	9-15
4	Copies of the Show Cause Notice and Reply to the show Cause Notice and reply to the show cause notice	D & E	16-18
5	Copy of order dated 17.03.2014	F	19-20
6	Copy of the Order and Judgment dated 01.03.2018 of this Honorable Tribunal	G	21-25
7	Copy of the Office Order dated 04.04.2018	H	26-28
9	Vakalatnama		29

  
Appellant

Through

YASIR SALEEM

  
JAWAD-UR-REHMAN

Advocates, Peshawar

**BEFORE THE KHYBER PAKHTUNKHWA  
SERVICE TRIBUNAL PESHAWAR**

Service Appeal No. 1146/2018

Khyber Pakhtunkhwa  
Service Tribunal

Diary No. 1351

Dated 29/8/2018

*Zaib Nawaz, Warder (BPS-5), Central Prison Haripur.*

(Appellant)

**VERSUS**

1. Govt. of Khyber Pakhtunkhwa, through Chief Secretary, Khyber Pakhtunkhwa, Peshawar.
2. That Home Secretary, Khyber Pakhtunkhwa, Peshawar
3. The Inspector General of Prisons, Khyber Pakhtunkhwa, Peshawar.
4. The Superintendent Central Prison Haripur.

(Respondents)

*Appeal under Section 4 of the Khyber Pakhtunkhwa Service Tribunal Act, 1974, against the Order dated 04.04.2018, whereby, though the appellant has been re-instated in service, however the intervening period has been treated as Extra- Ordinary leave without pay against which his Departmental Appeal dated 23.04.2018 has not been responded till the lapse of Statutory Period of 90 days.*

Filed 13-day  
and filed  
29/8/18  
Registrar

Prayer in Appeal: -

On acceptance of this appeal the Order dated 04.04.2018, to the extent of treating the intervening period as Leave without Pay may please be set-aside and the appellant may also be allowed the back benefits of service.

Re-submitted to -day  
and filed.

Registrar  
13/9/18

Respectfully Submitted:

1. That the appellant was initially appointed as Warder in the Prison Department in the year 2007. Ever since his appointment, the appellant had performed his duties with zeal and devotion and there was no complaint whatsoever regarding his performance.
2. That the appellant while attached with District Lakki Marwat, on 24/5/2013, an unfortunate incident of escape of under trial prisoners took place due to which a preliminary departmental inquiry was conducted and the appellant along with other Jail Officials were recommended for departmental action.
3. That the appellant was served with Charge Sheet and Statement of allegation dated 20/8/2013, containing certain false and baseless allegations. The appellant duly replied the charge sheet and refuted the allegations so leveled against him as false and baseless (*Copies of the Charge Sheet and statement of allegation and reply thereto is attached as Annexure A & B*)
4. That thereafter, the inquiry officer without associating the appellant properly with the inquiry proceedings conducted a partial inquiry and submitted his findings wherein he recommended the appellant for major punishment. (*Copy of the inquiry report is attached as Annexure C*)
5. That the appellant was also served with a show cause notice dated 28/12/2013, which he also replied and refuted the allegations. (*Copies of the Show Cause Notice and Reply to the show Cause Notice and reply to the show cause notice are attached as Annexure D & E*).
6. That without considering his defense reply, the appellant was awarded the major penalty of *Removal from Service* vide order dated 17/3/2014. (*Copy of order dated 17.03.2014 is attached as Annexure F*).
7. That aggrieved from the order dated 17/03/2014, the appellant also submitted his departmental appeal on 02/04/2014, however the same has not been responded despite the lapse of statutory period.

8. That the appellant also filed Service Appeal No. 880/2014 before this Honorable Tribunal which was allowed vide order and judgment dated 01.03.2018 and major penalty of removal from service was converted into withholding of three increments for three years, however, with regard to the issue of back benefits/ intervening period, the matter was left for the department to decide in accordance with rules i.e, gainful employment during the period. ***(Copy of the Order and Judgment dated 01.03.2018 of this Honorable Tribunal is attached as Annexure G)***
9. That appellant submitted affidavit to the Respondent to the effect that he never remained in gainful employment during the period he was out of service, however the department did not accept the affidavit.
10. That later the Respondent No. 3, though reinstated the appellant in service vide office order dated 04.04.2018, however the intervening period was treated as Extra Ordinary leave without pay. ***(Copy of the Office Order dated 04.04.2018 is attached as Annexure H)***
11. That feeling partially aggrieved from the order dated 04.04.2018, the Appellant submitted his departmental appeal to Respondent No. 2 however the same has not been responded within the statutory period of 90 days.
12. That the office order dated 04.04.2018 to the extent of treating the intervening period as leave with pay is illegal, unlawful against law and facts hence liable to be set aside inter alia on the following grounds.

### **GROUND OF THE APPEAL**

- A. That the appellant has not been treated in accordance with law hence, his right secured and guaranteed under the law are badly violated.
- B. That the appellant has not been given any opportunity of personal hearing before treating the intervening period as Leave without Pay thus he has been condemned unheard.
- C. That the appellant has never committed any act or omission which could be termed as misconduct. The appellant performed his duties assigned to him with zeal and devotion and never shown any


negligence in the performance of his duties and this fact has been accepted by this honorable Tribunal that the appellant is not involved in any way in the escape of the prisoner.

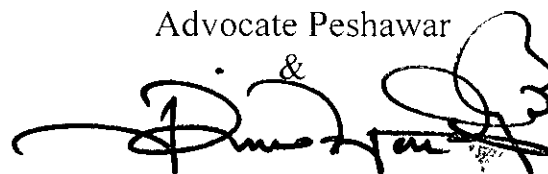
- D. That once the appellant was allowed reinstatement by this honorable Tribunal then the respondent should have considered the affidavit submitted by the appellant regarding his joblessness during the intervening period.
- E. That this Honorable Tribunal reinstated the appellant and the issue of back benefits i.e, salaries for the intervening period left to the department to see whether the appellant remained or not in any gainful employment during the period he was out of service. So the respondent should have considered the affidavit submitted by the appellant regarding his joblessness.
- F. That the appellant remained out of service due to illegal penalty imposed by the respondent which was subsequently set-aside by this Honorable Tribunal and during that period the appellant remained jobless, so he is entitled for the salaries for the intervening period.
- G. That the appellant has a large family dependent upon him, since he was jobless due to his illegal Removal from Service, thus not only the appellant but his whole family suffered.
- H. That the appellant seek permission of this tribunal to take additional grounds at the time of hearing.

*It is, therefore, humbly prayed that on acceptance of this appeal the impugned orders dated 17-03-2014, may please be set-aside and the appellant be re-instated in service with all back benefits of service.*

  
Appellant

Through

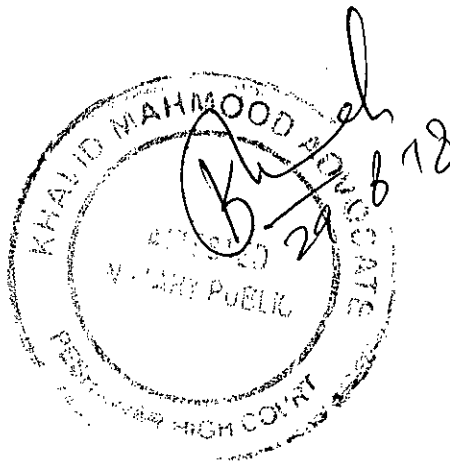
  
YASIR SALEEM  
Advocate Peshawar

  
JAWAD- UR-REHMAN  
Advocate Peshawar

AFFIDAVIT

I, *Zaib Nawaz, Warder (BPS-5), Central Prison Haripur*, do hereby solemnly affirm and declare that the contents of the above Service Appeal are true and correct to the best of my knowledge and belief and that nothing has been kept back or concealed from this Honourable Tribunal.

*Zaib Nawaz*  
Deponent





CHARGE SHEET

⑥ ANNEXI-A

I, Muhammad Shehzad Arbab, Chief Secretary Khyber Pakhtunkhwa, as competent authority, hereby charge you Zaib Nawaz, as follows:

That you, while posted as warder (BPS-5) at District Jail Lakki Marwat committed the following irregularities:

You were assigned the duties in the main gate as Madadgir (Helper) from 12.00 noon to 3.00 p.m on 24-5-2013. Due to your gross negligence/inefficiency in the performance of your duties one undertrial prisoner Umar Rauf @ Anri S/O Pir Ghulam escaped from the jail on that day in the broad day light, thus you have violated Rule-1072 and 1095(f) of Khyber Pakhtunkhwa Prison Rules 1985.


2. By reason of the above, you appear to be guilty of inefficiency/misconduct under Rule-3 of the Khyber Pakhtunkhwa Government Servants (Efficiency and 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, as the case may be.


4. Your written defence, if any, should reach the Inquiry Officer 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 taken against you.

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

6. A statement of allegations is enclosed.

  
(MUHAMMAD SHEHZAD ARBAB)  
CHIEF SECRETARY,  
KHYBER PAKHTUNKHWA



  
ATTESTED

7

DISCIPLINARY ACTION

I, Muhammad Shehzad Arbab, Chief Secretary Khyber Pakhtunkhwa, as the competent authority, am of the opinion that Warder Zaib Nawaz (BPS-5) attached to District Jail Lakki Marwat has rendered himself liable to be proceeded against, as he committed the following acts/ omissions, within the meaning of Rule-3 of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011.

STATEMENT OF ALLEGATIONS

He was assigned the duties in the maingate as Madadgir (Helper) between 12.00 noon to 3.00 p.m. on 24-5-2013 Due to his gross negligence/inefficiency in the performance of his duties one undertrial prisoner Umar Rauf @ Amri S/O Pir Ghulam; escaped from the jail on that day in the broad day light, thus he has violated Rule-1072 and 1095(f) of Khyber Pakhtunkhwa Prison Rules 1985.


2. For the purpose of inquiry against the said accused with reference to the above allegations, an Inquiry Officer/Inquiry Committee, consisting of the following is constituted under Rule-10(1)(a) of the rules ibid:-

- i. \_\_\_\_\_
- ii. \_\_\_\_\_

3. The Inquiry Officer/Inquiry Committee shall, in accordance with the provisions of the rules ibid, provide reasonable opportunity of hearing to the accused, record its findings and make, within thirty days of the receipt of this order, recommendations as to punishment or other appropriate action against the accused.

4. The accused and a well conversant representative of the department shall join the proceedings on the date, time and place fixed by the Inquiry officer/Inquiry Committee.



  
(MUHAMMAD SHEHZAD ARBAB)  
CHIEF SECRETARY,  
KHYBER PAKHTUNKHWA

**TESTED**

(8)  
ANNEX-B  
جناب چیف سیکریٹری صاحب خیبر پختونخواہ پشاور

Charge Sheet

عنوان:

جناب عالی

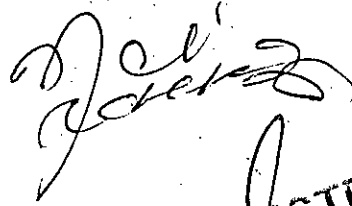
مودبانہ گزارش ہے۔ کہ سائل کے خلاف چارج شیٹ میں لگائے گئے الزامات کے دفاع میں مندرجہ ذیل گزارشات پیش کرتا ہے۔ اور امید کرتا ہے کہ سائل کے جوابات کا باریک بینی سے جائزہ لیا جائیگا۔

- 1۔ سائل کو گیٹ کے اندر مد گیر کی ڈیوٹی لگائی گئی تھی۔ سائل نے اپنی ڈیوٹی پوری ایمانداری، دیانتداری اور تندہی سے قوانین کے مطابق انجام دی ہے۔ جہاں تک رول نمبر 1072 کے مطابق تمام آفسران کی ذمہ داری ہے۔ کہ فراری کی روک تھام کرے۔ چونکہ سائل کو گیٹ کے اندر ڈیوٹی لگائی گئی تھی۔ جو کہ قاعدہ نمبر PRR-1166 کے تحت سائل نے انجام دی ہے۔ جیل کے اندر کسی کے آنے جانے آسیران کی باہر عدالتوں یعنی کے تلاشی قوانین کے مطابق انجام دی ہے۔ اور باقاعدہ اندارج رجسٹرڈ نمبر 16 اور آمد خارج رجسٹر میں مورخہ 24-05-2013 کو ریکارڈ سے پڑتال کی جاتی ہے۔ جہاں تک رول نمبر PRR. 1072 کا تعلق ہے۔ جیل کے اندر تمام موقعہ جات پر سنتری موجود تھے۔ دونوں احاطوں کا گھڑی گشت ڈیوٹی پر موجود تھے۔ نیز دونوں پیکٹوں میں سنتری موجود تھے۔ جو کہ اندرون جیل ڈیوٹی سرانجام دے رہے تھے۔ انہوں نے کسی کی فراری کی اطلاع نہیں کی۔ نہ ایسی کوئی اطلاع پہنچائی ہے۔ کہ کوئی آسیر جیل کے اندر سے سرنگ بنا رہا ہے۔ یا فراری کی کوشش کر رہا ہے۔ تاکہ روک تھام کرے۔ لہذا جیل کے اندر ڈیوٹی پر موجود کسی بھی سنتری نے فراری کی اطلاع نہیں کی ہے۔ تاکہ فراری کی روک تھام کرے۔
- 2۔ جہاں تک رول نمبر (f) 1095 کا تعلق ہے۔ وہ Discipline و فاداری اور ڈیوٹی میں کوتاہی کے بارے میں۔ اس بابت سائل نے پیر گراف نمبر 1 میں تفصیلاً عرض کی ہے۔
- 3۔ جیل کے آفسران الہاکاران، نیز عدالتوں کے گئے ہوئے آسیران، انکی واپسی رجسٹرڈ نمبر 16 میں درج ہے۔ نیز بغیر پروانہ عدالت کسی بھی حوالاتی کو گیٹ کے اندر آنے نہیں دیا جاتا۔ اور نہ کسی الہاکار کو بغیر ڈیوٹی کے جیل کے اندر چھوڑا جاتا ہے۔ آسیران کی طلبی بھی پروانہ کے ذریعے کی جاتی ہے۔ لہذا سائل نے اس قانون کی بھی کوئی خلاف ورزی نہیں کی ہے۔

مندرجہ بالا قانونی وضاحت کو مد نظر رکھ کر سائل کے خلاف لگائے گئے الزامات کو واپس لیا جائے۔ اور سائل کو ان الزامات سے بری کیا جائے۔ نیز سائل درخواست کرتا ہے۔ کہ ذاتی شنوائی کا موقع دیا جائے۔

آپ کا فرمانبردار وارڈر

زیب نواز مدد گیر ڈسٹرکٹ جیل کی مروت



ATTESTED



Office and the concerned prisoners still confined in Lakky Jail, before firming up the recommendations. Moreover, the relevant rules were deliberated upon (Annex-B) and the service record of the accused persons was minutely checked. All the

9

ANNEX 1

## INQUIRY REPORT

Subject:

DEPARTMENTAL PROCEEDINGS INTO THE ESCAPE OF UNDERTRIAL PRISONER UMER RAUF @ AMRI S/O PIR GHULAM FROM DISTRICT JAIL LAKKI MARWAT.

### Background

One under trial prisoner named Umar Rauf @ Amri S/O Pir Ghulam Village Esak Khel, Distt. Lakki Marwat escaped from the District Jail Lakki Marwat on 24.05.2013. He was involved in case FIR No. 440 dated 02.09.2009, U/S 302, 324-34 PPC, Police Station Lakki District Lakki and case FIR No. 202 dated 29.11.2008 U/S 302,34 PPC Police Station Lakky, Distt. Lakky Marwat. Hence he was involved in two murder cases. He escaped from the Jail on 24/05/13 in broad day light, at the time in between 1:15 PM to 1:45 PM. No lock, no prison wall, no window, door or any gate was broken. No tunnel was dug; no instruments like hammer, spade, scissor, knife, rope or ladder have been used in this escape. And the prisoner involved in two murder cases escaped by throwing a dust in the eyes of all watch and ward staff of Distt. Jail Lakky in particular, and in the eyes of prison management system, in general.

2. Apparently it seems that whole system of watch and ward and prison security arrangements, and the overall frame work of prisons management have become ineffective, corrupt and irresponsible. It seems that a huge old structure is crumbling which may fall at any time. The frequent incidents of Jail break and escape of prisoners from the jails is just a tip of an ice-burg. It is an early warning sign of an impending colossal tragedy.

3. The prison authority of District Jail Lakki Marwat have been un-aware about the escape of prisoner for about half an hour and later on when they got wind of this incident they informed the I.G Prison, and Police Department and got the case FIR No. 287 dated 24.05.2013 U/S 222, 223, 224, PPC PS Lakky, Distt. Lakky Marwat registered against the six subordinates officials on duty. They were suspended and a preliminary inquiry by Mr. Ehtesham Ahmad Jadoon, Superintend Jail Bannu was conducted. The inquiry officer involved 15 officers/officials in this inquiry, but astonishingly absolved one Abdullah Pervez (chakkar Relief) actual In charge of inner Jail staff and security from 12.00 to 1500 hours, from all charges. Abdullah Pervaz is an accused nominated in the FIR, and the Inquiry Officer didn't give any solid reason/proof for that, except the statement of Abdullah Pervez himself. Moreover The Inquiry officer didn't find any fault in the role played by sentries of Levy Force who were manning outer towers of Lakky Jail. In prima facie, men of Levy Force, doing duty at that particular time on the outer towers of Lakky Jail are equally guilty. Preliminary inquiry report is (Annex-A).

### Proceedings

All relevant record was thoroughly scrutinized, site of escape was inspected, and detailed discussions were held with the prison staff, local Police, IG Prison Office and the concerned prisoners still confined in Lakky Jail, before firming up the recommendations. Moreover, the relevant rules were deliberated upon (Annex-B) and the service record of the accused persons was minutely checked Annex-C

A. TES D

4/5

2

(10)

accused were called along with their written defense. (Annex-C) They were examined and cross-examined (Annex-D) in presence of departmental representative Mr. Muhtarm Shah, Budget Officer, I.G Prison Office. Accused were personally heard and were given a free chance to put their oral, written or circumstantial evidence/ defense.

### Site Inspection

District Jail Lakki Marwat was visited. The entry and exit ways were thoroughly inspected. The total area of Distt Jail Lakky Marwat is 14 kanals and 01 marla, and the total area of inner Jail would be hardly 08 kanals, which is guarded by 20 feet high wall and on the top of this wall, live and bare electric wires run across. It is the area where four barracks for the prisoners, a big kitchen, washrooms, two internal watch towers, a tuck-shop and a reasonable courtyard are situated. An internal wall separates the courtyard in two portions. An Iron gate, in this wall, connects two portions of courtyard. The prisoners of each portion freely come and go to other portion. As informed by Lakky Jail administration, there is no sentry on this gate to limit the movements of prisoners in their respective portions. The total strength of Officials/officer present at the time of occurrence was 48. There is cultivated agricultural land on the eastern, western and the southern side of Lakky Jail. It is an old jail. The newly built Jail in Distt Lakky Marwat is under the physical possession of Army. The outer wall and outer watch towers are guarded by Police and Levy Force. It is a very small Jail and the strength of 48 watch & ward staff, excluding police and Levy personals is more than enough for such a small area.

All the accused, prison staff, and other prisoners were examined and cross-examined but no one admitted to have seen the escape with his own eyes. All the accused denied the charges leveled against them in the charge sheet. All claim to be as pure dew.

### Individual Responsibility.

#### 1) Mr. Usman Ali, Dy: Supdt: cum Supdt: District Jail Lakki Marwat (BS-17).

He denies the charge No. 1 & 2 as mentioned in his charge sheet reply. The allegation on him is that on the day of incident there were 8 warders out of 10 on double duties and Supdt: Usman Ali didn't prevent this practice of double duties. He was charged with lack of interest in the affair of administration. His written reply is, "it is a common practice in jails that the warder perform double duties and substitute duty hours with their colleagues". It means that all jail warders were competent enough to make laws, rules for themselves and to decide how to run Jail and their boss Supdt: Jail gave a tacit approval to this practice. The reply of charge No. 4 by accused officer is an eye wash. He could not explain that why such huge staff could not prevent this incident. The reply of accused officer in response of charge No. 5 is not very convincing, keeping in view statement of other accused. The officer denies the charge but actually escapee prisoner Umar Rauf was an established Don of the jail being facilitated and treated by the jail staff as a VVIP. No solid defense was produced about charge No. 6 by Usman Ali.

#### 2) Noor Zaman, Head Warder (BPS-7).

As per his statement, he came into at 0800 morning performed his duty and

ATTESTED

(M)

11:00. He again entered into Jail at about 2.00pm, and came to know about the escape of prisoner Umar Rauf. He remained there in the Jail and made exit at 06.55 pm. His statement is correct as verified and confirmed from Register No. 16 of Distt: Jail Lakki. The escape occurred in between 01.15pm to 01.45pm when Abdullah Pervez (11.00 to 14.00) was actual in charge of the affairs in the inner Jail. So Noor Zaman Head Warder is innocent in this case. It is further added the said Abdullah Pervez has not been included in this Inquiry by the Inquiry Officer Mr. Ehtizaz Ahmad Jadoon, Suptt. Jail Bannu, without providing any solid reason or defense, except the statement of Abdullah Pervez himself is despite the fact that his name was included in the FIR by Mr. Usman Ali, Supdt Jail, in his earlier report.

3) Humayun Gul, Junior Clerk (BPS-7)

He is a junior clerk by designation. Due to granting three days casual leave from 24.05.2013 to 26.05.2013 to Mr. Muhammad Ibrahim Ass: Suptt; Jail, he was entrusted with his duties. His nature of job is quite different. However his boss entrusted him with the duty of Asstt: Suptt; Jail. He couldn't refuse, and he shouldn't refuse. He is a junior Clerk whose job duty is to deal with files and papers. Dealing with hardened criminals requires particular training skills and strong nerves. It is a total different job. Here much fault lies with his boss who tried to make a lamb a lion by giving him the garb of a lion, and expecting him to act with a force of lion. Here the wrong man was doing the wrong job.

4) Sher Ali Baz, Warder (BPS-5)

He was patrolling officer in Ihatta No.1 (12:00 to 3:00). The escapee Umar Rauf was confined in Ihatta No. 2. But there is no gate, door or window in Ihatta No. 2. All entry exit ways are located in Ihatta No. 1. The escapee must have used Ihatta No. 1 to escape. Hence patrolling officer at that particular time is direct responsible. Moreover Umar Rauf prisoner was not an ordinary prisoner. He was well known Don of Jail. Being patrolling officer he must have kept a vigilant eye on him specially, but he badly failed. Either he was in connivance with Amri, the escapee, or have slept well during his duty hours 12:00 to 3:00 pm. In both cases he is delinquent character in this story. A witness, in his cross examination, pointed out that said Sher Ali Baz was most upset at 2.00 pm when he entered into jail and saw him.

5) Hamidullah Warder (BPS-5)

He was patrolling officer in Ihatta No.2 (12:00 to 3:00). The escapee Amri was confined in Ihatta No. 2 too. But there is no gate, door or window in Ihatta No. 2. The escapee must have walked through the area, where this warder was doing duty. Hence patrolling officer at that particular time is direct responsible. Moreover Amri prisoner was not an ordinary prisoner. He was well known Don of Jail. Being patrolling officer he must have kept a vigilant eye on him specially, but he badly failed. Either he was in connivance with Amri, the escapee, or has slept well during his duty hours 12:00 to 3:00 pm. In both cases he is delinquent character in this story. Moreover during his cross examination, he admitted that he cannot read his

ATTESTED

Better Spy.

11:00. He again entered into Jail at about 2:00pm, and came to know about the escape of prisoner Umar Rauf. He remained there in the Jail and made exit at 06:55 pm. His statement is correct as verified and confirmed from Register No. 16 of Distt: Jail Lakk. The escape occurred in between 01:15pm to 01:45pm when Abdullah Pervez (11:00 to 14:00) was actual in charge of the affairs in the inner Jail. So Noor Zaman Head Warden is innocent in this case. It is further added that Abdullah Pervez has not been included in this Inquiry by the Inquiry Officer Mr. Ehtizaz Ahmad Jadoon, Suptt. Jail Bannu, without providing any solid reason or defense, except the statement of Abdullah Pervez himself is despite the fact that his name was included in the FIR by Mr. Usman Ali, Suptt Jail, in his earlier report.

3) Humayun Gul, Junior Clerk (BPS-7)

He is a junior clerk by designation. Due to granting three days casual leave from 24.05.2013 to 26.05.2013 to Mr. Muhammad Ibrahim Asst Suptt; Jail, he was entrusted with his duties. His nature of job is quite different. However his boss entrusted him with the duty of Asstt; Suptt; Jail. He couldn't refuse, and he shouldn't refuse. He is a junior Clerk whose job duty is to deal with files and papers. Dealing with hardened criminals requires particular training skills and strong nerves. It is a total different job. Here much fault lies with his boss, who tried to make a lamb a lion by giving him the garb of a lion, and expecting him to act with a force of lion. Here the wrong man was doing the wrong job.

4) Sher Ali Baz, Warden (BPS-5)

He was patrolling officer in Ihatta No.1 (12:00 to 3:00). The escapee Umar Rauf was confined in Ihatta No. 2. But there is no gate, door or window in Ihatta No. 2. All entry exit ways are located in Ihatta No. 1. The escapee must have used Ihatta No. 1 to escape. Hence patrolling officer at that particular time is direct responsible. Moreover Umar Rauf prisoner was not an ordinary prisoner. He was well known Don of Jail. Being patrolling officer he must have kept a vigilant eye on him specially, but he badly failed. Either he was in connivance with Amri, the escapee, or have slept well during his duty hours 12:00 to 3:00 pm. In both cases he is delinquent character in this story. A witness, in his cross examination, pointed out that said Sher Ali Baz was most upset at 2:00 pm when he entered into jail and saw him.

5) Hamidullah Warden (BPS-5)

He was patrolling officer in Ihatta No.2 (12:00 to 3:00). The escapee Amri was confined in Ihatta No. 2 too. But there is no gate, door or window in Ihatta No. 2. The escapee must have walked through the area, where this warden was doing duty. Hence patrolling officer at that particular time is direct responsible. Moreover Amri prisoner was not an ordinary prisoner. He was well known Don of Jail. Being patrolling officer he must have kept a vigilant eye on him specially, but he badly failed. Either he was in connivance with Amri, the escapee, or has slept well during his duty hours 12:00 to 3:00 pm. In both cases he is delinquent character in this story. Moreover during his cross examination, he admitted that he cannot read his own statement written in Urdu and he is illiterate. He didn't know spelling of a word in English." He further added that he was appointed by ex- Minister Prison.

*Handwritten signature*

*Handwritten signature*

ATTESTED

6) Muhammad Arif Warder. (BPS-5)

He did double duty, first from 9:00 am to 12:00 noon as sentry main gate, and second from 12.00 pm 03.00 pm as Sentry Tower No.1 in place of warder Qayum Nawaz. In his reply he contended that he had simply obeyed the orders and didn't do double at his own will. Internal Tower No.1, where this warder was doing duty, is an alleged place of escape of escapee prisoner. During discussions, it is alleged by his fellow colleagues that he (M. Arif) was in collusion with the escapee, and he facilitated him safe exit through his place of duty i.e. Tower No.1. The accused could not defend the charge in a convincing way. He was either in collusion with the escapee or was full asleep at the tower.

7) Noor Islam Warder(BPS-5)

He also performed double duty, first from 9.00 am to 12.00 noon on a place near Tower No.2 and secondly he was sentry at Tower No.2 from 12:00 noon to 3:00 pm. From this tower the movements of all the prisoners are watched. Moreover all the movements of all the visitors at the main gate of the Jail are also watched from this tower. This warder has badly failed to do his duty in an efficient way. He was either in collusion with the escapee or was full asleep at the tower.

8) Muhammad Sajid Warder(BPS-5)

He was doing his search duty in the main gate from 12.00 noon to 03.00 pm. In case the prisoner escaped from the main gate he is directly responsible in his escape.

9) Zeb Nawaz Warder(BPS-5)

He was doing his duty as Madadgir (Helper) from 12.00 noon to 03.00 pm in the main gate. In case the prisoner escaped from the main gate he is directly responsible in his escape.

10) Nasir Mahmood Warder(BPS-5)

He was doing his duty as sentry at main gate. In case the prisoner escaped from the main gate he is directly responsible in his escape.

11) Manzoor Khan Warder(BPS-5)

He was doing his duty as gate keeper at main gate from 12.00 noon to 03.00 pm. In case the prisoner escaped from the main gate he is directly responsible in his escape.

12) Amir Baseer Khan Warder (BPS-5)

He was assigned duties at Beat No. 2 from 12.00 noon to 03.00 pm. In case he kept a vigilant eye on that prisoner who was Don of Lakky Jail and his movements he would not had escaped. Either this warder was in collusion with the escapee or was full asleep at the tower.

13) Abdul Juman Warder(BPS-5)

ATTESTED

Alay



Beetles &amp; Ry-

11:00. He again entered into Jail at about 2.00pm, and came to know about the escape of prisoner Umar Rauf. He remained there in the Jail and made exit at 06.55 pm. His statement is correct as verified and confirmed from Register No. 16 of Distt: Jail Lakki. The escape occurred in between 01.15pm to 01.45pm when Abdullah Pervez (11.00 to 14.00) was actual in charge of the affairs in the inner Jail. So Noor Zaman Head Warden is innocent in this case. It is further added that Abdullah Pervez has not been included in this Inquiry by the Inquiry Officer Mr. Ehtizaz Ahmad Jadocn, Suptt. Jail Bannu, without providing any solid reason or defense, except the statement of Abdullah Pervez himself is despite the fact that his name was included in the FIR by Mr. Usman Ali, Suptd Jail, in his earlier report.

3) Humayun Gul, Junior Clerk (BPS-7)

He is a junior clerk by designation. Due to granting three days casual leave from 24.05.2013 to 26.05.2013 to Mr. Muhammad Ibrahim Asst Suptt; Jail, he was entrusted with his duties. His nature of job is quite different. However his boss entrusted him with the duty of Asstt; Suptt; Jail. He couldn't refuse, and he shouldn't refuse. He is a junior Clerk whose job duty is to deal with files and papers. Dealing with hardened criminals requires particular training skills and strong nerves. It is a total different job. Here much fault lies with his boss, who tried to make a lamb a lion by giving him the garb of a lion, and expecting him to act with a force of lion. Here the wrong man was doing the wrong job.

4) Sher Ali Baz, Warden (BPS-5)

He was patrolling officer in Ihatta No.1 (12:00 to 3:00). The escapee Umar Rauf was confined in Ihatta No. 2. But there is no gate, door or window in Ihatta No. 2. All entry exit ways are located in Ihatta No. 1. The escapee must have used Ihatta No. 1 to escape. Hence patrolling officer at that particular time is direct responsible. Moreover Umar Rauf prisoner was not an ordinary prisoner. He was well known Don of Jail. Being patrolling officer he must have kept a vigilant eye on him specially, but he badly failed. Either he was in connivance with Amri, the escapee, or have slept well during his duty hours 12:00 to 3:00 pm. In both cases he is delinquent character in this story. A witness, in his cross examination, pointed out that said Sher Ali Baz was most upset at 2.00 pm when he entered into jail and saw him.

5) Hamidullah Warden (BPS-5)

He was patrolling officer in Ihatta No.2 (12:00 to 3:00). The escapee Amri was confined in Ihatta No. 2 too. But there is no gate, door or window in Ihatta No. 2. The escapee must have walked through the area, where this warden was doing duty. Hence patrolling officer at that particular time is direct responsible. Moreover Amri prisoner was not an ordinary prisoner. He was well known Don of Jail. Being patrolling officer he must have kept a vigilant eye on him specially, but he badly failed. Either he was in connivance with Amri, the escapee, or has slept well during his duty hours 12:00 to 3:00 pm. In both cases he is delinquent character in this story. Moreover during his cross examination, he admitted that he cannot read his own statement written in Urdu and he is illiterate. He didn't know spelling of a word in English. He further added that he was appointed by ex- Minister Prison.

ATTESTED

ABR

Alpud  
2

He has wrongly been involved in this case. As mentioned earlier the actual time of escape is in between 01.15 pm to 01.45 pm. When the prisoner has escaped and the Supdt. Jail was busy in registering a case against the accused officials, this warder was called in to perform duty in place of warder Wali Ayaz, and to avert any untoward situation. He came performed his duty and made exit at 06.50 pm. This fact is duly supported by Register No. 16. So he is innocent.

14) Amir Faraz Warder (Line Muharar) (BPS-5)

There are two charges on this accused. Being Line Muharar, he continued the illegal practice of assigning double duties and he was in collusion with the escapee. From the statements of accused and discussions it transpired that he was the de facto Suptt; of Lakky Jail. He used to assign duties to warders, recommend leaves for the staff, order opening and closing of prisoners barracks, supervise the management of tuck-shop and prisoners kitchen (langer- khawana), keep custody of keys and locks of jail barracks, manage meeting of prisoners with their visitors etc.

Moreover he belonged to the same village from which the escapee Amri belonged. All witnesses, accused and prisoners confirmed that escapee Amri was very close to Amir Faraz Muharar Line. The accused couldn't defend either charge. The charge of assigning double duties has been proved against him, and the charge of collusion has not been defended by him.

15) Aftab Malik Warder (BPS-5)

This warder was assigned the duty to run a tuck shop inside the Jail. He has been charged for having close relations with the accused. He admitted in his cross examination that prisoners have cell phones inside the Jail but he never snatched or recovered any cell phone from any prisoner. Having cell phones inside the Jail is impossible without the collusion of Jail Staff. In his written reply he claims to have been out of Jail at the time of occurrence. It is correct as verified from the record. But he could not defend the charge of having close relation and collusion with the escapee. At the time of occurrence his absence from the Jail is an evidence of his collusion with the escapee prisoner. Moreover during discussions with accused and prisoners it came to light that escapee Amri was often seen sitting and having hours long discussions with this warder. The accused badly failed to defend the charge.

Findings of Inquiry

- i) Usman Ali Dy: Supdt: cum Supdt: is very poor administrator, and a very weak commander to perform his duties in very effective manner. He badly lacks initiatives and quite incapable of shouldering his responsibilities. He didn't know a bitter reality that subordinates often sell their boss, if and when they get a chance to do so. Unfortunately he let himself to be auctioned at the hands of his subordinates.
- ii) Usman Ali gave tacit approval to the warders to perform double duties and to substitute duty hours with mutual consent of each other. Hence he threw away the whole responsibility to run the Jail to his subordinate staff and afforded them an opportunity to make rules / laws for themselves. It seems, he never exerted himself nor invoked any positive action under the rules against the defaulter subordinates.
- iii) Owing to this slack attitude the prisoner Umar Rauf involved in two murder cases, was first encouraged to become a Don of Distt: Jail Lakki Marwat and than managed to win some warders and other officials and planned a

ATTACHED

iv) It is quite evident from the statements, examination and cross-examination of all witnesses and accused that the escapee prisoner was a well known figure and a prominent Don of the prison. He was treated as a VVIP. After lock up time, the lock of Barrack was opened if he (Amri) desired so. It speaks volumes of mismanagement and poor Jail Administration. Jail lower staff deduced that by doing help of Umar Rauf in his escape, they would surely get scot-free and this collusion would not hurt them, because the beneficiary was an influential person, an established Don and VVIP.

v) The Jail warders were mostly political appointees. During cross-examination it came to surface that one warder namely Hameed Ullah was quite illiterate. He could not even read his own statement written in Urdu. He did not know the spelling of the word "English". Such appointments, with no regard to merit and qualification, lead to poor administration and ultimate collapse of a system. The loyalties of such appointees can easily be won either through bribes or through their mentors. They are commodities open for sale in an open market. Besides this, such appointment is a big injustice to the deserving, dedicated and committed youth.

vi) The Jail staff, specially the lower formation, is poorly equipped, poorly paid, politically abused, poorly managed and badly treated. The overall morale of the force is low. The high ups have an empathic attitude towards its genuine problems and issues.

vii) Many warders were on double duty at the time of occurrence. There existed a tacit agreement between the constables/warders and Jail Authorities to substitute duty hours among themselves. The warders benefited from this agreement by enjoying more leisure/leaves and Jail Authorities felt relaxed by not assigning frequent duties, frequent checking and frequent patrolling. Hence there became a mess which resulted in this way.

viii) The culture of double duties is still prevalent in all the Jails of Khyber Pakhtunkhwa. It urgently needs to be discouraged and prevented. During visit to Lakki Jail it transpired that most of warders were doing double duties. Double duty devours the energy, initiative and degree of alertness of warders. Hence the quality of vigilance and resultant security level is compromised. This fact has also been admitted by Supt. Usman Ali in his cross examination.

ix) Two outer towers were manned by sentries of Levy force which is under Administrative control of Deputy Commissioner Lakki Marwat. It is a matter of common sense that this force must have been placed under the executive command of Supdt: Lakki Marwat Jail. But unfortunately Suptt; Jail was not their immediate boss. Their boss i.e. Deputy Commissioner was sitting on the other side of river. So the sentries of such a force were their own bosses. Here the fault lies with high level managers of Prison System. As a result these sentries badly failed to prevent this escape due to two reasons.

I) Either the sentries on duty on the two outer towers were not present at the time of escape.

II) OR the sentries on the outer two towers were also in collusion with the escapee prisoner.

In both cases they are equally responsible and have played a major role in the escape of this prisoner.

x) Superintendent Jail could not manage to inform the I.G. Prison well in-time. No fav record...

ATTEST

15

224 PPC Police Station Lakki Marwat it transpired that, the written report of escape was delivered to local police station very late; as the FIR was registered at 21:30, while the distance between Lakki Jail and Police Station Lakki is only three furlong. If the time of occurrence is 14:00 hours, it might have been registered at 14:30. But it was registered at 21:30. There is a delay of about full seven hours, which cannot be defended by any way. Most of prisoners have mobile phones with themselves in Lakki Jail. It is impossible without the connivance of Jail staff.

Recommendations:

- 1) Major penalty of compulsory retirement may be imposed on Deputy Supdt./Cum Supdt: Mr. Usman Ali (BPS-17).
- 2) Noor Zaman Head warder (BPS-7) and, Aseel Janan Warder (BPS-5) may be exonerated from the charges.
- 3) Amir Faraz Line Muharir, (BPS-5) may be compulsory retired from service.
- 4) Hamayun Gul, Junior Clerk (BPS-7), may be given minor punishment of stoppage of three annual increments.
- 5) Minor penalty of stoppage of three increments may be imposed on Nasir Mehmud. Warder (BPS-5)
- 6) Major penalty of removal from service may be imposed on following:-
  - i) Muhammad Arif Warder BS-5.
  - ii) Aftab Malik, Warder BS-5.
  - iii) Shar Alibaz, Warder BS-5.
  - iv) Noor Islam, Warder BS-5.
  - v) Hamidullah, Warder BS-5.
  - vi) Amir Baseer, Warder BS-5.
  - vii) Manzoor Khan, Warder BS-5.
  - viii) Zab Nawaz, Warder BS-5.
  - ix) Muhammad Sajid, Warder BS-5.
- 7) Formal departmental proceedings may be initiated against Abdullah Pervez Warder BS-5. (Chakker relief).
- 8) Formal Departmental Proceedings may be initiated against those men of Levy Force and Police who were on duty at that particular time on 24.05.2013. in Lakki Jail.

KALIMULLAH KHAN BALOCH (PMS BS -18)  
CONTROLLER/INQUIRY OFFICER  
Govt. Printing & Stationery Deptt  
Khyber Pakhtunkhwa, Peshawar.

ATTESTED

AS

(16)

ANNEX D

SHOW CAUSE NOTICE

I, Muhammad Shehzad Arbab, Chief Secretary, Khyber Pakhtunkhwa, as competent authority, under the Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011, do hereby serve you, Zaib Nawaz, Warder (BPS-5) attached to District Jail Lakki Marwat, as follows:

1. (i) that consequent upon the completion of inquiry conducted against you by the inquiry officer / inquiry committee for which you were given opportunity of hearing vide communication No.193-207/CP&S, date:20-08-2013; and
- (ii) on going through the findings and recommendations of the inquiry officer/inquiry committee, the material on record and other connected papers including your defence before the inquiry officer/inquiry committee;-

I am satisfied that you have committed the following acts /omissions specified in rule 3 of the said rules.


- (a) Inefficiency / Negligence.

2. As a result thereof, I, as competent authority, have tentatively decided to impose upon you the penalty of removal from service under rule 4 of the said rules.

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

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

5. A copy of findings of the inquiry officer/inquiry committee is enclosed.

  
(MUHAMMAD SHEHZAD ARBAB)  
CHIEF SECRETARY,  
KHYBER PAKHTUNKHWA.



  
ATTESTED

To

The Chief Secretary,  
Khyber Pakhtunkhwa,  
Peshawar.

(67)

ANNEX E

Through: Proper Channel

Subject: REPLY TO THE SHOW CAUSE NOTICE

Respectfully Sir.

Reference your Show Cause Notice received by me on 28.12.2013, I very humbly submit my reply as under:

1. That I am serving as Warder in the Prison Department, since 2007, and is presently attached with the District Jail Karrak. It is pertinent to mention that ever since my appointment I have performed my duty as assigned to me with zeal and devotion and has never given any chance of complaint to my superiors.
2. That I while attached with District Jail Lakki Marwat, on 24.05.2013, an unfortunate incident of escape of under trial prisoner took place, due to which FIR was initially lodged against 6 Jail Officials wherein the name of the undersigned was never mentioned., thereafter a preliminary departmental inquiry was conducted and the undersigned along with other officials were recommended for departmental action, accordingly I was served with charge sheet and statement of allegation dated 20.08.2013, containing certain unfounded and baseless allegations.
3. That I replied the Charge Sheet and refuted the allegations leveled against me as false and baseless and also explained my position. Thereafter, an inquiry was conducted and the inquiry officer recommended me for major punishment of removal from service.
4. That with regard to the charges leveled against me, I again deny the same as false and baseless, those were never proved against me during the inquiry. Moreover the inquiry officer never allowed me fair opportunity to defend myself against the charges.
5. That the inquiry report submitted by the inquiry officer is self contradictory and doubtful as at one hand he has stated about me that "*he was doing his duty as gate Mudadgar (Helper) at the main gate from 12.00 noon to 3.00 pm. In case the prisoner escaped from the main gated he is directly responsible in his escape.*" The inquiry Officer in the same breath while commenting regarding the allegation against one Muhammad Arif stated "*Internal Tower No 1, where this Warder was doing duty, is an alleged place of escape of escapee prisoner. During discussions, it is alleged by his fellow colleagues that he (Muhammad Arif) was in collusion with the escapee, and he facilitated him safe exist through his place of duty i.e Tower No 1. The accused could not defend the charge in a convincing way. He was either in collusion with the escapee or was full asleep at the tower.*" There is ample evidence on record of the inquiry that the under trial prisoner has in fact escaped through Tower No 1 and never crossed through the Main Gate where the undersigned was posted. Thus the Charge leveled against me remained unproved, despite this the inquiry officer recommended me for the major penalty.

ATTESTED

Acc

- (18)
6. That the inquiry officer never conducted the inquiry in accordance with law, statements of the witnesses were never taken in my presence, moreover, I was never allowed fair opportunity to cross examine the witnesses. The report submitted by the inquiry officer is thus based on surmises, conjuncture and presumption.
  7. That I have never committed any act or omission which could be termed as misconduct, I have performed my duties as assigned to me with zeal and devotion and have never shown any negligence in the performance of my duties. On the day of occurrence I was performing my duties on Main Gate as Madadgar (Helper). It is impossible that the escapee could have used the Main Gate for his escape, because he would have to face many hurdles.
  8. That I have a spotless service career of about 6 years, during my entire service I have always performed my duties honestly and to the best of my abilities and have never gave any chance of complaint to my superiors.
  9. That I also desired to be heard in person.

It is, therefore, humbly prayed that on acceptance of this *Reply the Show Cause Notice* may please be dropped and I may please be exonerated of the charges.

Yours Obediently

ZAIB NAWAZ  
Warder (BPS-5)  
Presently Attached to  
*District Jail, Karrak.*

Dated: \_\_\_\_ / 01 / 2014

AG

ATTESTED

Amended: 15/12/13  
19

GOVERNMENT OF KHYBER PAKHTUNKHWA  
HOME & TRIBAL AFFAIRS DEPARTMENT



**ORDER**

SO(Com/Eng)/HD/Lakki Jail/2013, WHEREAS, The following officer / officials of the Inspectorate of Prisons, Khyber Pakhtunkhwa, were proceeded against under rule-3 of Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011 for the charges mentioned in the show cause notices dated 17/12/2013, served upon them individually.

AND WHEREAS, the competent authority i.e the Chief Secretary, Government of Khyber Pakhtunkhwa, granted them an opportunity of personal hearing as provided for under Rules ibid.

NOW THEREFORE, the competent authority (The Chief Secretary, Khyber Pakhtunkhwa) after having considered the charges, evidences on record, the explanation of the accused officer / officials and affording an opportunity of personal hearing to the accused, findings of the enquiry committee and exercising his power under rule-3 read with Rule-14 (5) of Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011 has been pleased to pass the following orders noted against the name of each officer / officials with immediate effect;

S.No	Name & Designation	Orders
1.	Mr. Usman Ali (BPS-17), Deputy Superintendent Jail, District Jail Lakki Marwat.	Compulsory retirement
2.	Mr. Amir Faraz, Warder (BPS-05), District Jail Lakki Marwat.	Compulsory retirement
3.	Mr. Hamayun Gul, Junior Clerk (BPS-07), District Jail Lakki Marwat.	Stoppage of three (03) annual increments.
4.	Mr. Nasir Mehmood, Warder (BPS-05), District Jail Lakki Marwat.	Stoppage of three (03) annual increments.
5.	Mr. Sher Ali Baz, Warder (BPS-5) District Jail Lakki Marwat.	Removal from service
6.	Mr. Hamidullah, Warder (BPS-5) District Jail Lakki Marwat.	Removal from service

**ATTESTED**



20

4/2



# GOVERNMENT OF KHYBER PAKHTUNKHWA HOME & TRIBAL AFFAIRS DEPARTMENT

7.	Mr. Muhammad Arif, Warder (BPS-5) District Jail Lakki Marwat.	Removal from service
8.	Mr. Noor Islam, Warder (BPS-5) District Jail Lakki Marwat.	Removal from service
9.	Mr. Muhammad Sajid, Warder (BPS-5) District Jail Lakki Marwat.	Removal from service
10.	Mr. Zaib Nawaz, Warder (BPS-5) District Jail Lakki Marwat.	Removal from service
11.	Mr. Manzoor Khan, Warder (BPS-5) District Jail Lakki Marwat.	Removal from service
12.	Mr. Amir Baseer, Warder (BPS-5) District Jail Lakki Marwat.	Removal from service
13.	Mr. Aftab Malik, Warder (BPS-5) District Jail Lakki Marwat.	Removal from service

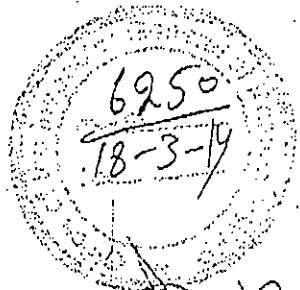
SECRETARY TO GOVERNMENT OF  
KHYBER PAKHTUNKHWA HOME DEPARTMENT

Endst. No. SO(Com/Eng)/HD/Lakki Jail/2013 Dated Peshawar the March 17, 2014

Copy of the above is forwarded to the:-

1. ✓ Inspector General of Prisons, Inspectorate of Prisons, Khyber Pakhtunkhwa Peshawar.
2. PS to Chief Secretary, Khyber Pakhtunkhwa, Peshawar.
3. PS to Secretary, Establishment, Khyber Pakhtunkhwa Peshawar.
4. PS to Secretary, Home and Tribal Affairs Department, Khyber Pakhtunkhwa.
5. Officer/officials concerned.

SECTION OFFICER (Com/Eng)



ATTESTED

Handwritten signature/initials

Handwritten signature/initials

(21) (19)

ANNEX G

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

Appeal No. 880/2014



Date of Institution ... 18.06.2014

Date of Decision ... 01.03.2018

Manzoor Khan, Ex-Warder (BPS-5) District Jail, Lakki Marwat. ... (Appellant)

VERSUS

1. Government of Khyber Pakhtunkhwa through Chief Secretary, Peshawar and 3 others. ... (Respondents)

Mr. Yasir Saleem, Advocate.  
Mr. Javed Iqbal Gulbela, Advocate.  
Arbab Saiful Kamal, Advocate.  
Mst. Uzma Syed, Advocate

For appellants

Mr. Ziaullah,  
Deputy District Attorney.

For respondents.

MR. NIAZ MUHAMMAD KHAN,  
MR. AHMAD HASSAN,

CHAIRMAN  
MEMBER  
Certified to be true copy

EXCISE  
Khyber Pakhtunkhwa  
Service Tribunal,  
Peshawar

JUDGMENT

NIAZ MUHAMMAD KHAN, CHAIRMAN:- This judgment shall also

dispose of connected service appeals No. 777/2014 Malik Afab, No. 799/2014 Amir Basir, No. 819/2014 Muhammad Arif, No. 371/2014 Hamid Ullah, No. 878/2014 Zaib Nawaz, No. 879/2014 Muhammad Sajid, No. 908/2014 Noor Islam and No. 909/2014 Sher Ali Baz as in all the appeals common questions of law and facts are involved.

ATTESTED

2. Arguments of the learned counsel for the parties heard and record perused.

### FACTS

3. An under trial prisoner escaped from Lakki Jail in the year, 2013. The appellants being servants of the said prison were charge sheeted for the escape of the said prisoner. Finally the enquiry officer held the appellants guilty and the Authority imposed penalty of removal from service on all the appellants before this Tribunal. Some other officers/officials were either exonerated or were awarded other penalties. All the appellants then filed departmental appeals within time which were not responded to and there-after they approached this Tribunal within time.

### ARGUMENTS.

4. All the learned counsel representing the appellants argued that the charge sheet against the appellants were mainly based on violation of Prison Rules in the performance of their duties. That in none of the charge sheet it was specifically written that when and from where the prisoner escaped. That the whole findings of the enquiry officer were based on surmises and conjectures and on presumptions. That some of the officials who were held responsible at par with the appellants were awarded minor penalties. That no one could be awarded penalty without assigning specific role followed by specific proof of the role. That a criminal case was also registered against some of the appellants. That all the appellants were acquitted of the charges in the criminal case.

5. On the other hand, the learned Deputy District Attorney argued that all the formalities of due process were complied with. That under the circumstances of the case, the prisoner could not escape the jail without the active connivance of the appellants as the appellants were posted on different stations in the Prison. That the prisoner did not break open any wall, room etc. and, hence it was proved that he must have been helped by the present appellants in escaping from the prison. The learned DDA pressed into service a judgment of the august Supreme Court of Pakistan in a case entitled "*I.G. Prisons Khyber Pakhtunkhwa Vs. Muhammad*

**ATTESTED**  
  
 EXAMINER  
 Khyber Pakhtunkhwa  
 Service Tribunal,  
 Peshawar

**ATTESTED**

23

*Israil*" decided on 19.06.2006 bearing C.P. No. 741-P/2004. While banking on this judgment, the learned DDA argued that in this very case, the august Supreme Court of Pakistan took a serious view and also issued notices to those employees of the prison for enhancement of penalty.

### CONCLUSION.

6. All the charge sheets against the appellants do not attribute any specific role to any of the appellants except the charge of violating the Prison Rules. These allegations of violating the rules were also based not on any solid ground. The enquiry officer in his report opined that since the accused/civil servants before him were required to have a vigilant eye on the station of their posting within the jail and if a prisoner escaped from jail it would give presumption that each individual official failed to perform his duty and then concluded on this presumption that each one of such employees would be guilty of helping the prisoner escaped from the prison. On the basis of such presumption, the appellants have been awarded the major penalty of removal from service. It is a settled principle of administrative law that charge against an employee should be proved on the basis of evidence and especially when a major penalty is imposed. If we go through the report of the enquiry officer we will not find any proof of the fact that any one of the appellants violated his duty except the presumption that the escape of the prisoner would give the impression that each one of the appellants violated the rules.

**ATTESTED**

EXAMINER  
Khyber Pakhtunkhwa  
Service Tribunal,  
Peshawar

7. The Authority after receiving the enquiry report and fulfilling other formalities awarded different penalties to different employees charged for the escape of the prisoner. All the appellants before this Tribunal were awarded the major penalty of removal from service. The other officials were either compulsorily retired or were awarded penalty of stoppage of three annual increments. The findings of the enquiry officer qua all the 13 accused employees were similar. For example Mr. Nasir Mahmood accused (official not before this Tribunal) was

**ATTESTED**

(24)

awarded the penalty of stoppage of three annual increments though his role was the same as those of others and he was also held responsible for the escape of prisoner on the same ground as were the appellants.

8. The judgment of the august Supreme Court of Pakistan relied upon by the learned DDA was gone through in detail and it was found by this Tribunal that the charges and the circumstances of the escape of 5 prisoners in that appeal were totally different. In that appeal it was alleged that five prisoners escaped by opening the room by cutting the iron wires. It was also proved in that case that one of the warders was not present at the place of his duty and that some other warders were also not present in place of their duties. Similarly the Deputy Superintendent Jail was absent from the prison during night without permission. Similarly, Muhammad Israil was held responsible due to his administrative negligence as none of the warders who were required to be on duty at the relevant time were so present and available. The august Supreme Court of Pakistan further held in that case that even cutting of wire etc. must have been heard by the officials stationed on duty and concluded that they were responsible for the same. But in the present case no such finding of the enquiry officer is there by which it could be gathered that anyone of the appellants was not present or that the prisoner escaped through breaking some door/wall etc. Therefore, this case cannot be at par with the one decided by the august Supreme Court of Pakistan. At the most the Authority should have awarded minor penalty, if in his opinion the collective responsibility should have been the cause of the penalty or that in his opinion the presumptions could be drawn for violating the prison rules but imposition of major penalty was not the case of the appellants and especially when one or two co-accused, co-employees were awarded minor penalties of stoppage of three annual increments as discussed above.

9. This Tribunal is therefore, of the view that though it is not proved that the appellants were in any way involved in the escape of the prisoner, however, due to

**ATTESTED**

*[Signature]*  
EXAMINER  
Khyber Pakhtunkhwa  
Service Tribunal,  
Peshawar

**ATTESTED**

25

their collective responsibility and presumptions they could at the most be awarded minor penalty at par with others as mentioned above.

10. Resultantly, the major penalty of removal is converted to withholding of three increments for three years and the appeal is disposed of in the above terms. The period in which the appellants remained out of service should be decided by the department in accordance with rules i.e. gainful employment during the period. Parties are left to bear their own costs. File be consigned to the record room.

*Sd/- Niaz Muhammad Khan,*  
Chairman

*Sd/- Ahmad Hassan,*  
Members

Certified to be true copy

*ESK/MS/ER*  
Khyber Pakhtunkhwa  
Service Tribunal,  
Peshawar

Date of Presentation of Application 20-3-18  
 Number of Words 2000  
 Copying Fee 12-0  
 Urgent 2-0  
 Total 14-0  
 Name of Copyist [Signature]  
 Date of Completion of Copy 20-3-18  
 Date of Delivery of Copy 20-3-18

ATTESTED



DS/LO/SC  
for n/a on the arrival  
of officials concerned  
MA

(26)

ANNEX H

OFFICE OF THE  
INSPECTOR GENERAL OF PRISONS  
KHYBER PAKHTUNKHWA PESHAWAR  
☎ 091-9210334, 9210406 ☎ 091-9213445  
No.Estb/Ward-/Orders/ 10725 1-  
Dated 04/04/18 1-

ORDER

In pursuance of the Khyber Pakhtunkhwa Service Tribunal Judgment dated 03-03-2018 in service appeals, cases of the below noted officials, the penalties awarded to them vide Department Order No. SO(Com/Enq)/HD/Lakki Jail/2013 dated 17-03-2014 are hereby nullified as noted against their names as under:-

Name of official	Penalty awarded by the competent authority.	Decision of the Service Tribunal dated 01-03-2018.
Warder Noor Islam.	Removal from Service.	Withholding of three (03) annual increments for three (03) years.
Warder Sher Ali Baz.	-do-	-do-
Warder Manzoor Khan.	-do-	-do-
Warder Malik Aftab.	-do-	-do-
Warder Zaid Nawaz.	-do-	-do-
Warder Hamid Ullah.	-do-	-do-
Warder Muhammad Arif.	-do-	-do-
Warder Muhammad Sajid.	-do-	-do-
Warder Amir Baseer.	-do-	-do-

Officials from S.No.01 to 08 are hereby re-instated into service with immediate effect. Intervening period of these officials shall be treated as extra-ordinary leave without pay.

Upon re-instatement into service, they are hereby transferred and posted to Central Prison Haripur against the vacant posts for all purposes, except official at S.No.9 viz Amir Baseer, who has died during the intervening period as per some reliable information.

*S. Javed*  
INSPECTOR GENERAL OF PRISONS,  
KHYBER PAKHTUNKHWA, PESHAWAR.

LIST NO. 3226-40

Copy of the above is forwarded to :-

- The Registrar, Khyber Pakhtunkhwa Service Tribunal Peshawar for information with reference to his letter No.586/ST dated 19-03-2018 please.
- The Additional Advocate General Khyber Pakhtunkhwa Service Tribunal Peshawar for information please.
- The Superintendents Headquarters Prison Haripur for information and further necessary action.
- The Superintendents Headquarters Prison Bannu & D.I.Khan for information and similar necessary action.
- The Superintendent, Central Prison Haripur for information and necessary action.
- The Superintendent, District Jail Lakki Marwat for information and necessary action. He is directed to contact legal heirs of warder Amir Baseer for producing his death certificate issued by competent forum for further action.
- The District Accounts Officers Lakki Marwat & Haripur, for information.
- Appellants concerned.

*[Signature]*  
ASSISTANT DIRECTOR (Litg) 04/04/18  
FOR INSPECTOR GENERAL OF PRISONS,  
KHYBER PAKHTUNKHWA PESHAWAR.

ATTACHED

بخدمت جناب ہجوم سیکرٹری صاحب خیبر پختونخواہ پشاور

بمعنوان درخواست برائے اجراء تنخواہ کے لیے: 17.3.2014 سے لیکر 30.3.2014

جناب عالی۔ مودبانہ گزارشات ہجہ سائلان حکم جیلخانہ جات کے ملازمین

ہیں 17.3.2014 کو ڈسٹرکٹ جیل لکی مروت سے ایک خواتین کی فہرست کی کاپی

حکمانہ کاروائی کے بعد سائلان کو ریمر و فرام سروس کیا گیا تھا۔ بعد میں سائلان کی

اپیل پر سروس ٹریبونل نے سروس بحال کر دی سالانہ تین انگریزی بند کر دی

اس کے بعد جناب آئی جی جیلخانہ جات کے حکم پر سائلان پری پور سنٹرل جیل ڈیوٹی

پر حاضری کا حکم فرمائے اور ریمر و فرام سروس کے دورانہ تنخواہ وید اوٹنے کر دی گئی ہیں

جناب عالی۔ سائلان کو 17.3.2014 سے لیکر 30.3.2014 تک تنخواہ نہیں ملی

ریمر و فرام سروس کے دورانہ ب زور گارہی رہے ہیں اور اپنی ڈیوٹی سرٹیفیکٹ آئی جی جیلخانہ

کے دفتر میں جمع کروائی تھی

جناب عالی۔ سائلان کا تعلق غریب خاندانوں سے ہیں اور ریمر و فرام سروس

کے دوران لوگوں سے قرضے لے کر اپنی ضروریات پورے کرتے ہیں کیونکہ اس سروس کے

علاوہ سائلان کی اور کوئی ذریعہ معاش نہیں۔ سرکاری ڈیوٹی ایمانداری سے انجام

دیتے ہیں لہذا آگے رمضان مبارک کا مہینہ شروع ہونے والا ہے اور سائلان کے



علاج وغیرہ سے مجبور ہیں .

جناب عالی سے عاجزانہ التجاس (تھک) (20014-3-17) لیکر (20013-3-10) بند تخواہ

سائلان کی دادرسی فرماتے ہوئے بند شدہ تخواہ کی اجراء کے

امکانات ضرور فرمائی .

تاکہ سائلان ماہ رمضان میں اپنی ضروریات پوری کر سکیں

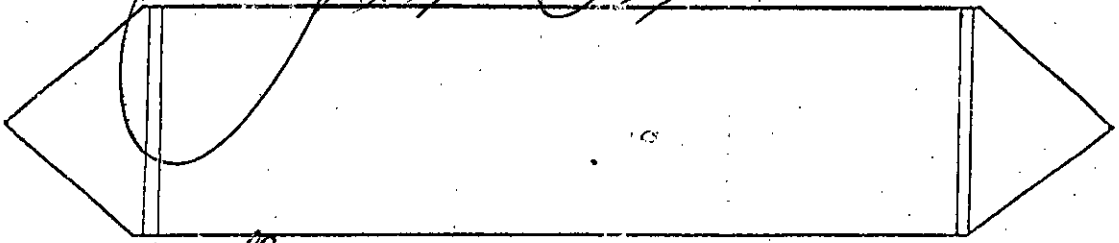
سائلان تاحیات دعاگو رہیں گے .

## ادھنی الحیر

سائلان - واڈرز

- |                                     |                         |                           |
|-------------------------------------|-------------------------|---------------------------|
| (5) محمد عارف<br>M. Arif            | M. Sadia                | (1) منظور خان @           |
| (6) ملک افتخار<br>ملک افتخار بلگرام | Hamidullah<br>حمید اللہ | (2) زیب فواز<br>زینب فواز |
- (5) عمر ضلکار ہری پور سنٹرل جیل ہزارہ

# بعد التکرمین شریعتی سند



2018ء منجانب

زید کوٹوالا بنام عدلیہ

مورخہ  
مقدمہ  
دعویٰ  
جرم

## باعث تحریر آنکھ

مقدمہ مندرجہ عنوان بالا میں اپنی طرف سے واسطے پیردی وہ جواب دی رکھ کاروائی متعلقہ  
آن مقام ~~کے~~ کیلئے ~~مقرر~~ کے اقرار کیا جاتا ہے۔ کہ صاحب موصوف کو مقدمہ کی کل کاروائی کا کمال اختیار ہوگا۔ نیز  
وکیل صاحب کو راضی نامہ کرنے و تقرر ثالثہ فیصلہ برحلف دیئے جواب دی اور اقبال دعویٰ اور  
بصورت ڈگری کرنے اجراء اور وصولی چیک و روپیہ ارضی دعویٰ اور درخواست ہر قسم کی تصدیق  
ذرائع پر دستخط کرانے کا اختیار ہوگا۔ نیز بصورت عدم پیردی یا ڈگری کی طرفہ یا اپیل کی براندگی اور منسوخی  
نیز دائر کرنے اپیل نگرانی و نظر ثانی و پیردی کرنے کا اختیار ہوگا۔ از بصورت ضرورت مقدمہ مذکور  
کے کل یا جزوی کاروائی کے واسطے اور وکیل یا مختار قانونی کو اپنے ہمراہ یا اپنے بجائے تقرر کا اختیار  
ہوگا۔ اور صاحب مقرر شدہ کو بھی وہی جملہ مذکورہ با اختیار حاصل ہوں گے اور اس کا ساختہ  
پر داختم منظور قبول ہوگا۔ دوران مقدمہ میں جو خرچہ دہر جائے التوائے مقدمہ کے سبب سے وہ ہوگا۔  
کوئی تاریخ پیشی مقام دورہ پر ہو یا بعد سے باہر ہو تو وکیل صاحب پابند ہوں گے۔ کہ پیردی  
مذکور کریں۔ لہذا وکالت نامہ لکھد یا کہ سند ہے۔

الرقوم 09 ماہ اگست 2018ء

العبد گواہ العبد

Accepted  
Accepted  
Accepted

بمقام

**BEFORE THE KHYBER PAKHTUNKHWA PESHAWAR.**

In the matter of  
Service Appeal No.1146 /2018

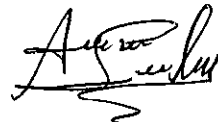
Zaib Nawaz (Warder) Central Prison Haripur.....Appellant.

**VERSUS**

1. Chief Secretary,  
Government of Khyber Pakhtunkhwa.
2. Secretary to Government of Khyber Pakhtunkhwa,  
Home, and T. As Department, Peshawar.
3. Inspector General of Prisons,  
Khyber Pakhtunkhwa Peshawar
4. Superintendent Central Prison Haripur .....Respondents

**INDEX**

S.NO.	DESCRIPTION OF DOCUMENTS	Annex	Page No.
1-	Comments /Reply	---	1 to 2
2-	Affidavit	---	3



**DEPONENT**

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

In the matter of

Service Appeal No. 1146/2018

Zeb Nawaz Warder Central Prison Haripur ..... **Appellant**

**VERSUS**

1. Government of Khyber Pakhtunkhwa  
Through Chief Secretary Khyber Pakhtunkhwa Peshawar
2. Home Secretary Government of Khyber Pakhtunkhwa  
Peshawar
3. Inspector General of Prisons  
Khyber Pakhtunkhwa Peshawar
4. Superintendent  
Central Prison Haripur ..... **Respondents.**

**JOINT PARAWISE COMMENTS/REPLY ON BEHALF OF RESPONDENTS**  
**NO. 1, 2,3 &4.**

**PRELIMINARY OBJECTIONS.**

- i. That the Appellant has got no cause of action.
- ii. That the Appeal is incompetent and is not maintainable in its present form.
- iii. That the Appellant is estopped by his own conduct to bring the present appeal.
- iv. That the Appellant has no locus standi.
- v. That the Appeal is bad for mis-joinder and non-joinder of necessary parties.
- vi. That the Appeal is time barred.
- vii. The Appellant has not come to court with clean hands.

**ON FACTS**

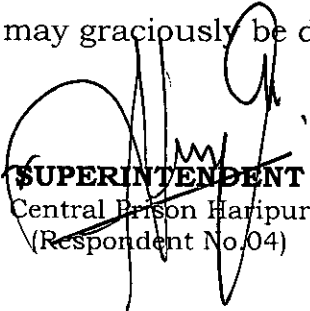
- 1) Pertains to record. Hence no comments.
- 2) Admitted.
- 3) Correct to the extent that the appellant was served with charge sheet and statement of allegation dated, 20-08-2013, but the allegation was strictly in accordance with law/ Rules.
- 4) Not admitted correct. The inquiry proceeding conducted by the inquiry officer is totally impartial. The appellant has been given an opportunity of proper hearing by issuing him a show cause notice. The inquiry officer after keeping in view facts and circumstances of the case, found the appellant guilty of negligence /inefficiency, in the performance of his duty and imposed a major penalty of "Removal from Service" on the appellant.
- 5) Correct.
- 6) Correct to the extent that the appellant was awarded a major penalty of "Removal from Service", reply to the rest of the para is mentioned in Para-4.
- 7) Pertains to record, hence no comments.
- 8) Correct.

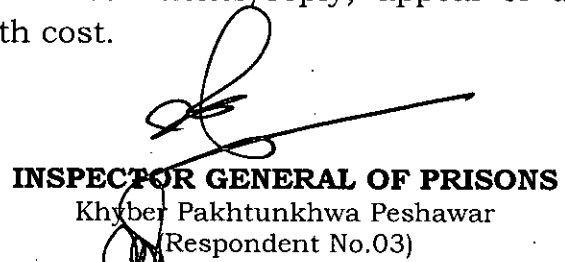
- 9) Pertains to record, hence no comments.
- 10) Correct to the extent that the respondent No. 3 re-instated the appellant in service vide office order dated, 04-04-2018, however the intervening period was treated as Extra Ordinary Leave without pay, because the Department on the basis of well settled principle "No Work No Pay", could not pay salary to the petitioner for the period during which he did not performed his duty.
- 11) Pertains to record, hence no comments.
- 12) Not admitted correct. The order dated, 04-04-2018 to the extent of intervening period is leave without pay is legal, law-full and strictly in accordance with law/rules and hence the appeal may graciously be dismissed on the following grounds.

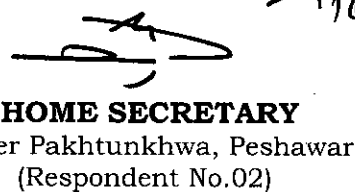
**GROUND:-**

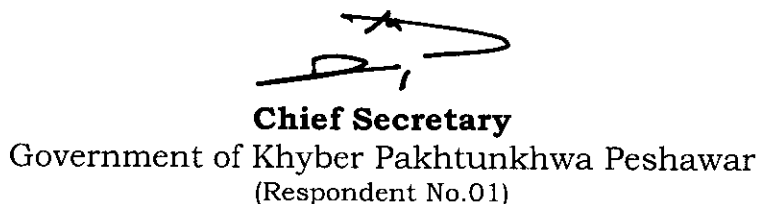
- A) That the appellant has been treated with Law/ Rules.
- B) Not admitted correct.
- C) Incorrect. The appellant has committed cross negligence /misconduct in the performance of his duty as stated in Para-4.
- D) Correct to the extent that appellant was allowed reinstatement by this learned Tribunal, rest of the para is denied as replied in Para-4.
- E) As per Para-D above.
- F) Incorrect and misleading, hence not considerable.
- G) As per Para-F above.
- H) That the respondents also seek permission to raise additional grounds at the time of hearing.

In view of the above Para-wise comments/reply, appeal of the appellant may graciously be dismissed with cost.

  
**SUPERINTENDENT**  
 Central Prison Haripur  
 (Respondent No.04)

  
**INSPECTOR GENERAL OF PRISONS**  
 Khyber Pakhtunkhwa Peshawar  
 (Respondent No.03)

  
**HOME SECRETARY**  
 Khyber Pakhtunkhwa, Peshawar  
 (Respondent No.02)

  
**Chief Secretary**  
 Government of Khyber Pakhtunkhwa Peshawar  
 (Respondent No.01)

3

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

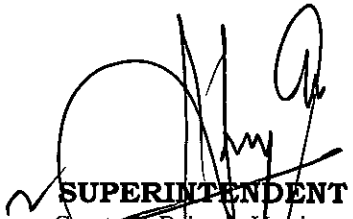
In the matter of  
Service Appeal No. 1146/2018  
Zeb Nawaz Warder Central Prison Haripur .....**Appellant**

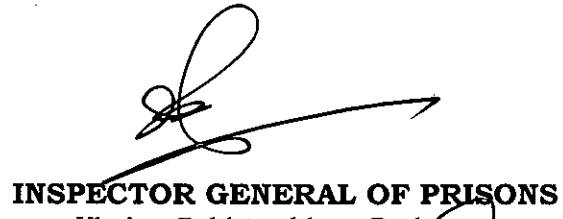
**VERSUS**

1. Government of Khyber Pakhtunkhwa  
Through Chief Secretary Khyber Pakhtunkhwa Peshawar
2. Home Secretary Government of Khyber Pakhtunkhwa  
Peshawar
3. Inspector General of Prisons  
Khyber Pakhtunkhwa Peshawar
4. Superintendent  
Central Prison Haripur .....**Respondents.**

**COUNTER AFFIDAVIT ON BEHALF OF RESPONDENTS No. 01 to 04**

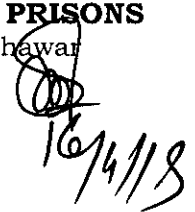
We the undersigned respondents do hereby solemnly affirm and declare that the contents of the Para-wise comments/reply on the above cited appeal are true and correct to the best of our knowledge and belief and that no material facts have been concealed from this Honorable Tribunal.

  
**SUPERINTENDENT**  
Central Prison Haripur  
(Respondent No.04)

  
**INSPECTOR GENERAL OF PRISONS**  
Khyber Pakhtunkhwa Peshawar  
(Respondent No.03)

**HOME SECRETARY**  
Khyber Pakhtunkhwa, Peshawar  
(Respondent No.02)

**Chief Secretary**  
Government of Khyber Pakhtunkhwa Peshawar  
(Respondent No.01)

  
16/4/18

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

In the matter of  
Service Appeal No. 1002/2018  
Noor Islam Warder District Jail Lakki Marwat ..... **Appellant**

**VERSUS**

1. Home Secretary Government of Khyber Pakhtunkhwa  
Peshawar
2. Inspector General of Prisons  
Khyber Pakhtunkhwa Peshawar
3. Superintendent  
District Jail Lakki Marwat ..... **Respondents.**

**JOINT PARAWISE COMMENTS ON BEHALF OF RESPONDENTS NO. 1, 2&3.**

**PRELIMINARY OBJECTIONS.**

- i. That the Appellant has got no cause of action.
- ii. That the Appeal is incompetent and is not maintainable in its present form.
- iii. That the Appellant is estopped by his own conduct to bring the present appeal.
- iv. That the Appellant has no locus standi.
- v. That the Appeal is bad for mis-joinder and non-joinder of necessary parties.
- vi. That the Appeal is time barred.

**ON FACTS**

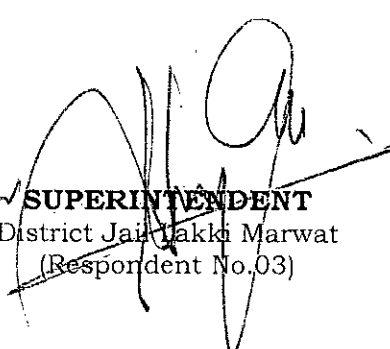
- 1) Pertains to record. Hence no comments.
- 2) Admitted.
- 3) Correct to the extent that the appellant was re-instated into service by Khyber Pakhtunkhwa Learned Service Tribunal Peshawar vide Order dated, 01-03-2018 by converting major penalty of "Removal from Service" into minor penalty of withholding of three Annual increments for three (03) years. The said order also let the Department to decide the period during which the appellant was removed from service.
- 4) Not admitted correct. The competent authority treated the intervening period (from 18-03-2014 to 01-03-2018) of the appellant as Extraordinary Leave Without Pay vide office order Endst; No 10725 dated, 01-04-2018 (**Annexure-A**), because the Department could not pay salary to the petitioner for the period during which he did not performed duty.
- 5) Irrelevant, hence no comments.
- 6) Not admitted correct. The appellant was not considered and informed vide this office letter No. 19359 dated, 27-06-2018 (**Annexure-B**).

- 7) That the appeal of the appellant may graciously be dismissed on the following grounds :-

**GROUND:-**

- A) As replied in Para-4 above.  
B) Irrelevant, and misleading, hence not considerable.  
C) As per Para-B above.  
D) That the respondents also seek permission to raise additional grounds at the time of hearing.


In view of the above Para-wise comments/reply, appeal of the appellant may graciously be dismissed with cost.

  
**SUPERINTENDENT**  
District Jail, Yakki Marwat  
(Respondent No.03)

**INSPECTOR GENERAL OF PRISONS**  
Khyber Pakhtunkhwa Peshawar  
(Respondent No.02)

**HOME SECRETARY**  
Khyber Pakhtunkhwa, Peshawar  
(Respondent No.01)

*Facts of the instant S. Appeal are same  
with S. Appeal No 2/2019.*

  
*15/4/2019*  
**Assistant Advocate General**  
Khyber Pakhtunkhwa  
Service Tribunal Peshawar



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

Rejoinder

In

Service Appeal No. 1146/2018

Zaib Nawaz, Warder.....Appellant

V E R S U S

Govt of KPK through Chief Secretary & others.....Respondents

**REJOINDER ON BEHALF OF  
APPELLANT**

**Respectfully Sheweth:**

**Preliminary Objections**

The appellant submits as under: -

1. Contents incorrect. The appellant, being an aggrieved civil servant, has the cause of action.
2. Contents incorrect. The appeal is fully competent and maintainable in its present form.
3. Contents incorrect. No rule of estoppel is applicable in the instant appeal.
4. Contents incorrect. The appellant has locus standi to file the present appeal.
5. Contents incorrect. All the necessary parties are arrayed as respondents.
6. Contents incorrect. The present appeal is filed within the stipulated period of time.
7. Contents incorrect. The appellant has come to the court with clean hands.

**On Facts:**

1. No comments.
2. No comments being admitted.
3. Contents incorrect. Contents of para No. 03 of the appeal are true and correct.
4. Contents incorrect. Contents of para No. 04 of the appeal are true and correct.

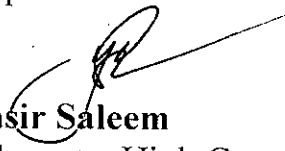
- 5-9 Para No. 5 to 9 needs no comments being admitted.
10. Correct to the extent of reinstatement rest of the para as laid is incorrect. The appellant was due to the illegal removal order passed by the respondent was constrained to keep away from his duties and the allegations upon which the appellant was removed were never proved and for that reason on filing service appeal, he was reinstated by this Honb'le Tribunal so. During the intervening period the appellant, due to the illegal act of the respondent, remained jobless so in the circumstances he was entitled for full pay.
11. No comments.
12. Contents incorrect. Contents of para 12 of the appeal are true and correct.

**G R O U N D S:**

A-H Grounds A to H are legal and shall be argued at the time of arguments.

*It is therefore prayed that the appeal may kindly be allowed as prayed for*

Through Appellant

  
**Yasir Saleem**  
Advocate, High Court  
Peshawar.

Date: 27-Nov-19

**AFFIDAVIT**

I do hereby solemnly affirm and declare that the contents of the **Rejoinder** are true and correct to the best of my knowledge and belief and nothing has been concealed from this Hon'ble Court.



زیب نواز  
DEPONENT

27/11/2019

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

Rejoinder  
In  
Service Appeal No. 1146/2018

Zaib Nawaz, Warder.....Appellant  
VERSUS  
Govt of KPK through Chief Secretary & others.....Respondents

**REJOINDER ON BEHALF OF  
APPELLANT**

**Respectfully Sheweth:**  
**Preliminary Objections**

The appellant submits as under: -

1. Contents incorrect. The appellant, being an aggrieved civil servant, has the cause of action.
2. Contents incorrect. The appeal is fully competent and maintainable in its present form.
3. Contents incorrect. No rule of estoppel is applicable in the instant appeal.
4. Contents incorrect. The appellant has locus standi to file the present appeal.
5. Contents incorrect. All the necessary parties are arrayed as respondents.
6. Contents incorrect. The present appeal is filed within the stipulated period of time.
7. Contents incorrect. The appellant has come to the court with clean hands.

**On Facts:**

1. No comments.
2. No comments being admitted.
3. Contents incorrect. Contents of para No. 03 of the appeal are true and correct.
4. Contents incorrect. Contents of para No. 04 of the appeal are true and correct.

5-9 Para No. 5 to 9 needs no comments being admitted.

10. Correct to the extent of reinstatement rest of the para as laid is incorrect. The appellant was due to the illegal removal order passed by the respondent was constrained to keep away from his duties and the allegations upon which the appellant was removed were never proved and for that reason on filing service appeal, he was reinstated by this Hon'ble Tribunal so. During the intervening period the appellant, due to the illegal act of the respondent, remained jobless so in the circumstances he was entitled for full pay.

11. No comments.

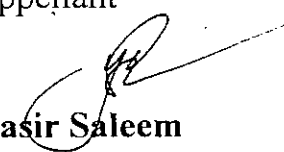
12. Contents incorrect. Contents of para 12 of the appeal are true and correct.

### GROUND S:

A-H Grounds A to H are legal and shall be argued at the time of arguments.

*It is therefore prayed that the appeal may kindly be allowed as prayed for*

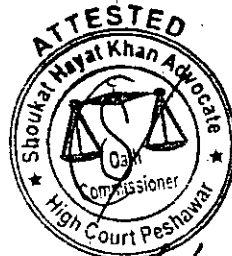
Appellant  
Through

  
**Yasir Saleem**  
Advocate, High Court  
Peshawar.

Date: 27-Nov-19

### AFFIDAVIT

I do hereby solemnly affirm and declare that the contents of the **Rejoinder** are true and correct to the best of my knowledge and belief and nothing has been concealed from this Hon'ble Court.



زیب نواز  
DEPONENT

27/11/2019