

Sr. No	Date of order/proceedings	Order or other proceedings with signature of Judge or Magistrate
1	2	3
<p>08.01.2018</p>		<p align="center"><u>BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL</u></p> <p align="center">Appeal No. 973/2014</p> <p align="center">Date of Institution ... 23.07.2014 Date of Decision ... 08.01.2018</p> <p align="center">Mr. Shehryar, Ex. Constable No.5008/2189, Police Lines Peshawar.</p> <p align="center">Versus</p> <p>1. The Inspector General of Police Khyber Pakhtunkhwa, Peshawar. 2. The Capital City Police Officer, Peshawar. 3. The Superintendent of Police, Headquarters, Peshawar.</p> <p align="center"><u>JUDGMENT</u></p> <p align="center"><u>MUHAMMAD HAMID MUGHAL, MEMBER: -</u></p> <p>Learned counsel for the appellant and Mr. Kabir Ullah Khattak, Learned Additional Advocate General on behalf of the respondents present.</p> <p>2. The appellant has filed the present appeal u/s 4 of the Khyber Pakhtunkhwa Service Tribunal Act 1974 against the respondents and made impugned the order dated 21.04.2014 whereby he was dismissed from service</p>

Lawyer

on the ground of absence from duty. The appellant has also challenged the order dated 04.07.2014 whereby the departmental appeal of the appellant was rejected.

3. Learned counsel for the appellant argued that the appellant remained absent from the duty for the reason beyond his control as he was seriously ill and the respondents have not considered this fact rather passed the severe penalty of dismissal from service. Further argued that the impugned order of punishment was passed without adhering to the legal requirements/codal formalities. Further argued that the impugned penalty is harsh and does not commensurate with the lapse on the part of the appellant.

4. As against that learned AAG while opposing the present appeal argued that the appellant remained absent from duty without prior application and permission and was dismissed from service after the fulfillment of legal requirements.

5. Argument heard. File perused.

6. It is not disputed that the appellant remained absent from duty and after going through the record this Tribunal also observed that the impugned orders were passed upon

Dr
D. S. W. S.

the fulfilment of legal formalities. However keeping in view the stance of the appellant that because of serious illness he was unable to attend to his duties, the punishment in the shape of dismissal from service found harsh and the safe administration of justice would justify the modification in the impugned penalty.

7. Consequently this Tribunal partially allows the present appeal by modifying/converting major penalty of dismissal from service to withholding of three (03) annual increments for a period of three (03) years. The absence and intervening period shall be treated as leave of the kind due. Parties are left to bear their own costs. File be consigned to the record room.



(AHMAD HASSAN)
MEMBER



(MUHAMMAD HAMID MUGHAL)
MEMBER

ANNOUNCED
08.01.2018

19.10.2017

Agent to counsel for the appellant present. Mr. Zia Ullah, Deputy District Attorney for the respondents present. Agent to counsel for the appellant seeks adjournment. Adjourn. To come up for arguments on 08.01.2018 before D.B.




(Ahmad Hassan)
Member (E)



(Muhammad Hamid Mughal)
Member (J)

08.01.2018 Learned counsel for the appellant present. Mr. Kabir Ullah Khattak, learned Additional Advocate General for the respondents present. Vide our separate judgment of today placed on file this Tribunal partially allows the present appeal by modifying/converting major penalty of dismissal from service to withholding of three (03) annual increments for a period of three (03) years. The absence and intervening period shall be treated as leave of the kind due. Parties are left to bear their own costs. File be consigned to the record room.



(Ahmad Hassan)
MEMBER



(Muhammad Hamid Mughal)
MEMBER

ANNOUNCED

08.01.2018

28.12.2016

Clerk to counsel for the appellant and Mr. Muhammad Jan, GP for respondents present. Arguments could not be heard due to incomplete bench. Case adjourned to 31.03.2017 for arguments before D.B.


Chairman

31.03.2017

Junior to counsel for the appellant and Mr. Ziaullah, GP for respondents present. Junior to counsel for the appellant requested for adjournment as senior counsel has gone for performing Umra. Adjourned. To come up for arguments on 26.07.2017 before D.B.


(MUHAMMAD AMIN KHAN KUNDI)
MEMBER


(AHMAD HASSAN)
MEMBER

26.07.2017

Counsel for the appellant and Mr. Usman Ghani, District Attorney alongwith Mr. M. Razzaq, H.C for respondents present. Counsel for the appellant seeks adjournment. Adjourned. To come up for arguments on 19.10.2017 before D.B.

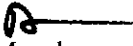

(Ahmad Hassan)
Member


(M. Hamid Mughal)
Member

18.03.2016

Clerk to counsel for the appellant and Asstt. AG for respondents present. Clerk to counsel for the appellant requested for adjournment. To come up for arguments on

25.5.16


Member


Member

25.05.2016

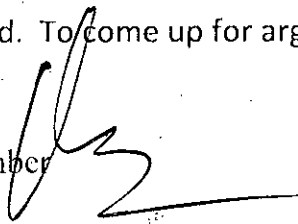
Counsel for the appellant and Addl. AG for respondents present. Counsel for the appellant is stated busy in another bench. Seeks adjournment. Adjourned for arguments on 7.9.2016.


Member


Chairman

07.09.2016

Clerk to counsel for the appellant and Mr. Usman Ghani Sr. GP for respondents present. Clerk to counsel for the appellant requested for adjournment. Requested accepted. To come up for arguments on 28-12-16

Member 

Member 

6-

25.02.2015

Appellant with counsel present. None present for respondents. Learned Addl: A.G present. Fresh notices be issued to the respondents for 31.03.2015


Chairman

7

31.03.2015

Appellant in person and Mr. Hayat Muhammad, Reader to DSP alongwith Addl: A.G for respondents present. Reply on behalf of respondents submitted. The appeal is assigned to D.B for rejoinder and final hearing for 12.10.2015.


Chairman

12.10.2015

Clerk to counsel for the appellant and Asst: AG for respondents present. Clerk to counsel for the appellant requested for adjournment. To come up for arguments on 18-3-16


Member

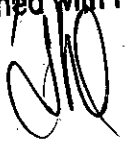

Member

Appeal No. 973/2014.
Mr. Shahajun

3, 13.10.2014

Counsel for the appellant present. Preliminary arguments heard and case file perused. Through the instant appeal under Section-4 of the Khyber Pakhtunkhwa Service Tribunal Act 1974, the appellant has impugned order dated 21.04.2014, vide which the appellant was dismissed from service. Against the above referred impugned order appellant filed departmental appeal on 16.05.2014 which was rejected vide order dated 04.07.2014, hence the instant appeal on 23.07.2014.

Appellant Deposited
Security & Process Fee
Rs. 350/- Bank
Receipt is Attached with File.




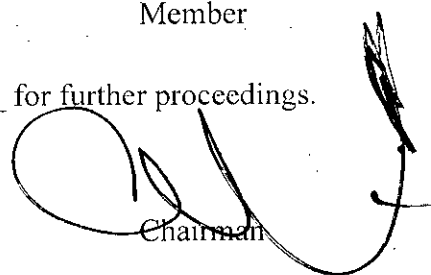
Since the matter pertains to terms and conditions of service of the appellant, hence admit for regular hearing subject to all legal objections. The appellant is directed to deposit the security amount and process fee within 10 days. Thereafter, Notice be issued to the respondents for submission of written reply. To come up for written reply/comments on 17.12.2014.



Member

4, 13.10.2014

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



Chairman

17.12.14

The Tribunal is incomplete,
therefore, case is adjourned to 31-3-15

5, 30.01.15

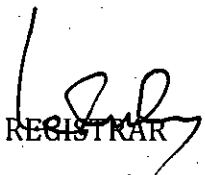
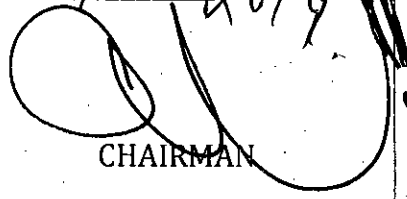
In view of application fixed for ¹⁸Needs
reply for 25.02.15. Respondents be informed for written

Form- A

FORM OF ORDER SHEET

Court of _____

Case No. 973/2014

S.No.	Date of order Proceedings	Order or other proceedings with signature of judge or Magistrate
1	2	3
1	23/07/2014	<p>The appeal of Mr. Shahryar presented today by Mr. Noor Muhammad Khattak Advocate may be entered in the Institution register and put up to the Worthy Chairman for preliminary hearing.</p> <p style="text-align: right;"> REGISTRAR</p>
2	5-8-2014	<p>This case is entrusted to Primary Bench for preliminary hearing to be put up there on <u>13-10-2014</u></p> <p style="text-align: right;"> CHAIRMAN</p>

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL
PESHAWAR

APPEAL NO. 973 /2014

SHEHRYAR

VS

POLICE DEPARTMENT

INDEX

S.NO.	DOCUMENTS	ANNEXURE	PAGE
1.	Memo of appeal	1- 3.
2.	Appointment order	A	4.
3.	Medical Certificate	B	5.
4.	Show cause notice	C	6.
5.	Reply	D	7- 8.
7.	Medical descriptions	E	9- 20.
8.	Dismissal order	F	21.
9.	Departmental appeal	G	22- 23.
10.	Rejection order	H	24.
11.	Vakalat nama	-----	25.

APPELLANT

THROUGH:


NOOR MOHAMMAD KHATTAK
ADVOCATE

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL
PESHAWAR

APPEAL NO. 973 /2014

10/6
23/7/2014

Mr. Shehryar, Ex. Constable No. 5008/2189,
Police lines, Peshawar **Appellant**

VERSUS

- 1- The Inspector General of Police, Khyber Pakhtunkhwa, Peshawar.
- 2- The Capital City Police Officer, Peshawar.
- 3- The Superintendent of Police Head Quarters, Peshawar.....**Respondents**

APPEAL UNDER SECTION 4 OF THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL ACT 1974 AGAINST THE IMPUGNED APPELLATE ORDER DATED 4/7/2014 WHEREBY THE DEPARTMENTAL APPEAL OF THE APPELLANT FOR HIS RE-INSTATMENT WITH ALL BACK BENEFITS HAS BEEN REJECTED ON NO GOOD GROUNDS AND AGAINST THE ORIGINAL ORDER DATED 21/4/2014 WHEREBY THE APPELLANT WAS DISMISSED FROM SERVICE.

PRAYER:

That on acceptance of this appeal the impugned orders dated 21/4/2014 and 4/7/2014 may very kindly be set aside and the respondents may please be directed to re-instate the appellant with all back benefits. Any other remedy which this august tribunal deems fit that may also be awarded in favor of the appellant.

R/SHEWETH:
ON FACTS:

- 1- That appellant was appointed as constable in the Police Department vide order dated 07/05/2007. That after appointment the appellant started performing his duties quite efficiently and up to the entire satisfaction of his superiors. Copies of the appointment order and medical certificate are attached as annexure.....**A & B.**

- 2- That appellant while serving as constable in the police Department a show cause notice was served on him by the respondent Department. That in the said show cause notice it was alleged that appellant absented himself from duty. Copy of the show cause notice is attached as annexure **C.**
- 3- That in response the appellant replied the said show cause notice with documentary proofs. That astonishingly vide order dated 21/04/2014 the appellant was dismissed from service by the respondent Department without conducting regular inquiry in the matter. Copies of the reply to the show cause notice, medical descriptions and dismissal order are attached as annexure **D, E & F.**
- 4- That having no other remedy the appellant filed Departmental appeal before the appellate authority but the same was rejected vide dated 4/7/2014 on no good grounds. That hence the present appeal on the following grounds amongst the others. Copies of the Departmental appeal and rejection order are attached as annexure **G & H.**

GROUND:

- A- That the impugned orders dated 21/04/2014 and 4/7/2014 are against the law, facts, norms of natural justice and materials on the record hence not tenable and liable to be set aside.
- B- That the appellant has not been treated by the respondent Department in accordance with law and rules on the subject noted above and as such the respondents violated Article 4 and 25 of the Constitution of Islamic Republic of Pakistan 1973.
- C- That no regular inquiry has been conducted which is as per Supreme Court judgment is necessary in case of awarding major penalty.
- D- That not charge sheet and statement of allegation has been served on the appellant before issuing the impugned order dated 21/04/2014.
- E- That no chance of personal hearing/ defense has been given to the appellant which is mandatory under R.S.O. 2000 and E & D rules 1973.

- F- That the action against the appellant was taken by the respondent Department under a wrong law, therefore the said impugned order dated 21.4.2014 is void ab initio and has no legal effect.
- G- That appellant seeks permission to advance other grounds and proofs at the time of hearing.

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

APPELLANT

g. Khan
SHEHRYAR

THROUGH:

M
**NOOR MOHAMMAD KHATTAK
ADVOCATE**

A-9

Amir

شیخ سجاد 7/5/07
S.H.O. E. C. 7/5/07
CCCP
ذمہ دار صاحب سپرنٹنڈنٹ پبلک سروس
ذمہ دار صاحب سپرنٹنڈنٹ پبلک پولیس

نقشہ نمبر برائے خانہ پوری مندرجہ ذیل امور ان کے
مکمل ہوئے
ذمہ دار S.H.O. صاحب مکانہ مکانہ شرقی
مکمل ہوئی حال میں کی رپورٹ
سپرنٹنڈنٹ پبلک پولیس
2007
مورخہ 7/5/07

Amir 7/5/07
2-4 ML

	۲	۱
<p>رپورٹ انیسٹریکشن دوبارہ سزایا سابقہ حال میں نسبت سزایا اور پانچ اگر وہ ہو شخصیت، قومیت وغیرہ تنظیم یادداشت کردہ گروپ سے تعلق</p>	<p>بیان نمبر داران متعلق سزایا یا سابقہ دور قاتل اگر کوئی ہو شخصیت، قومیت بقدر دستخط</p>	<p>نام تھریف کنندہ متعلق حال میں بقدر دستخط</p>

مکانہ S.H.O. صاحب
صاحب مکانہ
ذمہ دار مکانہ شرقی
مکمل ہوئی حال میں کی رپورٹ
مکمل ہوئی حال میں کی رپورٹ
7/5/07

جو کی سزا
خانہ عالی
ذمہ دار مکانہ شرقی
مکمل ہوئی حال میں کی رپورٹ
مکمل ہوئی حال میں کی رپورٹ

کو سزا
مکمل ہوئی حال میں کی رپورٹ
مکمل ہوئی حال میں کی رپورٹ
مکمل ہوئی حال میں کی رپورٹ

Amir
S.H.O. E. C. 7/5/07

7/5/07
Gardar Ali Ras
General Councilled
C/O No. 18 Jehangir Park
Peshawar City.

ATTESTED
9/4

ذات احوال گوت منسہ مذہب اسلام
 محلہ شہر یارخان
 تاریخ 2007 سال 19 سے بعد کینٹین کھری گیا گیا

ولدیت رحیم دہل
 مکان محلہ موضع شہر بازار
 علقہ عمر 2 و سال 80
 نشانات خاص دائمی قابل شناخت

36 x 34
 8 1/2
 5

تعلیم	علاقت		ملازمت			سالتہ		قریبی رشتہ داران	
	نام عہدہ	تاریخ ملازمت	عرصہ	تاریخ عہدگی	نام	سکونت	نام	سکونت	
10th	از	تا	سال	ماہ	دن	NIL	بیٹا		
							بیٹی		
							بیوی		
							والد	زرورہ	
							والدہ		

قریبی رشتہ داران جو ملازمت کو رینڈ میں ہیں

نام رشتہ دار	کس عہدہ پر ہے	کس محکمہ میں ہے	کس مقام پر ہے	کیفیت

یہ مندرجہ بالا شخصیں بالتفصیل اپنا وارث قرار دیتا ہوں۔ یہ نام مفصل تحریر کریں۔

یہ افراد کھرتا ہوں کہ مندرجہ بالا امور ان جو میں نے درج کروائے ہیں۔ درست ہیں

دستخط بالستانات انگشت

B. Jones Aries

B-5

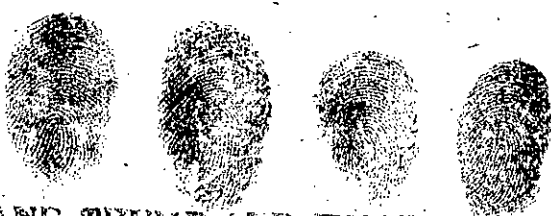
MEDICAL CERTIFICATE

Name of Official: Shaheryar Khan
 Caste or race: Muslim
 Father's name: Rahamudin
 Residence: District Peshawar
 Date of birth: 20-2-80 1980
 Exact height by measurement: 5-8 1/2
 Personal mark of identification: A birth mark on left forearm
 Signature of the Official: S. Khan
 Signature of head of office: _____

Post of Office _____

I do hereby certify that I have examined M. Shaheryar Khan a candidate for employment in the Office of the Police Department and can not discover that he had any disease communicable or other constitutional affection or bodily infirmity except Nil

I do not consider this as disqualification for employment in the office of the Police Department. His age according to his own statement 27 year and by appearance about Twenty Seven year.



LEFT HAND THUMB AND FINGER IMPRESSIONS

ATTESTED

M. A. Q. 07.5.2007

Medical Superintendent,
 Civil Hospital,
 Medical Superintendent
 Police Services Hospital,
 Peshawar.

07/05/07

C-6

FINAL SHOW CAUSE NOTICE

I Superintendent of Police, Headquarters, Capital City Police Peshawar, as competent authority, under the provision of Police Disciplinary Rules 1975 do hereby serve upon you, Constable Shehryar No.5008/2189 the final show cause notice.

The Enquiry Officer, Mr. Shoukat Ali Khan, after completion of enquiry proceedings, has recommended for ex-parte decision for you Constable Shehryar No.5008/2189 as the charges/allegations leveled against you in the charge sheet/statement of allegations.

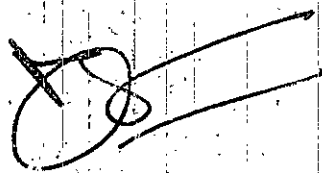
And whereas the undersigned is satisfied that you Constable Shehryar No.5008/2189 deserve the punishment in the light of the above said enquiry reports.

I, competent authority, have decided to impose upon you the penalty of minor/major punishment under Police Disciplinary Rules 1975 for absence willfully performing duty away from place of posting.

1. 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.

2. If no reply to this notice is received within 7 days of its receipt, in normal course of circumstances, it shall, be presumed that you have no defence to put in and in that case as ex-parte action shall be taken against you.

3. The copy of the finding of the enquiry officer is enclosed.



SUPERINTENDENT OF POLICE,
HEADQUARTERS, PESHAWAR

No. 47 /PA, SP/HQrs: dated Peshawar the 09-4-2014.

Copy to official concerned

ATTESTED



D-7

To

**The Superintendent of Police,
Headquarter Khyber Pakhtunkhwa Peshawar.**

Subject: REPLY TO THE FINAL SHOW CAUSE NOTICE

Respected sir,

I have the honor to submit the following few lines in reply to the final show cause notice.

- That I have been the posted strength of police line Peshawar.
- That on 24/05/2013 I reported sick in the morning in police service hospital Peshawar with the complaints of backache and pain in legs. The medical Officer on duty examined me and declared the case of sciatica and lumbago he advised me treatment and rest for one month.
- That i submitted the leave application in the light of revised leave rules 1981 on medical ground along with medical prescription Chet to the concerned authority and left for home.
- That on expiry of said leave on 24/06/2013 I again reported sick and the medical officer advised me for another one month sick leave.
- That i is submitted sick leave application for the extension along with photocopy of medical prescription chit.
- That from 24/05/2013 till 10/01/2014 I was remain sick and the medical officer of police services hospital Peshawar advised bed rest/medical leave time to time.
- That I submitted my arrival report on 24/01/2014 which was accepted by the concerned authority and started my duty as constable No.2189.
- That I have put about more than six years of service and I never absented my self from duty, but due to the above mentioned reason I was unable to perform my duty during the said period.
- That the sick leave was advised to me by medical officer police services hospital Peshawar and countersigned by the M.S of the said hospital. Copies of the medical leave/certificates are attached herewith.

ATTESTED

[Handwritten signature]

8

It is therefore most humbly prayed that on acceptance of this reply to the final show cause notice i may very kindly be exonerated from the charge which is leveled against me. Any other remedy which your good self deems fit that may also be granted.

Dated: 20.2.2014

S. Khan
Your's sincerely

Sheryar khan Constable No.2189,
Peshawar police lines.

ATTESTED

19
2.

DATE

No.

Rs. 5

FAI

E-9

OUT-PATIENTS DEPARTMENT

NAME

سرگودھا

YEARLY NO

5870

DATE

08/02/13

DISEASE

Sciatica / Pain leg
Known case

CNIC No: 13
17301-1307262-9

FACE VALUE RUPEES 5-



- Tab. Ter naline 2mg
ob 1/1 - 1/1
- Tab. Bredin
ob 1/1 - 1/1
- Cap Rizek 20mg
- Tab. Gosalin
ob 1/1 - 1/1

ATTESTED

Handwritten signature/initials

Ad. Physiotherapy
- Ad. Bed rest
as such leave

MEDICAL OFFICER
Police & Service Hospital
Peshawar.

10

No.

Rs. 5/.

OUT-PATIENTS DEPARTMENT.

NAME شیراز خان

YEARLY No. 9447

DATE 09/3/13

DISEASE

Ch Pain Cervicis
Paracethesia

Ad 1 - Ray Lin social
Spec. - GP

NA Pat.
Chk Acid

Tab. Brexin

ob. 1/1 — 1-1-1

Tab. Temerline sup

ob. 1/1 — 1-1-1

sup. Motclin

ob. 1/1 — 2-2-1

Tab. Methusulin

ob. 1/1 — 1-1-1

FACE VALUE RUPEES 5/-

AMENDED
INWALLET
17301-1
COUNTERSIGNED
BY
POLICE SUPERVISOR
PASAR
10/3/13

Ad Bed rest 10 days
as sick leave

Medical Officer,
Police Services, Hospital,
Muzaffargarh.

ATTESTED

[Signature]

12

No.

Rs. 5/.

OUT-PATIENTS DEPARTMENT.

NAME سید محمد خان

YEARLY No. 18120

DATE 08/5/13

DISEASE

Paralytic / Multiple
par in Rt leg

Signature
S. S. SUBRAMANIAM
Physician, Hospital
Peshawar.

1) Tar Feldene Fresh
3/3 - 1

2) Tar Fawkan 40g
3/3

3) Cay (Cypica 50g)
3/3

Dr. accs. bed rest / sublee
Advised

ATTESTED
Signature

Physician
Police Services, Hospital,
Peshawar.

DATE

No.

Rs. 5

OUT-PATIENTS DEPARTMENT

NAME

شیرخان

YEARLY NO

21255

DATE

24/5/13

DISEASE

90 Pain Lower back
. paracethenic

FACE VALUE RUPEES 5

13

Ad x. Niy Lumbasud

Spiric AP
Tab. - CS

- NA Factor -

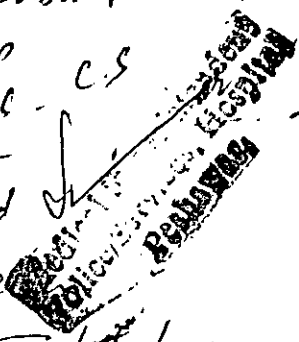
- Clitit Acid

Tab. Bze
obaf - 1-1

Tab. Fernaline 2eg
obaf - 1-1

sup - Motichian
obaf - 2+2+2

Tab. Methobalun
obaf - 1-1-1



Ad Bed 77 (E) month
an side / jaw

MEDICAL OFFICER
Police & Service Hospital
Peshawar.

ATTESTED

DATE

No.

Rs. 5

14

OUT-PATIENTS DEPARTMENT

NAME شیر یار خان

YEARLY NO 28614

DATE 24/6/13

DISEASE

Sciatica pain

Known case

Tas. Penaline 2mg
— 1-1



Breain
— 1-1

cap Nizek 20mg
1-1-1

Tas. brosalin
ob/1 - 1-1-1

ATTESTED

[Handwritten signature]

Ad. Physicla
- Ad. Bed 157 for 1 month
as sick leave

FACE VALUE RUPEES 5-

MEDICAL OFFICER
Police & Service Hospital
Peshawar.

DATE

FA

15

No.

Rs. 5

OUT-PATIENTS DEPARTMENT

NAME

شیراز خان

YEARLY NO

29311

DATE

23/7/13

DISEASE

40. Sciatica 2)

Morning Sh. 10/11/13

Bp 1730/80

SLR 44

Ad X-ray lumbar vertebrae

Tar. Deltacostri 15g

20/11 — 1-1-11

Tar. Feldene 207 An. 11mm - Sacral

20/11 — 1-1-11 Suggut 7

Tar. Espec 207 Acg Bed Rest 10 months

20/11 — 1-1-11 as per report

Tar. Meth... Medical Officer, Peshawar, Hospital

FACE VALUE RUPEES 5-

COUNTERSIGNED BY:

MEDICAL SUPERVISOR, POLICE & SERVICES HOSPITAL, PESHAWAR

ATTESTED

DATE

No.

Rs. 5

OUT-PATIENTS DEPARTMENT

NAME

YEARLY NO

33294

DATE

22/8/13

DISEASE

Fever.

COUNTERSIGNED

MEDICAL SERVICES
POLICE & SERVICES
PESHAWAR

PAGE VALUE RUPEES 5-

Medical Officer
Police/Services, Hospital,
Peshawar.

Known case of *S. typhi*

Number.

M. Raj Kumar Swabhyay

- PP
- cut

- Acc 1001

- FBI
- 352

D. As. P. Deveny
2651
Comp Nigel 207

19-15-1940
FAS (containing 2 file 1)

1941 - Mathur...

Ad. Address

on side leave...

(16)

No.

Rs. 5

17

OUT-PATIENTS DEPARTMENT

NAME

شیریا خان

YEARLY NO

39584

DATE

2/9/13

DISEASE

Linkage

Scholar

COUNTERSIGNED BY: [Signature]

FACE VALUE RUPEES 5

MEDICAL SUPERVISOR
POLICE & SERVICES
PESHAWAR

1) Tay Baysk

تای بایسک

2) Tay Gabica 100mg

تای گابیکا

3) Tay Calcare D

تای کالکاره

01 with Bed Rest / Subject to ms police Hospital

[Signature]
Physician
Police Services Hospital
Peshawar

ATTESTED

[Signature]

No.

Rs. 5

18

OUT-PATIENT'S DEPARTMENT

NAME

شیرا خان

YEARLY NO

44816

DATE

21/10/13

DISEASE

Schistocera

17301-1307262-9

Handwritten signature

COUNTERSIGNED BY
MEDICAL SUPERVISOR
POLICE & SERVICES
PESHAWAR

Dr. Baxam

(2) to Peshawar

(3) to Dalsan D

Physician
Police/Services Hospital,
Peshawar
Subject to approval
by M.S. Police Hospital

ATTESTED

Handwritten initials



SERVICES HOSPITAL PESHAWAR
GOVERNMENT OF KPK
OPD REGISTRATION

RS. 5/-

19

Name MIRYAK KHAN Age 29 Sex MALE

Department MEDICAL Address PESHAWAR

Hospital Yearly No. 52921 Dated 22-11-2013

History

AMC NO. 17301-13070600-9
Malid 2 counts

10 Tab Feldene
1000 - 1

10 Tab Calceam D.
1000

10 Tab Zantac
1500

*01 month Bed rest /
 sub-leave advised
 Subject to approval by
 MS. police Hospital*

COUNTER SIGNED BY
MEDICAL OFFICER
POLICE & SERVICES
PESHAWAR

Provisional Diagnosis

A. Schabea

Investigations

ATTESTED

Doctor On Duty

Medical Officer
 Police & Services Hospital
 Peshawar



SERVICES HOSPITAL PESHAWAR
 GOVERNMENT OF KPK
 OPD REGISTRATION

RS-51-
 20

Name SHER ~~Yad~~ Age 38 Sex MALE

Department GENERAL OPD Address PESHAWAR

Hospital Early No. 59565 Dated 20-12-2013

~~INVESTIGATIONS~~
 COUNTY SIGN R/-
 POLICE & DISTRICT PESHAWAR

Clinical Examination

*Acute
 Hepatitis*

*By Sibirer
 22-2-2*

Provisional Diagnosis

*(2) By Sorkha
 22-2-2*

Investigations

*(3) By Madani
 22-2-2*

ATTES TED

*three weeks
 3 weeks back liver
 bed rest*

Doctor On Duty _____ Doctor's Signature _____

ORDER

F-(21)

This office order relates to the disposal of formal departmental enquiry against Constable Shahriyar No.5008/2189 of Capital City Police Peshawar on the charges/allegations that he while posted at ACE Peshawar absented himself from lawful duty w.e.f 08.02.2013 to 23.05.2013 & from 24.05.2013 to 24.01.2014 (11-months & 14-days) without taking permission or leave. It is further alleged that he has been involved in dubious activities as confirmed from the Director ACE Peshawar vide letter No.455/E& dated 03.05.2013.

In this regard, he was issued charge sheet and summary of allegations vide No.263/E/PA/SP/H.Qrs dated 23.05.2013. DSP HQrs was appointed as Enquiry Officer. He conducted the enquiry proceedings and submitted his report that the defaulter official is habitual absentee. The E.O further recommended major punishment for the defaulter official vide Enquiry Report No. 918/S dated 02.09.2013.

Upon the finding of E.O, he was issued final show cause notice to which he received, replied & produced medical prescriptions.

From perusal of reply of final show cause notice & provision of medical prescriptions, denevo proceedings have been initiated. SDPO City was conducted the denevo enquiry & submitted his report/finding that the defaulter official did not attend the enquiry proceedings. The E.O further recommended for taking ex-parte decision against the delinquent official vide Enquiry report No.1089/ST dated 01.04.2014.

Upon the findings of E.O, he was issue final show cause notice which he received but he failed to submit his explanation within stipulated period or appear before the undersigned as yet.

In the light of recommendation of E.Os & other material available on record, the undersigned came to conclusion that the alleged official found guilty. Therefore, he is hereby dismissed from service under Police & Disciplinary Rules-1975 with immediate effect. Hence, the period he remained absent for 11-months & 14-days is treated without pay.

ATTESTED




**SUPERINTENDENT OF POLICE
HEADQUARTERS, PESHAWAR**

OB. NO. 1314 / Dated 21/4 /2014

No. 1723-30/PA/SP/dated Peshawar the 21/4 /2014

Copy of above is forwarded for information & n/action to:

- ✓ Capital City Police Officer, Peshawar.
- ✓ SSP/Operation, Peshawar
- ✓ DSP/HQrs, Peshawar.
- ✓ Pay Office/OASI/CRC & FMC along-with complete departmental file.
- ✓ Officials concerned.

To

The Capital City Police Officer,
Khyber Pakhtunkhwa, Peshawar.

**Subject: DEPARTMENTAL APPEAL AGAINST THE
IMPUGNED ORDER DATED 21.04.2014
WHEREBY THE APPELLANT WAS DISMISSED
FROM SERVICE**


R/SHEWETH:

ON FACTS:

- 1- That appellant was appointed as constables in the police Department vide order dated 07-05-2007. That after appointment the appellant started performing his duty quite efficiently and up to entire satisfaction of his superiors.
- 2- That appellant while serving as constable in the police Department a show cause Notice was served on him by the Superintendent of Police Headquarters, Peshawar. That in the said show cause notice it was alleged that appellant absented himself from duty.
- 3- That in response the appellant replied the said show cause notice with documentary proofs. That astonishingly vide order dated 21-04-2014 the appellant was dismissed from service by the Superintendent of Police Headquarters, Peshawar.
- 4- That having no other remedy the appellant preferred this Departmental appeal before your good self on the following grounds amongst the others.

GROUND:

- A- That the impugned order dated 21-04-2014 is against the law, facts, norms of natural justice and materials on record hence not tenable and liable to be set aside.

ATTESTED


- B- That the appellant has not been treated by the respondent Department in accordance with law and rules on the subject noted above and as such the respondents violated Article 4 and 25 of the Constitution of Islamic Republic of Pakistan 1973.
- C- That no regular inquiry has been conducted which is as per Supreme Court judgment is necessary in case of awarding major penalty.
- D- That no charge sheet and statement of allegation has been served on the appellant before issuing the impugned order dated 21-04-2014.
- E- That no chance of personal hearing /defense has been given to the appellant which is mandatory under R.S.O. 2000 and E & D rules 1973.

It is therefore, most humbly prayed that on acceptance of this Departmental appeal the impugned order dated 21-04-2014 may very kindly be set aside and the appellant may be re-instated with all back benefits. Any other remedy which your good self deems fit may also be awarded in favor of the appellant.

Dated: 16/05/2014.

S. Khan
APPELLANT

SHEHER YAR
Constable No.5008/2189

ATTESTED



ORDER

H-24

This order will dispose off departmental appeal of ex-constable **Shehreyar No. 5008/2189** who was awarded the major punishment of **Dismissal** from service under PR 1975 vide OB No. 1314 dated 21.4.2014 by SP/HQRs: Peshawar, on the charge of absence w.e.f 8.2.2013 to 23.5.2013 and 24.5.2013 to 24.1.2014 **(Total 11 months & 14-days)** from ACE Peshawar.

Proper departmental proceedings were initiated against him and DSP/City-I Peshawar was appointed as the E.O and after completion of all the codal formalities he was awarded the aforementioned punishment.

The relevant record was perused along with his explanation. He was also heard in person in OR on 2/7/2014. The allegations stand proved against him. He could not defend himself. He deserves no leniency. The order of SP-HQRs: is upheld and his appeal for re-instatement in service is rejected/filed.


**CAPITAL CITY POLICE OFFICER,
PESHAWAR. 3.7.**

No. 1382-87 /PA dated Peshawar the 4-7- 14

Copies for information and n/a to the :-

- 1/ SP-HQRs: Peshawar
- 2/ PO/ OASI
- 3/ CRC for making n/entry in his S.Roll.
- 4/ FMC along with Enquiry papers.
- 5/ Official concerned.

ATTESTED



VAKALATNAMA

IN THE COURT OF KPK Service Tribunal Peshawar
OF 2014

Shehryar (APPELLANT)
(PLAINTIFF)
(PETITIONER)

VERSUS

Police Department (RESPONDENT)
(DEFENDANT)

I/We Shehryar

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

Dated. ___/___/2014

B. Khattak

CLIENT

M. G.
ACCEPTED

NOOR MOHAMMAD KHATTAK
(ADVOCATE)

OFFICE:

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

Phone: 091-2211391

Mobile No.0345-9383141

KPK Service Tribunal Pakistan

20/11/2019

Police Department

20/11/2019

20/11/2019

20/11/2019

BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHWA
PESHAWAR.

Service Appeal No.973/2014.

Mr. Shehriyar : Ex-constable No. 5008/2189, Police Lines,
Peshawar.....**Appellant.**

VERSUS.

1. Provincial Police Officer, Khyber Pakhtunkhwa, Peshawar.
2. Capital City Police Officer, Peshawar.
3. Superintendent of Police HQrs:.....**Respondents.**

Reply on behalf of Respondents 1, 2 and 3.

Respectfully Sheweth!

PRELIMINARY OBJECTIONS.

1. That the appeal is badly time barred.
2. That the appeal is bad for mis-joinder and non-joinder of necessary parties.
3. That the appellant has not come to this Honorable Tribunal with clean hands.
4. That the appellant has no cause of action.
5. That the appellant is estopped by his own conduct to file the instant appeal.
6. That the appellant has concealed the material facts from this Honorable Tribunal.
7. That the appellant has got no locus standi.
8. That the appeal is not maintainable in its present form.

FACTS:-

- 1- Para No. 1 pertains to record. Hence needs no comments.
- 2- Para No. 2 is correct to the extent that the appellant while posted at Anti Corruption Establishment (ACE) Peshawar absented himself from lawful duty w.e.f 08.02.2013 to 25.05.2013 and from 24.05.2013 to 24.01.2014 (Total 11 months and 14 days) without taking permission or leave. In this regard, proper departmental proceedings were initiated against him and DSP HQrs: was appointed to conduct the enquiry. The appellant was issued a charge sheet and summary of allegations. The enquiry officer recommended him for major punishment the appellant was issued final show cause notice, to which he submitted his reply and produced medical prescriptions in order to cover his long absence period. As the medical prescriptions were produced only for justifying his misconduct and to save his skin from punishment, therefore a enquiry was conducted. During enquiry, the appellant was issued a charge sheet and summary of allegations but he failed to submit his written statement and to defend himself. Therefore the enquiry officer recommended him for ex-parte action. On

receipt of findings of enquiry officer, final show cause notice was issued to him but he failed to appear and submit his written statement within the stipulated period. Therefore the appellant was awarded major punishment of dismissal from service vide OB No. 1314 dated 21.04.2014 under Police disciplinary Rules 1975. (Copy of the charge sheet, statement of allegations, and enquiry report are annexed respectively as "A,B, and C")

- 3- Para No. 3 is correct to the extent a regular enquiry was conducted against the appellant. He was issued a charge sheet and summary of allegations. But appellant avoided to submit his reply. He was also issued final show cause notice but he failed to submit his reply within the stipulated period. Hence the punishment order was issued after fulfilling all codal formalities.
- 4- Para No. 4 is correct to the extent that departmental appeal was preferred by the appellant but was rejected/filed on the ground that charges of willful absence were proved against him.

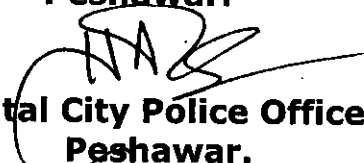
GROUND:-

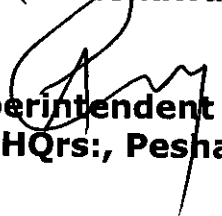
- A- Incorrect. The punishment orders are in accordance with law, rules and principles of natural justice.
- B- Incorrect. The appellant was treated as per law and rules.
- C- Incorrect. Proper and regular enquiry was conducted against appellant.
- D- Incorrect. During enquiry charge sheet and summary of allegations was issued to appellant but he failed submit his reply and to defend himself.
- E- Incorrect. The appellant was heard in person in Orderly Room on 02.07.2014. He was given full opportunity to defend himself but he failed to defend his long absence period.
- F- Incorrect. Being a member of a disciplined force, the appellant was proceeded under police Disciplinary Rules 1975.
- G- That respondents also seek permission of this Honorable Service Tribunal to raise additional grounds at the time of arguments.

PRAYER:-

It is therefore most humbly prayed that in light of above facts and submissions, the appeal of the appellant may kindly be dismissed with cost.


**Provincial Police Officer,
Khyber Pakhtunkhwa,
Peshawar.**


**Capital City Police Officer,
Peshawar.**


**Superintendent of Police
HQrs:, Peshawar.**

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

Service Appeal No.973/2014.

Mr. Shehriyar Ex-constable No. 5008/2189, Police Lines,
Peshawar.....**Appellant**

VERSUS.

1. Provincial Police Officer, Khyber Pakhtunkhwa, Peshawar.
2. Capital City Police Officer, Peshawar.
3. Superintendent of Police HQs:,,.....**Respondents.**

AFFIDAVIT

We respondents No 1 to 3 do hereby solemnly affirm and declare that the contents of the written reply are true and correct to the best of our knowledge and belief and nothing has concealed/kept secret from this Honorable Tribunal.


**Provincial Police Officer,
Khyber Pakhtunkhwa,
Peshawar.**


**Capital City Police Officer,
Peshawar.**


**Superintendent of Police
HQs:, Peshawar.**

CHARGE SHEET

I, Superintendent of Police, Headquarters, Capital City Police Peshawar, as competent authority, hereby, charge you Constable Shahriyar No.5008/2189 of Capital City Police Peshawar with the following irregularities.

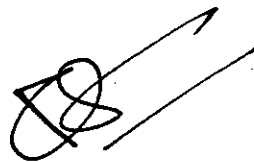
"That you Constable Shahriyar No.5008/2189 while posted at ACE, Peshawar were absent from duty w.e.f 08.02.2013 to 23.05.2013 & from 24.05.2013 to 24.01.2014 (11-months & 14-days) without taking permission or leave. It is further alleged that you were involved in dubious activities as confirmed from the Director ACE Peshawar. This amounts to gross misconduct on your part and is against the discipline of the force."

You are, therefore, required to submit your written defence within seven days of the receipt of this charge sheet to the Enquiry Officer/committee, as the case may be.

Your written defence, if any, should reach the Enquiry Officer/Committee within the specified period, failing which it shall be presumed that you have no defence to put in and in that case exparte action shall follow against you.

Intimate whether you desire to be heard in person.

A statement of allegation is enclosed.



SUPERINTENDENT OF POLICE,
HEADQUARTERS, PESHAWAR

DISCIPLINARY ACTION

I, Superintendent of Police, Headquarters, Capital City Police Peshawar as competent authority, am of the opinion that Constable Shahriyar No.5008/2189 has rendered him-self liable to be proceeded against under the provision of Police Disciplinary Rules-1975

STATEMENT OF ALLEGATION

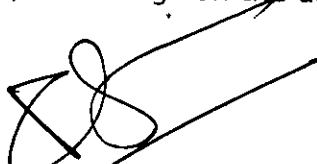
"That Constable Shahriyar No.5008/2189 while posted at ACE, Peshawar were absent from duty w.e.f 08.02.2013 to 23.05.2013 & from 24.05.2013 to 24.01.2014 (11-months & 14-days) without taking permission or leave. It is further alleged that he was involved in dubious activities as confirmed from the Director ACE Peshawar. This amounts to gross misconduct on his part and is against the discipline of the force."

For the purpose of scrutinizing the conduct of said accused with reference to the above allegations an enquiry is ordered and Mr. Mustaq Khan D.S.P./City is appointed as Enquiry Officer.

2. The Enquiry Officer shall, in accordance with the provisions relevant law, provide reasonable opportunity of hearing to the accused officer, record his findings within 30 days of the receipt of this order, and make recommendations for punishment or otherwise under the rules.

3. The accused shall join the proceedings on the date, time and place fixed by the Enquiry Officer.

No. 1089-SC
D.O: 13-3-14.


SUPERINTENDENT OF POLICE,
HEADQUARTERS, PESHAWAR

No. 47 /E/PA, dated Peshawar the 06/3 /2014

- 1. SDPO City is directed to finalize the aforementioned departmental proceeding within stipulated period under the provision of Police Rules-1975.
- 2. Official concerned

- جاوید مسعود
3. Phari
20-3-14.

Slano
To proceed.
for
SDPO City
17-3-14.

Subject: DISCIPLINARY ACTION AGAINST CONST: SHEHRYAR NO.5008/2189.

An enquiry was initiated against Constable Shehryar No.5008/2189 under Police Disciplinary Rules 1975 in response to your office letter No.47-E/PA/SP:HQR: dated 06/03/2014.

ALLEGATIONS:

It is alleged that Constable Shehryar No.5008/2189 while posted at ACR Peshawar remained absent from duty w.e.f 08/02/2013 to 23/05/2013 and from 24/05/2013 to 24/01/2014 (11 months and 14 days) without any leave or permission.

PROCEEDINGS:

Within the purposes of the provisions of Police Disciplinary Rules 1975, the statement of the delinquent Constable Shehryar No.5008/2189 was required to be recorded. In this connection he was served with charge sheet on 20/03/2014 but he failed to appear for hearing and record the defense statement in this office about the allegation leveled within stipulated period.

FINDINGS:

Keeping in view the enquiry file and non appearance of the delinquent Constable Shehryar No.5008/2189 despite the service of charge sheet on 20/03/2014 for hearing and recording statement/defense about the allegations leveled against him. The undersigned reached to the conclusion that the delinquent Constable Shehryar No.5008/2189 has no defense to put in about the allegations leveled against him in the enquiry file. Furthermore, the delinquent Constable Shehryar No.5008/2189 neither bothered to appear before DSP/Headquarter nor produced the medical chits before the enquiry officer. Therefore, the undersigned has to presume that he acquired the medical chits after remaining/enjoying the absence period of 11 months and 14 days for justifying his misconduct. Keeping in view the above, the undersigned is of the opinion to take ex-parte departmental action against him and recommends that if approved he may be served final show-cause notice and be strict dealt with accordingly.

Submitted please.

(MUSHTAQ AHMAD)
SUB-DIVISIONAL POLICE OFFICER,
CITY-I CIRCLE, PESHAWAR.

W.SP/HQRs: Peshawar, please.

No. 1089 /ST.

Dated: 01/04/2014.

Encl: 44 sheets.

SP-1100

138822 for no

Sir - Submitted for further orders pl.

PA
02/4/14

... attached herewith. ... the medical

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL
PESHAWAR

APPEAL NO.973/2014

SHEHREYAR

VS

POLICE DEPARTMENT

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

R/ SHEWETH:

PRELIMINARY OBJECTIONS:

(1 TO 5):

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

ON FACTS:

- 1- Admitted correct, hence need no comments.
- 2- Incorrect and not replied accordingly. That in the said mentioned period the appellant was seriously ill and the Doctor concerned advised the appellant for complete bed rest. That on the said advised the appellant visited the office of respondent NO.2 and 3 for medical leave which was allowed to the appellant. That inspite of that the appellant was dismissed from service vide impugned order dated 21.4.2014 without conducting regular inquiry in the matter. That it is very pertinent to mentioned that since dismissal till date the salaries of the appellant has been released by the concerned respondents which means that appellant is still in service but the respondents have malafidely not willing to accept the arrival report of the appellant. Copies of the pay slips is attached as annexure **R.**
- 3- Incorrect and not replied accordingly. That as stated above that no regular inquiry has been conducted in the matter of the appellant. That the drawl of salaries clearly showed that the action of the respondents was based on malafide.
- 4- Incorrect and not replied accordingly hence denied.

GROUND:
(A TO G):

All the grounds of main appeal are correct and in accordance with law and prevailing rules and that of the respondents are incorrect and baseless hence denied. That the impugned orders dated 21-4-2014 and 4-07-2014 are against the law, facts, norms of natural justice and material on the record hence not tenable and liable to be set aside. That no charge sheet, statement of allegations has been served on the appellant. That no chance of personal hearing and personal hearing has been given to the appellant while issuing the impugned order dated 21-4-2014. That the respondents acted in arbitrary and malafide manner while issuing the impugned orders dated 21-4-2014 and 4-07-2014. That it is very pertinent to mention that since dismissal till date the salaries of the appellant has been released by the concerned respondents which means that appellant is still in service but the respondents have malafidely not willing to accept the arrival report of the appellant.

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

APPELLANT

S. Khan
SHEHREYAR

THROUGH:
NOOR MUHAMMAD KHATTAK
ADVOCATE



GOVERNMENT OF PAKISTAN
ACCOUNTANT GENERAL KHYBER PAKHTUNKHWA
DISTRICT

Month: February 2014
PR4093 - DDO FOR PARHAT QID/ROLI
Min: Home & Tribal Affairs

Form No. 00361794 PAY ROLL SYSTEM 2189

Name: SHEHRIYAR KHAN
Dsg.: CONSTABLE
CNIC No. 1730113072629
GPF Interest Applied

NTN:
GPF #: POL 52537
Old #:

BPS 05 Active Temporary

PR4093
DEPTT CODE

PAYS AND ALLOWANCES:		
0001-Basic Pay		7,220.00
1001-House Rent Allowance 45%		1,503.00
1210-Convey Allowance 2005		1,840.00
1300-Medical Allowance		1,000.00
1547-Ration Allowance		681.00
1567-Washing Allowance		100.00
1646-Constabulary R Allowance		300.00
1901-Risk Allowance (Police)		5,010.00
1902-Special Incentive Allowance		775.00
1970-Adhoc Relief Allow 2011		597.00
2118-Adhoc Relief Allow (2012)		1,444.00
2148-15% Adhoc Relief All-2013		1,083.00
Gross Pay and Allowances		21,553.00
DEDUCTIONS:		
GPF Balance 30,722.00	Subrc:	290.00
3511-Addl Group Insurance		7.00
3604-Group Insurance		67.00
Total Deductions		364.00
		NET AMOUNT PAYABLE
		21,189.00

QUALIFYING SERVICE
YRS MON D.O.B
06 Years 09 Months 001 Days 20.02.1980

LFP Quota: 4
Payment through DDO.

ATTESTED

S. Khair

S# 1

P Sec:006 Month:March 2014
PR4093 -DDO FOR THE CAPITAL CITY POLI
Min: Home & Tribal Affairs
NTN:
GPF #: POL 52537
Old #:

Pers #: 00361794 Buckle: 2189
Name: SHEHRIYAR KHAN
Dsg.: CONSTABLE
CNIC No.1730113072629
GPF Interest Applied

05 Active Temporary
PAYS AND ALLOWANCES:

PR4093
DEPT CODE

0001-Basic Pay	7,220.00
1001-House Rent Allowance 45%	1,503.00
1210-Convey Allowance 2005	1,840.00
1300-Medical Allowance	1,000.00
1547-Ration Allowance	681.00
1567-Washing Allowance	100.00
1646-Constabulary R Allowance	300.00
1901-Risk Allowance (Police)	5,010.00
1902-Special Incentive Allowance	775.00
1970-Adhoc Relief Allow 2011	597.00
2110-Adhoc Relief Allow (2012)	1,441.00
2148-15% Adhoc Relief All-2013	1,083.00
Gross Pay and Allowances	21,553.00

DEDUCTIONS:

GPF Balance 31,012.00	Subrc:	290.00
3511-Addl Group Insurance		7.00
3604-Group Insurance		67.00
Total Deductions		364.00
		21,189.00

D.O.B

20-02-1980

NET AMOUNT PAYABLE
Payment through DDO.

QUALIF 06 Years 10 Months 001 Days
YRS MON

ATTESTED

S. Khari



GOVERNMENT OF PAKISTAN
ACCOUNTANT GENERAL HYDERABAD PAKHTUNKHWA
DISTRICT

Sec: 006. Month: April 2014
PR4093 - DDO FOR CAPITAL CITY POLI
Min: Home & Tribal Affairs
NTN:
GPF #: POL 52537
Old #:

Per5: 00361794 Buckle: 2189.

Name: SHEHRIYAR KHAN
Dsg.: CONSTABLE
CNIC No. 1730113072629
GPF Interest Applied

BPS 05 Active Temporary

DEPTT CODE PR4093

PAYS AND ALLOWANCES:

0001-Basic Pay	7,220.00
1001-House Rent Allowance 45%	1,503.00
1210-Convey Allowance 2005	1,840.00
1300-Medical Allowance	1,000.00
1547-Ration Allowance	681.00
1567-Washing Allowance	100.00
1646-Constabulary R Allowance	300.00
1901-Risk Allowance (Police)	5,010.00
1902-Special Incentive Allowance	75.00
1970-Adhoc Relief Allow 2011	597.00
2118-Adhoc Relief Allow (2012)	1,444.00
2148-15% Adhoc Relief All-2013	1,083.00
2168-Fixed Daily Allowance	2,730.00
Gross Pay and Allowances	24,283.00

DEDUCTIONS:

GPF Balance 31,302.00	Subrc: 290.00
3511-Addl Group Insurance	7.00
3604-Group Insurance	67.00
Total Deductions	364.00

NET AMOUNT PAYABLE 23,919.00

QUALIFYING SERVICE

YRS MON

06 Years 11 Months 001 Days

D.O.B

20.02.1980

LFP Quota: 4

Payment through DDO.

ATTESTED

S. Khaz



GOVERNMENT OF PAKISTAN
 ACCOUNTANT GENERAL NORTH WEST PAKHTUNKHWA
 DISTRICT

5
 P Sec:006 Month:May 2014
 PR4093 -DDO FOR CAPITAL CITY POLI
 Min: Home & Tribal Affairs
 NTN:
 GPF #: POL 52537
 Old #:

PAYROLL SYSTEM
 Name: SHEHRIYAR KHAN
 Dsg.: CONSTABLE -
 CNIC No.1730113072629
 GPF Interest Applied
 03 Active Temporary

PR4093
 DEPT CODE

PAY AND ALLOWANCES:

0001-Basic Pay	7,220.00
1201-House Rent Allowance 45%	1,503.00
1210-Convey Allowance 2005	1,840.00
1300-Medical Allowance	1,000.00
1547-Ration Allowance	681.00
1567-Washing Allowance	100.00
1646-Constabulary R Allowance	300.00
1901-Risk Allowance (Police)	5,010.00
1902-Special Incentive Allowance	775.00
Gross Pay and Allowances	24,283.00
DEDUCTIONS:	
GPF Balance 31,592.00	
3511-Addl Group Insurance	290.00
3604-Group Insurance	7.00
	67.00
	364.00
Total Deductions	23,919.00
	Subrc:
	290.00
	7.00
	67.00

NET AMOUNT PAYABLE
 Payment through DDO

D.O.B
 20 02 1980

QUALIFYING SERVICE
 YRS MON
 07 Years 00 Months 001 Days

ATTESTED
S. Khan

GOVERNMENT OF PAKISTAN

ACCOUNTANT GENERAL KHYBER PAKHTUNKHWA

Month: June 2014

S#:

PR4093 - DDO FOR CAPTAIN TROUPE

Min: Home & Tribal Affairs

Pers # 00361794 PAY RCH/1/2189

Name: SHEHRIYAR KHAN

Dsg.: CONSTABLE

CNIC No. 1730113072629

GPF Interest Applied

05 Active Temporary

NTN:

GPF #:

POL 52537

Old #:

PR4093

DEPTT CODE

PAYS AND ALLOWANCES:

0001-Basic Pay	7,220.00
1001-House Rent Allowance 45%	1,503.00
1210-Convey Allowance 2005	1,840.00
1300-Medical Allowance	1,000.00
1547-Ration Allowance	681.00
1567-Washing Allowance	100.00
1646-Constabulary R Allowance	300.00
1901-Risk Allowance (Police)	5,010.00
1902-Special Incentive Allowance	775.00
Gross Pay and Allowances	24,283.00

DEDUCTIONS:

GPF Balance 31,882.00	Subrc:	290.00
3511-Addl Group Insurance		7.00
3604-Group Insurance		67.00
Total Deductions		364.00
		23,919.00

NET AMOUNT PAYABLE

LFP Quota: Payment through DDO.

D.O.B

20-02-1980

07Yda/13/1016MORERS/001 Days
YRS MON

ATTESTED

S. Khan

AG NWFP PESH:

S#: 1

Pers #: 00361794 Buckle: 2189
Name: SHEHRIYAR KHAN
Dsg.: CONSTABLE
CNIC No.1730113072629
GPF Interest Applied

P Sec:006 Month:July 2014
PR4093 -DDO FOR CAPITAL CITY POLI
Min: Home & Tribal Affairs
NTN:
GPF #: POL 52537
Old #:

05 Active Temporary

PR4093

PAYS AND ALLOWANCES:

0001-Basic Pay	7,220.00
1001-House Rent Allowance 45%	1,503.00
1210-Convey Allowance 2005	1,932.00
1300-Medical Allowance	1,200.00
1547-Ration Allowance	681.00
1567-Washing Allowance	100.00
1646-Constabulary R Allowance	300.00
1901-Risk Allowance (Police)	5,010.00
1902-Special Incentive Allowance	775.00
Gross Pay and Allowances	25,297.00

DEDUCTIONS:

GPF Balance 36,261.00	Subrc:	290.00
3511-Addl Group Insurance		7.00
3604-Group Insurance		67.00
6211-CM KP Fund IDP,S-NW-2014		233.00

Total Deductions

597.00

24,700.00

D.O.B
20.02.1980

07 Years 02 Months 001 Days

LFP Quota: 4
Payment through DDO.

ATTESTED

S. Khan

GOVERNMENT OF PAKISTAN
 ACCOUNTANT GENERAL FEDERAL GOVERNMENT
 DISTRICT

8

P Sec:006 Month:August 2014
 PR4093 -DDO FOR CAPITAL CITY POLI
 Min: Home & Tribal Affairs

Pers.#: 00361794 M.L.SVT Buckle: 2189

Name: SHEHRIYAR KHAN
 Dsg.: CONSTABLE
 CNIC No.1730113072629
 GPF Interest Applied
 05-- Active Temporary

NTN:
 GPF #: POL 52537
 Old #:

PR4093
 DEPT CODE

PAYS AND ALLOWANCES:

0001-Basic Pay	7,220.00
1001-House Rent Allowance 45%	1,503.00
1210-Convey Allowance 2005	1,932.00
1300-Medical Allowance	1,200.00
1547-Ration Allowance	681.00
1567-Washing Allowance	100.00
1646-Constabulary R Allowance	300.00
1901-Risk Allowance (Police)	5,010.00
1902-Special Incentive Allowance	775.00
Gross Pay and Allowances	25,297.00
DEDUCTIONS:	
GPF Balance 36,551.00	
3511-Addl Group Insurance	290.00
3604-Group Insurance	7.00
	67.00
Total Deductions	364.00
	24,933.00

Subrc:

NET AMOUNT PAYABLE
 LFP Quota: 4
 Payment through DDO.

D.O.B
 20.02.1980

QUALIFYING SERVICE
 07 Years 03 Months 001 Days
 YRS MON

ATTESTED
S. Khair

GOVERNMENT MAGNWER PESH
 S# 1 ACCOUNTANT GENERAL KHYBER PAKHTUNKHWA
 DISTRICT
 Pers. #: 00361794 SYSTEM Buckle: 2189
 Name: SHEHRIYAR KHAN
 Dsg.: CONSTABLE
 CNIC No. 1730113072629
 GPF Interest Applied
 05-Active-Temporary

P. Sec: 006 Month: September 2014
 PR4093 -DDO FOR CAPITAL CITY POLI
 Min: Home & Tribal Affairs
 NTN:
 GPF #: POL 52537
 Old #:
 PR4093

PAYS AND ALLOWANCES:		DEPT. CONF.	
0001-Basic Pay			7,220.00
1001-House Rent Allowance 45%			1,503.00
1210-Convey Allowance 2005			1,932.00
1300-Medical Allowance			1,200.00
1547-Ration Allowance			681.00
1567-Washing Allowance			100.00
1646-Constabulary R Allowance			300.00
1901-Risk Allowance (Police)			5,010.00
1902-Special Incentive Allowance			775.00
1970-Adhoc Relief Allow 2011			597.00
2118-Adhoc Relief Allow (2012)			1,444.00
2148-15% Adhoc Relief All-2013			1,083.00
2168-Fixed Daily Allowance			2,730.00
2174-Adhoc Relief Allow-2014			722.00
Gross Pay and Allowances			25,297.00
DEDUCTIONS:			
GPF Balance	36,841.00	Subrc:	290.00
3511-Addl Group Insurance			7.00
3604-Group Insurance			67.00
Total Deductions			364.00
		AMOUNT PAYABLE	24,933.00

QUALIFYING SERVICE YRS DCN 07 Years 04 Months 001 Days	D.O.B 20.02.1980	LFP Quota: 4 Payment through DDO.
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ATTESTED
S. Khari



GOVERNMENT OF PAKISTAN
 ACCOUNTANT GENERAL KHYBER PAKHTUNKHWA
 DISTRICT
 RAYROLL SYSTEM

Rec: 006 Month: October 2014
 PR4093 - DDO FOR CAPITAL CITY POLI
 Min: Home & Tribal Affairs
 NTN:

10

Name: SHEHRIYAR KHAN
 Dsg.: CONSTABLE
 CNIC No. 1730113072629
 GPF Interest Applied

GPF #: POL 52537
 Old #:
 PR4093

BPS 05 Active Temporary

DEPTT CODE

PAYS AND ALLOWANCES:		
0001-Basic Pay		7,220.00
1001-House Rent Allowance 45%		1,503.00
1210-Convey Allowance 2005		1,932.00
1300-Medical Allowance		1,200.00
1547-Ration Allowance		681.00
1567-Washing Allowance		100.00
1646-Constabulary R Allowance		300.00
1901-Risk Allowance (Police)		5,010.00
1902-Special Incentive Allowance		775.00
1970-Adhoc Relief Allow 2011		597.00
2118-Adhoc Relief Allow (2012)		1,444.00
2148-15% Adhoc Relief All-2013		1,083.00
2168-Fixed Daily Allowance		2,730.00
2174-Adhoc Relief Allow-2014		722.00
Gross Pay and Allowances		25,297.00
DEDUCTIONS:		
GPF Balance	37,131.00	Subrc: 290.00
3511-Addl Group Insurance		7.00
3604-Group Insurance		67.00
Total Deductions		364.00
NET AMOUNT PAYABLE		24,933.00

QUALIFYING SERVICE
 YRS MON
 07 Years 05 Months 01 Days

D.O.B
 20.02.1980

LFP Quota: 4
 Payment through DDO.

ATTESTED
B. Khan

GOVERNMENT OF PAKISTAN

S#: ACCOUNTANT GENERAL KHYBER PAKHTUNKHWA Month: November 2014
 DISTRICT PAYROLL SYSTEM 2189 PR4093 -DDO FOR CAPITAL CITY BOLI
 Min: Home & Tribal Affairs

11

Name: SHEHRIYAR KHAN
 Dsg.: CONSTABLE
 CNIC No. 1730113072629
 GPF Interest Applied

NTN:
 GPF # POL 52537
 Old #

05 Active Temporary

PR4093
 DEPTT CODE

PAYS AND ALLOWANCES:		DEPTT CODE
0001-Basic Pay		7,220.00
1001-House Rent Allowance 45%		1,503.00
1210-Convey Allowance 2005		1,932.00
1300-Medical Allowance		1,200.00
1547-Ration Allowance		681.00
1567-Washing Allowance		100.00
1646-Constabulary R Allowance		300.00
1901-Risk Allowance (Police)		6,010.00
1902-Special Incentive Allowance		775.00
1970-Adhoc Relief Allow 2011		697.00
2118-Adhoc Relief Allow (2012)		1,444.00
2148-15% Adhoc Relief All-2013		1,083.00
2168-Fixed Daily Allowance		2,730.00
2174-Adhoc Relief Allow-2014		722.00
Gross Pay and Allowances		25,297.00
DEDUCTIONS:		
GPF Balance 37,421.00	Subrc:	290.00
3511-Addl Group Insurance		7.00
3604-Group Insurance		67.00
Total Deductions		364.00
NET AMOUNT PAYABLE		24,933.00

QUALIFYING SERVICE YRS MON	D.O.B 20.02.1980	LFP Quota: 4 Payment through DDO.
07 Years 06 Months 001 Days		

ATTESTED
S. Khari

12

AG NWEP PESH
 GOVERNMENT OF PAKISTAN P. Sec: 006 Month: December 2014
 ACCOUNTANT GENERAL KHYBER PAKHTUNKHWA
 DISTRICT PAY ROL SYSTEM PR4093 - DDO FOR CAPITAL CITY POLI
 Min: Home & Tribal Affairs PAYMENT ADVICE

S#: 00361794 Buckle: 2189
 Name: SHEHRIYAR KHAN

NTN:
 GPF #: POL 52537
 Old #:
 PR4093 -

Dsg.: CONSTABLE
 CNIC No. 1730113072629
 GPF Interest Applied
 05 Active Temporary

PAYS AND ALLOWANCES:

	DEPTT CODE	
0001-Basic Pay		7,480.00
1001-House Rent Allowance 45%		1,503.00
1210-Convey Allowance 2005		1,932.00
1300-Medical Allowance		1,200.00
1547-Ration Allowance		681.00
1567-Washing Allowance		100.00
1646-Constabulary R Allowance		300.00
1901-Risk Allowance (Police)		5,010.00
1902-Special Incentive Allowance		75.00
1970-Adhoc Relief Allow 2011		597.00
2118-Adhoc Relief Allow (2012)		1,496.00
2148-15% Adhoc Relief All-2013		1,122.00
2168-Fixed Daily Allowance		2,730.00
2174-Adhoc Relief Allow-2014		748.00
Gross Pay and Allowances		25,674.00
DEDUCTIONS:		
GPF Balance 37,711.00	Subrc:	290.00
3511-Addl Group Insurance		7.00
3604-Group Insurance		67.00
Total Deductions		364.00
		25,310.00
	NET AMOUNT PAYABLE	

D.O.B LEP Quota: 4
 QUALIFYING SERVICE 20.02.1980 Payment through DDO.
 07 Years 07 Months 001 Days

ATTESTED
S. Khari

GOVERNMENT OF PUNJAB
 S#: ACCOUNTANT GENERAL KHYSER ABAD DISTRICT
 DISTRICT
 PAYROLL SYSTEM

P Sec:006 Month:January 2015
 PR4093 -DDO FOR CAPITAL CITY
 PAYMENT ADVICE (13)

Pers #: 00361794 Buckle: 2189

Min: Home & Tribal Affairs

Name: SHEHRIYAR KHAN
 Dsg.: CONSTABLE
 CNIC No.1730113072629
 GPE Inter Applied

NTN:
 GPF #: POL 52537
 Old #:

RPS 05 Active Temporary

DEPT CODE PR4093

PAYS AND ALLOWANCES:		
0001-Basic Pay		7,480.00
1001-House Rent Allowance 45%		1,503.00
1210-Convey Allowance 2005		1,932.00
1300-Medical Allowance		1,200.00
1547-Ration Allowance		681.00
1567-Washing Allowance		100.00
1646-Constabulary R Allowance		300.00
1901-Risk Allowance (Police)		5,010.00
1902-Special Incentive Allowance		775.00
1970-Adhoc Relief Allow 2011		597.00
2118-Adhoc Relief Allow (2012)		1,496.00
2148-15% Adhoc Relief All-2013		1,122.00
2168-Fixed Daily Allowance		2,730.00
2174-Adhoc Relief Allow-2014		748.00
Gross Pay and Allowances		25,674.00
DEDUCTIONS:		
GPF Balance 38,001.00	Subrc:	290.00
3511-Addl Group Insurance		7.00
3604-Group Insurance		67.00
Total Deductions		364.00
NET AMOUNT PAYABLE		25,310.00

QUALIFYING SERVICE
 07 Years 08 Months 001 Days

D.O.B
 20.02.1980

LFP Quota: 4
 Payment through DDO.

ATTESTED
S. I. Chaur

GOVERNMENT OF PAKISTAN
 SEC 1 ACCOUNTANT GENERAL KHYBER PAKHUNJWA R- Sec: 006 Month: February 2015
 DISTRICT PR4093 -DDO FOR CAPITAL CITY POLI
 Pers #: 006021 SYSTEM Buckle: 2189 Min: Home & Tribal Affairs
 Name: SHEHRIYAR KHAN NTN:

14

Dsg.: CONSTABLE
 CNIC No. 1730113072629
 GPF Interest Applied
 05 Active Temporary

GPF #: POL 52537
 Old #:
 PR4093 -

BPS AND ALLOWANCES:	DEPTT CODE	
0001-Basic Pay		7,480.00
1001-House Rent Allowance 45%		1,503.00
1210-Convey Allowance 2005		1,932.00
1300-Medical Allowance		1,200.00
1547-Ration Allowance		681.00
1567-Washing Allowance		100.00
1646-Constabulary R Allowance		300.00
1901-Risk Allowance (Police)		5,010.00
1902-Special Incentive Allowance		775.00
1970-Adhoc Relief Allow 2011		597.00
2118-Adhoc Relief Allow (2012)		1,496.00
2148-15% Adhoc Relief All-2013		1,122.00
2168-Fixed Daily Allowance		2,730.00
2174-Adhoc Relief Allow-2014		748.00
Gross Pay and Allowances		25,674.00
DEDUCTIONS:		
GPF Balance 38,291.00	Subrc:	290.00
3511-Addl Group Insurance		7.00
3530-Police wel:Fud BS-I to 18		150.00
3604-Group Insurance		67.00
5956-Adj. Police wel:Fud KPK		150.00
NET AMOUNT PAYABLE		664.00
		25,010.00

QUALIFYING SERVICE YRS MON	D.O.B 20.02.1980	LFP Quota: 4 Payment through DDO.
07 Years 09 Months 001 Days		

ATTESTED
S. Khaz

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL
PESHAWAR

APPEAL NO.973/2014

SHEHREYAR

VS

POLICE DEPARTMENT

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

R/ SHEWETH:

PRELIMINARY OBJECTIONS:

(1 TO 5):

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

ON FACTS:

- 1- Admitted correct, hence need no comments.
- 2- Incorrect and not replied accordingly. That in the said mentioned period the appellant was seriously ill and the Doctor concerned advised the appellant for complete bed rest. That on the said advised the appellant visited the office of respondent NO.2 and 3 for medical leave which was allowed to the appellant. That inspite of that the appellant was dismissed from service vide impugned order dated 21.4.2014 without conducting regular inquiry in the matter. That it is very pertinent to mentioned that since dismissal till date the salaries of the appellant has been released by the concerned respondents which means that appellant is still in service but the respondents have malafidely not willing to accept the arrival report of the appellant. Copies of the pay slips is attached as annexure **R.**
- 3- Incorrect and not replied accordingly. That as stated above that no regular inquiry has been conducted in the matter of the appellant. That the drawl of salaries clearly showed that the action of the respondents was based on malafide.
- 4- Incorrect and not replied accordingly hence denied.

GROUND:
(A TO G):


All the grounds of main appeal are correct and in accordance with law and prevailing rules and that of the respondents are incorrect and baseless hence denied. That the impugned orders dated 21-4-2014 and 4-07-2014 are against the law, facts, norms of natural justice and material on the record hence not tenable and liable to be set aside. That no charge sheet, statement of allegations has been served on the appellant. That no chance of personal hearing and personal hearing has been given to the appellant while issuing the impugned order dated 21-4-2014. That the respondents acted in arbitrary and malafide manner while issuing the impugned orders dated 21-4-2014 and 4-07-2014. That it is very pertinent to mention that since dismissal till date the salaries of the appellant has been released by the concerned respondents which means that appellant is still in service but the respondents have malafidely not willing to accept the arrival report of the appellant.

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

APPELLANT

S. Khair
SHEHREYAR

THROUGH:
NOOR MUHAMMAD KHATTAK
ADVOCATE

S#:  **GOVERNMENT OF PAKISTAN**
ACCOUNTANT GENERAL KHYBER PAKHTUNKHWA Month: February 2014
DISTRICT PR4093 - DDO FOR PAFIAT/CD/RO/1
 Form No. 0036179 PAY ROLL SYSTEM 189 Min: Home & Tribal Affairs
 Name: SHEHRIYAR KHAN NTN:
 Dsg.: CONSTABLE GPF #: POL 52537
 CNIC No. 1730113072629 Old #:
 GPF Interest Applied
 05 Active Temporary

PAYS AND ALLOWANCES:		DEPTT CODE
0001-Basic Pay		7,220.00
1001-House Rent Allowance 45%		1,503.00
1210-Convey Allowance 2005		1,840.00
1300-Medical Allowance		1,000.00
1547-Ration Allowance		681.00
1567-Washing Allowance		100.00
1646-Constabulary R Allowance		300.00
1901-Risk Allowance (Police)		5,010.00
1902-Special Incentive Allowance		775.00
1970-Adhoc Relief Allow 2011		597.00
2118-Adhoc Relief Allow (2012)		1,444.00
2148-15% Adhoc Relief All-2013		1,083.00
Gross Pay and Allowances		21,553.00
DEDUCTIONS:		
GPF Balance 30,722.00	Subrc:	290.00
3511-Addl Group Insurance		7.00
3604-Group Insurance		67.00
Total Deductions		364.00
		NET AMOUNT PAYABLE
		21,189.00
QUALIFYING SERVICE YRS MON D.O.B LFP Quota: 4 06 Years 09 Months 001 Days 20.02.1980 Payment through DDO.		

ATTESTED
S. Khair

S/N: 1

Pers. #: 00361794 Buckle: 2189

Name: SHEHRIYAR KHAN

Dsg.: CONSTABLE

CNIC No.1730113072629

GPF Interest Applied

05 Active Temporary

NTN:

GPF #: POL 52537

Old #:

PR4093

DEPT CODE

PAYS AND ALLOWANCES:

0001-Basic Pay	7,220.00
1001-House Rent Allowance 45%	1,503.00
1210-Convey Allowance 2005	1,240.00
1300-Medical Allowance	1,000.00
1547-Ration Allowance	681.00
1567-Washing Allowance	100.00
1646-Constabulary R Allowance	300.00
1901-Risk Allowance (Police)	5,010.00
1902-Special Incentive Allowance	775.00
1970-Adhoc Relief Allow 2011	597.00
2110-Adhoc Relief Allow (2012)	1,444.00
2148-15% Adhoc Relief All-2013	1,083.00
Gross Pay and Allowances	21,553.00

DEDUCTIONS:

GPF Balance 31,012.00	Subrc:	290.00
3511-Addl Group Insurance		7.00
3604-Group Insurance		67.00
Total Deductions		364.00
		21,189.00

D.O.B

20-02-1980

GPF QUANT AMOUNT PAYABLE

Payment through DDO

QUALIFYING SERVICE: 10 Months 001 Days

YRS MONTH

ATTESTED

S. Khan



GOVERNMENT OF PAKISTAN
ACCOUNTANT GENERAL
DISTRICT

Pay Roll System
Buckle: 2189

Sec: 006 Month: April 2014
PR4093 - DDO FOR CAPITAL CITY POLI
Min: Home & Tribal Affairs
NTN:
GPF #: POL 52537
Old #:

Name: SHEHRIYAR KHAN
Dsg.: CONSTABLE
CNIC No. 1730113072629
GPF Interest Applied

DEPTT CODE PR4093

BPS 05 Active Temporary

PAYS AND ALLOWANCES:

0001-Basic Pay	7,220.00
1001-House Rent Allowance 45%	1,503.00
1210-Convey Allowance 2005	1,840.00
1300-Medical Allowance	1,000.00
1547-Ration Allowance	681.00
1567-Washing Allowance	100.00
1646-Constabulary R Allowance	300.00
1901-Risk Allowance (Police)	5,010.00
1902-Special Incentive Allowance	75.00
1970-Adhoc Relief Allow 2011	597.00
2118-Adhoc Relief Allow (2012)	1,444.00
2148-15% Adhoc Relief All-2013	1,083.00
2168-Fixed Daily Allowance	2,730.00
Gross Pay and Allowances	24,283.00

DEDUCTIONS:

GPF Balance	31,302.00	Subrc:	290.00
3511-Addl Group Insurance			7.00
3604-Group Insurance			67.00
Total Deductions			364.00

NET AMOUNT PAYABLE 3,919.00

QUALIFYING SERVICE

YRS MON D.O.B
06 Years 11 Months 001 Days

D.O.B
20.02.1980

LFP Quota: 4
Payment through DDO:

ATTESTED

S. Khaz



GOVERNMENT OF PAKISTAN
 ACCOUNTANT GENERAL GENERAL INVESTMENT DIVISION
 DISTRICT

P Sec:006 Month:May 2011
 PR4093 -DDO FOR CAPITAL CITY POLI
 Min: Home & Tribal Affairs
 NTN:
 GPF #: POL 52537
 Old #:

PAY ROLL SYSTEM
 BUCKLE: 2189

Name: SHEHRIYAR KHAN
 Dsg.: CONSTABLE
 CNIC No. 1730113072629
 GPF Interest Applied
 05 - Active Temporary

DEPT CODE PR4093

PAY AND ALLOWANCES:

- 0001-Basic Pay
- 1001-House Rent Allowance 45%
- 1210-Convey Allowance 2005
- 1300-Medical Allowance
- 1547-Ration Allowance
- 1567-Washing Allowance
- 1646-Constabulary R Allowance
- 1901-Risk Allowance (Police)
- 1902-Special Incentive Allowance
- Gross Pay and Allowances

7,220.00
 1,503.00
 1,840.00
 1,000.00
 681.00
 100.00
 300.00
 5,010.00
 775.00
 24,283.00

DEDUCTIONS:

- GPF Balance 31,592.00
- 3511-Addl Group Insurance
- 3604-Group Insurance

Subrc: 290.00
 7.00
 67.00

Total Deductions

364.00
 23,919.00

NET AMOUNT PAYABLE
 Payment through DDO

D.O.B
 20.02.1980

QUALIFYING SERVICE 001 Days
 YRS MON

ATTESTED
 S. Khan

AG NWFP PESH.

Sl: 1

Pers #: 00361794 Buckle: 2189
Name: SHEHRIYAR KHAN
Dsg: CONSTABLE
CNIC No. 1730113072629
GPF Interest Applied

P Sect: 006 Month: July 2014
PR4093 -DDO FOR CAPITAL CITY POLI
Min: Home & Tribal Affairs
NTN:
GPF #: POL 52537
Old #:

PR4093

PAYS AND ALLOWANCES:

0001-Basic Pay	7,220.00
1001-House Rent Allowance 45%	1,503.00
1210-Convey Allowance 2005	1,932.00
1300-Medical Allowance	1,200.00
1547-Ration Allowance	681.00
1567-Washing Allowance	100.00
1646-Constabulary R Allowance	300.00
1901-Risk Allowance (Police)	5,010.00
1902-Special Incentive Allowance	775.00
Gross Pay and Allowances	25,297.00

DEDUCTIONS:

GPF Balance 36,261.00	Subrc:	290.00
3511-Addl Group Insurance		7.00
3604-Group Insurance		67.00
6211-CM KP Fund IDP,S-NW-2014		233.00

Total Deductions

597.00

24,700.00

D.O.B: 20.02.1980

07 Years 02 Months 001 Days

LFP Quota: 4
Payment through DDO.

ATTESTED

S. Khan

GOVERNMENT OF PAKISTAN
 ACCOUNTANT GENERAL NWFP PESHAWAR
 DISTRICT

8

Sec: 006 Month: August 2014
 PR4093 -DDO FOR CAPITAL CITY POLI
 Min: Home & Tribal Affairs
 NTN:
 GPF #: POL 52537
 Old #:

Pers# #: 00361794 LL SYSTEM Buckle: 2189

Name: SHEHRIYAR KHAN
 Dsg.: CONSTABLE
 CNIC No. 1730113072629
 GPF Interest Applied
 05--Active Temporary

PR4093
 DEPT. CODE

PAY AND ALLOWANCES:

0001-Basic Pay	7,220.00
1001-House Rent Allowance 45%	1,503.00
1210-Convey Allowance 2005	1,932.00
1300-Medical Allowance	1,200.00
1547-Ration Allowance	681.00
1567-Washing Allowance	100.00
1646-Constabulary R Allowance	300.00
1901-Risk Allowance (Police)	5,010.00
1902-Special Incentive Allowance	775.00
Gross Pay and Allowances	25,297.00

DEDUCTIONS:

GPF Balance 36,551.00	
3511-Addl Group Insurance	Subrc: 290.00
3604-Group Insurance	7.00
	67.00

Total Deductions

364.00

24,933.00

NET AMOUNT PAYABLE
 LFP Quota: 4
 Payment through DDO.

D.O.B
 20/02/1980

QUALITY YEARS SERVICE 001 Days
 YRS. MONTH

ATTESTED

S. Khan

GOVERNMENT AG. NWFP, PESH.
S# 1 ACCOUNTANT GENERAL KHYBER PAKHTUNKHWA
DISTRICT
Pers. #: 00361794 SYSTEM Buckle: 2189
Name: SHEHRIYAR KHAN

P. Sec: 006 Month: September 2014
PR4093 - DDO FOR CAPITAL CITY POLI
Min: Home & Tribal Affairs
NTN:
GPF #: POL 52537
Old #:

Dsg.: CONSTABLE
CNIC No. 1730113072629
GPF Interest Applied
05-Active-Temporary

PR4093

PAYS AND ALLOWANCES:

	DEPTT GOV	7,220.00
0001-Basic Pay		1,503.00
1001-House Rent Allowance 45%		1,932.00
1210-Convey Allowance 2005		1,200.00
1300-Medical Allowance		681.00
1547-Ration Allowance		100.00
1567-Washing Allowance		300.00
1646-Constabulary R Allowance		5,010.00
1901-Risk Allowance (Police)		775.00
1902-Special Incentive Allowance		597.00
1970-Adhoc Relief Allow 2011		1,444.00
2118-Adhoc Relief Allow (2012)		1,083.00
2148-15% Adhoc Relief All-2013		2,730.00
2168-Fixed Daily Allowance		722.00
2174-Adhoc Relief Allow-2014		25,297.00
Gross Pay and Allowances		
DEDUCTIONS:		
GPF Balance 36,841.00	Subrc:	290.00
3511-Addl Group Insurance		7.00
3604-Group Insurance		67.00
Total-Deductions		364.00
	NET AMOUNT PAYABLE	24,933.00

QUALIFYING SERVICE
YRS MONTH
07 Years, 04 Months 001 Days

D.O.B
20.02.1980

LFP Quota: 4
Payment through DDO.

ATTESTED

S. Khari

GOVERNMENT OF PAKISTAN
 ACCOUNTANT GENERAL KHYBER PAKHTUNKHWA
 DISTRICT

Payroll System Ticket: 2189

Dec: 006 Month: October 2014
 PR4093 - DDO FOR CAPITAL CITY POLI
 Min: Home & Tribal Affairs

10

Name: SHEHRIYAR KHAN
 Dsg.: CONSTABLE
 CNIC No. 1730113072629
 GPF Interest Applied

NTN:
 GPF #: POL 52537
 Old #:
 PR4093

BPS 05 Active Temporary

DEPTT CODE

PAYS AND ALLOWANCES:

0001-Basic Pay	7,220.00
1001-House Rent Allowance 45%	1,503.00
1210-Convey Allowance 2005	1,932.00
1300-Medical Allowance	1,200.00
1547-Ration Allowance	681.00
1567-Washing Allowance	100.00
1646-Constabulary R Allowance	300.00
1901-Risk Allowance (Police)	5,010.00
1902-Special Incentive Allowance	775.00
1970-Adhoc Relief Allow 2011	597.00
2118-Adhoc Relief Allow (2012)	1,444.00
2148-15% Adhoc Relief All-2013	1,083.00
2168-Fixed Daily Allowance	2,730.00
2174-Adhoc Relief Allow-2014	722.00
Gross Pay and Allowances	25,297.00
DEDUCTIONS:	
GPF Balance 37,131.00	Subrc: 290.00
3511-Addl Group Insurance	7.00
3604-Group Insurance	67.00
Total Deductions	364.00
NET AMOUNT PAYABLE	24,933.00

QUALIFYING SERVICE
 YRS MON

07 Years 05 Months 01 Days

D.O.B
 20.02.1980

LFP Quota: 4
 Payment through DDO.

ATTESTED
 S. Khan

GOVERNMENT OF PAKISTAN
 ACCOUNTANT GENERAL KHYBER PAKHTUNKHWA
 DISTRICT
 PERS. No. 00361 PAYROLL SYSTEM 2189
 Name: SHEHRIYAR KHAN
 Dsg.: CONSTABLE
 CNIC No. 1730113072629
 GPF Interest Applied
 05 Active temporary

PR4093 - DDO FOR CAPITAL CITY POLI
 Min: Home & Tribal Affairs
 NTN:
 GPF # POL 52537
 Old #
 PR4093

Month: November 2014
 PAYMENT ADVICE

11

PAY AND ALLOWANCES:		DEPTT CODE	
0001-Basic Pay			2,220.00
1001-House Rent Allowance 45%			1,503.00
1210-Convey Allowance 2005			1,932.00
1300-Medical Allowance			1,200.00
1547-Ration Allowance			581.00
1567-Washing Allowance			100.00
1645-Constabulary R Allowance			300.00
1901-Risk Allowance (Police)			5,010.00
1902-Special Incentive Allowance			775.00
1970-Adhoc Relief Allow 2011			597.00
2118-Adhoc Relief Allow (2012)			1,444.00
2148-15% Adhoc Relief All-2013			1,083.00
2168-Fixed Daily Allowance			2,730.00
2174-Adhoc Relief Allow-2014			722.00
Gross Pay and Allowances			25,297.00
DEDUCTIONS:			
GPF Balance	37,421.00	Subrc:	290.00
3511-Addl Group Insurance			7.00
3604-Group Insurance			67.00
Total Deductions			364.00
NET AMOUNT PAYABLE			24,933.00

QUALIFYING SERVICE	D.O.B	LFP Quota:	4
YRS MON	20.02.1980	Payment through DDO.	
07 Years 06 Months 001 Days			

ATTESTED
B. Khan

GOVERNMENT OF PAKISTAN
 1 ACCOUNTANT GENERAL KHYBER PAKHTUNKHWA Month: February 2015
 DISTRICT PR4093 - DDO FOR CAPITAL CITY POLI
 Pers #: 00361094 SYSTEM Buckle: 2189 Min: Home & Tribal Affairs
 Name: SHEHRIYAR KHAN NTN:

14

Dsg.: CONSTABLE
 CNIC No. 1730113072629
 GPF Interest Applied
 05 - Active Temporary

GPF #: POL 52537
 Old #:
 PR4093 -

EARS AND ALLOWANCES:		DEPTT CODE	
0001-Basic Pay			7,480.00
1001-House Rent Allowance 45%			1,503.00
1210-Convey Allowance 2005			1,932.00
1300-Medical Allowance			1,200.00
1547-Ration Allowance			681.00
1567-Washing Allowance			100.00
1646-Constabulary R Allowance			300.00
1901-Risk Allowance (Police)			5,010.00
1902-Special Incentive Allowance			775.00
1970-Adhoc Relief Allow 2011			597.00
2118-Adhoc Relief Allow (2012)			1,496.00
2148-15% Adhoc Relief All-2013			1,122.00
2168-Fixed Daily Allowance			2,730.00
2174-Adhoc Relief Allow-2014			748.00
Gross Pay and Allowances			25,674.00
DEDUCTIONS:			
GPF Balance	38,291.00	Subrc:	290.00
3511-Addl Group Insurance			7.00
3530-Police wel:Fud BS-1 to 18			150.00
3604-Group Insurance			67.00
5956-Adj. Police wel:Fud KPK			150.00
		NET AMOUNT PAYABLE	664.00
			25,010.00

QUALIFYING SERVICE YRS MON
 D.O.B 20.02.1980
 07 Years 09 Months 001 Days

LFP Quota: 4
 Payment through DDO.

ATTESTED
S. Khay

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

Appeal No. 973/2014

Shehryar

..... Appellant

VERSUS

Police Department

..... Respondent

APPLICATION FOR EARLY HEARING.

Respected Sir,

1. That appellant filed the above mentioned appeal before this August Service Tribunal which is fixed for hearing on 31/03/2015.
2. That appellant filed the above mentioned appeal before this August Tribunal for his re-instatment with all back benefits.
3. That justice deemed that the appeal may be fixed earlier for the ends of justice.

It is therefore, most humbly prayed that on acceptance of this application the appeal of the appellant may be fix for early hearing.

*Put up
in the record
30.01.15*

S. Khari
APPELLANT

SHEHRYAR

CONST NO. 2189

Subject:

DISCIPLINARY ACTION AGAINST CONST: SHEHRYAR NO.5008/2189.

An enquiry was initiated against Constable Shehryar No.5008/2189 under Police Disciplinary Rules 1975 in response to your office letter No.47-E/PA/SP:HQR: dated 06/03/2014.

ALLEGATIONS:

It is alleged that Constable Shehryar No.5008/2189 while posted at ACR Peshawar remained absent from duty w.e.f 08/02/2013 to 23/05/2013 and from 24/05/2013 to 24/01/2014 (11 months and 14 days) without any leave or permission.


PROCEEDINGS:

Within the purposes of the provisions of Police Disciplinary Rules 1975, the statement of the delinquent Constable Shehryar No.5008/2189 was required to be recorded. In this connection he was served with charge sheet on 20/03/2014 but he failed to appear for hearing and record the defense statement in this office about the allegation leveled within stipulated period.

FINDINGS:

Keeping in view the enquiry file and non appearance of the delinquent Constable Shehryar No.5008/2189 despite the service of charge sheet on 20/03/2014 for hearing and recording statement/defense about the allegations leveled against him. The undersigned reached to the conclusion that the delinquent Constable Shehryar No.5003/2189 has no defense to put in about the allegations leveled against him in the enquiry file. Furthermore, the delinquent Constable Shehryar No.5008/2189 neither bothered to appear before DSP/Headquarter nor produced the medical chits before the enquiry officer. Therefore, the undersigned has to presume that he acquired the medical chits after remaining/enjoying the absence period of 11 months and 14 days for justifying his misconduct. Keeping in view the above, the undersigned is of the opinion to take ex-parte departmental action against him and recommends that if approved he may be served final show-cause notice and be strict dealt with accordingly.

Submitted please.


(MUSHTAQ AHMAD)
SUB-DIVISIONAL POLICE OFFICER,
CITY-I CIRCLE, PESHAWAR.

W.SP/HQRS:, Peshawar, please.

No. 1089 /ST.

Dated: 01/04 /2014.

Encl: 44 sheets.

SP HQS

1089/ST
Sir, Submitted for further
orders pl. PA
02/4/14

(2)

FINAL SHOW CAUSE NOTICE

I Superintendent of Police, Headquarters, Capital City Police Peshawar, as competent authority, under the provision of Police Disciplinary Rules 1975 do hereby serve upon you, Constable Shehryar No.5008/2189 the final show cause notice.

The Enquiry Officer, Mr. Shoukat Ali Khan, after completion of enquiry proceedings, has recommended for ex-parte decision for you Constable Shehryar No.5008/2189 as the charges/allegations leveled against you in the charge sheet/statement of allegations.

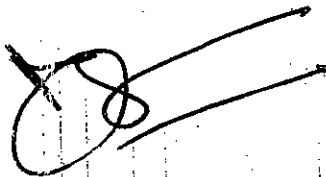
And whereas the undersigned is satisfied that you Constable Shehryar No.5008/2189 deserve the punishment in the light of the above said enquiry reports.

I, competent authority, have decided to impose upon you the penalty of minor/major punishment under Police Disciplinary Rules 1975 for absence willfully performing duty away from place of posting.

1. 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.

2. If no reply to this notice is received within 7 days of its receipt, in normal course of circumstances, it shall, be presumed that you have no defence to put in and in that case as ex-parte action shall be taken against you.

3. The copy of the finding of the enquiry officer is enclosed.



SUPERINTENDENT OF POLICE,
HEADQUARTERS, PESHAWAR

No. 47 /PA, SP/HQrs: dated Peshawar the 09-4-2014.

Copy to official concerned

سید شاکر حسین
سید شاکر حسین

S. Khan

Denvo Proceedings

DISCIPLINARY ACTION

I, Superintendent of Police, Headquarters, Capital City Police Peshawar as competent authority, am of the opinion that Constable Shahriyar No.5008/2189 has rendered him-self liable to be proceeded against under the provision of Police Disciplinary Rules-1975

STATEMENT OF ALLEGATION

"That Constable Shahriyar No.5008/2189 while posted at ACE, Peshawar were absent from duty w.e.f 08.02.2013 to 23.05.2013 & from 24.05.2013 to 24.01.2014 (11-months & 14-days) without taking permission or leave. It is further alleged that he was involved in dubious activities as confirmed from the Director ACE Peshawar. This amounts to gross misconduct on his part and is against the discipline of the force."

For the purpose of scrutinizing the conduct of said accused with reference to the above allegations an enquiry is ordered and Mr. MUSTAF KHAN DSP/CITY is appointed as Enquiry Officer.

2. The Enquiry Officer shall, in accordance with the provisions relevant law, provide reasonable opportunity of hearing to the accused officer, record his findings within 30 days of the receipt of this order, and make recommendations for punishment or otherwise under the rules.

3. The accused shall join the proceedings on the date, time and place fixed by the Enquiry Officer.


SUPERINTENDENT OF POLICE,
HEADQUARTERS, PESHAWAR

No. 47 /E/PA, dated Peshawar the 06/3 /2014

1. SDRO City is directed to finalize the aforementioned departmental proceeding within stipulated period under the provision of Police Rules-1975.

2. Official concerned

6008/2189
31/3/14
20-3-14

Blame
To proceed.
17-3-14

Denvo Proceedings

CHARGE SHEET

I, Superintendent of Police, Headquarters, Capital City Police Peshawar, as competent authority, hereby, charge you Constable Shahriyar No.5008/2189 of Capital City Police Peshawar with the following irregularities.

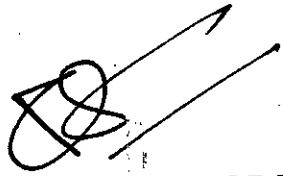
"That you Constable Shahriyar No.5008/2189 while posted at ACE, Peshawar were absent from duty w.e.f 08.02.2013 to 23.05.2013 & from 24.05.2013 to 24.01.2014 (11-months & 14-days) without taking permission or leave. It is further alleged that you were involved in dubious activities as confirmed from the Director ACE Peshawar. This amounts to gross misconduct on your part and is against the discipline of the force."

You are, therefore, required to submit your written defence within seven days of the receipt of this charge sheet to the Enquiry Officer/committee, as the case may be.

Your written defence, if any, should reach the Enquiry Officer/Committee within the specified period, failing which it shall be presumed that you have no defence to put in and in that case exparte action shall follow against you.

Intimate whether you desire to be heard in person.

A statement of allegation is enclosed.


SUPERINTENDENT OF POLICE,
HEADQUARTERS, PESHAWAR

Handwritten signature

263
13

DEPARTMENTAL ENQUIRY REPORT.

19

Please refer to your office No.263/E-PA,SP/HQ, dated 23.05.2013, on the subject noted above. (enclosed in original.) This enquiry has been initiated on the basis of the following allegations.

"That Constable Shahriyar (Anti Corruption) while posted at Police Line, Peshawar absented himself from duty w.e.f. 08.02.2013 till date it is further alleged that he has been involved in dubious activities as confirmed from the Director ACE Peshawar which is against the discipline of force. His act is highly objectionable and amounts to gross misconduct on his part and is against the discipline of the force".

On the basis of above mentioned allegations, an enquiry has been ordered and the undersigned with appointed as enquiry officer.

On the receipt of enquiry papers, the accused constable was summoned 6/7 times through the local Police East Cantt and on 20.06.2013; he attended the office of the undersigned and received a copy of charge sheet and summary of allegations. His reply was due on 27.06.2013, but he failed to submit his reply with in a stipulated period.

It has been reported by lines staff that the accused constable made his arrival on 23.05.2013 and constabulary No. 2189 was allotted to him. But on 24.05.2013 he went absent and did not report back till now. He was summoned time and again but he did not attend the office of undersigned till now.

The accused constable is absented from Anti Corruption w.e.f. 08.02.2013 till 23.05.2013 and then from 24.05.2013 to till date at Police Lines Peshawar

From the fore-going circumstances and the report of DSP/Enquiry & Inspection, CPO Peshawar it revealed that the accused constable is habitual absentee. He failed to submit his reply with in a stipulated period. It indicates that he has no defence to offer for his illegal absence. ~~It is therefore, recommended that he may please be awarded major punishment including dismissal from the service and his period of absence w.e.f. 08.02.2013 till date may please be counted as without pay.~~

Submitted please.

issue find

Handwritten signature

DEPUTY SUPERINTENDENT OF POLICE
HEADQUARTERS,CCPO/PESAWAR

212

FINAL SHOW CAUSE NOTICE

182

I Superintendent of Police, Headquarters, Capital City Police Peshawar as competent authority, under the provision of Police Disciplinary Rules 1975 do hereby serve you Constable Shahriyar No.5008 of Capital City Police, Peshawar as follows: *No. 2189*

1 (i) That consequent upon the completion of enquiry conducted against you by the enquiry officer for which you were given opportunity of hearing.

(ii) On going through the findings and recommendation of the enquiry Officer, the material on record and other connected papers produced before the E.O.

I am satisfied that you have committed the following acts/omissions specified in Police Disciplinary Rules 1975 of the said Ordinance.

"It has been reported by DIG E&I vide letter No.455/E&I dated 03.05.2013 that you Constable Shahriyar No.5008 while posted at ACE, Peshawar remained absent from duty w.e.f 08.02.2013 to 23.05.2013 & from 24.05.2013 till date. It is confirmed from the Director ACE Peshawar which is against the discipline of force. Your act is highly objectionable and amounts to gross misconduct and against the discipline of the force"

As a result thereof, I, as competent authority, have tentatively decided to impose upon you the penalty of major punishment under Police Disciplinary Rules 1975 for absence willfully performing duty away from place of posting.

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 7 days of its delivery, in normal course of circumstances, it shall, be presumed that you have no defence to put in and in that case as ex-parate action be taken against you.

5. The copy of the finding of the enquiry officer is enclosed.

[Signature]
SUPERINTENDENT OF POLICE,
HEADQUARTERS, PESHAWAR

No. 263 /PA, SP/HQrs: dated Peshawar the 10/9/ 2013.

Copy to official concerned

[Handwritten Urdu notes]

S. Khan
09/10/13

CHARGE SHEET

(16)

(21)

I, Superintendent of Police, Headquarters, Capital City Police Peshawar, as a competent authority, hereby, charge that Constable Shahriyar No.5008 of Capital City Police Peshawar with the following irregularities.

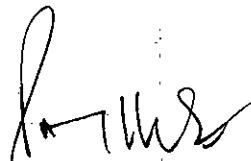
"It has been reported by DIG E&I vide letter No.455/E&I dated 03.05.2013 that you Constable Shahriyar No.5008 while posted at ACE Peshawar remained absent from duty w.e.f 08.02.2013 till date. It is further alleged that you have involved in dubious activities as confirmed from the Director ACE Peshawar which is against the discipline of force. Your act is highly objectionable and amounts to gross misconduct on your part and is against the discipline of the force."

You are, therefore, required to submit your written defence within seven days of the receipt of this charge sheet to the Enquiry Officer/committee, as the case may be.

Your written defence, if any, should reach the Enquiry Officer/Committee within the specified period, failing which it shall be presumed that have no defence to put in and in that case exparte action shall follow against you.

Intimate whether you desire to be heard in person.

A statement of allegation is enclosed.


SUPERINTENDENT OF POLICE,
HEADQUARTERS, PESHAWAR.

S. Chaudhry

20/6/13 -

0312-9040140.

0333-9209086

918-3
28/5/13
15
20

DISCIPLINARY ACTION

I, Superintendent of Police, Headquarters, Capital City Police Peshawar as a competent authority, am of the opinion that Constable Shahriyar No.5008 has rendered him-self liable to be proceeded against under the provision of Police Disciplinary Rules-1975.

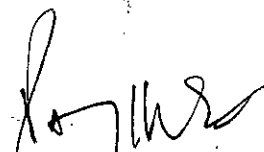
STATEMENT OF ALLEGATION

"It has been reported by DIG E&I vide letter No.455/E&I dated 03.05.2013 that Constable Shahriyar No.5008 while posted at ACE Peshawar remained absent from duty w.e.f 08.02.2013 till date. It is further alleged that he has ^{been} involved in dubious activities as confirmed from the Director ACE Peshawar which is against the discipline of force. His act is highly objectionable and amount, to gross misconduct on his part and is against the discipline of the force."

For the purpose of scrutinizing the conduct of said accused with reference to the above allegations, an enquiry is ordered and DSP Hare is appointed as Enquiry Officer.

2. The Enquiry Officer shall, in accordance with the provisions of the Ordinance, provide reasonable opportunity of hearing to the accused officer, record his finding within 30 days of the receipt of this order, make recommendations as to punishment or other appropriate action against the accused.

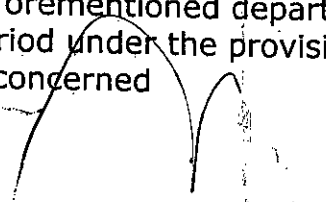
3. The accused shall join the proceeding on the date time and place fixed by the Enquiry Officer.


SUPERINTENDENT OF POLICE,
HEADQUARTERS, PESHAWAR

No. 263 /E/PA, dated Peshawar the 23/05 /2013

1 DSP Hare is directed to finalize the aforementioned departmental proceeding within stipulated period under the provision of Police Rules-1975.

2. Official concerned


S. Khazi
20/6/13