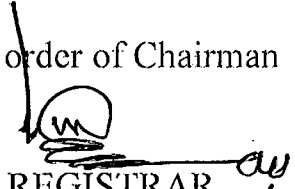


Form- A

FORM OF ORDER SHEET

Court of _____

Case No.- _____ 1498/2022


S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	17/10/2022	<p>The appeal of Mr. Arif Iqbal resubmitted today by Mr. Roccdad Shah Advocate. It is fixed for preliminary hearing before touring Single Bench at Swat on _____.</p> <p>Notices be issued to appellant and his counsel for the date fixed.</p> <p>By the order of Chairman</p> <p> REGISTRAR</p>

The appeal of Mr. Arif Iqbal Principal GHSS Bampokha District Buner received today i.e. on 13.10.2022 is incomplete on the following score which is returned to the counsel for the appellatant for completion and resubmission within 15 days.

- 1- Memorandum of appeal may be got signed by the appellatant. ✓
- 2- Copy of charge sheet and statement of allegation are not attached with the appeal the appeal which may be placed on it. ✓
- 3- Annexures-C&D of the appeal are illegible which may be replaced by legible/better one.

No. 2811 /S.T,


Dt. 14/10 /2022


REGISTRAR
SERVICE TRIBUNAL
KHYBER PAKHTUNKHWA
PESHAWAR.

Roedad Shah Adv. Peshawar.

Sir!

The objection raised by the Institution office
have been removed accordingly and the Appeal
is complete.


17/10/2022

BEFORE THE KPK SERVICE TRIBUNAL PESHAWAR.

Appeal No. 1498 of 2022

Arif Iqbal Principal (BPS-19)..... Appellant

VERSUS

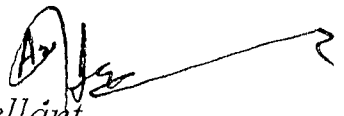
Govt of Khyber Pakhtunkhwa through Secretary
Elementary & Secondary Education Peshawar & others

..... Respondents

INDEX

S.No.	Description of documents	Annx	Pages
1.	Memo of appeal, with affidavit	-	1 - 6
2.	Copy posting /Adjustment order dated 02-7-2020	"A"	07
3.	Copy of assumption charge report.	"B"	09
4.	Copy of Finance Dept letter No BOVID 2-31 2016-17 Buner dated 26 Jan 2017 alongwith Better Copy	"C"	10 - 10A
	Copy of Budget copy for Financial year 2021-22 Along with Better Copy	"D"	11 - 11A
5.	Copy of allegation along with its reply	"E"	11B - 16
6.	Copy of Charge Sheet alog with its reply	"F"	16A - 18
	Copy of Notification No SO(SM)E&SED/11-1/Arif Iqbal Principal BS-19 dated 15-4-2022.	"G"	19
7.	Copy of departmental appeal.	"H"	20
8.	Copy of appeal rejection order.	"I"	21
9.	Wakalat Nama	-	22

Dated 7/10/2022


Appellant

Through

Roedad Shàh

Advocate, Peshawar

BEFORE THE KPK SERVICE TRIBUNAL PESHAWAR.

Appeal No. _____ of 2022

Arif Iqbal Principal (BPS-19)..... Appellant

VERSUS

Govt of Khyber Pakhtunkhwa through Secretary
Elementary & Secondary Education Peshawar & others

..... Respondents

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5.	Copy of reply of allegation copy of allegation	"E"	12-16 11B
6.	Copy of reply of charge sheet Charge sheet	"F"	17-18 16A
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7.	(Copy of departmental appeal.	"H"	20
8.	Copy of appeal rejection order.	"I"	21

Dated **13/10/2022**

Appellant
Through

Roeedad Shah

Advocate, Peshawar

①

BEFORE THE KPK SERVICE TRIBUNAL PESHAWAR.

Appeal No. _____ of 2022

Arif Iqbal Principal (BPS-19) GHSS Bampokha, District Buner.

..... Appellant

VERSUS

- 1- Govt of Khyber Pakhtunkhwa through Secretary Elementary & Secondary Education Peshawar.
- 2- Director Elementary & Secondary Education Khyber Pakhtunkhwa Peshawar.
- 3- Accountant General, Khyber Pakhtunkhwa Peshawar
- 4- District Education Officer (M) Buner.

..... Respondents

APPEAL UNDER SECTION 4 OF KPK SERVICE TRIBUNAL ACT 1974 AGAINST THE IMPUGNED ORDER DATED 15/4/2022 ALONG WITH ITS OPERATION THROUGH WHICH WITHHOLD TWO ANNUAL INCREMENT FOR TWO YEARS DUE TO WRONG POSTING ORDER OF THE RESPONDENTS

Prayer:

On acceptance of instant service appeal, the impugned order dated 15/4/2022 along with its operation may kindly be set aside and

and adjust the appellant at suitable post of principal (BPS-19) to meet the ends of justice.

Respectfully Sheweth:

Brief facts leading to the instant appeal are as under:

- 1- That the appellant while serving as Principal BPS-19, unadjusted has been posted / adjusted on a wrong post i.e principal (BPS-19) GHSS Bampukha Buner vide posting / adjustment order dated 02/07/2020. **(Copy of posting order dated 2-7-2020 is attached as Annexure "A")**
- 2- That the appellant arrived at the new place of posting and assumed the charge and start his duties. In those days there was complete lockdown due to pandemic / Corona and all schools / offices were closed. **(Copy of charge report is attached as annexure B)**
- 3- That in Jun 2021, on the perusal Finance Dept letter No BOVID 2-31 2016-17 Buner dated 26 Jan 2017 and Budget copy for Financial year 2021-22 it was revealed that there is neither post of BPS-19 nor the budget allocated for the post of Principal BPS-19 in the GHSS Bumpokha Buner, thus the posting/ adjustment order dated 02/7/2020 in respect of appellant was found as wrong posting order. **(Copies attached as Annexure C & D)**
- 4- That the matter was shared with the DEO (M) Buner, respondent No 4, and copies of Finance Dept and Budget (Supra) were provided to respondent No 4, DEO(M) Buner, on this he show ignorance from this fact and verbally referred the appellant to W/ Secretary E&SE KPK for reporting the matter / wrong posting and the DEO (M) Buner instead to report / fixed the matter and show the appellant on surplus Figures, reported the appellant as absent and stopped his pay through AG's office immediately.

- 5- That as per verbal directions of DEO (M) Buner, appellant report to the W/Special Secretary E&SE KPK, explain the matter and request him to resolve the matter.
- 6- That the W/Special Secretary E&SE KPK was pleased and issue the orders for processing the adjustment case of appellant to a vacant post of Principal (BPS-19) at GHS Rajjar No.1, which was vacant at that time.
- 7- That the appellant has remained present in the GHSS Bampokha Buner and in waiting for the official orders of W/Special Secretary E&SE KPK, being there was no post of Principal (BPS-19) became once again unadjusted, and since that the monthly pay and allowance of the appellant not released.
- 8- That on the bases of baseless and malafide allegation of absent, leveled by DEO (M) Buner, the respondent No 1 holed departmental inquiry.
- 9- That the appellant appear before the inquiry committee, replied the charge sheet as well as the allegations leveled against the appellant and explain all the relevant facts and matter, during the process of Departmental inquiry. **(Copies of replies are annex as Annexure E & F)**
- 10- That during the process of inquiry, the inquiry committee accept all the fact and plea of the appellant but astonishingly, recommend penalties against the appellant instead showing pin picture of the facts of wrong posting / adjustment and curtained the negligence of the Department.
- 11- That on the recommendation of inquiry committee, respondents issued the impugned order / Notification No SO(SM)E&SED/11-1/Arif Iqbal Principal BS-19 dated 15-4-2022. **(Copy attached as Annexure G)**
- 12- That the appellant then prefer representation / departmental appeal before respondent No.1 but could not accorded and rejected vide order dated 27/09/2022. which was communicated to the appellant on 07/10/2022,

hence this appeal. (Copies of appeal and rejected order are attached as Annexure "H & I").

- 13- That the appellant being aggrieved from orders of the respondents, therefore, knocking the door of this Hon'ble Tribunal.
- 14- That the transfer of the appellant is clear cut violation of transfer / posting and appointment Rules, which is the mistake of the department and the burden of that mistake put on the shoulder of the appellant in shape of departmental inquiry and penalties.
- 15- That the complete process i.e posting / adjustment order, allegation leveled against appellant, departmental inquiry and punishment order are illegal, baseless, result of undue care, negligence void violative of Rules and policies Governing the subject, without lawful authority, and with malafide intention to curtail the negligence of the department, thus the appellant is obliged to assail the same before this Hon'ble Tribunal on the following grounds inter-alia:

GROUND:

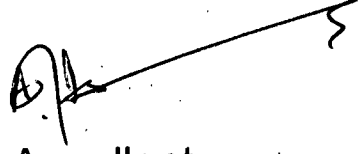
- A) That the impugned order is highly illegal void and baseless without lawful authority.
- B) That the impugned order has not been passed in the interest of public servant as is appeared from the fact narrated herein before. It has been passed to conceal the mistakes of the department.
- C) That the impugned order is also violative of the law, policy governing the subject wherein it has been provided that an incumbent should be allowed to perform his duty at his equal post or higher post but not on lower post.
- D) That the impugned order is against the spirit of law laid down by the august Supreme Court of Pakistan, besides being highly malafide and

(S)

- E) That respondent No.1 has not applied his independent mind while passing the impugned order. He has followed the illegal and unwarranted dictates of the else to curtain their negligence.
- F) That the impugned order is highly arbitrary, unjust and oppressive.
- G) That the appellant seeks leave of this Hon'ble Tribunal to rely on additional grounds at the time of arguments.

On acceptance of instant service appeal, the impugned order dated 15/4/2022 along with its operation may kindly be set aside and the respondents may be directed to release the pay and allowances and adjust the appellant at suitable post of principal (BPS-19) to meet the ends of justice.

Dated 13/10/2022


Appellant
Through


Roedad Shah
Advocate, Peshawar

6

BEFORE THE KPK SERVICE TRIBUNAL PESHAWAR.

Appeal No. _____ of 2022

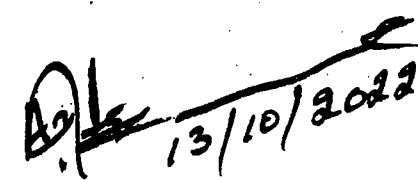
Arif Iqbal Principal (BPS-19)..... Appellant

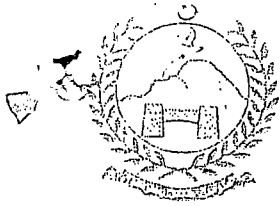
VERSUS

Govt of Khyber Pakhtunkhwa through Secretary
Elementary & Secondary Education Peshawar & others
..... Respondents

AFFIDAVIT

I, Arif Iqbal Principal (BPS-19) GHSS Bampokha,
District Buner, do hereby solemnly affirm and state on
oath that all contents of the application for suspension of
impugned order dated 15/4/2022 along with its operation,
are true and correct to the best of my knowledge and belief
and nothing has been concealed.


13/10/2022
DEPONENT



GOVERNMENT OF KHYBER PAKHTUNKHWA
ELEMENTARY & SECONDARY EDUCATION
DEPARTMENT

PUE
⑦

Dated Peshawar the July 02, 2020

NOTIFICATION

NO.S0(SM)E&SED/7-1/2020/Posting/Transfer/General: The Competent Authority is pleased to order posting/a/adjustment in respect of the following officers of E&SED, on the posts/stations, as mentioned against each, in the public interest, with immediate effect:

Sl#	Name with designation	From	Posted as	Remarks
1.	Mr. Bakht Zada, Principal (BS-19)	Unadjusted	Principal (BS-19) GHSS Thakot Battagram	Against vacant post
2.	Mr. Khaista Rehman, Principal (BS-19)	-do-	Principal (BS-19) GHS No.1 Khar Bajaur	-do-
3.	Mr. Idrees Azam, Principal (BS-19)	-do-	Principal (BS-19) GHSS Puran Shangla	-do-
4.	Mr. Muhammad Fahir, Principal (BS-19)	-do-	Principal (BS-19) GHS Bakot Dir Upper	-do-
5.	Mr. Arif Iqbal, Principal (BS-19)	-do-	Principal (BS-19) GHSS Bampukha Buner	-do-
6.	Mr. Muhammad Rafiq, Principal (BS-19)	GHSS Paharpur D.I. Khan	Principal (BS-19) GCMHS No.1 D.I. Khan	-do-
7.	Mr. Taus Khan, Principal (BS-19)	GHSS Karori Mansehra	Principal (BS-19) GHSS Paharpur D.I. Khan	V.S#6
8.	Mr. Zaffar Arbab Abbasi, Principal (BS-19)	GHSS Dalola Abbottabad	Principal (BS-19) GHS Chitta Batta Mansehra	AVP
9.	Mr. Hayat Muhammad, Principal (BS-19)	GHSS Ghani Dheri Malakand	Principal (BS-17) GHSS Sakhakot Malakand	-do-
10.	Mr. Abdul Haq, Principal (BS-19)	GHSS Totakan Malakand	Principal (BS-19) GHSS Ghani Dheri Malakand	V.S#9
11.	Mr. Muhammad Sajjad, Principal (BS-19)	GHSS Nagri Bala Abbottabad	Principal (BS-19) GHSS Bagnetar Abbottabad	AVP
12.	Mr. Aqalmand, Principal (BS-19)	GHSS Butyal Shangla	Principal (BS-19) GHS Kanju Swat	-do-
13.	Mr. Abdur Rahman, Principal (BS-19)	GHSS Kot Hakim Tank	Principal (BS-19) GHSS Darra Pezu Lakki Marwat	-do-
14.	Mr. Fayaz Hussain, Principal (BS-19)	GHS Swabi Pabani	Principal (BS-19) GHS Badrashi Nowshera	-do-
15.	Mr. Sultan Saeed, Principal (BS-19)	GHSS Baghicha Dheri Mardan	Principal (BS-19) GHS Spindand Khyber	-do-

Attested

IQBAL SHAH
State High Court
Cell: 2312-01

8



GOVERNMENT OF KHYBER PAKHTUNKHWA
ELEMENTARY & SECONDARY EDUCATION
DEPARTMENT

16.	Mr. Muhammad Sharif, CIPE (BS-19)	GCET Karak	CIPE (BS-19) RITE (Male) D.I. Khan	-do-
-----	--------------------------------------	------------	---------------------------------------	------

2. No TA/DA is allowed.

Endst: of even No. & Date

SECRETARY

Copy forwarded to the:

1. Accountant General, Khyber Pakhtunkhwa Peshawar.
2. Director, E&SE Khyber Pakhtunkhwa, Peshawar.
3. District Education Officers (Male) Concerned.
4. District Accounts Officers Concerned.
5. PS to PSO to Chief Minister, Khyber Pakhtunkhwa.
6. PS to PSO to Chief Secretary, Khyber Pakhtunkhwa.
7. PS to Minister for E&SE Department.
8. PS to Secretary E&SE Department.
9. PS to Special Secretary E&SE Department.
10. PA to Additional Secretary (Estab) E&SE Department.
11. PA to Deputy Secretary (Admn) E&SE Department.
12. Director, EMIS E&SE Department.
13. Officers concerned.
14. Master file.

(MUHAMMAD ARIF)

SECTION OFFICER (SCHOOLS MALE)

02/07/2020

CERTIFICATE OF TRANSFER OF CHARGE

Certified that I ARIF IQBAL have this day
before/after [✓] noon takeover/ [✓] ~~relinquished~~ charge of the office of
PRINCIPAL GHSS Bampukha Buner with
reference to the order no.
NO. SO(SM)E4SED/7-1/2020/Posting/Transfer/General
dated July 02, 2020 transferring Mr. N.A.

Station: BAMPUKHA

Signature of the relieved
Government Servant

VACANT POST

Designation PRINCIPAL

Signature of the Government
Servant receiving charge

(Signature) 02/07/2020

Date: 2 July/2020

Designation PRINCIPAL

PRINCIPAL
GHSS BAMPUKHA
BUNER

Attested
(Signature)
ROEEDAD SHAH
Advocate High Court
Personal Cell. 0312-8126383



FINANCE DEPARTMENT

10

No. BOV/PD 5-31/2016-17/Buner
Dated Peshawar the 26th January, 2017

To: The Secretary to Govt. of Khyber Pakhtunkhwa,
Elementary & Secondary Education Department, Peshawar

Subject: UP-GRADATION OF GOVT HIGH SCHOOLS TO HIGHER SECONDARY LEVEL (MALE & FEMALE) DURING THE CURRENT FINANCIAL YEAR 2016-17.

Dear Sir,

I am directed to refer to your letter No. SO (H&A)-2017/Buner dated 05.01.2017 on the subject noted above and to state that Finance Department agrees to the creation of posts for Up-gradation of GHS Bamnokka to Higher Secondary Level in District Buner as Developmental scheme with effect from 03.01.2017 at total cost of Rs. 485,000/- as per details given below, subject to the observance of all usual formalities.

- 01-Education Affairs & Services
- 02-Secondary Education Affairs & Services
- 021-Secondary Education Affairs & Services
- 02101-Secondary Education

DDO Code	Financial Code	Detail of Posts	No. of Posts
BD6619 GHS Bamnokka District Buner	00647123	Principal (H-1A)	01
	00647123-14	Subject Master (H-17)	01
	00647119	DPT	01
	00647124	Senior Clerk (H-1)	01
	00647120	Lab. Asst. (H-07)	01
	00647121	Lab. Attend. (H-01)	01
	00647122	Watchman (H-01)	01
	00647118	Chowkidar (H-01)	01
	Total	07	

Object & Description	Amount
AD1181-Pay of Officers	140,000
AD1151-Pay of G Staff	251,100
AD1200-Rent Allow	7,300
AD1201-Conveyance Allow	15,700
AD1207-Washing Allow	900
AD1208-Office Allowance	900
AD1217-Medical Allow	8,700
AD1200-Intelligence Allow	2,400
AD120X-Gratuity Allow (2010)	17,000
AD1211/AD1212/AD1213	2,000
AD1216-Gratuity Allow 2013	2,500
AD1214-Gratuity Allow 2014	34,500
AD1218-Gratuity Allowance	500
AD1219-Science Teaching Allow	900
Total	485,000

1. I am further directed to inform that the post of Headmaster (HPS-17) sanctioned for the above Government High School is hereby abolished with immediate effect, being no more required.
2. The expenditure involved will be met out through Account-IV of concerned District.
3. I am further directed to request that while submitting audit copy for authentication by Finance Department, instruction contained in this Department's letter No. BO-11/D/5-17/2015-16/Policy dated 11.12.2015 may please be kept in view.

Yours faithfully,
BUDGET OFFICER-V.

Encl: No. 4 as above.

Copy forwarded to the -

1. Deputy Commissioner, Buner
2. Director, FMU, Finance Department
3. Director, Elementary & Secondary Education, Khyber Pakhtunkhwa, Peshawar
4. District Accounts Officer, Buner
5. District Officer (Finance & Planning), Buner
6. District Education Officer (Male), (E & S) Buner
7. Budget Officer (PFC-II), Finance Department
8. HR Wing, Finance Department
9. Master File

Attested
[Signature]
M. ADI SHAH
District Officer
Buner
28333

[Signature]
BUDGET OFFICER-V

ADP (PND)
[Signature]
15/1/17

10A

BETTER COPY
FINANCE DEPARTMENT

No. BOVID2-31 2016 Buner
Dated Peshawar the 26th January 2017

To The Secretary to Govt of Khyber Pakhtunkhwa
Elementary and Secondary Education Department, Peshawar
Subject: **UP GRADATION OF GOVT HIGH SCHOOL TO HIGHER SECONDARY LEVEL (MALE AND FEMALE) DURING THE CURRENT FINANCIAL YEAR 2016-17**

Dear Sir,
I am directed to refer to your letter No SO(B & A) 4/2017/ Buner dated 05/01/2017 on the subject noted above and to state that Finance Department agreed to the creation of post for **up-gradation of GHS Bampokha to Higher Secondary level in District Buner** is Developmental scheme with effect from 01-01-2017 at total cast of Rs. 485,000/- as per details given below.
Subject to the observance of all codal formalities

- 09 Education Affairs & Services
- 092 Secondary Education Affairs & Services
- 0921 Secondary Education Affairs & Services
- 092101 Secondary Education

DDO Code	Position code	Detail of posts	No of posts
BD6019 GHS Bampokha District Buner	80647323	Principal (B-18)	01
	80647325-34	Subject Spec (B-17)	10
	80647319	DPE (B-17)	01
	80647324	Senior Clerk (B-14)	01
	80647320	Lab Asist (B-07)	01
	80647321	Lab Atend (B-03)	01
	80647322	Nab Qasid (B-03)	01
	80647318	Chawkedar (B-03)	01
	Total		17

Object & Description	Total
A01101-Pay of Officers	140,000
A01151-Pay of O/Staff	253,100
A01202-House Rent Allow	7,300
A01203-Conveyance Allow	15,700
A01207-Washing Allow	900
A01208-Dress Allowance	900
A01217-Medical Allow	8,300
A0120D- Integrated Allow	1,400
A0120X-Adhoc Allow 12010	12,000
A0121T-Adhoc Allow 12013	1,000
A0122C-Adhoc Allow 12015	1,500
A0122M-Adhoc Rent f 12016	18,500
A0123X-Charge Allowance	500
A01253-Science Teaching Allow	900
Total	485,000

I am further directed to inform that the post of Headmaster (BPS-17) sanctioned for the above Government School is hereby abolished with immediate effect having no more required.

2. The expenditure involved will be met out through Account-IV of concerned District.
3. I am further directed to request that while submitting audit copy for authentication. by Finance Department, instruction contained in this Department's letter No.BO4/1 D/5-17/2015-16/Policy dated 11-2-2015 may please be kept in view.

Yours faithfully
BUDGET OFFICER-V

Endst: No & date as above
Copy forwarded to the:-

1. Deputy commissioner, Buner
2. Director FMIU Finance Department
3. Director Elementary & Secondary Education Khyber Pakhtunkhwa, Peshawar
4. District Account Officer, Buner
5. District Officer (Finance & Planning), Buner
6. District Education Officer (Male), (F&S R) Buner
7. Budget Officer (PFC-II)-Finance Department
8. HR Wing Finance Department
9. Master File

Attested

SD/xxx

ROEEDAL SHAH
Advocate High Court
Peshawar Cell: 0312-6126383

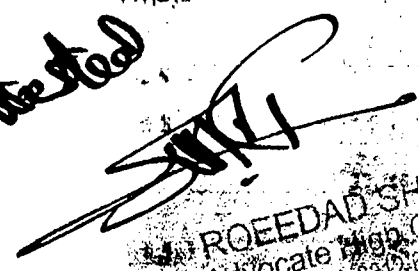
BUDGET OFFICER-V

09 EDUCATION AFFAIRS AND SERVICES
 092 SECONDARY EDUCATION AFFAIRS AND SERVICES
 0921 SECONDARY EDUCATION AFFAIRS AND SERVICES
 092101 SECONDARY EDUCATION AFFAIRS AND SERVICES

BD6019 HEAD MASTER GHS/BAND

Code	Description	Grade	Count	Rate	Total	Other	Net Total
A01	TOTAL EMPLOYEES RELATED EXPENSES						
A011	TOTAL PAY				15,076,740	13,841,370	1,235,370
A011-1	TOTAL PAY OF OFFICERS				18,331,810	8,740,140	9,591,670
A01101	Total Basic Pay Of Officer				10,331,010	9,216,440	1,114,570
P070	Principal (BPS-18)		1				1,000
V011	Vice Principal (HPS-18)		1				1,000
I06	Instructor Physical Education (BPS-17)		1	366,930			366,930
S144	Subject Specialist (HPS-17)		10	364,440			3,644,400
S572	Senior Certified Teacher (BPS-16)		10	4,955,400			4,955,400
S573	Senior Arabic Teacher (HPS-16)		3	719,840			2,159,520
S574	Senior Theology Teacher (BPS-16)		1	474,660			474,660
S575	Senior Drawing Master (BPS-16)		1	276,920			276,920
S579	Secondary School Teacher (BPS-16)		5	492,920			2,464,600
A01102	Personal pay				2,409,430	27,600	2,437,030
A011-2	TOTAL PAY OF OTHER STAFF				4,745,740	4,101,850	643,890
A01121	Total Basic Pay Other Staff				4,745,740	4,087,250	658,490
C020	Certificated Teacher (HPS-15)		6	2,317,740			13,906,360
P030	Physical Education Teacher (BPS-15)		1	218,710			218,710
S035	Senior Clerk (BPS-14)		1	414,990			414,990
Q001	Qari (BPS-12)		1	224,160			224,160
J013	Junior Clerk (BPS-11)		1	273,160			273,160
L001	Laboratory Assistant (BPS-07)		1				1,000
S049	Senior Laboratory Assistant (BPS-07)		1	141,240			141,240

Attested



ROEEDAD SHAH
 Advocate High Court
 Peshawar Cell: 0312-6126383

11A

BETTER COPY

110

**BD21C16 (12)
EDUCATION**

092101 SECONDARY EDUCATION

FUNCTIONAL CUM OBJECT CLASSIFICATION AND PARTICULARS OF THE SCHEME	NUMBER OF POSTS		BUDGET ESTIMATES 2021-2022	REVISED ESTIMATES 2021-22	BUDGET ESTIMATES 2022-23
	2021-22	2022-23	Rs.	Rs.	Rs.
09 EDUCATION AFFAIRS AND SERVICES					
092 SECONDARY EDUCATION AFFAIRS AND SERVICES					
0921 SECONDARY EDUCATION AFFAIRS AND SERVICES					
092101 SECONDARY EDUCATION					
BD6019 HEAD MASTER GHS BAMPUKHA BUNER					
A01 TOTAL EMPLOYEES RELATED EXPENSES			<u>25871510</u>	<u>16714496</u>	<u>28785628</u>
A011 Total Pay	40	40			
A011-1 Total pay of officers	22	21	<u>15026790</u>	<u>13841230</u>	<u>14516550</u>
A01101 Total Basic pay of officer	22	21	<u>10331010</u>	<u>9718140</u>	<u>10559550</u>
P070 Principal (BPS-18)	-	1	-	-	-
V011 Vice Principal (BPS-18)	1	-	686930	-	1,000
1066 Instructor Physical Education (BPS-17)	1	1	364440	-	392040
S144 Subject Specialist (BPS-16)	10	10	4955400	-	4276080
S572 Subject Specialist (BPS-16)	2	3	719,840	-	1,574,670
S573 Senior Certified Teacher (BPS-16)	1	1	476,680	-	511,169
S574 Senior Arabic Teacher (BPS-16)	1	1	226,920	-	409,320
S575 Senior Theology Teacher (BPS-16)	1	1	492,920	-	529,400
S579 Senior Drawing Master (BPS-16)	5	5	2,409,880	-	2,865,880
A01102 Personal pay	-	-	-	27,600	-
A011-2 TOTAL PAY OF OTHER STAFF	18	17	<u>4745780</u>	<u>4103090</u>	<u>1977400</u>
A01151 Total Basic Pay other staff	18	17	<u>4745780</u>	<u>4087250</u>	<u>1961560</u>
C020 Certificated Teacher (BPS-15)	6	6	2,317,740	-	1,971,350
P030 Physical education Teacher (BPS-15)	1	1	218,710	-	250,630
S035 Senior Clerk (BPS-14)	1	1	414,990	-	1,000
Q001 Qari (BPS-12)	1	1	224,150	-	247,200
J013 Junior Clerk (BPS-11)	1	1	273,160	-	294,280
L001 Laboratory Assistant (BPS-07)	-	1	-	-	1,000
S049 Senior Laboratory Assistant (BPS-07)	1	-	141,240	-	-

Attested

ROIEDAD SHAH
Advocate High Court
Peshawar Cell: 0312-6126383

DISCIPLINARY ACTION

I, **Dr. Kazim Niaz**, Chief Secretary, Khyber Pakhtunkhwa as competent authority, am of the opinion that, Mr. Arif Iqbal, Principal (BS-19) GHSS Bampokha District Buner has rendered himself liable to be proceeded against, as he committed the following acts /omissions, within the meaning of rules-3 of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011.

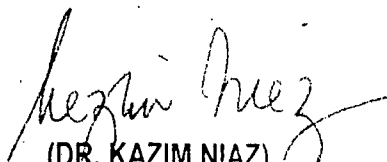
STATEMENT OF ALLEGATIONS

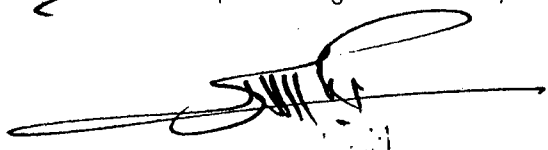
- i. He was found absent on 03.03.2021 during an earlier visit of DEO (M) Buner, however the staff has said that he is absent since long.
 - ii. He was found absent on 01.07.2021 during a visit of DEO (M) Buner.
 - iii. Log Book was written on the spot by the DEO concerned regarding his absence indicating his inefficiency and absence.
 - iv. He was reported absent so many times by the EMA.
 - v. No record of his presence on duty in the School is available.
 - vi. He is not take interest in his official duties.
 - vii. He neither gets station leave nor bothers to inform the DEO (M) Buner.
 - viii. Due to his irresponsible attitude towards duty, the activities of the school are badly suffered.
 - ix. He neither attends monthly review meetings nor submits the requisite information sought from him time to time.
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 rules 10(1)(a) of the ibid rules:

- i. Mr. Akbar Ali Khan (PCS SG-BS(20) Spl. Secy
- ii. Mr. Abdul Raqib, prl (BS-20) GHSS city. Pcs

3. The inquiry officer/inquiry committee shall, in accordance with the provisions of the ibid rules, provide reasonable opportunity of hearing to the accused, record its findings and make, within thirty days of 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.


(DR. KAZIM NIAZ)
 CHIEF SECRETARY
 KHYBER PAKHTUNKHWA


 Mr. Arif Iqbal
 Principal
 GHSS Bampokha
 District Buner


Answer to the Allegations

12

R/Sir,

In continuation with the reply, I already submitted on 26.10.2021, I have the following to say further in my defence.

As mentioned in the charge sheet, I was absent by DEO(M) Buner on 3.3.2021. I was not absent but left the charge to Ghulam Farooq Sub: Specialist DEO(M) also deducted salary. Prior to that there were winter holidays since December 2021 To FEBRUARY 2021. Prior to winter holidays there were holidays due to Covid-19 and schools were closed most of the time and question of being absent since long does not arise. Not only me but majority of the principals were not attending the schools as staff and students were not coming on one hand and ratio of Covid-19 cases were on the rise upto 48% in District Buner.

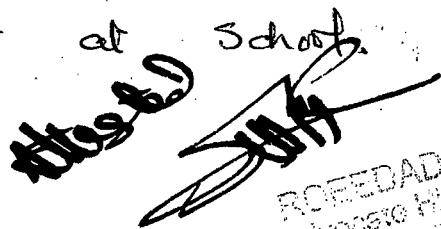

ROSE LAD SHAH
Advocate High Court
Peshawar C.O. No. 12 of 2019

As far as being absent from duty on 1.7.2021 is concerned, it is humbly stated that Mr. Bakht Jehan J/c GHS Bampokhs Buner himself took the upgradation copy of Finance Dept, to the DEO(M) office and called me the DEO(M) office. ADEO OMER FAROOQ confirmed that the copy

has reached us. Despite knowing that it was matter of wrong posting, the post is of principal BPS-18, and Iqbal principal BPS-19 am not eligible to work on the post and issue orders, even then he marked me absent. How can I be absent when I am not eligible to work. (13)

5. As far as Log Book is concerned, it was either ignorance of DEO(M) Puner or his dictatorial attitude. He should have reported to the high-ups that the principal is not eligible to work on the post BPS-18. Had he reported the case of wrong posting at that time, all this happening now would have easily been avoided. He not only wrote the Log Book but shared it through social media and made fun of me.

4. Absent so many times by EMA is not based on fact. I have not received any intimation of being absent by EMA till now. I always left ^{charges} to Mr. Ghulam Farooq S.S. whenever I was not present in school. order Book was written and station leave was left at school.



ROFEAD SHAH
Asst. District High Court
Faisalabad Coll. 012-6125383

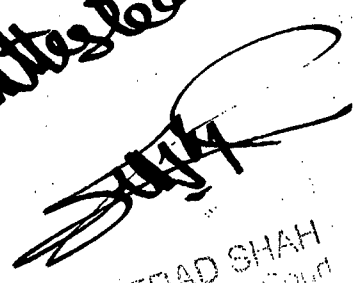
16 About taking no interest in official duties, I am constrained to say those officials are not taking interest in their official duties who are posting me against wrong post not only once but it is for the fourth time that I am posted on wrong post.

- i, GHSS Bagh Buner Notification dated: 1.3.2019
- ii, GHSS PARHANNA Mansehra Notification date not remembered.
- iii, GHSS CHENNAI Swabi Notificated dated Oct: 9, 2019
- iv, GHSS Bampokha Buner Notificated dated 02 July, 2020

Again and again, this is happening, who is doing it and why but it gives me a lot of mental stress.


3. I always wrote order Book and leave the charge to Mr. Ghulam Farooq S.S. when away from the station. When it was confirmed that I am not eligible to work as principal GHSS Bampokha Buner, I left the charge to Mr. Ghulam Farooq S. Specialist (Pushko)

Attested



ROEDAD SHAH
Principal
Bampokha Buner
2019

3. All the routine works of school were managed in a very proper way. Classes were regularly taken, courses were covered, papers were set, internal exam was taken, Result was announced on 30th June 2021 as requirement of the Govt decision. Forms of 1st year and 2nd year students were submitted well in time at SWA Board for which a committee was formed which worked even in vacation as the last date of intermediate student form submission was 20 Jan 2021. Books of students were collected from camp office. All the requirements set by the Govt regarding "SOP" for opening of school were fulfilled. During last session i.e. 2020-2021 for most of the time schools were closed due to Corona pandemic but even then all the works were done without any delay.


NOBEDIAD SHAH
Associate Magistrate Court
Punjab Cantt. 052-0123553

4. Monthly review meetings were not regularly held for a number of months no monthly review meeting was called. i.e. September, October, November, December no monthly meeting was called by DEO(M) Buner. Before that on 10th August a meeting was called at GHS Daggar in which I participated. After that i.e. After August²⁰²⁰ next meeting was called on 29th January 2021 in which my incharge participated.

and I came to know about meeting very late.
After that for a number of months no
review meeting was held. (16)

In the light of above discussion, it
is very much clear that I have done nothing
wrong against rules-3 of the Khyber Pakhtoonkhwa
Servants (Efficiency & Discipline) Rules 2011. Despite being
on wrong post (not eligible to work), I made every
possible effort for smooth running of the institution.

Dated 29.10.2021

Yours faithfully
ARIF IQBAL
Principal (BPS-19)
GHSS Bampolcha
Buner

Received
M. Khalid

Attested
Principal
GHSS Bampolcha
Buner

Answer to the Allegations

I, ARIF IQBAL, PRINCIPAL GHSS BAMPOKHA BUNER has the following to say in my defense.

1. I was posted as principal GHSS Bampokha Buner vide Notification No: SO(SM)E & SED/7-1/2020/Posting/Transfer/Gener dated 02-07-2020. There was complete lockdown due to Corona pandemic. Schools and offices were closed. When I went to Buner to take charge, it happened so that there was no post of principal BPS-19 at GHSS Bampokha Buner, which means that I was posted against a post where the post did not exist at all. It was a matter of wrong posting and principal BPS-18 post exist.

(Copy of post attach)

2. In the meanwhile I met special Secretary Zameer M (ESE) and requested him to post me at GHS Rajjar where there was post of principal BPS-19 was lying vacant. Special Secretary agreed and order to process the case. This application was processed during the month of Sept; 2020.

MOSES
SHAH

(Copy of the application attach)

AD SHAH

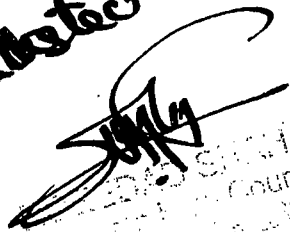
3. DEO (Male) Buner knew that it was a matter of wrong posting. J/c Bakhtjehan Khan himself took the upgradation copy of Finance Dept to the DEO office knowing well that it was a case of wrong posting. DEO (M) Buner visits and accusations are beyond my understanding. (18)


4. GHS Bampokla Buner was headed by Headmaster till 2017 and then it was upgraded to higher secondary level and post of principal BPS-18 was sanctioned in January 2017. (Copy of upgradation attached)

5. In the light of above, it is very much clear it is a matter of wrong posting and not of inefficiency and misconduct.

With great regards.

Dated: 26.10.2021

Noted

Principal
GHS Bampokla Buner


26.10.2021
ARIF IQBAL

Principal BPS-19
GHS Bampokla Buner

Tel: 0345-9065228

GOVERNMENT OF KHYBER PAKHTUNKHWA
ELEMENTARY & SECONDARY EDUCATION
DEPARTMENT

Dated Peshawar the April 15, 2022

19

NOTIFICATION

NO.SO(SM)/E&SED/11-1/2021/ Arif Iqbal Principal BS-19.

WHEREAS the Elementary & Secondary Education Department was proceeded against Mr. Arif Iqbal, Principal BS-19 GHSS Bampokha District Buner under the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011.

2. AND WHEREAS Mr. Akbar Ali Khan (PCS-SG BS-20) Special Secretary H&TA, Department and Mr. Abdur Raqib Principal BS-20, GHSS No.1 Peshawar City were nominated as inquiry committee to conduct formal inquiry under the Khyber Pakhtunkhwa Government: Servants (Efficiency & Discipline) Rules, 2011, against Mr. Arif Iqbal, Principal BS-19 GHSS Bampokha District Buner, for the charges levelled against him in accordance with the rules.

3. AND WHEREAS the inquiry committee after examining the charges & evidence on record, has submitted inquiry report.

4. AND WHEREAS the Competent Authority (Chief Minister) after having considered the charges and evidence on record, inquiry report, explanation of the accused in response to the show cause notice and personal hearing granted to him by Secretary Minerals, Department on behalf of the Competent Authority on 17.03.2022 is of the view that charges against the accused have been proved.

5. NOW, THEREFORE, in exercise of the powers conferred under section 14 (5) of the ibid Rules, the Competent Authority (Chief Minister), is pleased to impose minor penalty of "withholding of two annual increment for two years" upon Mr. Arif Iqbal, Principal BS-19 GHSS Bampokha District Buner with immediate effect. The absence period w.e.f. 01-07-2021 till dated is treated as leave without Pay under Rules 3(5) of E&D Rules 2011.

SECRETARY TO GOVT OF KHYBER AKTHUNKHWA
E&SE DEPARTMENT

Endst: of even No. & Date

Copy forwarded to the:

1. Accountant General, Khyber Pakhtunkhwa Peshawar.
2. Director, E&SE Khyber Pakhtunkhwa, Peshawar.
3. District Education Officer (Male), *Buner*
4. District Account Officer *Buner*
5. PS to Chief Secretary Khyber Pakhtunkhwa, Peshawar.
6. PS to Secretary E&SE Department, Khyber Pakhtunkhwa, Peshawar.
7. Mr. Arif Iqbal, Principal BS-19 GHSS Bampokha, District Buner
8. Incharge EMIS E&SE Department.
9. Office order file

Arif Iqbal
ARIF IQBAL
PRINCIPAL BS-19
GHSS BAMPOKHA
DISTRICT BUNER
PESHAWAR
KHYBER PAKHTUNKHWA
12-612333

for
(SYEDA ZAINAB NAQVI)
SECTION OFFICER (SCHOOLS MALE)

To,

20

The Chief Minister
Khyber Pakhtunkhwa

- Through Secretary Elementary and Secondary Education -

Subject:

APPEAL

With great regard it is stated that I was awarded minor penalty with reference to the notification No SO(SM)E-SED/11-1/Dated:15/4/2022.

It is requested that the penalty awarded to me may kindly be reviewed sympathetically and logically, and be set aside for the reasons as follows

1. As I was transferred to the post of principal Bps-18 GHSS Bampokha Buner whereas my post is principal Bps-19 (Transfer order, Finance letter attached) It has been clearly mentioned in finance Dept letter No:BOVID2-31 2016-2017 Buner dated 26 Jan 2017 that the post of headmaster Bps-17 has been abolished and the post has been upgraded to principal Bps-18 GHSS Bampokha Buner.
2. Had this disparity been noticed at the start, all this nuisance would have been easily avoided.
Had this mistake been corrected at the time of issuing transfer / adjust notification, it would have saved us from all the fuss and confusion.
3. It is pertinent to note that according to the finance Dept letter the post of principal Bps-18 GHSS Bampokha Buner is intact since 2017. Even then I was transferred / adjusted on that post whereas I am serving as principal Bps-19 No body even look at the post availability.
4. This was the major flaw in the transfer / adjustment order dated 02 July 2020 which resulted in undesirable situation.
5. Whatever time I spent after transfer / adjustment was not lawful as the post did not exist.
6. When I brought this in the notice of the concerned authorities instead of correcting the mistake, and instead of adjusting me on my original post, they initiated an inquiry which was totally unnecessary to post me against the post principal Bps-18 Finance Dept Letter No. BOVID2-31 2016-2017 Buner Dated 26 Jan 2017 is clear Proof of this mistake.
7. Again Budget copy for the ~~Financial~~ ^{Financial} year 2021-22 is clear proof that there is no budget allocated for the post of principal Bps-19 which indicates Clearly that I should be adjusted somewhere else on my original post. Instead of adjusting me they initiated an inquiry and awarded me minor penalty.

It is requested with great regard that the penalty may kindly be removed and I may be adjusted on my original post so that I work with zeal and zest.

Thanks

Office of the PSCM
Diary No. 461
Dated 28/4/22

Attested
Signature
Principal Bps-19

25.4.2022

Your's faithfully
ARIF IQBAL
Principal Bps-19



GOVERNMENT OF KHYBER PAKHTUNKHWA
ELEMENTARY & SECONDARY EDUCATION
DEPARTMENT

21


No.SO (SM)E&SED/11-1/2021/Arif Iqbal Principal BS-19
Dated Peshawar the September 27, 2022

To,

The Section Officer (Lit/Estt)
Chief Minister's Secretariat
Khyber Pakhtunkhwa Peshawar

Subject: - APPEAL


I am directed to refer to your letter No. SO(Lit/Estt)CMS/KP/4-1/Appeals/2022/3061/W.R dated 09.05.2022 on the subject noted above and to state that the appeal IRO Mr. Arif Iqbal, Principal BS-19 GHSS Bampokha District Buner has been examined at appropriate level and the Competent Authority i.e. Chief Minister Khyber Pakhtunkhwa has rejected the same having no solid grounds.


SECTION OFFICER (SCHOOLS MALE)


Endst: Even No. & Date:

Copy of the above is forwarded to the:-

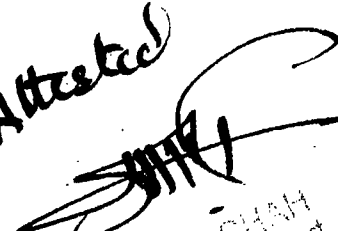
1. Director E&SE Khyber Pakhtunkhwa, Peshawar
2. Principal GHSS Bampokha District Buner.
3. PS to Secretary E&SE Khyber Pakhtunkhwa, Peshawar.


SECTION OFFICER (SCHOOLS MALE)


Verified


11/10/22

Attested


ROSEBUD CHAH
Advocate High Court
Peshawar (0300) 2583

روائیدادشاہ لاء ایسوسی ایٹ ضلع کچھری پشاور

ایڈوکیٹ: 

بار کونسل ایسوسی ایشن نمبر: BC-16-6395

رابطہ نمبر: 0312-6126382

بعدالت جناب سروسز ٹریڈنگ کمپنی پرائیمری

منجانب: ایپلانٹ / مسائل

عارف اقبال

بنام

حکومت صوبہ پنجاب پشاور

دعویٰ:

علت نمبر:

مورخہ:

جرم:

تھانہ:

باعث تحریر آنکہ

مقدمہ مندرجہ بالا میں اپنی طرف سے واسطے پیروی و جواب دہی کی کارروائی متعلقہ

آن مقام **پشاور** کیلئے **روائیدادشاہ ایڈوکیٹ ہائی کورٹ** کو دیکل مقرر کر کے اقرار کیا جاتا ہے کہ صاحب موصوف کو مقدمہ کی کل کارروائی کا کامل اختیار ہوگا، نیز وکیل صاحب کو راضی نامہ کرنے و تقرر ثالث و فیصلہ برحلف دینے جواب دعویٰ اقبال دعویٰ اور درخواست از ہر قسم کی تصدیق زریں پر دستخط کرنے کا اختیار ہوگا، نیز بصورت عدم پیروی یا ڈگری یکطرفہ یا اپیل کی برآمدگی اور منسوخی، نیز دائر کرنے اپیل نگرانی و نظر ثانی و پیروی کرنے کا مختار ہوگا اور بصورت ضرورت مقدمہ مذکور کے کل یا جزوی کارروائی کے واسطے دوسرا وکیل یا مختار قانونی کو اپنے ہمراہ یا اپنے بجائے تقرر کا اختیار ہوگا اور صاحب مقرر شدہ کو بھی وہی جملہ مذکورہ اختیارات حاصل ہونگے اور اس کا ساختہ و پرداختہ منظور و قبول ہوگا دوران مقدمہ میں جو خرچہ ہر جانہ التوائے مقدمہ کے سبب سے ہوگا وہ وکیل موصوف وصول کرنے کا حقدار ہوگا کوئی تاریخ پیشی مقام دورہ یا حد سے باہر ہو تو وکیل صاحب پابند نہ ہونگے کہ پیروی مذکورہ کریں لہذا نکالت نامہ لکھ دیا تاکہ سندر ہے۔ المرقوم: 13/10/22

العبد گواہ شد العبد

Accepted
پشاور کیلئے منظور ہے

پشاور مقام

13/10/22