BEFORE THE KHYBER PAKHTUNKHWA SERVICES TRIBUNAL PESHAWAR

Service Appeal No. 5678/2020

Date of Institution ... 09.06.2020

Date of Decision ... 18.10.2022

Azam, Constable No. 488, District Swabi.

(Appellant)

VERSUS

Inspector General of Police Khyber Pakhtunkhwa, Peshawar and two others.

. (Respondents)

MR. NOOR MUHAMMAD KHATTAK,

Advocate ---

For appellant.

MR. MUHAMMAD RIAZ KHAN PAINDAKHEL,

Assistant Advocate General ---

For respondents.

MR. SALAH-UD-DIN MR. MIAN MUHAMMAD ---

SALAH-UD-DIN, MEMBER:- Precisely stated the facts surrounding

MEMBER (JUDICIAL)
MEMBER (EXECUTIVE)

JUDGMENT:

the instant service appeal are that the appellant while posted in Police Post Azam Abad, was allegedly found to be in connivance with criminals as well as smugglers of non-custom paid vehicles, which amounted to misconduct. The appellant was thus proceeded against departmentally and on conclusion of the inquiry, he was awarded major punishment of reduction in pay up to time scale. The departmental appeal of the appellant was rejected vide order dated 07.02.2020, where-after he filed revision petition before Inspector



General of Police Khyber Pakhtunkhwa Peshawar on 11.02.2020, which was decided after considerable delay on 16.11.2020 i.e during the pendency of the instant appeal. Vide the aforementioned order dated 16.11.2020, the impugned penalty was modified to the extent that the same shall be for a period of two years.

- 2. Respondents contested the appeal by way of submitting written reply, wherein they refuted the assertions raised by the appellant in his appeal.
- Learned counsel for the appellant has contended that the 3. impugned orders are patently wrong and illegal for the reason that no evidence what-so-ever was available against the appellant in support of the allegations leveled against him; that the appellant has not been treated in accordance with relevant law and rules on the subject and as such the respondents have violated Articles 4 & 25 of the Constitution of Islamic Republic of Pakistan; that the appellant has served the department with zeal and zest and has been awarded so many commendation certificates in recognition of his excellent performance; that no chance of personal hearing or self defence was provided to the appellant; that the inquiry proceedings were conducted in violation of mandatory provisions of Police Rules, 1975, therefore, the impugned orders are liable to be set-aside. Reliance was placed on 2000 SCMR 1743, 2007 SCMR 1860, 2008 SCMR 1369 and 2003 PLC (C.S) 365.
- 4. On the other hand, learned Assistant Advocate General for the respondents has argued that the appellant was having links with



criminals as well as smugglers of non-custom paid vehicles, which amounted to misconduct, therefore, departmental action was taken against the appellant; that a regular inquiry was conducted in the matter by affording ample opportunity of self defense to the appellant; that the allegations against the appellant stood proved in a proper legal inquiry, therefore, he has rightly been awarded the impugned penalty; that the appellant has been treated in accordance with law and relevant rules and no discrimination has been caused to him.

- 5. We have heard the arguments of learned counsel for the parties and have perused the record.
- A perusal of the record would show that disciplinary action was taken against the appellant on the allegations that he had been found in connivance with criminals as well as smugglers of non-custom paid vehicles. Mr. Lugman Khan, the then DSP Swabi was appointed as Inquiry officer, who submitted inquiry report to the competent Authority vide letter No. 1040/S dated 27.11.2019. We have minutely gone through the findings of the inquiry officer, wherein nothing is mentioned that he has recorded statement of any witness regarding the allegations leveled against the appellant. The available record also does not show that any tangible evidence was collected by the inquiry officer regarding the charge leveled against the appellant. It was the duty of inquiry officer to have made proper probe into the allegations leveled against the appellant, however he has acted in a whimsical manner and has concluded in a mechanical way that the charge against the appellant stood proved. Similarly, the then District Police Officer Swabi has mentioned in the impugned order dated 30.12.2019 that the inquiry

officer had collected evidence and had recorded the statements of all concerned, despite the fact that the inquiry officer has not at all mentioned in the inquiry report that statement of any concerned witness was recorded in support of the allegations against the appellant. We even asked the departmental representative about statement of any witness being recorded during the inquiry, however he frankly conceded that no such statement was available in their record. In this view of the matter, the impugned orders are bereft of any legal sanctity and are liable to be set-aside.

7. In view of the above discussion, the impugned orders stand set-aside and the appeal in hand is allowed as prayed for. Parties are left to bear their own costs. File be consigned to the record room.

ANNOUNCED 18.10.2022

> (MIAN MUHAMMAD) MEMBER (EXECUTIVE)

(SALAH-UD-DIN) MEMBER (JUDICIAL) ORDER 18.10.2022 Learned counsel for the appellant present. Mr. Fazle Subhan, Head Constable alongwith Mr. Muhammad Riaz Khan Paindakhel, Assistant Advocate General for the respondents present.

Learned counsel for the appellant stated at the bar that as the revision order dated 16.11.2020 has been passed during the pendency of the instant appeal, therefore, the same may be included in the prayer of the appeal. In this respect, he has already been submitted an application, which is available on the record. Request seems genuine, therefore, the application is allowed and office is directed to make necessary entry in this respect in the memo of appeal. Arguments heard and record perused.

Vide our detailed judgment of today, separately placed on file, the impugned orders stand set-aside and the appeal in hand is allowed as prayed for. Parties are left to bear their own costs. File be consigned to the record room.

ANNOUNCED

18.10.2022

(Mian Muhammad)

Member (Executive)

(Salah-Ud-Din)

Member (Judicial)

24.06.2022

Mr. Noor Muhammad Khattak, Advocate for the appellant present. Mr. Muhammad Adeel Butt, Additional Advocate General for the respondents present and sought time for production of the inquiry record. Last opportunity given. To come up for production of inquiry record mentioned in order sheet dated 28.04.2022 as well as arguments before the D.B on 07.07.2022.

(Mian Muhammad) Member (E)

(Salah-ud-Din) Member (J)

07.07.2022

Clerk of learned counsel for the appellant present. Mr. Kabirullah Khattak, Additional Advocate General for the respondents present.

Clerk of learned counsel for the appellant requested for adjournment on the ground that learned counsel for the appellant is not available today due to strike of lawyers. Adjourned. To come up for production of inquiry record mentioned in order sheet dated 28.04.2022 as well as arguments before the D.B on 18.10.2022.

(Mian Muhammad) Member (E) (Salah-ud-Din) Member (J) 12.01.2022

Due to non-availability of the concerned DB, the case is adjourned to 28.04.2022 for the same before D.B.

Reade

28.04.2022

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

After hearing learned counsel for both the sides at certain length, learned Additional Advocate General requested that the inquiry officer has hinted toward another inquiry conducted against the appellant but the record of the said inquiry is not available before the Tribunal, therefore, an opportunity may be granted for submission of the same. Adjourned with the directions to the learned Additional Advocate General to ensure the production of the record of the concerned inquiry before the Tribunal on the next date. To come up for arguments on 24.06.2022 before the D.B.

(Mian Muhammad) Member (E) (Salah-ud-Din) Member (J) Junior to counsel for the appellant present. Mr. Kabirullah Khattak learned Addl. AG for respondents present.

Reply/comments on behalf of not/submitted despite last chance, therefore, the appeal in hand is posted to D.B for arguments on 28.07.2021. 4

(Atiq Ur Rehman Wazir) Member (E)

28.07.2021

Clerk of counsel for the appellant present. Mr. Kabirullah Khattak, Additional Advocate General for the respondents present.

Clerk of counsel for the appellant stated that learned counsel for the appellant is unable to attend the Tribunal today due to strike of Lawyers. Adjourned. To come up for arguments before the D.B. on 22.09.2021.

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

(SALAH-UD-DIN)
MEMBER (JUDICIAL)

22.09.2021

Appellant present through counsel.

Muhammad Rasheed learned D.D.A for respondents present.

Reply on behalf of respondents was submitted in office. Learned counsel for appellant made a request for adjournment. Adjourned. To come up for arguments on 12.01.2022 before D.B.

(Rozina Rehman) Member (J) Chairman

27.10.2020

Nemo for parties.

Kabir Ullah Khattak learned Additional Advocate General present.

Written reply on behalf of respondents was not submitted.

Notice be issued to parties for submission of written reply/comments.

Adjourned to 22.12.2020 before S.B.

(Rozina Rehman) Member (J)

22.12.2020

Appellant present through counsel.

Kabir Ullah Khattak learned Additional Advocate General for respondents present.

Representative of respondents is not available. Case is adjourned on the request of learned A.A.G with direction to submit reply/comments on 04.02.2021 before S.B.

(Rozina Rehman) Member (1)

04.02.2021

Junior to counsel for the appellant and Addl. AG for the respondents present. No representative of the respondents is in attendance.

Learned AAG is required to contact the respondents and furnish the requisite reply/comments on 01.04.2021 as last chance.

Chairman

03.07.2020

Learned counsel for the appellant present.

Contends that during the departmental proceedings no Charge Sheet or Show Cause Notice was ever served upon the appellant. The impugned order culminating from the proceedings was void-abinitio as no time period for reduction in pay was provided therein.

Instant appeal is admitted to regular hearing, subject to all just exceptions in view of the available record. The appellant is directed to deposit security and process fee within 10 days. Thereafter, notices be issued to the respondents. To come up for written reply/comments on 01.09.2020 before S.B.

acor hold

Chairman

01.09.2020

Counsel for the appellant present.

States that due to unavoidable circumstances, the appellant could not deposit security & process fee. He submitted an application for extension of time to deposit the same. Allowed. The appellant is required to deposit security and process fee within three working days from today. Thereafter, notices be issued to the respondents for submission of written reply/comments on 27.10.2020 before S.B.

Appellant Deposited
Security Process Fee

Chairman

Form- A

FORM OF ORDER SHEET

Court of	· · · · · · · · · · · · · · · · · · ·		,	
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, Ála	SO IO	. /2020		

Khattak Advocate may be entered in the Institution Register and put up to the Worthy Chairman for proper order please. REGISTRAR 96	The appeal of Mr. Azam presented today by Mr. Noor Muhamma Khattak Advocate may be entered in the Institution Register and put up t the Worthy Chairman for proper order please. REGISTRAR 966 This case is entrusted to S. Bench for preliminary hearing to be put up there on	1S.No.	Date of order proceedings	Order or other proceedings with signature of judge
Khattak Advocate may be entered in the Institution Register and put up to the Worthy Chairman for proper order please. REGISTRAR 966 This case is entrusted to S. Bench for preliminary hearing to be put up there on 03/07/2020.	Khattak Advocate may be entered in the Institution Register and put up to the Worthy Chairman for proper order please. REGISTRAR 966 This case is entrusted to S. Bench for preliminary hearing to be put up there on	1	2	3
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CHAIRMAN	CHAIRMAN			
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BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

APPEAL NO. <u>5679</u>/2020

AZAM

VS

POLICE DEPTT:

INDEX

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8	Vakalat nama	,	10.

APPELLANT

THROUGH:

NOOR MOHAMMAD KHATTAK ADVOCATE

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

APPEAL NO <u>5879</u>/2020

Khyber Pakhtukhwa Service Tribunai

Diary No. 4952

Dated 09/6/

Mr. Azam, Constable No.488,

District Swabi......APPELLAN

VERSUS

- 1- Inspector General of Police Khyber Pakhtunkhwa, Peshawar.
- 2- The Regional Police Officer, Mardan Region.
- 3- The District Police Officer, District Swabi.

.....RESPONDENT

APPEAL UNDER SECTION-4 OF THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL ACT, 1974 AGAINST THE IMPUGNED ORDER DATED 30.12.2019 WHEREBY MAJOR PENALTY OF REDUCTION IN PAY UP TO TIME SCALE HAS BEEN IMPOSED UPON THE APPELLANT AND AGAINST NO ACTION TAKEN ON THE REVISION PETITION OF THE APPELLANT WITHIN THE STATUTORY PERIOD OF NINTY DAYS.

PRAYER:

Registrar

That on acceptance of this service appeal the impugned orders dated 30.12.2019 and 07.02.2020 may very kindly be set aside and the respondents may please be directed to restore his original pay scale 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 the appellant was appointed as Constable in the respondent department and since his appointment he is performing his duty quit efficiently and up to the entire satisfaction of his superiors.

- 7- That appellant feeling aggrieved and having no other remedy but to file the instant service appeal on the following grounds amongst others.

ON GROUNDS:

- A- That issuing impugned orders dated 30.12.2020 and 07.02.2020 are against the law, facts, norms of natural justice and material 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 the Islamic Republic of Pakistan, 1973.
- C- That respondent department acted in arbitrary and malafide manner while issuing the impugned order dated 30.12.2019.
- D- That no charge sheet and statement of allegation has been served on the appellant before issuing the impugned order dated 30.12.2019.

- E- That no chance of personal hearing/defense has been given to the appellant as enshrined in the fundamental laws before issuing the impugned order 30.12.2019.
- F- That no fact finding/regular inquiry has been conducted in the matter before issuing the impugned order dated 30.12.2019.
- G- That the impugned order is violative of FR-29, therefore, the same is not tenable in the eye of law and liable to be set aside.
- H- That the appellant seeks permission to advance any other grounds at the time of hearing.

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

Dated: 08.06.2020.

AZAM

THROUGH:

NOOR MUHAMMAD KHATTAK

&

MIR ZĂMAN ADVOCATES

FINAL SHOW CAUSE NOTICE

A-(4)

Whereas you Constable Azam No.488, while posted to Police Post Azam Abad, have been found connivance with criminals and Non Custom Paid vehicles smugglers, which is highly against the discipline and amounts to gross misconduct.

In this connection you were charge sheeted and served with summary of allegation and DSP, Swabi, was appointed to conduct proper departmental enquiry. The enquiry officer held enquiry and submitted his findings, wherein, he found you Constable Azam No.488, guilty for the mis-conduct and recommended for Major punishment.

Therefore, it is proposed to impose Major/Minor penalty including dismissal as envisaged under Rules 4(b) of the Khyber Pakhtunkhwa Police Rules 1975

Hence, I, Imran Shahid, PSP,QPM, District Police Officer, Swabi in exercise of powers vested in me under Rules 5(3) of the Khyber Pakthunkhwa Police Rules 1975 call upon you Constable Azam No.488, to show cause finally as to why the proposed punishment should not be awarded to you.

Your reply should reach to the office of the undersigned within seven days of the receipt of this notice failing which it will be presumed that you have no explanation to offer.

the undersigned.

You are also at liberty to appear for personal hearing before

District Police Officer. Swabi.

WEST.





ORDER.

Constable Azam No.488, while posted to Police Post Azam Abad, have been found connivance with criminals and Non Custom paid vehicles smugglers, which is highly against the discipline and amounts to gross mis-conduct. Therefore, he was issued with Charge Sheet and Summary of Allegations and DSP, Swabi was appointed as enquiry officer to conduct departmental enquiry against him. The Officer conducted enquiry, collected evidence, recorded statements of all concerned, collected evidence and submitted his findings wherein he found Constable Azam No.488, guilty for the mis-conduct and recommended him for major punishment and by agreeing with him served Constable Azam No.488 with Final Show Cause Notice. His reply to the Final Show Cause Notice was received, perused and he was heard in Orderly Room, but his reply was found un-satisfactory.

Therefore, I, Imran Shahid, PSP,QPM, District Police Officer, Swabi, in exercise of the powers vested in me under Khyber Pakhtunkhwa Police Rules 1975, hereby re-instate Constable Azam No.488 in service from the date of his suspension and awarded Major Punishment of reduction in pay up to time scale, and his pay is released, with immediate effect.

O.B No. //42 Dated 30-12-/2019

Certified to be True Copy.

(Imran Shahid) PSP,QPM District Police Officer, Swabi.

OFFICE OF THE DISTRICT POLICE OFFICER, SWABI. No. 2680-84 /PA, dated Swabi, the 30/12 /2019.

Copies to the: -

1. DSP, H.Qrs, Swabi.

2. Pay Officer.

3. Establishment Clerk.

4. Fauji Missal Clerk.

5. Official concern.

ATTESTED

District Police Officer, Swabi.

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ORDER.

This order will dispose-off the departmental appeal preferred by Constable Agam No. 488 of Swabi District Police against the order of District Police Officer, Swabi, whereby he was awarded major punishment of reduction in pay up to time scale vide OB: No. 1142 dated 30.12.2019, on the allegations that he while posted at Police Post Azam Abad was found in active connivance with criminals and non custom paid vehicles smugglers.

Proper departmental enquiry proceedings were initiated against him. He was issued Charge Sheet alongwith Statement of Allegations and SDPO/ Swabi was nominated as Enquiry Officer. The Enquiry Officer after fulfillment all codal formalities submitted his findings wherein he recommended the delinquent official for major punishment.

He was issued Final Show Cause Notice to which his reply was received and found unsatisfactory.

Keeping in view the recommendations of enquiry officer and other material available on record, the delinquent Official was heard in Orderly Room held in the office of District Police Officer, Swabi, but could not produced any cogent reason in his defense. Therefore, the District Police Officer, Swabi awarded him a major punishment of reduction in pay up to time scale vide OB: No. 1142 dated 30.12.2019.

Feeling aggrieved from the order of District Police Officer, Swabi, the appellant preferred the instant appeal. He was summoned and heard in person in Orderly Room held in this office on 04.02.2020.

From the perusal of the enquiry file and service record of the appellant, it has been found that involvement of the appellant with criminals and non custom paid vehicles smugglers has been established. Besides, the appellant was posted at Police Post, Azam Abada District Swabi, whereas his presence within the territorial jurisdiction of Police Station Shahbaz Garh District Mardan in connection with carrying out gasht as admitted by him, clearly depicts his dubious character. Hence, the allegations leveled against the appellant have been proved beyond any shadow of doubt. Moreover, he could not present any cogent reason to werrant interference in the order passed by the competent authority.

Keeping in view the above, I, Sher Akbar, PSP S.St Regional Police Officer, Mardan, being the appellate authority, finds no substance in the appeal, therefore, the same is rejected and filed, being devoid of merit.

Order Announced.

Regional Police Officer,

Mardan.

No. 1388 ÆS. Dated Mardan the 07.

Copy forwarded to District Police Officer, Swabi for information and necessary w/r to his office Memo: No. 18/Insp: Legal dated 22.01.2020. His Service Record is returned herewith.

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VAKALATNAMA

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

	OF 2020
13am	(APPELLANT) (PLAINTIFF) (PETITIONER)
VERSU	<u>JS</u>
Police Depth:	(RESPONDENT)(DEFENDANT)
I/We	war to appear, plead, act, to arbitration for me/us as the above noted matter, ult and with the authority to rate Counsel on my/our cost. te to deposit, withdraw and ms and amounts payable or
Dated/2020	CLIENT ACCEPTED NOOR MOHAMMAD KHATTAK
•	SHAHZULLAH YOUSAFZAI
	MIR ZAMAN SAFI &
OFFICE: Flat No.4, 2 nd Floor, Juma Khan	AFRASIAB KHANWAZIR ADVOCATES
riacitorij 2 - 1 1001 j Sulha Milali	·

Flat No.4, 2nd Floor, Juma Khan Plaza, near FATA Secretariat, Warsak Road, Peshawar. Mobile No.0345-9383141

Before the physer presidenthia Sever lisan. perhavar. Appel No. 5678/2000 police Deft Hzam Application for granting further few days M Shewell 1) that the assessmentioned appeal is fixed! pending adjudication before the bogut Instand and fixed for bearing today dated 1-9-2020. 2) That the appellant levelant lubnit leving of proum few on due date due to anavoidable circumstance. 3) That additionally the appellant was severely tell because of which he couldn't falmet fewerly and process fee well writing time as well as leavings reading for from the perhavor. It is therefore, most humbly prayed that on auplance of this application offer appellant promy vory Omdby he provided/quen further few days for Insmission of the Swenig and prous fees. Applicant:
143 ans
Through
Mir Zamon Moloveola Deled: 1-9-200

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL Pakht

PESHAWAR.

Service Appeal No. 5678/2020.

Mr. Azam Khan Constable 488 Swabi...... Appellant

VERSUS

WRITTEN REPLY BY RESPONDENTS.

Respectfully Sheweth:

Preliminary Objections.

- 1. That the appellant has got no cause of action and locus standi to file the present appeal.
- 2. That the appeal is bad due to misjoinder and nonjoinder of necessary parties.
- 3. That the appeal is barred by law & limitation.
- 4. That the appellant has not come to this Tribunal with clean hands.
- 5. That this Hon'ble Tribunal has got no jurisdiction to entertain the present appeal.
- 6. That the instant appeal is not maintainable in its present form.
- 7. That the appellant concealed the material facts from this Hon'ble Tribunal.
- 8. That the appellant has been estopped by his own conduct to file the appeal.

REPLY ON FACTS.

- 1. Correct to the extent that the appellant was recruited as Constable in respondent department, but he was indifferent record (List of bad entries/punishments enclosed annexure "A").
- 2. Para No. 02 of appeal is incorrect. Appellant while posted at Police Post Azam Abad (PS Kalu Khan) Swabi was found involve an active connivance with criminals and non custom paid vehicles smugglers. On account of such misconduct, he was properly served with Charge Sheet/Summary of Allegations and proper departmental enquiry was initiated against him (Copies of Charge Sheet/Summary of Allegations are attached as Annexure B & C).

- 3. Para No. 03 of appeal is incorrect. Proper departmental enquiry was conducted, during which the allegations against appellant were proved. Consequent upon recommendations of Enquiry Officer, he was served with Final Show Cause Notice (Copies of Enquiry Report & Final Show Cause Notice alongwith reply are attached as Annexure D, E & F).
- 4. Para No. 04 of appeal is incorrect. The reply of Final Show Cause Notice was found unsatisfactory, however before awarding punishment, appellant was heard in person, but he could not present any cogent reasons in support of his innocence, therefore he was awarded/appropriate major punishment of reduction in pay upto time scale (Copy of order is attached as Annexure G).
- 5. Para No. 5 of appeal is correct to the extent of departmental appeal which was rightly rejected by the appellate authority on cogent and convincing grounds.
- 6. Para No. 6 of appeal is correct to the extent of filing of revision petition, which was decided on 16.11.2020 by the respondent No. 01 whereby the penalty of reduction in pay upto time scale was modified to reduction in pay upto time scale for the period of two years (Copy of order is attached as Annexure H).
- 7. That the instant appeal having no grounds is liable to be dismissed with cost.

GROUNDS.

- A. Incorrect. The orders of respondents are quite legal based on facts, justice and in accordance with law/rules.
- B. Incorrect. Appellant was treated in accordance with the law/rules. Respondents have not violated any provision of Constitution of Pakistan 1973.
- C. Incorrect. Respondents have provided all the opportunities of defense to appellant and issued order in accordance with rules without any discrimination or malafide.
- D. Incorrect. Proper Charge Sheet was served and after proper departmental enquiry, appellant was awarded/appropriate punishment which commensurate with a charges.
- E. Incorrect. All the opportunities of defense and personal hearing were provided to appellant during course of departmental action.
- F. Incorrect. Proper departmental enquiry was conducted during which appellant admits certain allegations, on account of which he was awarded major punishment (Copy of statement of appellant during enquiry is attached as Annexure H).
- G. Incorrect. The order of respondent No. 02 & 03 has already been modified by respondent No. 01 which is in accordance with the FR-29.
- H. That the respondents also seeks permission to advance further grounds at the time of arguments/hearing.

Prayer.

Keeping in view the above narrated facts, it is humbly prayed that the instant appeal being devoid of merits may very kindly be dismissed with costs, please.

Inspector General of Police, Khyber Pakhtunkhwa, Peshawar. (Respondent No. 1)

Deputy Inspector General of Police, Mardan Region-I Mardan (Respondent No. 2)

District Police Officer Swabi, (Respondent No. 3)

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR.

Service Appeal No. 5678/2020.

Mr. Azam Khan Constable 488 Swabi	Appellant
VERSUS	
Inspector General of Police, Khyber Pakhtunkhwa, Peshawar	
& 02 Others	Respondents.

POWER OF ATTORNEY.

We, the respondent No. 1 to 3 do hereby appoint Mr. Faheem Khan Inspector Legal Swabi as special representative on our behalf in the above noted appeal. He is authorized to represent us before the Tribunal on each and every date fixed and to assist the Govt: Pleader attach to Tribunal.

Inspector General of Police, Khyber Pakhtunkhwa, Peshawar. (Respondent No. 1)

Deputy Inspector General of Police, Mardan Region-I Mardan (Respondent No. 2)

District Police Officer Swabi, (Respondent No. 3)

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR.

Service Appeal No. 5678/2020.

Mr. Azam Khan Constable 488	Swabi	Appellant
¹.	VERSUS	
	i ·	
Inspector General of Police, Khyl	oer Pakhtunkhwa, Peshawar	·
& 02 Others		Respondents.

AFFIDAVIT:-

We the respondent No. 1 to 3 do hereby solemnly affirm and declare on oath that the contents of the written reply are correct/true to the best of our knowledge / belief and nothing has been concealed from the honorable Tribunal.

Inspector General of Police, Khyber Pakhtunkhwa, Peshawar. (Respondent No. 1)

Deputy Inspector General of Police, Mardan Region-I Mardan (Respondent No. 2)

District Police Officer Swabi, (Respondent No. 3)

15-CENSURES AND PUNISHMENTS.—Conted

Penalty of reduction in pay upto time.

Scale is noreby modified note reduction in pay upto time scale for a penad of two years by the PPO KPK Pesh viole order Endst No. 44949 deted 16-11-2020. (copy of order is attached).

OBNO. 1506 D+ 23-11-2020 or B

CHARGE SHEET

Whereas I am satisfied that formal enquiry as contemplated by Khyber Pakhtunkhwa Police Rules 1975 is necessary and expedient.

And whereas I am of the view that the allegations if established would call for Major/Minor penalty as defined in Rules 4(b) a & b of the aforesaid Rules.

Now therefore as required by Rules 6(1) of the aforesaid Rules I Syed Khalid Hamdani, PSP,QPM, District Police Officer, Swabi charge you Constable Azam No.488, on the basis of statement of allegations attached to this charge sheet.

In case your reply is not received within seven days without sufficient cause it will be presumed that you have no defence to offer and exparte action will be taken against you.

District Rolige Officer.

SUMMARY OF ALLEGATION.

It is alleged that Constable Azam No.488, of this District Police has been found in connivance with criminals and Non Custom Paid vehicles smugglers, which is highly against the discipline and amounts to gross mis-conduct; hence summary. of allegation.

Mr. Luqman Khan, DSP, Swabi, is appointed to conduct proper departmental enquiry against him.

District Coline

No. <u>98</u> /CC/PA: Dated: <u>961//</u> /2019

DY: No. 1040 DATED: > 7 / 11/ 2019.

SUBJECT: <u>DEPARTMENTAL ENQUIRY AGAINST CONSTABLE</u> MUHAMMAD AZAM POSTED TO POLICE LINES.

It is submitted that Departmental enquiry against the above named official was entrusted to the undersigned vide Endst: No. 88/CC/PA, dated 06-11-2019, the allegations are as under: -

SUMMARY OF ALLEGATIONS: -

It is alleged that Constable Azam No. 488, of this District Police has been found in connivance with criminals and Non Custom Paid vehicles smugglers, which is highly against the discipline and amounts to gross misconduct.

PROCEEDINGS: -

In this connection, the enquiry officer called the delinquent Constable Muhammad Azam to his office and enquired about the matter. The delinquent added in written that he was contacted by Sajjad and Shah Nawaz on behalf of DSP Shakeel Khan to come for gasht to PS Shehbazgari. He also disclosed that he was on Shabasi/earned leave on the night of occurrence, but in order to comply the directions of DSP Shakeel Khan, the delinquent reported in PS Shebazgari for the said purpose. He left for patrolling alongwith gunmen Shah Nawaz, Sajjad and Ismail in the official 'igo of DSP Shakeel Khan. It was also disclosed by the recorded statement of the delinquent he was called by DSP Shakeel khan to carry patre!ling with his gunmen because he was well aware of the vicinity.

Besides hearing and questing the alleged Police Official, the undersigned also surfaced some additional facts by surreptitious means regarding the constable and his previous service Moreover, an enquiry, in this regard, has already been conducted by SP Investigation Swabi who has clearly declared the delinquent.Constable guilty for the misconduct.

FINDINGS:-

Taking into consideration he above proceedings and other facts observed by the enquiry officer, it was discovered straight that the delinquent has committed full negligence while reporting himself for duty without departmental permission of his senior officer. DSP Ijaz Khan posted as SDPO Razzar, in PS Shehbazgari. Moreover, the undersigned also perused the earlier enquiry conducted by SP Investigat in Swabi, wherein there is a broad contradict in the statements of gunmen of SDPO Shehbazgari, Shakeel Khan and the delinquent Constable. SDPO Shakeel Khan has also showed unawareness about presence of the delinquent during patrolling. The

indersigned is also confident that the delinquent Constable is somehow involved in and connected with criminals and Non costume paid vehicles smugglers.

RECOMMENDATION: -

Following the finding, the instant enquiry is disclosed off with fact that the allegation proved against the delinquent Constable. He is, therefore, recommended for "Major punishment" if agreed, please.

> Sub-Divisional Police Officer, SWABI.

Jema FJCN Jpo Swedow Sofinish

FINAL SHOW CAUSE NOTICE

Whereas you Constable Azam No.488, while posted to Police Post Azam Abad, have been found connivance with criminals and Non Custom Paid vehicles smugglers, which is highly against the discipline and amounts to gross misconduct.

In this connection you were charge sheeted and served with summary of allegation and DSP, Swabi, was appointed to conduct proper departmental enquiry. The enquiry officer held enquiry and submitted his findings, wherein, he found you Constable Azam No.488, guilty for the mis-conduct and recommended for Major punishment.

Therefore, it is proposed to impose Major/Minor penalty including dismissal as envisaged under Rules 4(b) of the Khyber Pakhtunkhwa Police Rules 1975.

Hence, I, Imran Shahid, PSP,QPM, District Police Officer. Swabi in exercise of powers vested in me under Rules 5(3) of the Khyber Pakhtunkhwa Police Rules 1975 call upon you Constable Azam No.488, to show cause finally as to why the proposed punishment should not be awarded to you.

Your reply should reach to the office of the undersigned within seven days of the receipt of this notice failing which it will be presumed that you have no explanation to offer.

You are also at liberty to appear for personal hearing before

the undersigned.

District: Police: Officer,

Swabi.:

بحراه فار ل سوكاد نوش جاريم ما - موه مامد معروفه الم عن الل عمد الم عمد الم المرعم الم معرضت سن رسی و فرق استهائی اعل نداری اور اصف فر ان سه ادائی ب ار بناست بهاد ری اور دلسری می ساخد این و دوشی کو عبار در سعی کر من تی سے ۔ اورمن سائل کو اپنی کے عسرصہ مورک سے مختلف امداری ا 1200 - 100 (2000) (3000 اورس سائل بر و الروام سے نورسی سلسل سی من سائل ۔ مری ایس من سائل سے نورسی سلسل سی من سائل ۔ مری ایس من سائل سے نورسی سلسل سی من سائل ۔ مَعْنَ وَرَا مِنْ الْمُعْنَ الْمُعْنَ الْمُعْنَ الْمُعْنَ الْمَالِي الْمُعْنَ الْمُعْنَى الْمُعْنَى الْمُعْنَ الله الله الله المراع على المولى المولى على المولى على المولى على المولى على المولى على المولى المولى على المولى المولى على المولى المولى على المولى على المولى المولى المولى على المولى على المولى الم كوكي رعارت كي سي المرائد من من المرائد The sold of the so in or by a cital file in & distribution of the by the cital of the or of the by the cital of the by the by کفتر کی کاروائی کے داعل و فرز و مائی طاکر مسئی روفائل ۔ اس کے اس کی کاروفائل کے داعل و فرز و مائی طاکر مسئی روفائل ۔ 6 Cote (3) تالعدام اعمل مع معت بولن ممل كرن

OFFICE OF THE DISTRICT POLICE OFFICER, SWABI.

ORDER.

Constable Azam No.488, while posted to Police Post Azam Abad, have been found connivance with criminals and Non Custom paid vehicles smugglers, which is highly against the discipline and amounts to gross mis-conduct. Therefore, he was issued with Charge Sheet and Summary of Allegations and DSP, Swabi was appointed as enquiry officer to conduct departmental enquiry against him. The Officer conducted enquiry, collected evidence, recorded statements of all concerned, collected evidence and submitted his findings wherein he found Constable Azam No.488, guilty for the mis-conduct and recommended him for major punishment and by agreeing with him served Constable Azam No.488 with Final Show Cause Notice. His reply to the Final Show Cause Notice was received, perused and he was heard in Orderly Room, but his reply was found un-satisfactory.

Therefore, I, Imran Shahid, PSP,QPM, District Police Officer, Swabi, in exercise of the powers vested in me under Khyber Pakhtunkhwa Police Rules 1975, hereby re-instate Constable Azam No.488 in service from the date of his suspension and awarded Major Punishment of reduction in pay up to time scale, and his pay is released, with immediate effect.

O.B No. //43

Dated _______//7_/2019.

(Imran Shahid) PSP,QPM District Police Officer, Swabi.

OFFICE OF THE DISTRICT POLICE OFFICER, SWABI.

No. 2680-84/PA, dated Swabi, the 30/13 /2019.

Copies to the: -

- I., DSP, H.Ors, Swabi.
- 2. Pay Officer.
- 3: Establishment Clerk.
- 4. Fauji Missal Clerk.
- 5. Official concern.



OFFICE OF THE INSPECTOR GENERAL OF POLICE KHYBER PAKHTUNKHWA

PESHAWAR /20, dated Peshawar the 16/11/2020

ORDER

This order is hereby passed to Ospose of Revision Petition under Rule II-A of Khyber Pakhtunkhwa Police Rule-1975 (amended 2014) submitted by Constable Azam No. 488. The above named official was awarded penalty of reduction in pay uprollime scale by District Police Officer. Swabi vide OB No. 1142, dated 30.12.2019 on the allegation that he while posted at PP Azam Abad was found in active connivance with criminals and non-custom-paid vehicles smugglers. His appeal was rejected by Regional Police Officer, Mardan vide order Endst: No. 1388/ES, dated 07.02.2020.

Meeting of Appellute Board was held on 03.11.2020 wherein petitioner was heard in person. Petitioner denied the allegations leveled against him.

The Board is of the opinion that the penalty imposed on petitioner is liarsh and decided that penalty of reduction in pay upto time scale is hereby modified into reduction in pay upto time scale for a period of fwo years:

No. St 44 9/-9/20,

DR. ISHTIAQ AHMED, PSPUPPM Additional Inspector General of Police, HOrs: Khyber Pakhtunkhwa, Peshawar

Copy of the above is forwarded to the:

- 1. Regional Police Officer, Mardan. One Service Roll and one Fauji Missat containing departmental enquiry of the above named FC received vide your office Memo: No. 4687/ES. dated 29.07.2020 is returned herewith for your office record.
- 2. District Police Officer, Swabi. 🥖
 - 3. PSO to IGP/Khyber Pakhtunkhwa, CPO Peshawar,
 - AlG/Legal, Khyber Pakhumkhwa, Peshawar.
 - 5. PA to Addl: IGP/HQrs: Khyber Pakhtunkhwa, Peshawar.
 - 6. PA to DIG/HQrs: Khyber Pakhtunkhwa, Peshawar.
 - 7. Office Supdt: E-IV CPO Peshawar.

(ZAHOOR BAHAR AFRIDI) PSP

AIG/Establishment,

For Inspector General of Police, Khyber Pakhunkhwa, Peshawar,

Rhyber Palehtunkhwa Service Fribuma Peshawar CM No. /2022 in Appeal No. 5678/2020 Police Department Azam Application for inclusion of Newisional Application for inclusion of Newisional Appellate order dated 16.11.2020 in the memo of appeal. R. Sheweth: 1). That the above mentioned appeal is fixed for today i.e. 24.6.2022. 2). That during the course of arguments it came into the knowledge of the appell-and that the respondents has issued the henisional appellate order dated 16-11-22 whereby the penalty has been modified to the extent of period specification. 3). That for the interest of justice and fair play the appellant seeks the permissions of this august Tribunal for inclusion of the i'hid Revisional order dt: 16.11. 2020. It is therefore, most hably prayed that the levisional order dated 16.11.2020 may kindly be included/seconded in the heading, prayer and para-6 of the facts of the above montimed affect Through: Appellant Daded: 24.6.2022 Noter Mohamonal Achareate

Mer Malarmande scharach Freeholds Agused word in bolte me luded becould in the hoseling prayer and It is therefore anost haby proyed that the This here seemed cocker dt. 16.11. sero. of the august to burned for enclusion of the 3) That for the interest of justice and four to the extend of period specification. hewerend appellate order dated 16-11-22 and That the respondents has estuced the and the enoustedge of the appelle y had during the course of anguments it . mar 2.44.5. 14.6. more 1) that the above mentioned appeal is fried L. Sheweth: Appellade order dated 16.11.2020 en he Application for Inclusion of Rewisional Police Degenterent Moon Appear No 5678/2020 CM No. 12022 Peshawan E before The Why bex Palebundhus Lermice Indomes

FINAL SHOW CAUSE NOTICE

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Therefore, it is proposed to impose Major/Minor penalty including dismissal as envisaged under Rules 4(b) of the Khyber Pakhtunkhwa Police Rules 1975.

Hence, I, Imran Shahid, PSP,QPM, District Police Officer, Swabi in exercise of powers vested in me under Rules 5(3) of the Khyber Pakhtunkhwa Police Rules 1975 call upon you Constable Azam No.488, to show cause finally as to why the proposed punishment should not be awarded to you.

Your reply should reach to the office of the undersigned within seven days of the receipt of this notice failing which it will be presumed that you have no explanation to offer.

You are also at liberty to appear for personal hearing before

the undersigned.

District Police Officer, Swabi.

(un Sad.

عوا عار السيخان وارس عا- مول مامد معرف وعرف الم الم ال قومع ما مران مره بي الراعم ما رست من رسي و فوق اشان اعا ندري اور اهن قر في ما داى ب اور بها من بی مادری اور دلسری می سای این و بوتی کو عبا دی سوکر فعائی سے اورمن سائل کو اپنی کم عسر صرب ہوڑی سے قتلف اسدان الم min, 8-2, 1, 6, 1, 6, 1, 6, 2, 6, 1, 1862 اور من سر و اروام مع تواسی سلسل می من سائل عول ؟ ا المعران ووريد المرك مسم ك ينوت وثره من مامال فاون والم ما الموسي الموروار موقط - وزمان فالمون كول كمالي May and a chart of the dest of the contract of ijn graja o lustije ir sieby die cidet jih ir تالعدار اعظ هجه منعتى تولن من المراني

DY: No. 1040 DATED: > 7 / 11/.2019

DEPARTMENTAL ENQUIRY AGAINST CONSTABLE SUBJECT: MUHAMMAD AZAM POSTED TO POLICE LINES.

It is submitted that Departmental enquiry against the above named official was entrusted to the undersigned vide Endst: No. 88/CC/PA, dated 06-11-2019, the allegations are as under: -

SUMMARY OF ALLEGATIONS: -

It is alleged that Constable Azam No. 488, of this District Police has been found in connivance with criminals and Non Custom Paid vehicles smugglers, which is highly against the discipline and amounts to gross misconduct.

PROCEEDINGS: -

In this connection, the enquiry officer called the delinquent Constable Muhammad-Azam to his office and enquired about the matter. The delinquent added in written that he was contacted by Sajjad and Shah Nawaz on behalf of DSP Shakeel Khan to come for gasht to PS Shehbazgari. He also disclosed that he was on Shabasi/earned leave on the night of occurrence, but in order to comply the directions of DSP Shakeel Khan, the delinquent reported in PS Shebazgari for the said purpose. He left for patrolling alongwith gunmen Shah Nawaz, Sajjad and Ismail in the official 'igo of DSP Shakeel Khan. It was also disclosed by the recorded statement of the delinquent he was called by DSP Shakeel khan to carry patrelling with his gunmen because he was well aware of the vicinity.

Besides hearing and questing the alleged Police Official, the undersigned also surfaced some additional facts by surreptitious means regarding the constable and his previous service. Moreover, an enquiry, in this regard, has already been conducted by SP Investigation Swabi who has clearly declared the delinquent Constable guilty for the misconduct.

FINDINGS:

Taking into consideration he above proceedings and other facts observed by the enquiry officer, it was discovered straight that the delinquent has committed full negligence while reporting himself for duty without departmental permission o. his senior officer, DSP Ijaz Khan posted as SDPO Razzar, in PS Shehbazgari. Moreover, the undersigned also perused the earlier enquiry conducted by SP Investigas in Swabi, wherein there is a broad contradict in the statements of gunmen of SDPO Shehbazgari, Shakeel Khan and the delinquent Constable. SDPO Shakeel Khan has also showed unawareness about presence of the delinquent during patrolling. The

indersigned is also confident that the delinquent Constable is somehow involved in and connected with criminals and Non costume paid vehicles smugglers.

RECOMMENDATION:

Following the finding, the instant enquiry is disclosed off with fact that the allegation proved against the delinquent Constable. He is, therefore, recommended for "Major punishment" if agreed, please.

Sub-Divisional Police Officer, S W A B I.

18m FJCN

2/12/18 DDO zurapu

CHARGE SHEET

Whereas I am satisfied that formal enquiry as contemplated by Khyber Pakhtunkhwa Police Rules 1975 is necessary and expedient.

And whereas I am of the view that the allegations if established would call for Major/Minor penalty as defined in Rules 4(b) a & b of the aforesaid Rules

Now therefore as required by Rules 6(1) of the aforesaid Rules I Syed Khalid Hamdani, PSP,QPM, District Police, Officer, Swabi charge you Constable Azam No.488, on the basis of statement of allegations attached to this charge sheet.

In case your reply is not received within seven days without sufficient cause it will be presumed that you have no defence to offer and exparte action will be taken against you.

District Rolice officer,

يمان ازان الحنظ فان وله محرر فعيق منه بيان ستكيل مان قرلنرزسي الريساه لوزية الني رافي مواتا ار سان بها در de de ما در این در آب فورا معانه عبرار ا الرك وللراس رن من سب باشي برتفا- آرزري لعيل مرين بورا ما فسرسول . تما من ميل سي موجور شرر محاص ميليد كرارسة آك مادك سافتوعلافترس ست مرينگ . من سرز مرومنام ساه لواز سمار ، اسماعیل کرساتھ گاڑی سرفاری ویگو (vego) میں بیٹو کر رات میں سے کار جی ہوں کا سے سے کا اقریب اراز می قعانہ کی حدور میں گست كرك واس ان ورس كر خور حراكا - طكلا صاحب في اسلة مواريا مقا كر مس مانى عاده عرفه ره موا سول - ادر خوب اس المراقد سه واقف سول الی میرا بیان سے جور ررست ہے Jan M. 03009304053