# Form- A

# FORM OF ORDER SHEET

Court of	<u>-</u>
	•
Case No	1540/2022

S.No. Date of order proceedings with signature proceedings	e of judge			
1 2 3				
The appeal of Mst. Alia by post through Mr. Muhamm	a Jadoon resubmitted today mad Arshad Khan Tanoli			
Advocate. It is fixed for prelimin	nary hearing before touring			
Single Bench at A.Abad on				
	appellant and his counsel for the date fixed.  By the order of Chairman			
By the	REGISTRAR			
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The appeal of Mst. Alia Jadoon wife of Muhammad Iqbal r/o near Aliasi Masjid Nawansher Town Committee A.Abad received today i.e. on 13.10.2022 is incomplete on the following score which is returned to the counsel for the appellant for completion and resubmission within 15 days.

- 1- Copy of compulsory retirement and down gradation orders mentioned in the memo of appeal are not attached with the appeal which may be placed on it.
- 2- Copy of departmental appeal against the compulsory retirement order is not attached with the appeal which may be placed on it.

No. 2809 /S.T.

Dt. 13-10-12 /2022

REGISTRAR 7 SERVICE TRIBUNAL KHYBER PAKHTUNKHWA PESHAWAR.

M. Arshad Khan Tanoli Adv. High Court A.Abad

sir,

1- compulsory retirement
order is attached as
Annex-"c., page 11A & 11B
2. Dependenced appeal on
complusory retirement is
attached with Annex c
3. order of gradetin is already
placed at Annex c., Page 11
case is se. subjusted

Hotel 28/10/0022

Muhammad Arshad Khan Tanoli Advocate Supreme Court of Pakistan Office # 33 Jinnah Plaza Adjacent to

Cistt: Ear Abbottabad

# BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

Service Appeal No. 1540 /2022

Alia Jadoon wife of Muhammad Iqbal, resident of Near Aliasi Masjid, Nawansher Town Committee, Tehsil & District Abbottabad.

...APPELLANT

#### **VERSUS**

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

...RESPONDENTS

# SERVICE APPEAL

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$\frac{1}{2}$ .	Copy of the inquiry report	7-9	"A"
3.	Copy of vide impugned order dated 11/08/2021	10	"B"
4.	Copy of impugned order dated 02/11/2021	11	"C"
5.	Copy of departmental appeal	16013	"D"
6.	Wakalatnama	19	

:AliaJalcon ...APPELLANT

Through;

Dated: \_\_\_\_/2022

(Muhammad Arshad Khan Tanoli) Advocate Supreme Court of Pakistan At Abbottabad

# BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

Service Appeal No. 1540/2022

Alia Jadoon wife of Muhammad Iqbal, resident of Near Aliasi Masjid, Nawansher Town Committee, Tehsil & District Abbottabad.

...APPELLANT

### **VERSUS**

1. Govt. of Khyber Pakhtunkhwa, through Secretary, Elementary & Secondary Education, Khyber Pakhtunkhwa, Peshawar.

2. Director, Elementary & Secondary Education, Khyber Pakhtunkhwa, Peshawar.

3. District Education Officer Elementary & Secondary Education (Female), District Abbottabad.

...RESPONDENTS

SERVICE APPEAL UNDER SECTION 4 OF KPK **FOR** 1974, **ACT** TRIBUNAL **SERVICE** DECLARATION TO THE EFFECT THAT IMPUGNED INQUIRY NO.9925 DATED 02/11/2021 WHEREIN, COMPULSORY RETIREMENT OF THE APPELLANT WAS REDUCED TO MINOR PENALTY OF DEGRADING FROM SPST BPS-14 TO BPS-12 FOR THE PERIOD OF THREE YEARS WITH IMMEDIATE EFFECT VIDE IMPUGNED INQUIRY ORDER NO.9925 DATED 02/11/2021 REPORT

WHICH IS PERVERSE, DISCRIMINATORY
AGAINST THE LAW AND SAME IS LIABLE TO BE
SET-ASIDE.

PRAYER: ON ACCEPTANCE OF THE INSTANT SERVICE APPEAL, IMPUGNED ORDER DATED 02/11/2021 MAY GRACIOUSLY BE ORDERED TO BE SET-ASIDE AND RESTORE THE POST OF SPST BPS-14 OF THE APPELLANT WITH ALL SERVICE BACK BENEFITS.

Respectfully Sheweth,

That the facts forming the background of the instant service appeal are arrayed as under;-

1. That the appellant was compulsory retired from service on 20/05/2021 the appellant filed a application to the complete authority against the impugned compulsory retirement order 20/05/2021 on the representation of the appellant an inquiry was conducted and concluded on retirement may be reduced and degrade the appellant from SPST

# is attached as Annexure "A".

- 2. That after the receipt of inquiry report respondent No.3 wrote a letter to SDEO (Female), wherein the major penalty of compulsory retirement has been reduced into minor penalty of degrading of the appellant from the post of SPST BPS-14 to PST in BPS-12 for a period of 03 years. Copy of vide impugned order dated 11/08/2021 is attached as Annexure "B".
- 3. That, the appellant received the impugned order on 27/06/2022 as the said order was not provided to the appellant before this dated. However the appellant was verbally directed to take charge of the post. Copy of impugned order dated 02/11/2021 is attached as Annexure "C".
- 4. That, the appellant filed a departmental appeal on 27/06/2022. Copy of departmental appeal is attached as Annexure "D", but respondents' department did not reply to the appellant so far.

  Therefore, the instant service appeal is filed inter-alia on the following grounds.

BPS-14 to PST BPS-12. Copy of the inquiry report is attached as Annexure "A".

- 2. That after the receipt of inquiry report respondent No.3 wrote a letter to SDEO (Female), wherein the major penalty of compulsory retirement has been reduced into minor penalty of degrading of the appellant from the post of SPST BPS-14 to PST in BPS-12 for a period of 03 years. Copy of vide impugned order dated 11/08/2021 is attached as Annexure "B".
  - 3. That, the appellant received the impugned order on 27/06/2022 as the said order was not provided to the appellant before this dated. However the appellant was verbally directed to take charge of the post. Copy of impugned order dated 02/11/2021 is attached as Annexure "C".
  - 4. That, the appellant filed a departmental appeal on 27/06/2022. Copy of departmental appeal is attached as Annexure "D", but respondents' department did not reply to the appellant so far. Therefore, the instant service appeal is filed inter-alia on the following grounds.

#### GROUNDS:-

- a) That, the impugned order dated 02/11/2021 is illegal, against the law and the degradation of the appellant from service BPS-14 to BPS-12 is not maintainable at law and impugned order dated 02/11/2021 is liable to be set aside.
- b) That, as per E&D Rule 2011 no minor penalty exists mentioned in the impugned order U/S "4" (1) (a) (I) and (II)" as per law mentioned the post of the employee is not regarding degrading of.
- is based on whims and whishes of respondent No.3 and the punishment awarded to the appellant vide impugned order dated 02/11/2021 is not covered under the head of minor penalty mentioned in E&D Rule 2011. Therefore, the impugned order dated 02/11/2021 is liable to be set aside.

- d) That the Honourable Tribunal has jurisdiction to entertain the present appeal under Article 212 of the constitution of Islamic Republic of Pakistan 1973.
- e) That the other points shall be argued at the time of arguments.

It is, therefore, humbly prayed that on acceptance of the instant service appeal, impugned order dated 02/11/2021 may be graciously be ordered to be set-aside and restore the post of SPST BPS-14 of the appellant with all service back benefits.

APPELLANT

Thr Dated: /2022

Through;

hammad Archad Khan Tanoli) ocate Supreme Court of Pakistan

At Abbottabad

#### **VERIFICATION:-**

Verified on oath that the contents of foregoing appeal are true and correct to the best of our knowledge and belief and nothing has been concealed therein from this Honourable Tribunal.

...APPELLANT

# BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR

Service	Appeal	No.	/2022
	P P		

Alia Jadoon wife of Muhammad Iqbal, resident of Near Aliasi Masjid, Nawansher Town Committee, Tehsil & District Abbottabad.

...APPELLANT

#### **VERSUS**

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

...RESPONDENTS

# SERVICE APPEAL

## <u>AFFIDAVIT</u>

I, Alia Jadoon wife of Muhammad Iqbal, resident of Near Aliasi Masjid, Nawansher Town Committee, Tehsil & District Abbottabad, do hereby solemnly affirm and declare that the contents of foregoing appeal are true and correct to the best of my knowledge and belief and nothing has been concealed therein from this Honourable Tribunal.

Alig Tacker DEPONENT



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# OFFICE OF THE EX. DISTRICT EDUCATION OFFICER (MALE) K.P KOHISTAN

The Honorable Director E&SED.

Khyber Pakhtunkhwa Peshawar.

Subject: Fact finding inquiry in respect of Ms. Alia Indoor SPST GGPS Chana Kari, District Abbottobod regarding her Compulsory Retirement by DEO (F) Abbottobud.

#### Memo:

In compliance of your office notification No. 9419-20/F.NO.364/F.Apeal/Atd. Dated Peshawar the 09.05.2021 on the subject cited above. The undersigned visited the DEO (F) Abbottabad office on 16<sup>th</sup> and 17<sup>th</sup> June, 2021 after proper intimation to the above mentioned female teachers and the DEO (F) Abbottabad Vide letter no.01 and 02 dated 15.6.2021(Annex.01) to probe into the matter.

#### Brief History.

District Education Officer (F) Abbottabad, the competent authority vide Notification No. 4658-65 dated 20.5.2021, imposed major penalty of Compulsory Retirement as per rule 4(b) of EBD rules 2011, vide notification no.4658-65 dated 20.5.2021, upon Ms. Alia Jadoon ,SPST GGPS Chonakari Abbottabad due to her long and habitual absence from her duty as reported by SDEO Abbottabad and circle ASDEO Abbottabad in the light of a fact finding linguity.

The teacher concern used her right of appeal before the Director E&SED Peshawar, the appellate Authority as per rule and before deciding the case the respected Director E&SED decided to further probe into the matter and directed—the undersigned to probe into the matter.

#### Procedure

- The respected teacher Ms. Alia Jadoon was requested through letter to submit her written defense and appear before inquiry officer in the presence of representative of the DEO (F) Abbottabad in the office of DEO (F) Abbottabad.
- The DEO (F) Abbottabad was requested by letter to nominate a representative to provide the relevant record in this regard.

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- 3. The Teacher Miss Alia Jadoon was given a conductive environment of personal hearing to cross examine the record and allegations in the presence of representative of DEO(F) Abbottabad. (Annex-2).
- 4. The written statements of SDEO ATD and the circle ASDEO ATD against Miss Alia Jadoon were examined and discussed during the personal hearing of the respected Teacher Miss Alia Jadoon.
- The Circle ASDEO ATD briefed the undersigned regarding the late coming of the Teacher Miss Alia Jadoon during her visit to her school.
- 6. All the relevant record, photocopies of relevant documents, EMA report \_\_\_\_\_ and supportive environment provided by representative of DEO were carefully observed.
- 7. Interviews and Briefings.

#### FINDINGS:

- 1. A fact finding inquiry regarding habitual absentees of Miss Alia Jadoon SPST was conductive one and a half year ago before the latest proceedings that is on 10-01-2020 and inquiry report submitted on 04-05-2020 by the inquiry officer in which the inquiry officer recommended of proceeding against the mentioned Teacher but as proceeding was initiated in the light of recommendation of inquiry till 09-03-2021 when a show cause notice was served to the concern Teacher for her absence from duty for one day on the report of SDEO ATD.
- 2. A personal hearing of the concern Teacher was conductive on 11-05-2020 without any show cause notice and this personal hearing even was not decided by the competent authority till a fresh show cause notice for absence from duty of a single day i.e. 16-02-2021 as reported by SDEO ATD. A personal hearing for a committee rather the DEO herself, was conductive on 29-03-2021 and final decision of major penalty of compulsory retirement of the concern Teacher was imposed by the competent authority.
- 3. No formal inquiry with clear charge sheet and statement of allegations, observing all steps / formalities of the regular / formal inquiry was conducted by the competent authority in the light of fact finding inquiry before imposing major penalty which can easily be challenged in any court of law and may be a source of ill reputation for education department.
- 4. As per written and verbal statement of the concern Teacher Miss Alia Jadoon she has never been habitual absent from her duty and as her mother is seriously ill and she as to take care of her medicine that is why she often come late to school (Annex-3).
- 5. The undersigned found a difference between written and verbal statement of the circle ASDEO about habitual absenteeism of the Teacher concern as according to the.

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verbal statement of circle ASDEO Ms. Alia Jadoon was late comer only due to the serious illness of her mother, rather than habitual absent. (Annex.4)

- As per report of the SDEO and the teacher concern was habitual absent.
- 7. Though the teacher concern was reported to be irregular, least interested in her professional duties and latecomer to school as per report of EMA, SDEO atd, Circle ASDEO, inquiry officers as well as her head teacher but it seems that she was not proceeded as per E&D rules 2011 especially for imposing major penalty, also there exists a difference between written and verbal statements as observe during personal hearing.

#### Recommendations

1. The teacher concerned be reinstated in service and the competent authority i.e the DEO (F) Abbottabad be directed to conduct a formal. De novo inquiry with clear charge sheet and statements of allegation and observing all the formalities/steps of regular/formal inquiry in the light of the fact finding inquiry before final decision of Imposing any major penalty as per rule 4(B) of E&D rules 2011 or new E&D rules 2020 in the light of recommendations of the regular/formal inquiry report if so recommended,

OR

- 2. The major penalty of compulsory retirement be reduced to Miner penalty of degrading the teacher concern from SPST 85-14 to PST 85-12 for a period of three years if agree please.
- 3. All the respected DEOs male and female be directed to conduct a regular inquiry before imposing any major penalty except for long absenteeism for which rule 9 of E&D rules 2011 can be applied without formal inquiry please.
- 4. A format of, Notice of being proceeded, charge sheet and statements of allegation with constitution of inquiry committee and final show cause notice be circulated in official WhatsApp groups for capacity boosting of respected DEOs please.

Submitted for your kind perusal and necessary action please.

/Dated 7/7

**Muhammad Ashraf** Ex. DEO KP

deokpk@gmail.com

Cell. 03015712960

ili Plaza Adili



## DIRECTORATE OF ELEMENTARY & SECONDARY EDUCATION KHYBER PAKHTUNKHWA PESHAWAR

/.FNo.364/F/Appeal A.abad No. 161 Dated Peshawar the

To

The District Education Officer, (Female) Abbottabad

Subject:-

INQUIRY REPORT

I am directed to refer to the subject cited above and to enclose herewith a copy of enquiries report carried out by Mr. Muhamamd Ashraf Ex-DEO Male appeals Mst. Alia Jadoon Ex-PST GGPS, Choona Kari District Abbottabad and Mst. Farah Irshad Ex-PSHT, GGPS Shadaiyal District Abbottabad and to ask you to implement the recommendations of the enquiry officer.

Endst No.

Assistant Director (Female) E&SE Khyber Pakhtunkhwa,

Copy of the above is forwarded to the: 1. PA to Director E&SE KPK Peshawar.

> Assistant Director (Female) E&SE Khyber Pakhtunkhwa,

D/Zubair/Munaw

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Annex- B

OFFICE OF THE DISTRICT EDUCATION OFFICER (FEMALE) ABBOTTABAD	1
No. 9925	
Dated: 2 1/ /2021	1 1
992-342533, 0992-342314	1
Deofemale abbottabad@gmail.com	
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То	
The SDEO (Female),	
Abbottabad.	
Subject: INQUIRY REPORT.	
Subject: ************************************	
Memo;	
2014 /F N 2014 /F /Ammonl A Ahad dated 14-09-2021	
Reference letter No.8794/F.No.364/F/Appeal A, Abad dated 14-09-2021	
received from the office of Deputy Director E&SE Khyber Pakhtunkhwa, you are	
directed to implement the recommendation of inquiry Officer that. "The Major penalty	
of compulsory retirement is reduces to Minor penalty of degrading Mst. Aliya Jadoon	. ,
from SPST BPS-14 to PST BPS-12 for the period of three years" with immediate effects.	
TOTAL CONTROL OF THE PROPERTY	
DISTRICT EDUCATION OFFICER	
(FEMALE) ABBOTTABAD	1
21/11/2	7
Endst No: Dated:	
Communication	
1. The Director, Elementary & Secondary Education Knyber Pakhtunkhwa	
2. SDEO (F) Abbottabad with direction to initiate the process of down grading.	
3. District Monitoring Officer Abbottabad.	
OCC Albantahad	
4. District Account Office Abbottabad. 5. ASDEO (F) concerned.	

6. Mst. Alia Jadoon,

7. Office copy.

DISTRICT EDUCATION OFFICER (FEMALE) ABBOTTABAD

P-11-A

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	examined the case official concerned h	as failed to de	fend the charges	levelled	ist her,	and clearly	stated that
	AND WHEREAS: M cause notice under AND WHEREAS: vo	st: Aliya Jadoo	n SPST GGPS Ch	Jona Par	against		
	cause notice under	No: 2628-32 d	ated: 09-03-202	ona Kar 1	i, nas be	en served v	Alta = snow
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Hines - D بخدمت جناب ڈ ائر یکٹر صاحب ابتدائی وٹانوی ایجولیشن خیبر بختی ٹواپشاور ورخواست بمرادا بیل برخلاف انگوائری رپورٹ لینزنمبر 9925 مورخہ 2021-11-02 مجاریہ DEOF ایبٹ آباد

جناب عالى!

یے کومن سائلہ محکم تعلیم ضلع ایب آباد میں بطور 14 SPST/BPS میں ایسے فرائض منصی سرانجام دے ری کھنو۔

ئے کہ آفیسر مجاز نے من سائلہ کو تاخیر سے آنے پرغیر حاضر قرار دہیتے ہوئے Panalty دیتے ہوئے جبری صیفے رکر دیاجس کی نقل یعنی جبری ریائز ڈ کی کالی درخواست کے ساتھ لف ہے۔

بركسائل نے اپنے جبرى ريٹائرمنٹ كے جواب ميں اپنا جواب داخل كيا، دائرى نمبر 205 ہے۔

ریکسائلہ کو SDEO صاحبہ نے جوکہ پہلے ایب آبادیس بطور SDEO کام کرتی ری تھیں دزیر تعلیم کے حکم سے اپہلے اپر دیر پھراپنی بھانجی سرنسی فعنل کے بھائی کی تک صلی مسل مسلام ان ر جو که مشخول سیٹ پرتعینات بیں کی سفارش پراب بیندرہ دن کے اندراندر مانسپرہ ڈسٹر کٹ میں بطور SDEO کام کرر ہی ہیں۔انہوں نے خالصتا کوئی دیریند دشمنی کی بنا يرجمين جبرى ريثا نزو كميا.

جناب عالى!

آپ سے درخواست ہے کہ دوران سکول معائندد پر سے آنے پر مجھے غیر حاضر قراردے کر مجھے کردنا کی تعطیلات میں 20 مئی 2021 کوجبری ریٹائر منٹ کاحکم پنتی نوٹیفکیٹن جاری کردیا، بغیر کسی شوکا زے اور بغیر کسی حکم کے ۔ اور گیٹر کمبر 2014-20/F. No 364/F/AppealAtd, Dated 09-06-2021

ڈ اتریکٹر ایجوکیشن پر ائمری نے انگوائزی مقرر کی جو کہ مورجہ 02 نومبر 2021 کودیر کے ڈائریکٹر نے جناب اشرف صاحب نے کی بھر ہماری SDEO صاحب نا تید نصل نے ٹرانسفرایرد پر مونے کے باوجودسیٹ پر پیٹی رہیں اور کیم نومبر کومس عالیہ جدون کو Re Adjust کانوٹفکیٹ ماری کیا مجھ گریڈ 14 سے گریڈ 12 ٹیل کر كے ایردیریں چارج سنجال لیا۔

میں یعنی عالیہ عبدون نے ڈائر یکٹر کواپنی طرف سے اپیل کی جس کا جواب ابھی تک ڈائر یکٹر صاحب پشاور نے بند یا۔

DEO صاحبه کی اسسٹنٹ میڈمنورین کو RTI کے ذریعے جوانگوائزی مقرر کی گئی اس کی کا پی طلب کی جس کی ڈائزی نمبر 3610 ہے جو کہ ایسی نک وسول نے ہوگی۔ جناب عالى!

مجھےMajor Panalty سے تکال کر پھرے گریڈ 14 میں بحال کیاجائے۔اگر تخواہ ہے کٹوتی کی جائے تو مجھے کوئی اعتراض نہ دگا۔ ( اور مربر می ٹھالی 20 مربی سائلہ تا عُمرآب کے بلندا قبال کے لیے دُ عا گور ہے گی ليع في يَكُم لُوْسَرِى تَسْخُ الصِّيرِي

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گورنمنٹ پرائمری سکول چونا کاری نواں شہر ار 🛪 7 🖒

27/6/22

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باعت لحرياتك

مقدمہ مندرجہ میں اپنی طرف سے واسطے پیروی و جواب دہی کل کاروائی متعلقہ آل مقام M. Asshad Klan Janal Adv S-L کو دکیل مقرر کر کے اقر ارکرتا ہوں کہ صاحب موصوف کو مقدمہ کی کل کاروائی کا کامل اختیار ہوگا نیز وکیل صاحب موصوف کوکرنے راضی نامہ وتقرر الن و فیصلہ برحلف و دینے اقبال دعویٰ اور بصورت دیگر ڈگری كرانے اجراء وصولى چيك روبيه وعرضى دعوىٰ كى تقىدىق اوراس پرد شخط كرنے كا اختيار ہو گااور بصورت ضرورت مقدمہ مذکور کی کل یا کسی جزوی کاروائی کے لئے کسی اوروکیل یا مختارصا حب قانونی کواپنے ہمراہ اپنی بجائے تقرر کا اختیار بھی ہوگا ورصاحب مقرر شدہ کو بھی وہی اور ویسے ہی اختیارات ہوں گے اور اس کا ساختہ پرداختہ مجھ کومنظور وقبول ہوگا۔ دوران مقدمہ جوخر چدو ہر جاندالتوائے مقدمہ کے سبب ہوگاس کے مستحق وکیل صاحب ہوں گے۔ نیز بقایار قم وصول کرنے کا بھی اختیار ہوگا۔ اگر کوئی پیشی مقام دورہ پر ہویا عدے باہر ہوتو وکیل صاحب موصوف پابند ہوں گے کہ پیروی مقدمہ فدکورہ کریں اور اگر مختار مقرر کردہ میں كوئى جنوبقايا بوتويك لل حليكم وصوف مقدمه كى پيروى كے يابندنه بول كے نيز درخواست بمراد

برستاكست نالش بالصيغهر كالمرائخ اوراس كى پيروى كابھى صاحب موصوف كواختيار ہوگا۔

Lyshard Hem Farel

وقاص فو نومثيث بجرى (ايبث آباد)