#### Service Appeal No. 1485/2019

- 1. Mr. Abdul Saboor Khan, Advocate for the appellant present.

  Mr. Kabir Ullah Khattak, Additional Advocate General for respondents

  present. Arguments heard and record perused.
- 2. Vide our detailed judgement containing 05 pages, placed in connected Service Appeal No. 1400/2019 titled "Sharafat-un-Nisa Vs. Director Elementary & Secondary Education Peshawar and one other", we arrived at the conclusion that the appeal in hand is allowed and the case is remitted back to the department for denovo inquiry with the direction that the appellant should be associated in the inquiry. A detailed, self contained inquiry, fulfilling all codal formalities should be completed within sixty days of the receipt of this judgment. The appellants are reinstated in the service for the purpose of denovo inquiry. The issue of back benefits shall be subject to the final outcome of the denovo inquiry. The respondents shall intimate the date of receipt of judgement to the Registrar of this Tribunal and also the result of the inquiry. Parties are left to bear their own costs. Consign.
- 3. Pronounced in open court in Abbotabad and given under our hands and seal of the Tribunal on this 22<sup>nd</sup> day of September, 2022.

(FAREEMA PAÚL)

Member (E)

(Camp Court Abbottabad)

(KALIM ARSHA

Chairman

(Camp Court Abbottabad)

22.12.2021

Learned counsel for the appellant present and stated that security and process fee have not been deposited due to having no knowledge of the same and in this respect, he submitted an application for allowing him to deposit the same. The application is placed on file in connected Service Appeal No. 1483/2019, which is accepted and the appellant is directed to deposit security and process fee within seven working days from today. After the requisite deposit, notices be issued to the respondents for submission of written reply/comments on 17.02.2022 before the S.B at Camp Court Abbottabad.

Selective a Process Fee

(Salah-Ud-Din) Member (J) Camp Court Abbottabad

21<sup>st</sup> July 2022 Counsel for the appellant present. Mr. Kabirullah Khattak, Addl: AG and Mr. Noor Zaman Khattak, District Attorney alongwith Mr. Shah Wali Ullah, Computer Operator for the respondents present.

Written reply on behalf of the respondents not submitted. Representative of the respondents seeks time to submit written reply/comments. Last chance is given to the respondents to submit written reply/comments within fifteen days in office, failing which their right for submission of written reply shall be deemed as struck of. To come up for arguments on 22.09.2022 before D.B at camp court Abbottabad.

9

(Kalim Arshad Khan)
Chairman
Camp Court Abbottabad

17.03.2021 Appellant present through counsel. Preliminary arguments heard. File perused.

Points raised need consideration. Appeal is admitted to regular hearing subject to all legal objections. Appellant is directed to deposit security and process fee within 10 days. Thereafter, notices be issued to respondents for reply/comments. To come up for written reply/comments on 13.07.2021 before S.B at Camp Court, Abbottabad.

(Rozina Rehman) Member (J)

Camp Court, A/Abad

13.07.2021

Due to cancellation of tour, Bench is not available. Therefore, case to come up for the same as before on 13.10.2021.

Reader

13.10.2021

None is present on behalf of the appellant.

Security and process fee have not been deposited, therefore, notices could not be issued to the respondents. Notice be issued to the appellant/counsel to deposit the security and process fee within 07 days. Thereafter, notices be issued to the respondents for submission of written reply/comments on next date positively, otherwise their right for submission of written reply/comments shall be deemed as struck off. Case to come up on 22.12.2021 before the S.B at at camp court, Abbottabad.

Camp Court, A/Abad

Due to covid ,19 case to come up for the same on / at camp court abbottabad.

Reader

Due to summer vacation case to come up for the same on

rQ + Q + W at camp court abbottabad.

18.09.2020

Appellant has not forth come in person however, the clerk of the counsel did appear. According to him Mr. Abdul Saboor Khan learned counsel for the appellant has proceeded to District Kohistan for attending a case in the Model Court situated there, therefore, requested for adjournment. The appeal is adjourned to 14.12.2020 on which to come up for preliminary hearing before S.B at Camp Court, Abbottabad.

(MUHAMMAD JAMAL KHAN)
MEMBER
CAMP COURT ABBOTTABAD

## Form- A

# FORM OF ORDER SHEET

Court of	· 		
•			
Case No		1485/ <b>2019</b>	

	Case No	1485/2019
S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1 .	2	3
1-	04/11/2019	The appeal of Mst. Shaheen Zameer received today by post through Mr. Abdul Saboor Khan Advocate may be entered in the
		Institution Register and put up to the Worthy Chairman for proper order
		please.
2-1		REGISTRAR OVIIIIS  This case is entrusted to touring S. Bench at A.Abad for
;		preliminary hearing to be put up there on $24 - 1 - 20$
:		
		CHAIRMAN CHAIRMAN
;		
	24.01.2020	Clerk to counsel for the appellant present and seeks
, ,		adjournment on the ground that learned counsel for the
		appellant is not in attendance. Adjourn. To come up for
	•	preliminary hearing on 20.03.2020 before S.B at Camp
		Court Abbottabad.
		Member Camp Court, A/Abad
	,	
•		

Service appeal No 485 of 2019

Mst. Shaheen Zameer ......Appellant

# **VERSUS**

Director Elementary and Secondary Education Peshawar etc ..... **Respondents** 

## **APPEAL**

### **INDEX**

S#	Description of documents	Annexure	Page#
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2.	Affidavit /	_	7 .
3.,	Correct address of Parties	<u>-</u>	- 8
4/.	Copies of Medical Certificate and release of pay Certificate	"A"	9-10
7.	Copy of impugned order dated 20.04.2019.	"B"	11-12
8.	Copies of Departmental appeal and impugned order dated. 08.10.2019.	"C&D"	13-14
9	Wakalt Nama	, _	15

Dated 29.10.2019

SHAHEEN ZAMEER
(Appellant)

Through:-

ABDUL SABOOR KHAN Advocate High Court

Service appeal No 48 of 2019
Service Tribunal

Diary No. 1547

Mst, Shaheen Zameer, Ex-Primary School 24 School, Loohi Dader Abad, Tehsil Dassu, District Kohistan upper.

.....Appellant

## **VERSUS**

1) Director Elementary and secondary Education Peshawar.

2) District Education officer (Female) Kohistan at Dassu.

.....Respondents

Fledto-day
Registrar

APPEAL UNDER SECTION 4 OF KPK SERVICE TRIBUNAL, ACT, AGAINST THE IMPUGNED ORDERS NO 1198-1210 DATED 20.04.2019 AND 6802 DATED 08.10.2019, PASSED BY RESPONDENTS WHEREBY **MAJOR** PENALTY OF REMOVAL **FROM** SERVICE OF APPELLANT ON GROUND OF ALLEGED UNSPECIFIED ABSENCE FROM DUTY WAS IMPOSED AND UPHELD.

#### PRAYER:-

On acceptance of the instant service appeal, the impugned orders bearing No 1198-1210 dated 20.04.2019 and 6802 dated 08.10.2019, passed by respondents may kindly be set-aside declaring them illegal, void and against the law on the subject and appellant be re-instated into service with all back benefits.

#### Respectfully Sheweth:-

1. That, appellant was appointed in a prescribed manner by competent authority against the post of Primary school Teacher vide appointment order dated 21.04.2017.

(Copies of Medical Certificate & Release of pay Certificate are annexed as Annexure "A").

2. That, all of a sudden, respondent No 02 without citing any reason and intimation straightaway, with a single stroke of pen imposed Major penalty of removal from service upon appellant w.e.f. 01.01.2019 on the ground of alleged unspecified absence from duty, vide impugned order No. 1198-1210 dated 20.04.2019.

(copy of impugned order dated 20.04.2019 is annexed as Annexure "B").

appeal on dated 15.05.2019, with respondent No 02, which was rejected vide impugned combined order no 6802 dated 08.10.2019. Which too was rejected without hearing the appellant.

(Copies of Departmental appeal dated 15.05.2019 and impugned order dated. 08.10.2019 are annexed as Annexure "C&D" respectively).

4. That, felling aggrieved from the impugned orders dated 20.04.2019 and 08.10.2019, appellant having no other remedy files the present service appeal before this Honourable Tribunal for interference inter alia, on the following amongst other grounds.

## **GROUNDS:-**

- A) That, appellant never remained absent as alleged and the entire illegal proceedings were carried out fictitiously, while sitting in office by respondent No 02 out of mala-fide.
- B) That, before imposing the impugned penalty, no publication as required under rule 9 of E&D, Rules, 2011, was ever made in the leading newspapers, commonly available in the District of the appellant. The reference of news

•

papers publication in the impugned order are not commonly available in the area of the appellant, hence, the impugned order is wholly illegal, unlawful, without lawful authority and of having no legal effect.

- C) That, no show cause notice was ever issued and the entire proceedings were fictitiously conducted by respondent No 02 at the back of the appellant.
- D) That, no inquiry into the alleged allegations was ever conducted and the impugned penalty was imposed without having the allegations proved.
- E) That, appellant was never confronted with the alleged allegations at any point of time, condemning her unheard.
- F) That, before passing the impugned order, appellant was not put on notice to present his view point/explanation under the Doctrine of **AUDI AULTERM PARTEM**, hence, the impugned order is not sustainable and maintainable under the law on this very sole ground.
- G) That, no evidence worth name was attempted to collect by respondent No
   02 against the appellant for alleged absence from duty and he has been

condemned on flimsy and perverse grounds with mala-fide intention.

- H) That, appellant had a long unblemished service record at her credit and she has been removed from service with a single stroke of pen without observing due process of law and having the allegations proved.
- I) That, no complaint was ever filed by any one against the appellant for her being absent from duty as alleged on any working day with any authority.
- J) That, the impugned order on its very face value, is illegal, unlawful, without lawful authority, without jurisdiction and of having no legal effect.

#### PRAYER:-

On acceptance of the instant service appeal, the impugned orders bearing No 1198-1210 dated 20.04.2019 and 6802 dated 08.10.2019, passed by respondents may kindly be set-aside declaring them illegal, void and against the law on the subject and appellant be re-instated into service with all back benefits.

Dated 29.10.2019

Shaheen Zameer (Appellant)

Through:-

ABDUL SABOOR KHAN ADVOCATE HIGH COURT

#### **VERIFICATION:**

I, Mst. Shaheen Zameer, Ex-Primary School Teacher at Government Girls Primary School, Loohi Dader, Tehsil Dassu, District Kohistan upper, do hereby solemnly affirm and declare that the contents of fore-going Appeal are true and correct to the best of my knowledge and belief and nothing has been concealed or suppressed form this Honorable Tribunal.

SHAĤEEN ZAMEER (DEPONENT)

Service appeal No \_\_\_\_\_of 2019

Mst. Shaheen Zameer ...... Appellant

## **VERSUS**

Director Elementary and Secondary Education Peshawar etc ..... **Respondents** 

# <u>APPEAL</u> AFFIDAVIT

I, Mst. Shaheen Zameer, Ex-Primary School Teacher at Government Girls Primary School, Loohi Dader, Tehsil Dassu, District Kohistan upper, do herby solemnly affirm and declare on oath that the no such subject matter appeal has ever been filed before this honorable court nor pending nor decided. That the contents of foregoing affidavit are true and correct to the best of my knowledge and belief and nothing has been concealed or suppressed from this Honourable tribunal.

Dated: 29.10.2019

SHAHEEN ZAMEER
(DEPONENT)



Service appeal No \_\_\_\_\_of 2019

Mst. Shaheen Zameer ,.....Appellant

## **VERSUS**

Director Elementary and Secondary Education Peshawar etc ......**Respondents** 

#### **APPEAL**

#### CORRECT ADDRESSES OF THE PARTIES

#### APPELLANT:

Mst, Shaheen Zameer, Ex-Primary School Teacher at Government Girls Primary School, Loohi Dader, Tehsil Dassu, District Kohistan upper.

#### **RESPONDENTS:**

- 1) Director Elementary and secondary Education Peshawar.
- 2) District Education officer (Female) Kohistan at Dassu.

Dated 29.10.2019

SHAHEEN ZAMEER

(Appellant)

Through:-

ABDITL SABOOR KHAN
Advocate High Court

tested MEDICAL CERTIFICATE Name of Official SHAHEEN ZAMIR KETAN Caste of face Father's Name BAZMIR KHANDINE Residence DaDair Dassu District Komila Komslan Date of birth 15.3-1996 Exact height by measurement 5.00 Personal mark of Identification Signature of the Official Signature of Head of Office Appainted wide order No. 1451-61 doction 21-4-17 D-0.B.15-03-1996 Scallof Office Wishinglering CMICN-13101-4253342 Officer (FYD) Self Cohis I do hereby certify that I have examined Mr. Sweller Can Can Can Can Can Can employment in the office of the Education Depthis Lothing and can not discover that he had any disease communicable or constitution affectic. or bodily infirmity except 三 工業外収益 Do not consider this as qualification for employment in the office of the tod Depthe kohister his age according to his own statement year's and by appearance about years 13/6/- 1/2,5331,2-2 Twonks Care Toom 15 Ere sight, Rt C Would Sear LE Side frehend LEFT HAND THAMB ANDFINGER DIPRESSIONS Medical Supe Civil Hospit Strict

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D -		1 .	strict Monitoring Officer			į
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OFFICE OF THE DISTRICT EDUCATION OFFICER (FEMALE) KOHISTAN

Whereas the following teachers were reported wilful absent from duties by the concerned Assistant Sub Divisional Education Officers (Female), Sub Divisional Education Officers (Female) and Independent Monitoring Unit (IMU) Kohistan.

And whereas on the report of the visiting officers, this office issued show cause notices at home address through registered posts but neither the teachers joined their duties nor submitted convincing replies within the stipulated time (15 days) before the committees constituted for personal hearing vide this office letter no. 394-98 dated 11-02-2019 and the same were conveyed to the teachers in time.

And whereas final show cause notices were issued through two leading newspapers i.e. Daily "Hazara News" Mansehra and Daily "Akhbaar" Abbottabad dated 26/02/2019 in which teachers were directed to assume their duties and submit reason (s) of their wilful absence but neither they attended their schools nor submitted convincing replies before the committee within the stipulated period mentioned in the newspaper. Now in view of the above facts I, Mr. Khurshid Ahmed, being competent authority, as District Education Officer (female) Kohistan, is fully satisfied to impose major penalty of **REMOVAL FROM SERVICE** upon the teachers under rule 4b(iii) of E&D Rules 2011with effect from the dates mentioned against each.

S#	NAME OF TEACHER	NAME OF SCHOOL	DATE OF REMOVAL FROM
		·	SERVICE
1	Lazhaba (G-4)	GGPS Pashot	01-10-2016
2	Sadaf Zeb	GGPS Pashot	01-10-2017
3	Raqiba	GGPS Ser Garhi	01-10-2017
4	Asma	GGPS Ser Garhi	01-10-2017
5	Farzana Wali	GGPS Jhakh Lohi	01-04-2018
6.	Shaheen Zameer	GGPS Loohi Dader	01-10-2018
7	Gul Bibi	GGPS Baja Loohi	01-04-2018
8	Nuzhat Ara	GGPS Harban kot	01-05-2018
9	Tahmena Roohi	GGPS Kuz Kamila	01-01-2017
10	Zuhra Bibi	GGPS Kherza khail Dader	01-10-2015
11	Nagina Otail (G-4)	GGPS Baja Lohi	01-05-2016
12	Shagufta Kiran	GGPS Dhoop Lohi	01-01-2019
13	Gul Bibi	GGPS Seral Shan	01-04-2018
14	Zarmina	GGPS Kemia Abad	01-01-2019
(15)	Salma Bibi	GGPS Kemia Abad	01-01-2019
16	Shakira	GGPS Mehran Abad	01-03-2018
17	Masooma	GGPS Ghee Harban	01-04-2018
18	Latifa	GGPS Ghee Harban	01-01-2019
19	Johajra Bibi	GGPS Bar Bak	01-04-2018
20	Rasheeda Bano	GGPS Serto Kandia	01-10-2017
21	Rehana	GGPS Seri Gabrial	- 01-01-2019
22	Sara Qayum	GGPS Seri Gabrial	01-11-2018
23	Aisha Sadiq	GGPS Soyal Jashoi	01-04-2018
24	Bibi Hawa (G-4)	GGPS Awaysach	01-12-2016
-25	Fahmeeda	GGPS Bhati Kuz Shrial	01-11-2017

,	Alpse 29 1/1/19	9	f-(12)
	Bushra Hafeez	GGPS Bhati Kuz Shiryal	01-01-2019
27	Salma	GGPS Momin Abad	01-01-2019
28	Safia Zareen	GGPS Sanga Abad	01-01-2019
29	Naheed Sartai	GGPS Sanga Abad	01-01-2019
30	Mehnaz	GGPS Berser Shared	01-11-2017
31	Aisha Qureshi	GGPS Habib Abad	01-11-2017
32	Shema	GGPS Jaren Ranolia	01-01-2019
33	Durkhana	GGPS Kas Dobair	01-05-2017
34	Robina Syed	GGPS Ali Abad	01-11-2018
35	Nasreen Sultan	GGPS Tares	01-12-2018
36	Fatima Akhtar	GGPS Serzahab Abad	01-02-2019
37	Rizwana Bibi	GGPS Z K Abad	01-12-2018
38	Mufeed Akhtar	GGPS Sher Abad	01-12-2018

NOTE: Any teacher who is found involved in any embezzlement of fund/conditional grant, she will be proceeded for FIR/Anti-corruption proceedings as and when reported at any stage. Concerned DDOs are directed to recover the payment (if any) made for absence period out of their GPF etc.

GGPS Sher Abad

DISTRICT EDUCATION OFFICER (F) 於**d**HISTAN

Endst No: 1198-12/0 Dated: 20-04-2019

Copy for Information to:

Mufeed Akhtar

38

1.

Director Elementary & Secondary Education Khyber Pakhtunkhwa Peshawar.

Deputy Commissioner Kohistan. 2.

Deputy Commissioner Kohistan Lower. 3.

- Deputy Commissioner Kolai Palas Kohistan. 4.
- District Monitoring Officer Kohistan. 5.
- DEO (M) Kohistan Lower & Kolai Palas Kohistan. 6.
- District Accounts Officer Kohistan. 7.
- PA to Advisor to CM for Elementary & Secondary Education Khyber Pakhtunkhwa. 8.
- PA to Secretary (E&SE) Govt of Khyber Pakhtunkhwa Peshawar. 9.
- All concerned teachers. 10.
- PA to DEO (M/F) Kohistan. 11.
- Office copy. 12.

DISTRICT EDUCATION OFFICER (F) KOHISTAN

ک ۱۹۸۸ کورمت جناب ڈائر یکٹرصاحب E&SE خیبر پختونخواہ پیٹاور 20.04.2019ه کورہ Endst No.1190-1210 محردہ 20.04.2019 محردہ 20.04.2019

جناب عالیٰ! گزار شات حسب ذیل پیش ہیں۔

ا)۔ یہ کہ ساکلہ **77-4-12** ہے تکم تعلیم میں اور تا حال GGPS عدد اسوکو ہتان میں بطور

PST گزشتہ **20** سالوں سے اینے قرائض سرانجام دے رہی ہے۔

- ٢) ۔ بدكردوران سروس بھى بھى سائلہ كونہ غير حاضر پايا گيا نہاسكے خلاف سى كوئى محكمانہ شكايت آئى ہے۔
- س)۔ میرکہ غیر حاضری کے بارے میں سائلہ کو کوئی علم نہیں اور نہ بتایا گیا ہے کیونکہ سائلہ ریگولرا پی ڈیوٹی مرانجام دے، ہی ہے۔
- س)۔ ہیکہ جب بھی بھی تکمتی میں تعلیم ہے کوئی شوکا زنوٹس ہوا تو سائلہ نے برونت اسکا جواب دیا ہے مگر محکمہ کے افسران نے اسے دیکھنے کی کوئی ضرورت محسوس نہ کی۔
- 2)۔ یہ کہ اچا تک ایک Letter نمبر 1210-1198 مورخہ 20.04.2019 موصول کر کے جیرت ہوئی کہ ساکلہ کو ملازمت سے برطرف کردیا گیا ہے۔
- ۲)۔ یہ کدوفتر سے یک طرفہ فیصلہ کر کے سائلہ کؤمروں سے برخاست کیا گیا ہے ای دوران نہ تو کوئی انگوائری موٹ ہے ورف
- ے)۔ میرکہ سائلہ کے ساتھ نہایت زیادتی ہوئی ہے سائلہ کے چھوٹے چھوٹے بی ،نہایت ہی غریب خاندان سے اور پسماندہ علاقے سے تعلق رکھتی ہے۔

لهذااستدعا كى جاتى بى كەمندرجە بالاعنوان كى روشى مىس سائلەكا برخائلى كاحكم نامەختى كركے سائلەكواپى پوسٹ پر بحال كرنے كاحكم صاور فرمايا جائے توسائلەتا حيات دعا گورىپى گى۔

# DIRECTORATE OF ELEMENTARY & SECONDARY EDUCATION

FNo.324/F/Appeal Kohistan Dated Peshawar the

The District Education Officer, (F) Kohistan

Subject:-

#### APPEALS REGARDING REMOVEL FROM SERVICE

I am directed to refer to your letter No.5158 dated 02/09/2019 on the subject cited above and to state that the competent authority has rejected the appeals of the following teachers. Hence she may be informed accordingly.

S.No	Name and Designation	School Name
1.	Zarmina PST	GGPS Kemia Abad Kohistan
2.	Salma Bibi PTS	do
3.	Shakira Bibi PST	GGPS Mehran Abad
4.	Gul Bibi PST	GGPS Seral Shah
5.	Sadaf Zeb PST	GGPS Pashot
	Shaheen Zameer PST	GGPS Loohi Dader
7.	Raqiba PST	GGPS Ser Garhi
8.	Nagina Otail PST	GGPS Baja Lohi
9.	Asma PST	GGPS Ser Garhi Kandia
10.	Farzana Wali PST	GGPS Jhakh lohi
11.	Rehana Bibi PST	GGPS Seri Gabrial
12.	Gul Bibi PST	GGPS Baja Looni
13.	Johajra Bibi PST	GGPS Bar Bak
14.	Gul Shanaz Bibi PST	GGPS Nimraty Sosak Upper
15.	Bibi Rashida PST	GGPS Serto Kandia
16.	Shagufta Kiran PST	GGPS Dhoop Lehi
17.	Huree PST	GGPS Nimraty Sosak Upper
18.	Latifa PST	GGPS Ghee Harban
19	Aisha Qurashi PST	GGPS Habib Abad Koli
20.	Aisha Sadiq	GGPS Soyal Jashoi
21.	Naheed Sartaj PST	GGPS Sanga Abad

Endst No.

Copy of the above is forwarded to the:

PA to Director E&SE KPK Peshawar.

Deputy Director (Female) B&SE Khyber Pakhtunkhwa

Deputy Director (Female) E&SE Khyber Pakhtunkhwa

# وكالتنامه

PIS

# بعدالت جناب سروس ٹریبونل KPK پشاور

ينام عومت خير پختونخواه دغيره مروس اپيل اپيلانث باعث تحرير آنكه!

شابين ضمير

منجانب:

# عبدالصبورخان ايرووكيث مائى كورث

اندریں مقدمہ عنوان بالا اپی طرف سے برائے پیروی وجواب دہی بمقام بیا ور ما گی کور م

موری 29.10.2019

سنگن میس حمه مدر شابین خمیر سابقه برائمری سکول شیجر گورنمنٹ گرلز برائمری سکول اوبی داد سر تحصیل داسوشلع کو جستان اپر

(اپيلانث)

Abelia Saboor Khan
Advocate High Cout