


11.10.2022

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

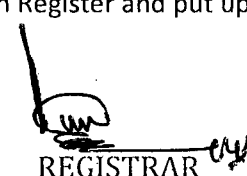


Written reply on behalf of respondents not submitted. Learned Additional AG seeks time to contact the respondents for submission of written reply. Adjourned. To come up for written reply/comments on 16.11.2022 before S.B.

  
(Fareeha Paul)  
Member (E)

FORM OF ORDER SHEET

Court of \_\_\_\_\_

Case No.- 1094/2022

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	05/07/2022	<p>The appeal of Mst. Malika Sultana resubmitted today by Mr. Saleem-uddin Advocate may be entered in the Institution Register and put up to the Worthy Chairman for proper order please.</p> <p style="text-align: right;"> REGISTRAR</p>
2-	14-7-22	<p>This case is entrusted to Single Bench at Peshawar for preliminary hearing to be put there on <u>25-7-22</u>. Notices be issued to appellant and his counsel for the date fixed.</p> <p style="text-align: center;"> CHAIRMAN</p>
	25.07.2022	<p>Appellant present through counsel.</p> <p>Preliminary arguments heard. Record perused.</p> <p>Points raised need consideration. Instant appeal is admitted for regular hearing subject to all legal objections with direction to appellant 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 11.10.2022 before S.B.</p> <p style="text-align: right;"> (Rozina Rehman) Member (J)</p>

RS Book

Appellant Deposited Security & Process Fee

26/7


Local respondents was put on notice while out station respondent was left due to non-availability of postal tickets.

The appeal of Malika Sultana d/o Takbeer Khan r/o Phase IV-House no. 341 Peshawar received today i.e. on 28.06.2022 is incomplete on the following score which is returned to the counsel for the appellant for completion and resubmission within 15 days.

- 1- Annexures of the appeal are not in sequence which may be annexed serial wise as mentioned in the memo of appeal.
- 2- Check list is not attached with the appeal.
- 3- Appeal has not been flagged/marked with annexures marks.
- 4- Annexures of the appeal may be attested.
- 5- Copy of departmental appeal is not attached with the appeal which may be placed on it.

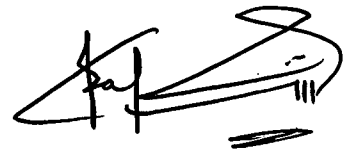
No. 2118 /S.T,

Dt. 29/6 /2022

  
REGISTRAR  
SERVICE TRIBUNAL  
KHYBER PAKHTUNKHWA  
PESHAWAR.


Mr. Saleem uddin Adv.  
High Court Peshawar.

Please objection has been removed & Resubmitted



05-07-2022

Copy of Departmental appeal is attached as  
Annexure F on page 24 to 27.

  
05-07-2022

**BEFORE THE KPK SERVICE TRIBUNAL, PESHAWAR**

Service Appeal No. 1094/2022

Malika Sultana

..... Appellant

VERSUS

Government of KPK and others

.... Respondents

**INDEX**

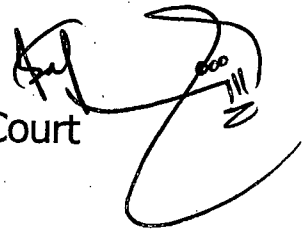
S.No	Description of Documents	Annexure	Pages
1.	Appeal with verification		1-6
2.	Copy of CNIC	A	7
3.	Copy of Educational testimonial and Appointment Oder	B & C	8-9
4.	Copy of termination Letter	D	10
5.	Copy of Medical Report	E	11-23
6.	Copy of Departmental Appeal	F	24-27
7.	Copy of E&D Rules : 2011	G	28-35
8.	Wakalatnama		36

Appellant

Through

**Saleem uddin**  
Advocate, High Court

Dated: 28.06.2022



**BEFORE THE KPK SERVICE TRIBUNAL,**  
**PESHAWAR**

Service Appeal No. \_\_\_\_\_/2022

Malika Sultana D/o Takbeer Khan, R/o Phase IV,  
House No. 341, Street No. 8, Sector N-1, Peshawar.

.....Appellant

**VERSUS**

- 1)** Government of Khyber Pakhtunkhwa, through Chief Secretary, Civil Secretariat, Peshawar.
- 2)** Government of Khyber Pakhtunkhwa, through Secretary Health, Civil Secretariat, Peshawar.
- 3)** Hayatabad Medical Complex (HMC), Peshawar through Medical Director, Phase IV, Hayatabad Peshawar.
- 4)** Hayatabad Medical Complex (HMC), Peshawar through Medical Hospital Director, Phase IV, Hayatabad Peshawar.
- 5)** Hayatabad Medical Complex (HMC), Peshawar through Director Burns & Trauma Centre, Phase IV, Hayatabad Peshawar.
- 6)** Hayatabad Medical Complex (HMC), Peshawar through Director Human Recourse, Phase IV, Hayatabad Peshawar

.....Respondents

**SERVICE APPEAL U/S 4 OF THE  
KHYBER PAKHTUNKHWA SERVICE  
TRIBUNAL ACT, 1974 AGAINST THE  
IMPUGNED ORDER DATED  
01.03.2022 WHEREBY; THE  
RESPONDENTS TERMINATED THE  
SERVICE OF APPELLANT WITH  
IMMEDIATE EFFECT.**

**Respectfully Sheweth:-**

- 1) That the appellant was a charge Nurse BPS-16 at Hayatabad Medical Complex Peshawar; phase-IV, Hayatabad and belongs to a respectable family of District Chitral and presently residing in Peshawar.

**(Copy of National Identity card is attached herewith marked "A").**

- 2) Those on the basis of her qualification, the appellant appointed as a charge Nurse BPS-16 on regular basis vide office order dated 21-01-2020.

**(Copies of Educational Testimonial and appointment order 21-01-2020 are attached herewith marked "B" & "C")**

- 3) That the respondent no 5 has initiated a departmental enquiry against the appellant vide office order dated 02-10-2020, following which another inquiry was conducted against

(3)

the appellant, subsequent thereto, another inquiry vide office order dated 05-07-2021, and the service of the appellant was terminated from service.

**(Copies of termination letter is attached herewith marked "D")**

- 4) That it is worth mentioning here that the appellant was a Hypochromic Anemia patient and during the above mentioned period she was admitted at hospital in Karachi.

**(Copy of medical reports is attached herewith marked "E")**

- 5) That feeling aggrieved from the office order dated the 01.03.2022 the appellant preferred a department appeal on 21.03.2022 which was pending before the authority for disposal, so far no order has been passed against the present appellant. Needless to mention here that the appellant filed a reminder application for expeditious disposal of her appeal vide dated 25-03-2022 and 23-06-2022 respectively, but till date no order has been passed on those applications.

**(Copies of departmental appeal and reminder applications are attached herewith marked "F")**

- 6) That hence feeling aggrieved from the action and in action of the respondents the appellant

has no other adequate remedy except to seeks indulgence of this this Hon'ble Tribunal / Forum for redressal of her grievances, on the following amongst other grounds:-

**GROUND**

- A. That the impugned order dated 01.03.2022 is against the law, facts, rules, regulations and without lawful authority thus liable to be set aside.
- B. That termination of appellant without hearing of the appellant are against law and facts hence liable to be set aside.
- C. That it is also worth perusal and required consideration that rules are also supporting the stance of appellant, hence the impugned order dated 01-03-2022 passed against the appellant is sheer violation of the fundamental rights of the appellant, rules and regulation protected under the law and procedure.

**(Copy of the Rules regarding departmental inquiry is attached).**

- D. That the respondents are badly failed to follow the law, rules and regulation, hence invites consideration of this Hon'ble Tribunal.
- E. That the present appeal is well within time and this Hon'ble Tribunal may entertain this appeal under the law.



- F.** That the impugned order of the respondents without adopting proper criteria and codal requirements by the respondents is against the worthy ruling of the Hon'ble Superior Courts of Pakistan and therefore, the same is illegal practice and such practice adversely affects efficiency of incumbents and also reduces their confidence and faith in public, hence the impugned order and terminating the appellant from her service is liable to be un-held on this score also.
- G.** That the impugned order dated 21-03-2022 is against the principle of natural justice Audi Alteram partem.
- H.** That any other ground which has not been specifically mentioned will be agitated at the time of arguments with kind permission of this Hon'ble Tribunal.

It is, therefore, humbly prayed that, on acceptance of the instant appeal may be pleased to;

- i. Declare the impugned order dated: 21.03.2022 and terminating the appellant from her service as illegal, unlawful, without lawful authority and void ab-initio and to be set-aside.
- ii. Direct the respondents to reinstate the appellant in her previous position with all back benefits.

iii. Any other relief may also kindly be granted in the circumstances of the appellant's case.

*[Signature]*

Appellant

Through

**Saleem Uddin** *[Signature]*  
Advocate High Court

Dated: 28.06.2022

**AFFIDAVIT**

I, Malika Sultana D/o Takbeer Khan, R/o Phase IV, House No. 341, Street No. 8, Sector N-1, Peshawar (Appellant), do hereby affirm and declare on oath that the contents of accompanying Appeal are true and correct to the best of my knowledge and belief and nothing has been concealed from this Hon'ble court.

FILED  
M. BANGASH  
Oath Commissioner  
Judicial Complex  
Peshawar

*[Signature]*  
28/6/22

*[Signature]*

Deponent

**CERTIFICATE:**

As per instruction of my client, it is certified that no such like Service Appeal has earlier been filed before this Hon'ble Tribunal on the subject matter.

**Advocate** *[Signature]*

ANNEXURE  
"B"

SERIAL NO. 007589

Diploma No. 7571 /NEB/DN.

Roll No. 813



# Nursing Examination Board Khyber Pakhtunkhwa



## DIPLOMA IN NURSING

This is to certify that Malika Sultana  
Daughter / wife / Son of Takbeer Khan  
having been trained in the SON Farkhanda I.N. & P.H.  
has passed the FINAL NURSING EXAMINATION of the Nursing Examination  
Board Khyber Pakhtunkhwa held in March-September, 2018  
She/He Passed in Second Division.

  
Vice-Chairperson

  
Controller

Peshawar 11-Feb-19

NURSING EXAMINATION BOARD  
KHYBER PAKHTUNKHWA  
PESHAWAR

ANNEXURE A

7

ANNEX 7

PAKISTAN National Identity Card

Malika Sultana

Family Name: Takbir Khan

Gender: F Country of Stay: Pakistan

Identity Number: 15202-86610952 Date of Birth: 20.10.1993

Date of Issue: 15.05.2019 Date of Expiry: 15.05.2029

Holder's Signature

15202-86610952

341

QR Code

304481035522

Ministry of National Identity

Minister of National Identity

Ministry of National Identity

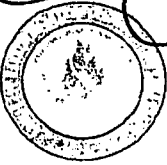
Minister of National Identity

گمشدہ کارڈ ملنے پر قریبی لیو ایکس میں ڈال دیں



OFFICE OF THE DIRECTOR BURNS AND PLASTIC SURGERY CENTRE,  
PHASE - IV HAYATABAD PESHAWAR.

Exchange Nos. 091-5830078-82, 5830201-06  
Website: www.htc.gov.pk



No. \_\_\_\_\_ /Admin: B&PS/Pesh:  
To

Dated: \_\_\_\_/\_\_\_\_/2020

Miss. **Malika Sultana D/O Takbeer Khan**  
Resident of phase-4 Hayatabad House Noo 341, Street No-8,  
Sector N-1 Peshawar

Subject : **APPOINTMENT ORDER.**

Consequent upon the recommendation of Selection and Promotion Committee (BPS - 06 to 16 or equivalent), you are hereby appointed as **Charge Nurse (Female) (BPS - 16) on regular Basis.** Your appointment in Burns & Plastic Surgery Center, Phase - IV, Hayatabad Peshawar will be subject to the following terms and conditions:-

1. You shall produce a Medical Certificate of fitness from registered Medical Practitioner.
2. You will be on probation for a period of One Year (Extendable).
3. In case you want to resign from service, you will have to give one month notice in advance or will deposit one month salary in lieu there-of.
4. In case, any of the documents submitted by you with your application is found forged/fake, your services shall be liable to termination without any notice and will also be liable for further legal proceedings.
5. You will be governed by such rules and regulations as may be issued by the competent authority from time to time.
6. In case of Govt: servant, you will be entitle for all back benefits of service.
7. You will submit an under-taking on judicial stamp paper to the Director Burns & Plastic Surgery Center, Phase - IV, Hayatabad Peshawar, that the documents submitted are genuine and not fake, you have not been dismissed or removed from service by any Govt: or Semi Govt: Organization and you will strictly abide by the rules and regulations of the institution and the discipline as specified.
8. If the above terms and conditions are acceptable, you should report to this institution for duty within 14 days after the issuance of this order.
9. You will not be entitled to any TA/DA for joining the first appointment.

DIRECTOR

(Prof: Dr. Mohammad Tahir)

Burns & Trauma Center, Phase - IV,  
Hayatabad, Peshawar.

No. 326-31 /Admin/B&TC/Peshawar

Dated 21 / 01 /2020

Copy forwarded for information and necessary action to the:-

1. Director Admin, Burns & Plastic Surgery Center, Hayatabad Peshawar.
2. Deputy Director (HRM), Burns & Plastic Surgery Center, Hayatabad Peshawar.
3. Director Finance, Burns & Plastic Surgery Center, Hayatabad Peshawar.
4. In-Charge Nursing Section, Burns & Trauma Center, Hayatabad Peshawar.
5. Secretary to BOG's, MTI/HMC, Peshawar.
6. Personal File.

DIRECTOR

(Prof: Dr. Mohammad Tahir)

**BURNS AND PLASTIC SURGERY CENTRE, PHASE - IV HAYATABAD PESHAWAR.**

Exchange Nos. 091-5830078-80, 02, 5830201-06, Fax No. 091-5030011

Website: www.bhckp.gov.pk



**DIRECTOR**  
B&PSC, Hayatabad, Peshawar,  
Phone No. 091-5830012/9217198

Ref. No. \_\_\_\_\_

Date: 07/03 /2022

**OFFICE ORDER:**

Miss Malika Sultana D/o Takbeer Khan was appointed as a Charge Nurse BPS - 16 vide office order No: 325/Admin: B&PS/Pesh dated: 21/01/2020.

**WHEREAS** during your entire service in this institute you were found guilty of habitual absenteeism, which shows lack of interest in your duties.

**WHEREAS** several absent reports, explanations and warnings were issued to you. However, you did not improve your performance.

**WHEREAS** an inquiry vide No 3078/B&PS/HR dated: 02/10/2020 regarding lack of interest in your duties was conducted in which you found guilty and the committee recommended to extend your probation period to observe your performance and also a final warning letter vide No: 3108 /B&PS dated: 08/10/2020 was issued.

**WHEREAS** despite the above mentioned penalties you found unable to improve your performance and again you repeated the absences.

**WHEREAS** another inquiry vide No: 1262 dated: 17/06/2021 was conducted in which you admitted your negligence via written statement on 08/06/2021.

**WHEREAS** you submitted an undertaking / affidavit that if you did absenteeism, the department has the right to take any action (liable to terminate services) without giving any notice.

**WHEREAS** a Show Cause notice vide No: 1413 dated: 05/07/2021 was issued with the allegations i.e. poor performance, lack of interest in your duties, absences from duties without prior information/permission from the competent authority.

**WHEREAS** you again repeated the same and another inquiry vide No: 3030 dated: 24/09/2021 was conducted in which you found guilty of habitual absenting yourself from the duty without prior approval of leave during your **extended probation period** which shows clearly inefficiency vide E&D rules 2011 section (3) clause (a).

**NOW THEREFORE**, in light of the recommendation of the inquiry committee BPS Centre vide No: 3030 dated: 24/09/2021 and consequent upon the approval of Institutional Management Committee (IMC) MTI/HMC and its affiliated institutions dated: 27/12/2021, Miss Malika Sultana D/o Takbeer Khan, Charge Nurse BPS-16 Burns & Plastic Surgery Centre, Hayatabad Peshawar, is hereby **REMOVED FROM SERVICES** with immediate effect.

(Prof: Dr. Tahmeedullah)  
Director  
Burns & Plastic Surgery Centre,  
Hayatabad Peshawar.

Dated: 07/03 /2022

No. 325-50 /BPS

Copy forwarded for information and necessary action to the:

- 1. Chairman IMC, MTI/HMC and its allied institutions.
- 2. Director Administration, Burns & Plastic Surgery Centre Hayatabad Peshawar.
- 3. Deputy Director (HRM), Burns & Plastic Surgery Centre Hayatabad Peshawar.
- 4. Director Finance, MTI/HMC and its allied institutions.
- 5. In-charge Section, Burns & Plastic Surgery Centre Hayatabad Peshawar.
- 6. Members of BGS, MTI/HMC and its allied institutions.
- 7. Miss Malika Sultana D/o Takbeer Khan.

(Prof: Dr. Tahmeedullah)  
Director  
Burns & Plastic Surgery Centre,  
Hayatabad Peshawar.



Medical Specialist

**Dr. Mian Mufarih Shah**

MBBS, FCPS (Medicine)

Consultant Physician, Specialist Registrar,

Department of Medicine

Hayatabad Medical Complex Peshawar

ANNEXURE

"E"



THE CARE CLINIC

میڈیکل سپیشلسٹ

ڈاکٹر میاں مفرح شاہ

ایم بی بی ایس، ایف سی پی ایس (میڈیسن)

کنسلٹنٹ فزیشن، سپیشلسٹ رجسٹرار میڈیسن ڈیپارٹمنٹ

حیات آباد میڈیکل کمپلیکس پشاور

Date 07/10/21

Malaika, 25 yrs/F

Peshawar

Δ Diabetic

CLD:

Fever

Sore throat

Body aches

easy fatigability

Vertigo

O/B. Pallor (+)

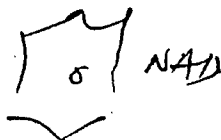
Sats: 98% on RA

Pulse: 120/min, (2)

BP: 120/70 mmHg

Bil clear chest

Sx Sx to



Hb - 7.8

RBS - 365 ↑

زبان آرام ہے

زیادہ دیر تک کھانا نہیں کھاتا

(2)

g: HUMULIN R s/c 10 units

10 جونٹ

10 جونٹ

10 جونٹ

g: Lantus 24 mg

24 جونٹ

g: Venofee 2 Amps in

100ml Pladex 1/v x 5/6

4 روزہ دن (4 مرتبہ)

Cap. Besler

(1) (1)

(1) (1)

g: Azitma 500 mg

g: Nubeso

1-1

(Not Valid for Medical Legal Purpose)

کلینک نام شام 4 بجے تا 8 بجے پیر تا ہفتہ

سیناریب، ڈاکٹر پلازہ مزدحمیات آباد میڈیکل کمپلیکس فیز 4 حیات آباد پشاور

For Appointment Contact #: 0333-9457421

# Fazle Raziq LABORATORY

HABIB MEDICAL COMPLEX, DABGARI GARDENS,

PESHAWAR PAKISTAN PH: 092-91-2219838



NOT FOR MEDICO LEGAL CASE

حبيب ميڈيكل كمپلكس ڈبگري گارڈن پشاور پاكستان

(12)  
فصل رازي  
ليبارٹري

Name : MALAIKA (39)  
Ref. By : GENERAL  
Request : Peripheral Smear -

Age : 25 Years  
Date : 16-02-2022

Sex : Female  
Time : 18:52:55

## Peripheral Smear

Haemoglobin	6.4 g/dL
Total RBC Count	3.41 mill/cmm
PCV	20.8 %
MCV	60.8 fl
MCH	18.7 pg
MCHC	30.8 g/dl
Platlet Count	721000 /cmm
Total Leucocytes	7500 /cmm
<u>Diff: Leucocyte Count</u>	
Neutrophils	61 %
Lymphocytes	30 %
Eosinophils	02 %
Monocytes	07 %
<u>RBC Morphology</u>	
Anisocytosis	+
Poikilocytosis	+
Microcytosis	++
Hypochromia	++
Tear Drops	+
Malarial Parasite	Nil.

OPINION : Hypochromic Microcytic Anemia with Thrombocytosis ? reactive to blood loss.

Dr. Robina Wazir  
M.B.B.S DCP, M.Phil  
Assistant Prof. Microbiology  
Hayatabad Medical Complex Peshawar

Facility for Culture  
and  
Sensitivity is available

Prof. Dr. Fazle Raziq PMDC Reg# 505N  
M.B.B.S., M. Phil FCPS (Pak)  
Fellow in Haematology (Singapore)  
Rtd. Head Pathology Department Post Graduate medical Institute  
Hayat Abad Medical Complex Peshawar K.P.K. Pakistan



13



ڈاؤ یونیورسٹی آف ہیلتھ سائنسز کراچی  
**DOW LAB**  
Diagnostic Reference & Research Laboratory



MR No: 20113-114147422

Age/Gender: 25Y /Female

Invoice No: 118314935

Referred By: SELF

Name: MALAIKA SULTAN

Sample Date: 16-Apr-2022



**CREATININE (LAB NO : 0383149351)**

TEST(S)	RESULT(S)	REFERENCE RANGE(S)
CREATININE	0.54 mg/dl	0.6-1.1

Electronically verified on 16-Apr-2022 01:46 PM. No Signature required.

Printed By: Muhammad Asif

Printed On: 16-Apr-2022 05:03 PM

Page 1 of 1

**Laboratory Address :** KDA Scheme 33, Gulzar-e-Hijri, Ojha Campus, Near Suparco Chowk, University Road, Karachi. Tel: 021-99261488, 021-99261472-80, (Ext: 2215,2216), Fax: 99261445, Email: ddrri@duhs.edu.pk, dowlab@duhs.edu.pk  
**Collection Center I :** Civil Hospital Collection Center, Baba-e-Urdu Road, Karachi-74200. Tel: 021-32715462  
**Collection Center II :** Jinnah Hospital Road Collection Center, NILGID, Sarfaraz Rafiqui H.J. Shaheed Road, Opp N.I.C.V.D. Karachi-35  
Tel: 021-35216602  
**Collection Center III :** Malir Chest Clinic, Christen Colony, Near Zam Zam Ice Factory, Malir, Karachi. Ph: 021-34402430  
**Collection Center IV :** Nazimabad Collection Center, Mughlia Arcade Nazimabad No.3, Shop-No. 6 Near S.M. Public School Tel: 021-36728221  
**Collection Center V :** H-29, Shamim Apartment, Block-10, Ayesha Manzil, F.B. Area, Karachi. Tel: 36366811-12

14



آغا خان یونیورسٹی ہسپتال، کراچی  
The Aga Khan University Hospital, Karachi



CAP  
ACCREDITED  
COLLEGE of AMERICAN PATHOLOGISTS

Stadium Road, P.O. Box 3500, Karachi -  
74800, Pakistan  
Telephone (92-21) - 34861569 / 89  
Fax: (92-21) - 34934249 ; 34932059  
Email: histopathology@aku.edu

## SURGICAL PATHOLOGY REPORT ( Discharged )

Medical Record # : 358-39-98

Patient Name : TAKBIR, MALIKA SULTANA

Specimen ID : 2022:PS24008R

Location : B1

Attending Physician : KHAB

Age / Gender : 28Y / Female

Requested Date/Time: 03/04/2022 - 11:52

Collected Date/Time: 03/04/2022 - 11:52

Reported Date/Time: 05/04/2022 - 12:38

Clinical information: Dyspepsia. EGD normal. R/O celiac disease/H. Pylori.

### GROSS DESCRIPTION:

The specimen is received in formalin in 2 containers. Container 1 is coded as "Antrum". It consists of two grey white tissue fragments measuring 0.4 x 0.2 cm in agg. Entirely submitted in cassette 1. Container 2 is coded as "Duodenum". It consists of three grey white tissue fragments measuring 0.6 x 0.2 cm in agg. Entirely submitted in cassette 2 (HK).

### MICROSCOPIC DESCRIPTION:

Microscopic examination was performed.

Diagnosis: Antrum, biopsy (container 1):  
- Mild non-specific inflammation.  
- Negative for organisms or malignancy in the examined tissue.

Duodenum, biopsy (container 2):  
Intact villoglandular architecture with increased intraepithelial lymphocytes. Malabsorption cannot be ruled out. Clinical and serological correlation is advised.

DR. NAILA KAYANI,  
MD, DABP, FCAP, FCPS,  
FRCPath (UK)

Printed on/by : 06/04/2022 03:35 PM / hafiz.rehman

Page 1 (Contd. on Page 2)

Dr. Arsalan Ahmed  
MD, DABP (Anatomic Pathology and  
Hematopathology)\*  
Associate Professor, Consultant and Section Head

Dr. Naila Kayani  
MD, Diplomate American Board of Pathology,  
FCAP (USA), FCPS (Histopath), FRCPath (UK)  
Professor & Consultant

Dr. Shahid Pervez  
MBBS, DCP (Lon), PhD (Histopath, Lon),  
FCPS (Histopath), FRCPath (UK)  
Professor & Consultant

Dr. Rashida Ahmed  
MBBS, MHP (MAAS), FCPS (Histopath)  
Professor & Consultant

Dr. Zubair Ahmad  
MBBS, FCPS (Histopath), FRCPath  
Professor & Consultant

Dr. Romana Idrees  
MBBS, FCPS (Histopath)  
Associate Professor & Consultant

Dr. Saira Fatima  
MBBS, FCPS (Histopath)  
Associate Professor & Consultant

Dr. Nasir-Ud-Din  
MBBS, FCPS (Histopath)  
Associate Professor & Consultant

Dr. Khurram Minhas  
MBBS, FCPS (Histopath)  
Assistant Professor & Consultant

Dr. Aisha Memon  
MBBS, FCPS (Histopath)  
Assistant Professor & Consultant

Dr. Zeeshan-Ud-Din  
MBBS, FCPS (Histopath), FRCPath (UK)  
Assistant Professor & Consultant

Dr. Syeda Samia Fatima  
MBBS, FCPS (Histopath)  
Assistant Professor & Consultant

Dr. Sidra Arshad  
MBBS, FCPS (Histopath)  
Assistant Professor & Consultant

Dr. Muhammad Usman Tariq  
MBBS, FCPS (Histopath)  
Assistant Professor & Consultant

Dr. Muhammad Arif  
MBBS, FCPS (Histopath)  
Lecturer & Consultant



Dow University of Health Sciences

ڈاؤ یوٹیو آف ہیلتھ سائنسز

DOW INSTITUTE OF RADIOLOGY



15

MRI 1.5 T  
Open MRI  
Multi Slice CT Scan

Ultrasound  
Colour Doppler  
Echocardiography

Digital Radiography  
Mammography  
Fluoroscopy

Interventional Radiology  
DEXA Scan | OPG  
Elastography

IR No 220413-114147422

Scan Date 13-Apr-2022

name MALAIKA SULTAN

Gender Female

Age 25Y

XRAY FEMUR BOTH (AP/LAT)

**FINDINGS:**

critical resorption with irregularity and thickening seen in proximal one third of left femoral shaft with lucency of subcutaneous soft tissues.  
periosteal reaction seen along lateral aspect of femoral shaft.  
focal lucencies with sclerosis is seen in mid shaft region.  
no evidence of fracture seen.  
articular margins and joint spaces appear normal

**IMPRESSION:**

findings are consistent with osteomyelitis of femur, MRI femur is advised if clinically indicated.

5412

DR AMMAR AH AFAQ

RESIDENT DOCTOR

DR MARIAM TAUFIQ

MBBS, FCPS  
ASSISTANT PROFESSOR

DR NASREEN NAZ  
MBBS, MCPS, FCPS, MRIP (A&E)  
DIRECTOR DOW INSTITUTE OF RADIOLOGY

DR SOHAIL AHMED  
KHAN  
MBBS, MCPS, FCPS  
ASSOCIATE PROFESSOR

DR NAUREEN FARHAN  
MBBS, FCPS, EDIR, FELLOWSHIP IN  
NEURO RADIOLOGY  
ASSISTANT PROFESSOR.

DR MARIAM TAUFIQ  
MBBS, FCPS  
ASSISTANT  
PROFESSOR

DR BINISH RASHEED  
MBBS, FCPS, EDIR  
ASSISTANT PROFESSOR

Olha Campus 021-35771111 ☎ 0346 9129457	Dow Radiology LEJ Campus 021-34322883-4	Dow Radiology Nazimabad Campus 021-99260305	Dow Radiology Malir Campus 021-34501596 7
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The Aga Khan University Hospital, Karachi



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Stadium Road,  
P.O Box 3500, Karachi-74800, Pakistan  
Telephone: 92-21-4930051 Ext: 2021/2031/2051  
Fax: 92-21-4934294, 4932095 email:  
radiology@aku.edu  
www.aku.edu

**RADIOLOGY REPORT**

M.R. # 358-39-98 DOB:20/10/1993 Sex: F  
Name: TAKBIR, MALIKA SULTANA  
Order Date: 03/04/2022  
Location: B1  
Doctor: Abdullah Bin Khalid

Clinical History Provided: No

Examination: CT - ABDOMEN & PELVIS WITH CONTRAST -- (6)	Date Reported 04/04/2022	Date Examined 03/04/2022
--	-----------------------------	-----------------------------

CLINICAL INDICATION: H/o haematemesis/weight loss/melena...

CT abdomen performed with contrast.

No prior CT examination is available for comparison.

**FINDINGS:**

Liver is moderately enlarged in size showing fatty infiltration. No focal lesion seen. There is diffuse periportal edema in the liver. Minimal perihepatic free fluid. No intra or extrahepatic biliary dilatation noted. Portal vein and hepatic veins are normally enhancing. Gallbladder is normally distended with minimal pericholecystic fluid. No hyperdense calculus is seen within its lumen.

Stomach appear mildly thickened in the lower body portion with loss of rugal folds. The maximum thickness measures up to 9 mm.

Multiple enlarged para-aortic lymph nodes are seen in the abdomen, the largest measure 10 mm in short axis.

There is some fat fuzziness in the pelvis. However no definite lesion seen.

Small splenunculus noted along the superior anterior aspect of spleen.

Pancreas, spleen, adrenal glands and kidneys appear unremarkable.

Visualised small and large bowel appear unremarkable.

Urinary bladder is suboptimally distended.

Major abdominal vessels are normally enhancing

No pneumoperitoneum.

Normal sized retroverted uterus. Bilateral ovaries appear unremarkable. Right ovary measures 41 x 26 mm. Left ovary measures 38 x 23 mm.

Large ulcerated wound in the left buttock laterally with surrounding soft tissue fibrosis. Soft tissue calcification are also noted in this region suggestive of long standing process. Mild irregularity of the greater trochanter of the left femur along the wound. No enhancement is this region to suggest abscess.

DUPLICATE

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COMPUTER REPORT

Run on : Monday, April 11, 2022, 11:14



Sina Labs Opposite Hayatabad Medical Complex Phase  
4 Hayatabad Peshawar Pakistan Tele: 0915825046  
Mobile: 03323232707 Website: sinalabs.net Email:  
Sinalabs@gmail.com

17

سینا لیب

Name MALAIKA Age 25Y(s) Sex FEMALE  
Lab # H22-03-28-139 ID:2492 Time 28 Mar, 2022 ( 07:19 pm )

	FBC Report	Normal Ranges
WBC	10.39 x 10 <sup>3</sup> /uL ↑	4.0-10
RBC	3.72 x 10 <sup>12</sup> /L	Male 4.5-6.3, Female 3.80-5.2
Hb	6.9 g/dl ↓	Male 14.0-18.0, Female 11.7-15.7
HCT	24 %	Male 39-52, Female 35-46
MCV	65 fl	Male 77-91, Female 77-91
MCH	18 pg	26-32
MCHC	28 g/dl	32-36
Platelets	680 x 10 <sup>9</sup> /l	150-400
Neutrophils	64 %	40-75
Lymphocytes	28 %	20-40
Monocytes	06 %	02-10
Eosinophil	02 %	01-06

Normal values are according to the age and sex of the patient. (Reference: Practical Haematology by Dacie 10th edition)

FBS  
↓  
—  
—  
—  
—

Facility of FNAC, fluid cytology, pap smear and biopsy is now available and will be reported by our FCPS qualified histopathologist and cytopathologist.

All queries/ discrepancies may be referred to Sina Labs within 24 hours of reporting for reconfirmation and reevaluation

Dr Aziz Ur Rehman  
M. Phil Biochemistry  
PMDC:3601-N

Dr Masroor Hassan  
MBBS, FCPS  
(Histopathology)

Dr Anwar Ullah  
PhD Postdoc Biochemistry

Dr Rehana Mahsood  
PhD Biochemistry  
Molecular biology

Electronically Verified  
Report  
Not Valid for Court

Dr Noor Rehman  
(PhD Microbiology)

Mr. Muhammad Khalid  
M.sc Hematology





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The Aga Khan University Hospital, Karachi



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Fax: 92-21-4934294, 4932095 email:  
radiology@aku.edu  
www.aku.edu

**RADIOLOGY REPORT**

M.R. # 358-39-98 DOB:20/10/1993 Sex: ♀  
Name: TAKBIR, MALIKA SULTANA  
Order Date: 03/04/2022  
Location: B1  
Doctor: Abdullah Bin Khalid

Clinical History Provided: No

Examination:	Date Reported	Date Examined
CT - ABDOMEN & PELVIS WITH CONTRAST -- (6)	04/04/2022	03/04/2022

Using appropriate lung window settings, visualised lung bases appear unremarkable.

Using appropriate bone window settings, there is mild irregularity of the greater trochanter of the left femur.

**IMPRESSION:**

Moderately enlarged fatty liver. Mild ascites.  
Stomach is mildly thickened in the lower body portion with loss of rugal folds. This require evaluation with endoscopy if clinically indicated.  
Abdominal lymphadenopathy.  
Large ulcerated wound in the left buttock laterally with surrounding soft tissue fibrosis.

Dr. Faheemullah Khan

Date: 04/04/2022

DR.TANVEER UL HAQ (TAHA)  
RADIOLOGIST (PAGER # 8085)

DUPLICATE

This Report Is Issued By HIMS Department

COMPUTER REPORT

Run on : Monday, April 11, 2022 14:14:48



## BURNS AND PLASTIC SURGERY CENTRE

HAYATABAD PESHAWAR, KHYBER PAKHTUNKHWA

19

### Laboratory Report

<b>Patient Name</b>	Malaika Sultana	<b>Father's Name</b>	Takbeer Khan
<b>Age</b>	25-Years	<b>Date</b>	17-Jan-2022 10:41 PM
<b>Gender</b>	Female	<b>Consultant</b>	TRAUMA EMERGENCY TEAM C
<b>Address</b>	Chitral	<b>M.R. No.</b>	B20031439 <b>B2201-1962</b>

#### COMPLETE BLOOD COUNT

	RESULT	NORMAL VALUES	UNIT
<b>Complete Blood Count</b>			
HB	7.0	11.5-16	g/dl
Total Leucocyte count	7200	4000-11000	/cmm
HCT (PCV)	19	36.0-52.0	%
MCV	62	80-101	fL
PLATLET COUNT	600000	150000-400000	/cmm
<b>Differential Leucocyte Count</b>			
Neutrophils	69	40-72	%
Lymphocytes	27	20-45	%
Eosinophils	01	01-06	%
Monocytes	03	01-10	%
Basophils	00	UpTo 1	%

0347-0535684

This report is electronically verified and does not require any signature/stamp.



**Department of Medicine**  
**SUMMARY ON DISCHARGE**

Takbir, Malika Sultana (358-39-98) FEMALE Age: 28 Y			
Admission Date 02/04/2022	Discharge Date 04/04/2022	Consultant Dr. Abdullah Bin Khalid	Service GI-IN

**Principal Diagnosis / Reason for Admission**

Hemetemesis ??

**Associated Diagnosis / Significant Co-morbidis**

Type 1 diabetes  
Substance abuse

**Hospital Course**

28 years old female presented with the complaints of blood in vomiting, blood in stool and hematuria since 3 months. According to the patient she had history of multiple blood transfusions at outside hospitals. No work up was done. On arrival Hb was 6.7. She was transfused with 2 pcv Her CT abdomen was done and she was planned for EGD plus colon but the patient refused. No bleeding was observed during hospital stay hence being discharged

**Condition on Discharge**

Patient was discharged in stable condition.

**Mode of Discharge**

Patient was discharged as planned.

**Take Home**

Drug	Dose	Route	Frequency	Duration of Treatment
CAP ESOMEPRAZOLE 40 MG/CAP	40 MG	ORAL	Before Breakfast	Continue till next follow-up *
TAB ONDANSETRON HCL 8 MG/TAB	8 MG	ORAL	THREE TIMES A DAY AS NEEDED	Continue till next follow-up *

\* Do not discontinue taking your prescribed medicine until advised by doctor

To view take home medications from AKUH Patient Care mobile application:

User ID: PHA-358-39-98  
Password: TH46564677

*This is a provisional discharge summary and final summary to follow.*



21 - January Termination

21 - Feb One Month

21 March 2 Months

21 April 3 Months

---

21 May 8 One Month time

25 June

34 days

Collapse



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Stadium Road, P.O. Box 3500, Karachi - 74800,  
Pakistan  
Tel: 34930051 Ext. 1552

Medical Record # : 356-39-98  
Patient Name : TAKBIR, MALIKA SULTANA  
Specimen ID : 02042022:HR5648S

Clinical Information / Comments:

None

Age / Gender : 28Y / Female  
Location : ER  
Requesting Physician : Amin Muhammad Dharani  
Account # : 111466764 - ER  
Requested on : 02/04/2022 - 11:30  
Collected on : 02/04/2022 - 11:42  
Reported on : 02/04/2022 - 13:59

Test	Result	Normal Ranges
[COMPLETE BLOOD COUNT] [HAEMOGLOBIN HAEMATOCRIT] HAEMOGLOBIN	6.7 g/dl	(11-14.5)
HAEMATOCRIT	25.3 %	(34.5-45.4)
R.B.C.	3.85 x10E12/L	(3.61-5.2)
M.C.V.	65.7 fL	(78.1-95.3)
M.C.H.	17.4 pg	(25.3-31.7)
M.C.H.C.	26.5 g/dL	(30.3-34.4)
R.D.W	20.4 %	(12.1-16.9)
W.B.C.	6.5 x10E9/L	(4.6-10.8)
NEUTROPHILS	65.6 %	(34.9-76.2)
LYMPHOCYTES	24.1 %	(17.5-45)
EOSINOPHILS	2.9 %	(0.3-7.4)
MONOCYTES	6.8 %	(3.9-10)
BASOPHILS	0.6 %	(0-1)
Neutrophils lymphocytes ratio (NLR)	2.7 ratio	(1-4)
PLATELETS	761 x10E9/L	(154-433)

**METHODOLOGY:**

The test is performed on Automated Haematology Analyzer.

**PERIPHERAL FILM**

ANISOCYTOSIS, HYPOCHROMIC, MICROCYTIC  
POIKILOCYTOSIS, POLYCHROMASIA  
PLATELETS INCREASED ON FILM  
? IRON DEFICIENCY ANAEMIA  
SUGGEST SERUM IRON/TIBC OR FERRITIN LEVEL.

Kindly Note reference Ranges change on 06/12/2018.

This is a computer generated report therefore does not require any signature.  
Printed on/by : 04/04/2022 10:34 AM / safia.saqlain

Dr. Bushra Meiz  
MBBS, FCPS (Hematology)  
Associate Professor

Dr. Muhammad Usman Shaikh  
MBBS, FCPS (Hematology)  
Associate Professor

Dr. Salman Naheem Adil  
MBBS, FCPS (Hematology)  
Professor

Dr. Natashe Ali  
MBBS, FCPS (Hematology)  
Associate Professor

Dr. Muhammad Shariq Shaikh  
MBBS, FCPS (Hematology)  
Assistant Professor

Dr. Aijaz Rashid  
MBBS, FCPS (Hematology)  
Assistant Professor

Dr. Muhammad Hasan  
MBBS, FCPS (Hematology)  
Senior Instructor

خدمت جناب ڈائریکٹر برن انڈسٹریل سٹیٹس سٹیٹس سنٹر  
حیات آباد صدر لکھنؤ ٹیلیفون سنٹر

جناب عالی! درخواست گزار حسب ذیل عرض رساں ہے -

- ۱۔ یہ کہ سائل HMC میں بطور نرس کام کر رہی تھی۔
- ۲۔ جناب والا نے صدر خلاف جب میں بیمار ہو کر کراچی آغا خان ہسپتال میں داخل تھی صدر خلاف انصافی کا دانی کرے مجھے سزے بغیر صوم

22

Payment Code: 100254603583998111469324



Patient Name : TAKBIR, MALIKA SULTANA	Admission #:
Attending Physician : DR. Abdullah Bin Khalid	NR #:
Room / Bed Class : 1	Room / Bed #: BR-21201
Admission Date : 02/04/2022	Discharge Date:
Room : ER	

STATEMENT OF PATIENT CHARGES

	TOTAL CHARGES
<b>A: HOSPITAL ACCOMMODATION</b>	
Room and Charges / Ancillaries.....	0.00
General Ward 1 day(s).....	1,500.00
Special Care 1 day(s).....	3,070.00
<b>B: PROFESSIONAL FEES</b>	
Attending Visits.....	4,540.00
Surgery.....	14,070.00
Anesthesia.....	0.00
Gynecology.....	0.00
Special Consultancy.....	0.00
Radiology Inpatient Charges.....	1,500.00
Anesthetic Service.....	0.00
Nursing / Ancillary Charges.....	17,290.00
Medication Management Service Charges.....	1,750.00
Special Procedure.....	0.00
<b>C: PHARMACY AND MEDICAL / SURGICAL SUPPLIES</b>	
Pharmacy.....	12,800.00
Medical / Surgical Supplies.....	31,810.00
<b>D: DIAGNOSTIC TESTS AND PROCEDURES</b>	
Laboratory.....	00,410.00
Radiology.....	50,400.00
Physiological Measurement Services.....	0.00
Physiotherapy.....	0.00
Operation Theater.....	0.00
Delivery Room.....	0.00
Special Procedures.....	17,910.00
<b>E: OTHERS</b>	
Emergency Visit.....	8,030.00
Convenience Items.....	0.00
Meal on Request.....	540.00
Special Services.....	0.00
Discount On Package.....	0.00
<b>TOTAL CHARGES</b>	<b>232,701</b>
<b>LESS DEPOSIT</b>	<b>60,000</b>
<b>NET BALANCE / (REFUND) DUE</b>	<b>172,701</b>

This statement, and charges reported above are subject to change as they are reviewed in the final statement of charges/invoice will be provided at discharge.

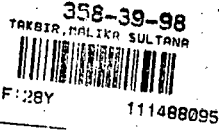
PATIENT BUSINESS SERVICES DEPARTMENT

*Arang KS 40,000/-*

*04/4/22*

Stadium Road,  
P.O. Box 3500, Karachi-74800, Pakistan  
Cable: Akaproject. Telèx: 23667. AKHMC PK  
Fax: (92) 21 34934294, Telephone: 34930051

MEDICAL CERTIFICATE



Patient \_\_\_\_\_ M.R. No. \_\_\_\_\_

Date of Admission 2/4/22 Date of Discharge 7/4/22

The patient identified above was treated at The Aga Khan University Hospital for

GI Pain  
Anemia

Operation EGD

It will be necessary for the patient to remain out of work for 1 week

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

9/4/22  
Date

[Signature]  
Signature of Physician

ANNEXURE

"F"

(24)

To

The Director

B&PS Hosp Peshawar.

Subject:- Application for reversal of my  
termination order.

Respected Sir, it is stated that, I am terminated from my regular job, and the reason for termination is my absentee's. The reason for my absentee's is my sickness, I am suffering from hypochromic anemia and this is the reason I usually need blood transfusions and other medications, therefore I request you to release my salary, and kindly reverse my termination order as right. now I need your help because I have so many expenses on medication, and have to pay my rent. So kindly consider my request. I shall be thankful

I am also referred to Karadi, (2)  
(AKH) for treatment.

I promise, that when I get  
healthy, I will perform my  
duty in a regular and  
proper way. I need a  
last chance for survival,  
otherwise, I will be get  
mentally and emotionally  
disturbed. kindly help me  
in this situation.

Your obediently

Staff malika

21-03-2022.

MD Pm.

To  
The Director  
Burn & Plastic Surgery Center Peshawar

**Subject: Reminder regarding review on termination letter**

Respected Sir

It is stated that I Malika Sultana D/O Takbeer Khan had given application for the review of my termination letter but still I am waiting for reply.

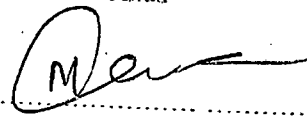
Therefore it is requested in your kind honor that give me proper response regarding my application.

I am looking forward for your kind response.

You're sincere

Malika Sultana D/O Takbeer Khan

Signature.....



Date: 25/03/2022



To

The Director

Bum & Plastic Surgery Center Peshawar

Subject: Reminder regarding review on termination letter

Respected Sir

It is stated that I Malika Sultana D/O Takbeer Khan had given twice application for the review of my termination letter but still I am waiting for reply.

Now I am submitting this my 3<sup>rd</sup> application for review.

All application were for information that I am sick and under medical treatment for my long lasting disease and unable to come to hospital to join the the job.

During that time with out any legal investigation a one sided action taken by the hospital and terminated my services.

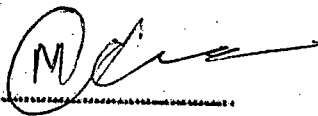
Therefore it is requested in your kind honor that give me proper response regarding my application.

I am looking forward for your kind response.

You're sincere

Malika Sultana D/O Takbeer Khan

Signature



Date: 23/06/2022

**GOVERNMENT OF THE KHYBER PAKHTUNKHWA ESTABLISHMENT AND  
ADMINISTRATION DEPARTMENT.**

**NOTIFICATION**

*Peshawar dated the 16th September, 2011.*

**NO.SO(REG-VD) E&AD/2-6/2010.**—In exercise of the powers conferred by section 26, of the Khyber Pakhtunkhwa Civil Servants Act, 1973 (Khyber Pakhtunkhwa Act No. XVIII of 1973), the Chief Minister of the Khyber Pakhtunkhwa is pleased to make the following rules, namely:

**1. Short title, application and commencement.**—(1) These rules may be called the Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011.

(2) These shall apply to every person who is a member of the civil service of the Province or is the holder of a civil post in connection with the affairs of the Province and shall also apply to or in relation to a person in temporary employment in the civil service or post in connection with affairs of the Province.

(3) These shall come into force at once.

**2. Definitions.**—(1) In these rules, unless the context otherwise requires, the following expressions shall have the meanings hereby respectively assigned to them, that is to say—

- (a) "accused" means a person in Government service against whom action is initiated under these rules;
- (b) "appellate authority" means the authority next above the competent authority to which an appeal lies against the orders of the competent authority;
- (c) "appointing authority" means an authority declared or notified as such by an order of Government under the Khyber Pakhtunkhwa Civil Servants Act, 1973 (Khyber Pakhtunkhwa Act No. XVIII of 1973) and the rules made thereunder or an authority as notified under the specific laws/rules of Government;
- (d) "charges" means allegations framed against the accused pertaining to acts of omission or commission cognizable under these rules;
- (e) "Chief Minister" means the Chief Minister of the Khyber Pakhtunkhwa;
- (f) "competent authority" means—
  - (i) the respective appointing authority;
  - (ii) in relation to a Government servant of a tribunal or court functioning under Government, the appointing authority or the Chairman or presiding officer of such tribunal or court, as the case may be, authorized by the appointing authority to exercise the powers of the competent authority under these rules;

Provided that where two or more Government servants are to be proceeded against jointly, the competent authority in relation to the accused Government servant senior most shall be the competent authority in respect of all the accused.

- (g) "corruption" means—
  - (i) accepting or obtaining or offering any gratification or valuable thing, directly or indirectly, other than legal remuneration, as a reward for doing or for bearing to do any official act; or
  - (ii) dishonestly or fraudulently misappropriating, or indulging in embezzlement or misusing Government property or resources; or
  - (iii) entering into plea bargain under any law for the time being in force and returning the assets or gains acquired through corruption or corrupt practices voluntarily; or
  - (iv) possession of pecuniary sources or property by a Government servant or any of his dependents or any other person, through his or on his behalf,

which cannot be accounted for and which are disproportionate to his known sources of income; or

- (v) maintaining a standard of living beyond known sources of income; or
- (vi) having a reputation of being corrupt;
- (h) "Governor" means the Governor of the Khyber Pakhtunkhwa;
- (i) "inefficiency" means failure to efficiently perform functions assigned to a Government servant in the discharge of his duties;
- (j) "inquiry committee" means a committee of two or more officers, headed by a convener, as may be appointed by the competent authority under these rules;
- (k) "inquiry officer" means an officer appointed by the competent authority under these rules;
- (l) "misconduct" includes-
  - (i) conduct prejudicial to good order or service discipline; or
  - (ii) conduct contrary to the Khyber Pakhtunkhwa Province Government Servants (Conduct) Rules, 1987, for the time being in force; or
  - (iii) conduct unbecoming of Government servant and a gentleman; or
  - (iv) involvement or participation for gains, directly or indirectly, in industry, trade, or speculative transactions by abuse or misuse of official position to gain undue advantage or assumption of such financial or other obligations in relation to private institutions or persons as may compromise the performance of official duties or functions; or
  - (v) any act to bring or attempt to bring outside influence, directly or indirectly, to bear on the Governor, the Chief Minister, a Minister or any other Government officer in respect of any matter relating to the appointment, promotion, transfer or other conditions of service; or
  - (vi) making appointment or having been appointed or promoted on extraneous grounds in violation of any law or rules; or
  - (vii) conviction for a moral offence by a court of law.
- (2) Words and expressions used but not defined in these rules shall have the same meanings as are assigned to them in the Khyber Pakhtunkhwa Civil Servants Act, 1973 (Khyber Pakhtunkhwa Act No XVIII of 1973) or any other statutory order or rules of Government for the time being in force.

3. **Grounds for proceedings.**—A Government servant shall be liable to be proceeded against under these rules, if he is-

- (a) inefficient or has ceased to be efficient for any reason; or
- (b) guilty of misconduct; or
- (c) guilty of corruption; or
- (d) guilty of habitually absenting himself from duty without prior approval of leave; or
- (e) engaged or is reasonably believed to be engaged in subversive activities, or is reasonably believed to be associated with others engaged in subversive activities, or is guilty of disclosure of official secrets to any un-authorized person, and his retention in service is prejudicial to national security; or
- (f) entered into plea bargaining under any law for the time being in force and has returned the assets or gains acquired through corruption or corrupt practices voluntarily.

4. **Penalties.**—(1) The following are the minor and the major penalties, namely:

- (a) Minor penalties:
  - (i) censure;
  - (ii) withholding, for a specific period, promotion or increment subject to a maximum of three years, otherwise than for unfitness for

promotion or financial advancement, in accordance with the rules or orders pertaining to the service or post:

Provided that the penalty of withholding increments shall not be imposed on a Government servant who has reached the maximum of his pay scale:

- (iii) recovery of the whole or any part of any pecuniary loss caused to Government by negligence or breach of order;

(b) Major penalties:

- <sup>1</sup>[(i) reduction to a lower post or pay scale or to a lower stage in a time scale for a maximum period of five years:

Provided that on a restoration to original pay scale or post, the penalized Government servant will be placed below his erstwhile juniors promoted to higher posts during subsistence of the period of penalty;]

- (ii) compulsory retirement;
- (iii) removal from service; and
- (iv) dismissal from service.

(2) Dismissal from service under these rules shall disqualify a Government servant from future employment under Government.

(3) Any penalty under these rules shall not absolve a Government servant from liability to any other punishment to which he may be liable for an offence, under any other law, committed by him while in service.

5. Initiation of proceedings.—(1) If on the basis of its own knowledge or information placed before it, the competent authority is of the opinion that there are sufficient grounds for initiating proceedings against a Government servant under these rules it shall either:-

- (a) proceed itself against the accused by issuing a show cause notice under rule 7 and, for reasons to be recorded in writing, dispense with inquiry:

Provided that no opportunity of showing cause or personal hearing shall be given where-

- (i) the competent authority is satisfied that in the interest of security of Pakistan or any part thereof, it is not expedient to give such an opportunity; or
- (ii) a Government servant has entered into plea bargain under any law for the time being in force or has been convicted on the charges of corruption which have led to a sentence of fine or imprisonment; or
- (iii) a Government servant is involved in subversive activities; or
- (iv) it is not reasonably practicable to give such an opportunity to the accused; or

- (b) get an inquiry conducted into the charge or charges against the accused, by appointing an inquiry officer or an inquiry committee, as the case may be, under rule 11:

Provided that the competent authority shall dispense with the inquiry where-

- (i) a Government servant has been convicted of any offence other than corruption by a court of law under any law for the time being in force; or
- (ii) a Government servant is or has been absent from duty without prior approval of leave:

Provided that the competent authority may dispense with the inquiry where it is in possession of sufficient documentary

evidence against the accused or, for reasons to be recorded in writing, it is satisfied that there is no need to hold an inquiry.

(2) The charge sheet or statement of allegations or the show cause notice, as the case may be, shall be signed by the competent authority.

6. **Suspension.**—A Government servant against whom action is proposed to be initiated under rule 5 may be placed under suspension for a period of ninety days, if in the opinion of the competent authority, suspension is necessary or expedient, and if the period of suspension is not extended for a further period of ninety days within thirty days of the expiry of initial period of suspension, the Government servant shall be deemed to be reinstated:

Provided that the competent authority may, in appropriate case, for reasons to be recorded in writing, instead of placing such person under suspension, require him to proceed on such leave as may be admissible to him, from such date as may be specified by the competent authority.

7. **Procedure where inquiry is dispensed with.**—If the competent authority decides that it is not necessary to hold an inquiry against the accused under rule 5, it shall-

- (a) inform the accused by an order in writing, of the grounds for proceeding against him, clearly specifying the charges therein, alongwith apportionment of responsibility and penalty or penalties proposed to be imposed upon him;
- (b) give him a reasonable opportunity of showing cause against the proposed action, within seven days of receipt of the order or within such extended period, as the competent authority may determine;
- (c) on receipt of reply of the accused within the stipulated period or after the expiry thereof, if no reply is received, determine whether the charge or charges have been proved against the accused or not:

Provided that after receipt of reply to the show cause notice from the accused, the competent authority, except where the Chief Minister himself is the competent authority, shall decide the case within a period of ninety days, excluding the time during which the post held by the competent authority remained vacant due to certain reasons:

Provided further that if the case is not decided by the competent authority within the prescribed period of ninety days, the accused may file an application before the appellate authority for early decision of his case, which may direct the competent authority to decide the case within a specified period;

- (d) afford an opportunity of personal hearing before passing any order of penalty under clause (f), if it is determined that the charge or charges have been proved against him;
- (e) exonerate the accused by an order in writing, if it is determined that the charge or charges have not been proved against him; and
- (f) impose any one or more penalties mentioned in rule 4, by an order in writing, if the charge or charges are proved against the accused:

Provided that where charge or charges of grave corruption are proved against an accused, the penalty of dismissal from service shall be imposed, in addition to the recovery, if any.

8. **Action in case of conviction or plea bargain under any law.**—Where a Government servant is convicted by a court of law on charges of corruption or moral turpitude or has entered into plea bargain and has returned the assets or gains acquired through corruption or corrupt practices, or has been acquitted by a court of law as a result of compounding of an offence involving moral turpitude under any law for the time being in force, the competent authority, after examining facts of the case, shall-

- (a) dismiss the Government servant where he has been convicted on charges of corruption or moral turpitude or has entered into plea bargain and has returned the assets or gains acquired through corruption or corrupt practices voluntarily:

Provided that dismissal in these cases shall be with <sup>2</sup>[.....] effect from the date of conviction by a court of law; and

- (b) proceed against the Government servant under rule 5, where he has been convicted of charges other than corruption or moral turpitude.

9. **Procedure in case of wilful absence.**—Notwithstanding anything to the contrary contained in these rules, in case of wilful absence from duty by a Government servant for seven or more days, a notice shall be issued by the competent authority through registered acknowledgement on his home address directing him to resume duty within fifteen days of issuance of the notice. If the same is received back as undelivered or no response is received from the absentee within stipulated time, a notice shall be published in at least two leading newspapers directing him to resume duty within fifteen days of the publication of that notice, failing which an *ex-parte* decision shall be taken against the absentee. On expiry of the stipulated period given in the notice, major penalty of removal from service may be imposed upon such Government servant.

10. **Procedure to be followed by competent authority where inquiry is necessary.**—

(1) If the competent authority decides that it is necessary to hold an inquiry against the accused under rule 5, it shall pass an order of inquiry in writing, which shall include-

- (a) appointment of an inquiry officer or an inquiry committee, provided that the inquiry officer or the inquiry committee, as the case may be, shall be of a rank senior to the accused and where two or more accused are proceeded against jointly, the inquiry officer or the convener of the inquiry committee shall be of a rank senior to the senior most accused;
- (b) the grounds for proceeding, clearly specifying the charges along with apportionment of responsibility;
- (c) appointment of the departmental representative by designation; and
- (d) direction to the accused to submit written defense to the inquiry officer or the inquiry committee, as the case may be, within reasonable time which shall not be less than seven days and more than fifteen days of the date of receipt of orders.

(2) The record of the case and the list of witnesses, if any, shall be communicated to the inquiry officer or the inquiry committee, as the case may be, along with the orders of inquiry.

(3) In a case where preliminary or fact finding inquiry was conducted, and the competent authority decides to hold formal inquiry, the inquiry officer or the inquiry committee for the purpose of conducting formal inquiry shall be different from the inquiry officer or the inquiry committee which conducted the preliminary.

11. **Procedure to be followed by inquiry officer or inquiry committee.**—(1) On receipt of reply of the accused or on expiry of the stipulated period, if no reply is received from the accused, the inquiry officer or the inquiry committee, as the case may be, shall inquire into the charges and may examine such oral or documentary evidence in support of the charges or in defense of the accused as may be considered necessary and where any witness is produced by one party, the other party shall be entitled to cross-examine such witness.

(2) If the accused fails to furnish his reply within the stipulated period, the inquiry officer or the inquiry committee, as the case may be, shall proceed with the inquiry *ex-parte*.

(3) The inquiry officer or the inquiry committee, as the case may be, shall hear the case on day to day and no adjournment shall be given except for reasons to be recorded in writing, in which case it shall not be of more than seven days.

(4) Statements of witnesses and departmental representative(s), if possible, will be recorded in the presence of accused and vice versa.

(5) Where the inquiry officer or the inquiry committee, as the case may be, is satisfied that the accused is hampering or attempting to hamper the progress of the inquiry, he or it shall administer a warning and if, thereafter, he or it is satisfied that the accused is acting in disregard to the warning, he or it shall record a finding to that effect and proceed to complete the inquiry in such manner as may be deemed expedient in the interest of justice.

(6) If the accused absents himself from the inquiry on medical grounds, he shall be

deemed to have hampered or attempted to hamper the progress of the inquiry, unless medical leave, applied for by him, is sanctioned on the recommendations of a Medical Board; provided that the competent authority may, in its discretion, sanction medical leave up to seven days without such recommendations.

(7) The inquiry officer or the inquiry committee, as the case may be. Shall submit his or its report, to the competent authority within thirty days of the initiation of inquiry:

Provided that the inquiry shall not be vitiated merely on the grounds of non-observance of the time schedule for completion of the inquiry.

**12. Powers of the inquiry officer or inquiry committee.**—(1) For the purpose of an inquiry under these rules, the inquiry officer or the inquiry committee, as the case may be. shall have the powers of a Civil Court trying a suit under the Code of Civil Procedure, 1908 (Act No. V of 1908), in respect of the following matters, namely:

- (a) summoning and enforcing the attendance of any person and examining him on oath;
- (b) requiring the discovery and production of documents, and receiving evidence on affidavits; and
- (c) issuing commissions for the examination of witnesses or documents.

(2) The proceedings under these rules shall be deemed to be the judicial proceedings within the meaning of sections 193 and 228 of the Pakistan Penal Code, 1860 (Act No. XLV of 1860).

**13. Duties of the departmental representative.**—The departmental representative shall perform the following duties, namely:

- (a) render full assistance to the inquiry officer or the inquiry committee, as the case may be, during the proceedings where he shall be personally present and fully prepared with all the relevant record relating to the case, on each date of hearing;
- (b) cross-examine the witnesses produced by the accused, and with the permission of the inquiry officer or inquiry committee, as the case may be, may also cross-examine the prosecution witnesses; and
- (c) rebut the grounds of defense offered by the accused before the inquiry officer or the inquiry committee, as the case may be.

**14. Order to be passed on receipt of report from the inquiry officer or inquiry committee.**—(1) On receipt of report from the inquiry officer or inquiry committee, as the case may be, the competent authority, shall examine the report and the relevant case material and determine whether the inquiry has been conducted in accordance with the provisions of these rules.

(2) If the competent authority is satisfied that the inquiry has been conducted in accordance with the provisions of these rules, it shall further determine whether the charge or charges have been proved against the accused or not.

(3) Where the charge or charges have not been proved, the competent authority shall exonerate the accused by an order in writing, or it shall follow the procedure as given in sub-rule (6) of this rule.

(4) Where the charge or charges have been proved against the accused, the competent authority shall issue a show cause notice to the accused by which it shall-

- (a) inform him of the charges proved against him and the penalty or penalties proposed to be imposed upon him;
- (b) give him reasonable opportunity of showing cause against the penalty or penalties proposed to be imposed upon him and to submit as to why one or more of the penalties as provided in rule 4 may not be imposed upon him and to submit additional defense in writing, if any, within a period which shall not be less than seven days and more than fifteen days from the day the charge or charges have been communicated to him: provided that the accused shall, in his reply to show cause notice, indicate as to whether he

wants to be heard in person or not;

- (c) provide a copy of the inquiry report to the accused; and
- (d) direct the departmental representative to appear, with all the relevant record, on the date of hearing.

(5) After affording personal hearing to the accused the competent authority shall, keeping in view the findings and recommendations of the inquiry officer or inquiry committee, as the case may be, facts of the case and defense offered by the accused^ during personal hearing, by an order in writing-

- (i) exonerate the accused if charges had not been proved; or
- (ii) impose any one or more of the penalties specified in rule 4 if charges have been proved.

(6) Where the competent authority is satisfied that the inquiry proceedings have not been conducted in accordance with the provisions of these rules or the facts and merits of the case have been ignored or there are other sufficient grounds, it may, after recording reasons in writing, either remand the inquiry to the inquiry officer or the inquiry committee, as the case may be, with such directions as the competent authority may like to give, or may order a de novo inquiry through different inquiry officer or inquiry committee <sup>3</sup>[subject of sub-rule (7) of rule 11].

(7) After receipt of reply to the show cause notice and affording opportunity of personal hearing, the competent authority shall decide the case within a period of fifteen days, excluding the time during which the post held by the competent authority remained vacant due to certain reasons.

(8) If the case is not decided by the competent authority within the prescribed period of fifteen days, the accused may submit an application before the appellate authority for early decision of his case, which may direct the competent authority to decide the case within a specified period.

**15. Personal hearing.**—The competent authority may, by an order in writing, call the accused and the departmental representative, alongwith relevant record of the case, to appear before him, for personal hearing on the fixed date and time.

**16. Procedure of inquiry against Government servant lent to other governments or organizations etc.**—(1) Where the services of Government servant to whom these rules apply are transferred or lent to any other government department, corporation, corporate body, autonomous body, authority, statutory body or any other organization or institution, hereinafter referred to as the borrowing organization, the competent authority for the post against which such Government servant is posted in the borrowing organization may-

- (a) suspend him under rule 6; and
- (b) initiate proceedings against him/her under these rules:

Provided that the borrowing organization shall forthwith inform the authority which has lent his services, (hereinafter referred to as the lending organization) of the circumstances leading to the order of his suspension or the initiation of the proceedings, as the case may be:

Provided further that the borrowing organization shall obtain prior approval of the competent authority in the lending organization before taking any action under these rules against a Government servant holding a post in basic pay scale 17 or above.

(2) If, in the light of findings of the proceedings taken against the accused in terms of sub rule (1), the borrowing organization is of the opinion that a penalty may have to be imposed on him, it shall transmit the record of the proceedings to the lending organization, and the competent authority in the lending organization shall thereupon take action against the accused under rule 14.

(3) Notwithstanding anything to the contrary contained in sub-rules (1) and (2), the Chief Minister may, in respect of certain Government servant or class of Government servants to whom these rules apply, authorize any officer or authority in the borrowing organization to exercise all the powers of the competent authority under these rules.



17. **Departmental appeal and review.**—(1) An accused who has been awarded any penalty under these rules may, within thirty days from the date of communication of the order, prefer departmental appeal to the appellate authority:

Provided that where the order has been passed by the Chief Minister, the accused may, within the aforesaid period, submit a review petition directly to the Chief Minister.

(2) The authority empowered under sub-rule (1) shall call for the record of the case and comments on the points raised in the appeal from the concerned department or office, and on consideration of the appeal or the review petition, as the case may be, by an order in writing-

- (a) uphold the order of penalty and reject the appeal or review petition; or
- (b) set aside the orders and exonerate the accused; or
- (c) modify the orders or reduce the penalty.

(3) An appeal or review petition preferred under these rules shall be made in the form of a petition, in writing, and shall set forth concisely the grounds of objection in impugned order in a proper and temperate language.

18. **Appearance of counsel.**—No party to any proceedings under these rules at any stage of the proceedings, except proceedings under rule 19, shall be represented by an advocate.

19. **Appeal before Khyber Pakhtunkhwa Province Service Tribunal.**—(1) Notwithstanding anything contained in any other law or rules for the time being in force, any Government servant aggrieved by any final order passed under rule 17 may, within thirty days from the date of communication of the order, prefer an appeal to the Khyber Pakhtunkhwa Province Service Tribunal established under the Khyber Pakhtunkhwa Province Service Tribunals Act, 1974 (Khyber Pakhtunkhwa Act No. I of 1974).

(2) If a decision on a departmental appeal or review petition, as the case may be, filed under rule 17 is not communicated within period of sixty days of filing thereof, the affected Government servant may file an appeal in the Khyber Pakhtunkhwa Province Service Tribunal within a period of <sup>4</sup>[ninety] days of the expiry of the aforesaid period, whereafter, the authority with whom the departmental appeal or review petition is pending, shall not take any further action.

20. **Exception.**—Notwithstanding anything to the contrary contained in these rules, in cases where Government servants collectively strike work, wilfully absent themselves from duty or abandon their official work, the competent authority in respect of senior most accused may serve upon them through newspapers or any other mean, such notice as may be deemed appropriate to resume duty and in the event of failure or refusal to comply with the directive contained in the notice, impose upon the defaulting Government servants any of the major penalties prescribed in these rules.

21. **Indemnity.**—No suit, prosecution or other legal proceedings shall lie against the competent authority or any other authority for anything done or intended to be done in good faith under these rules or the instructions or directions made or issued there-under.




<sup>5</sup>[.....]

23. **Repeal.**—(1) The Khyber Pakhtunkhwa government servants (Efficiency & Discipline) Rules, 1973 are hereby repealed.

(2) Notwithstanding the repeal of the aforesaid rules, all proceedings pending immediately before the commencement of these rules against any Government servant under repealed rules shall continue under these rules.

(3) Notwithstanding the repeal of the aforesaid rules, all proceedings pending immediately before the commencement of these rules against any employee under the said repealed rules or under the Khyber Pakhtunkhwa Civil Servants Act, 1973 and rules made thereunder, or any other law and rules shall continue under that law and rules, in the manner provided thereunder.

<sup>4</sup> Subs. by Notification No. SO(REG-VI)E&AD/2-6/2010. Dated 18<sup>th</sup> July, 2012.

قیمت 50 روپے	27808	  
ایڈوکیٹ: سلیم الدین		
بار کونسل/ایسوسی ایشن نمبر: BC-15-5807		<b>پشاور بار ایسوسی ایشن، خیبر پختونخواہ</b>
رابطہ نمبر: 03469122502		

بعدالت جناب: سروس ٹریبونل پشاور KPK

مخائب: مدعی: عالیہ سلطانہ	دعویٰ: سروس اپیل
	علت نمبر:
	مورخہ:
	جرم:
	تھانہ:

### باعث تحریر آنکہ

مقدمہ مندرجہ عنوان بالا میں اپنی طرف سے واسطے پیروی و جواب دہی کاروائی متعلقہ آن مقام پشاور کیلئے سلیم الدین، محمد نذیر، ذبیحان، حیدر علی، مطیع الرحمن، محمد افتاب، کوویل مقرر ایڈووکیٹ خدام الاسلام کر کے اقرار کیا جاتا ہے کہ صاحب موصوف کو مقدمہ کی کل کاروائی کا کامل اختیار ہوگا، نیز کوویل صاحب کو ایڈووکیٹ راضی نامہ کرنے و تقرر ثالث و فیصلہ برحلف دینے جواب دعویٰ اقبال دعویٰ اور درخواست ازہر 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 مذکورہ کے کل یا اجزوی کاروائی کے واسطے اور وکیل یا مختار قانونی کواپنے ہمراہ یا اپنے بجائے تقرر کا اختیار ہوگا اور صاحب مقرر شدہ کو وہی جملہ مذکورہ باختیارات حاصل ہوں گے اور اس کا بناختہ پرواختہ منظور و قبول ہوگا دوران مقدمہ میں جو خرچہ ہر جانبہ التوائے مقدمہ کے سبب سے ہوگا۔ کوئی تاریخ پیشی مقام دورہ یا حد سے باہر ہو تو وکیل صاحب پابند نہ ہوں گے کہ پیروی مذکورہ کریں، لہذا وکالت نامہ لکھ دیا تاکہ سند رہے

المرقوم: 28-06-2022  
PESHAWAR BAR ASSOCIATION  
HYBER PAKHTUNKHWA

العادی العادی  
مقام پشاور کے لیے منظور ہے۔

Attested & Accepted

نوٹ: اس وکالت نامہ کی فونو کاپی ناقابل قبول ہوگی۔

Handwritten signatures and stamps of the legal representatives and the bar association.

ملکہ سلطانہ دستگیر نسیم خان سکریٹری صاحبہ، 341 سڈ ہسٹبل نمبر 8، پشاور مہتمل عدالت

**"A"**

**KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR.**  
JUDICIAL COMPLEX (OLD), KHYBER ROAD,  
PESHAWAR.

No.

SB

APPEAL No..... of 2022

Mahika Subhana

Appellant/Petitioner

Versus

Mahika Subhana

RESPONDENT(S)

Notice to Appellant/Petitioner

Take notice that your appeal has been fixed for Preliminary hearing, replication, affidavit/counter affidavit/record/arguments/order before this Tribunal on 11/10/2022 at .....

You may, therefore, appear before the Tribunal on the said date and at the said place either personally or through an advocate for presentation of your case, failing which your appeal shall be liable to be dismissed in default.

For Reply

Copy of Appeal is Attached

[Signature]

Registrar,  
Khyber Pakhtunkhwa Service Tribunal,  
Peshawar.

16/9/22

"A"

**KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR.**  
JUDICIAL COMPLEX (OLD), KHYBER ROAD,  
PESHAWAR.

No.

APPEAL No..... of 20

Apellant/Petitioner

Versus

RESPONDENT(S)

Notice to Apellant/Petitioner

Take notice that your appeal has been fixed for Preliminary hearing, replication, affidavit/counter affidavit/record/arguments/order before this Tribunal on 11/09/2022 at

You may, therefore, appear before the Tribunal on the said date and at the said place either personally or through an advocate for presentation of your case, failing which your appeal shall be liable to be dismissed in default.

For Reply

Copy of Appeal is Attached

[Signature]

Registrar,  
Khyber Pakhtunkhwa Service Tribunal,  
Peshawar.

16/09/22