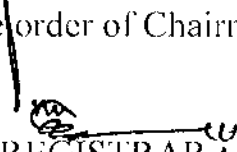


# FORM OF ORDER SHEET

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

Case No.- 108/2023

S No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	11/1/2023	<p>The appeal of Mr. Fazal Wahid presented today by Mr. Muhammad Arif Jan Advocate. It is fixed for preliminary hearing before touring Single Bench at A.Abad on _____ Parcha Peshi is given to appellant/counsel.</p> <p>By the order of Chairman</p> <p> REGISTRAR</p>

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE  
TRIBUNAL PESHAWAR**

S. Appeal No 108/2023

Fazal Wahid.....Appellant

VERSUS

District Education Officer and others.....Respondents

**I N D E X**

S.No.	Description of Documents	Annex	Pages
1.	Memo of Petition		1-4
2.	Affidavit		5
3.	Addresses of Parties		6
4.	Copies of testimonials and appointment	A & B	7A-8
5.	Copy of order dated 22-02-2020	C	9
6.	Copies of grounds of appeal and order/judgment dated 15-09-2021	D & E	10-19
7.	Copies of order dated 07-10-2021 and inquiry report	F	20
8.	Copy of letter dated 27-03-2022	G	21
9.	Copy of inquiry report dt 5-7-2021	H	22-25
10.	Copies of inquiry report, order dated 27-09-2022 along with other necessary documents	I	26-53
11.	Copy of Departmental appeal	J	54-56
12.	Wakalat Nama		57


Date: 4.1.2023

Through

Office:

Cell:

Appellant

  
**Muhammad Afif Jan**  
Advocate, Peshawar  
Office No.212 New  
Qatar Hotel Sikandar  
Town G.T. Road  
Peshawar.

0333-2212213

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE**  
**TRIBUNAL, PESHAWAR**

S. Appeal No. 108/2023

Fazal Wahid, Ex-DM S/o Haji Abdul Hai  
GMS Khan Abad, District Lower Kohistan.

.....Appellant

Versus

1. District Education Officer (Male), District Lower Kohistan.
2. Director Education Khyber Pakhtunkhwa, near Govt. Higher Secondary School, G.T Road, Peshawar.
3. Secretary Elementary & Secondary Education, Govt. of KP, Civil Secretariat, Peshawar.
4. Deputy Commissioner Upper Kohistan the then District Coordination Officer Dasso Kohistan.
5. District Account Officer, District Lower Kohistan.

.....Respondents

**APPEAL UNDER SECTION 4 OF KHYBER**  
**PAKHTUNKHWA SERVICE TRIBUNAL ACT,**  
**1974 AGAINST THE IMPUGNED ORDER**  
**DATED 27-09-2022 PASSED BY RESPONDENT**  
**NO-1 AGAINST WHICH DEPARTMENTAL**  
**APPEAL HAS BEEN PREFERRED BY THE**  
**APPELLANT ON 07-10-2022, BUT THE SAME**  
**HAS NOT BEEN DECIDED WITHIN THE**  
**STIPULATED PERIOD OF TIME.**

Respectfully Sheweth;

Appellant humbly submits as under:-

1. That respondent No-4, the then competent authority appointed the appellant against the post of Drawing Master (DM) vide order dated 13-08-2007 and was posted in GMS

Bar Bela Kohistan. (Copies of testimonials and appointment order are attached as ANNEX-A & B respectively).

2. That while performing his duties with full zeal and zest and up-to the entire satisfaction of his superiors, the appellant was removed from service by respondent No-1 illegally and unlawfully vide order dated 22-02-2020. (Copy of order dated 22-02-2020 is attached as ANNEX-C).
3. That the illegal and unlawful order of respondent No-1 passed against the appellant was challenged in service appeal No-1404/2020 by the appellant which was allowed by this Hon'ble Tribunal and the impugned order dated 22-02-2020 was set aside vide order/judgment (Brief mentioned therein) dated 15-09-2021. (Copies of grounds of appeal and order/judgment dated 15-09-2021 are attached as ANNEX-D & E respectively).
4. That after re-instated the appellant into service, de-nove inquiry was conducted where after the report/finding of the same has been forwarded before respondent No-2. (Copies of re-instatement order dated 7-10-2021 and inquiry report dated are attached as ANNEX-F).
5. That respondent No-2 sent back the inquiry report to respondent No-1 vide letter dated 27-03-2022 for information and proper decision. (Copy of letter dated 27-03-2022 is attached as ANNEX-G).
6. That instead of to comply with the above, respondent No-1 by mis-using his power hold another inquiry on the same subject matter against the appellant, however all the inquiry officers inquired the matter in dept and submitted their respective reports in favor of appellant. (Copy of inquiry report dated 5-7-2022 is attached as ANNEX-H).
7. That respondent No-1 disagree with the findings of inquiry officer and passed the impugned order dated 27-09-2022 wherein the re-instatement order dated 07-10-2021 was withdrawn and the earlier removal order dated 22-02-2020 was kept intact despite the fact that the same has already been declared illegal and was set-aside by this Hon'ble Tribunal moreover the same has also attended finality. (Copies of inquiry report, order dated 27-09-2022 along with other necessary documents are attached as ANNEX-I).
8. That it is worth mentioned here that the appellant also filed petition for implementation and release of monthly salaries and during pendency of proceeding the impugned order was communicated against which departmental appeal was

preferred before respondent No-2 but no final order has been passed till date hence the instant appeal amongst other grounds. (Copy of departmental appeal is attached as ANNEX-J).

**GROUND:**

- A. That the act, commission and omission of the respondents and the office order bearing No bearing No-5232-39 dated 27-09-2022 passed by respondent No-1 against the appellant in respect of maintaining the removal of the appellant dated 22-02-2020 which has already been declared illegal and has been set aside by this Hon'ble Tribunal in the earlier appeal No-1404/2020 which was allowed on 15-09-2021 and also got finality (hereinafter impugned) are patently illegal, unlawful, without lawful authority, of no legal effect having no value in the eyes of law thus be set-aside and the appellant may kindly be reinstated in his service with all back benefits and be allowed to keep and continue his duties.
- B. That the appellant was rightly appointed by the then competent authority in the presence of selection committee in the distress situation of the area during those days, being eligible, deservable and fulfilling all the codal formalities, the appellant was issued his appointment letter/order.
- C. That the impugned order is very harsh in nature and also does not commensurate with facts of the case moreover the mala-fide of the respondents / authority is also exist from the record who was neither competent and was only holding the additional charge, moreover also badly failed to pass a speaking order against the appellant as in case of disagreement with the finding of inquiry officer, the competent authority is required and bound under the law to express his own views but respondent No-1 only relied upon the earlier proceedings, hence be declared void and to be cancelled.
- D. That the appellant is serving the department since his appointment regularly but somewhere was unable to

attend his duties due to the restraining order of respondents but the respondents concerned badly failed to pay all the outstanding salaries/back benefits to the appellant till date hence the appellant has got no alternate source of income to feed mouths of members of family, thus living miserable life from hand to mouth.


- E.** That while awarding the major penalty the authority also ignored the volume of service, service book of the appellant as well as the laws rules and regulations governing the subject matter.
- F.** That there is no any complaint or inquiry pending against the appellant in any court of law or at any forum but the appellant always worked honestly and to the entire satisfaction of his superior.
- G.** That any other ground which has not been specifically asked for and is fit in the circumstance may also be allowed in favor of the appellant against the respondents.

**It is, therefore, most humbly prayed that on acceptance of the instant appeal, the impugned order dated 27-09-2022 passed by respondent No-1 may graciously be set-aside and the appellant may kindly be reinstated in his service with all back benefits and may also be allowed to keep and continue his duties.**

**Further the respondent concerned may also be directed to pay all the outstanding due salaries to the appellant without any delay, reason and justification.**

**Any other relief which deems fit and not specifically asked for may also be allowed in favor of appellant against respondents.**

Through

  
Appellant  
Muhammad Arif Jan  
Advocate, Peshawar.

(S)

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE  
TRIBUNAL PESHAWAR**

**S. Appeal No** \_\_\_\_\_/2023

Fazal Wahid.....Appellant

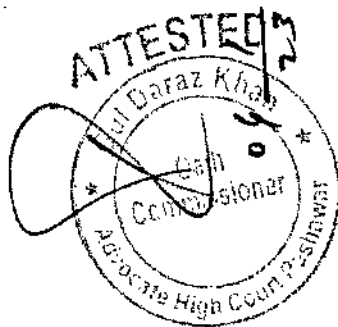
**VERSUS**

District Education Officer and others.....Respondents

**AFFIDAVIT**

I, Fazal Wahid, Ex-DM S/o Haji Abdul Hai GMS Khan Abad, District Lower Kohistan do hereby solemnly affirm and declare on oath that the contents of the **appeal** are true and correct to the best of my knowledge and belief and nothing has been concealed from this Hon'ble Court.

  
**DEPONENT**



(6)

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE  
TRIBUNAL PESHAWAR**

**S. Appeal No**-----/2023

Fazal Wahid.....Appellant

VERSUS

District Education Officer and others.....Respondents

**ADDRESSES OF PARTIES**

**APPELLANT:**

Fazal Wahid, Ex-DM S/o Haji Abdul Hai  
GMS Khan Abad, District Lower Kohistan.

**RESPONDENTS**

1. District Education Officer (Male), District Lower Kohistan.
2. Director Education Khyber Pakhtunkhwa, near Govt. Higher Secondary School, G.T Road, Peshawar.
3. Secretary Elementary & Secondary Education, Govt. of KP, Civil Secretariat, Peshawar.
4. Deputy Commissioner Upper Kohistan the then District Coordination Officer Dasso Kohistan.
5. District Account Officer, District Lower Kohistan.

Appellant

Through



**Muhammad Arif Jan**  
Advocate, Peshawar.

Date: 4.1.2023



**BOARD OF INTERMEDIATE & SECONDARY EDUCATION****ABBOTTABAD**

Khyber Pakhtunkhwa (Pakistan)

Higher Secondary School Certificate Examination

7

Annex-A

Part - II

Session: 2021 (Annual)

**PROVISIONAL & DETAILED MARKS CERTIFICATE**

Roll No: 150006

Group: HUMANITIES

Name: FAZAL E WAHID  
 Father Name: ABDUL HAI  
 Reg No: 0114AB/KH-intMP20  
 Institution/ District: KHISTAN



has secured the marks shown against each subject in the Higher Secondary School Certificate Examination Part-II held in the month of July / August as a Private Candidate.


Subjects	Marks	Marks Obtained					
		Part-I		Part-II		Total	Marks in Words
		Theory	Pract	Theory	Pract		
English	200	56	--	56	--	112	One Hundred Twelve
Urdu (Comp)	200	56	--	56	--	112	One Hundred Twelve
Islamiyat Compulsory	50	29	--	--	--	29	Twenty-Nine
Pakistan Studies	50	--	--	29	--	29	Twenty-Nine
Islamic History	200	33	--	33	--	66	Sixty-Six
Civics	200	61	--	61	--	122	One Hundred Twenty-Two
Islamiyat Elective	200	64	--	64	--	128	One Hundred Twenty-Eight
Total: 1100						598-C	Five Hundred Ninety-Eight Only

Date: 20 September, 2021

Remarks:

(Promotion Policy 2020 &amp; 2021)

Checked By: \_\_\_\_\_

  
 Controller of Examinations

Note: Errors / Omissions excepted. Any error in Name, Father Name etc must be intimated within 30 days after declaration of result. Visit us: [www.biseatd.edu.pk](http://www.biseatd.edu.pk)  
 757 MEER PUBLIC HIGH SCHOOL & COLLEGE PAFKOHISTAN (FOR BOYS)

etc

GG.No. 138678

Board of Intermediate & Secondary Education

ABBOTTABAD

DETAILED MARKS CERTIFICATE  
Secondary School Certificate Examination

(GENERAL GROUP)

Session 2001 (Annual/Supplementary)



Name Fajal F. Sahid

7-A

Father's Name Muhammad Hanif

Roll No. 16256

SUBJECT	MARKS	MARKS OBTAINED	
		In figure	In words
1. English	150	60	Three hundred and Seventy one.
2. Urdu	150	61	
3. Islamiyat Comp.	75	25	
4. Pakistan Studies	75	25	
5. Gen. Mathematics	100	53	
6. General Science	100	53	
7. A.S.	100	54	
8. I.S.	100	50	
Total	850	371	

This certificate is issued. Errors and omission excepted

Prepared by: A.S.U.

Checked by: \_\_\_\_\_

Dated \_\_\_\_\_ 2001

Controller of Examinations  
Board of Intermediate & Secondary Education  
Abbottabad

*Attested*

*[Signature]*  
3ST BPS-16 G.H.S  
Haveli Pattan Kohistan  
20-11-2001

*CTC*

*[Signature]*

8

Annex-B

**OFFICE OF THE DISTRICT COORDINATION OFFICER  
KOHISTAN AT DASSU.**

**APPOINTMENT ORDER.**

Consequent upon the approval of Departmental Selection Committee the Competent authority has been pleased to appoint the following (M)CT, PET, DM Fresh candidates of District Kohistan against the vacant post of DM in BPS 09 Rs.(3185-190-8885) plus usual allowances as admissible under the rules, on Contract basis for a period of three years according to the merit policy issued by the Government of NWFP Schools & Literacy Department in the Schools noted against each with immediate effect in the interest of public Service.

S.No	Name Of Candidate	Father's Name	Residence	Appnt:as	School where posted	Remarks
1	Fazal Wahid	Abdul Hal	Kohistan	DM	GMS Bar Bela	A.V.Post
2	Gul Rahman	Sarbaz	Kohistan	DM	GHS Sballal	A. V. Post

**CONDITIONS.**

- 1-Their appointments are purely on temporary basis and liable to termination at any time/stage without assigning any reason/notice.
- 2-Charge reports should be submitted to all concerned.
- 3- No TA/DA is allowed to any one.
- 4-they will be governed by such rules and regulations enforced and as prescribed by the Government from time to time for the category of the Government Servants to which they.
- 5-In case any of the above candidates failed to assume the charge of their posts within fifteen days, their appointments will automatically stand cancelled.
- 6-they should not be allowed to take over charge if their age is less than 18-years and above-35 years
- 7-they should produce age and Health Certificate from EDO Health Kohistan before taking of charge.
- 8- they should not be handed over charge and their salaries should not be drawn by Drawing & Disbursing officers concerned till verification of their Degrees/Certificates etc from the concerned Universities/Boards/Institutions by the concerned DDO.S.

*[Signature]*  
District Coordination Officer  
Kohistan at Dassu.

Endust No- 7824-37 App/TT(F)Merit/2006 Dated Kohistan the. 13-8 /2007

Copy of the above is forwarded to the.

- 1-Director Schools, ~~S&L Kohistan~~ Peshawar
- 2-P/S to Minister of Education NWFP Peshawar.
- 3-P/S to Secretary Govt of NWFP Peshawar
- 4-District Nazim Kohistan
- 5-Executive District Officer Schools & Literacy Kohistan
- 6-District Account Officer Kohistan.
- 7-District Officer (M&F) S&L Kohistan
- 8- Candidates concerned.

*[Signature]*  
District Coordination Officer  
Kohistan at Dassu

CTC

*[Signature]*

122  
13-2-2020



**OFFICE OF THE DISTRICT EDUCATION OFFICER (MALE)  
KOHISTAN LOWER**

Email: [deokohistan@gmail.com](mailto:deokohistan@gmail.com)

Face Book: DEO Male Kohistan Lower



**Removal from Service**

- 1- Whereas Mr Fazal Wahid S/O Abdul Hai was appointed by Office of District Coordination Officer Kohistan Dattu, as DM at GMS Bar Bela Kohistan Upper vide NO. 7824-30 Dated 13-08-2007 in BPS-09, while the District Coordination Officer was competent for appointment at District level for posts in BS-11 to BS-15 vide Notification of Government of Khyber Pakhtunkhwa Establishment and admin: Department (regulation wing) No.SOR-V(B&AD)2-7/2003 dated Peshawar the 17/11/2005 the subject appointment was not under domain of District Coordination Officer in the light of above referred Notification.
  - 2- Whereas during the verification of appointment order from Deputy Commissioner Kohistan upper he stated that appointment order bearing Endstt.No 7824-30 dated 13/08/2007 is found FAKE AND BOGUS vide his letter No. 1113-14/DC-(KH) dated 30/01/2020.
  - 3- Whereas as per record of his service book at page 05, he was adjusted at GMS Jalkot from GMS Huklum Abad on 01-01-2011 and Source-I was verified by DAO for activation of his pay on 21-10-2011 after a period of more than 04 years after his appointment is unjustified.
  - 4- Whereas in the service book of above named DM, the record of his medical shows that the medical report was signed by concerned Medical superintendent on 29-11-1999, about 08 years prior to his appointment and original also not found on the record as well as DHO Office.
  - 5- Whereas office of the DEO (M) Lower Kohistan, (newly separated district) started proper functioning w.e.f mid of April 2019. Two letters No.47/5A/ACE,KH and NO 35/5A/ACE, of CO ACE, were received on 19-06-2019 and 27-06-2019 respectively from CO ACE Kohistan Lower demanding record of Mr Fazal Wahid DM. Only available record was got from office of DEO (M) Kohistan Upper, through special messenger, and was handed over to CO ACE vide this office NO 55B dated 27-06-019.
  - 6- Whereas under the recruitment policy at that time the required qualification for the DM post was HSSC and DM diploma, but the above named teacher has not been acquired the qualification up till now. On the basis of above tow letters of Anti-corruption Establishment, this office sent the available academic certificates of the above named DM to BISE Abbottabad for verification vide No 819 dated 24-07-2019. It is worth mentioning here that in the record of service book of above named DM, verified record of academic certificates was not available.
  - 7- Whereas in the response of this office NO 819 dated 24-07-2019, BISE Abbottabad vide NO 866/AB/BISE/HSSC/SECRECY dated 17-09-2019, received by this office on 03-10-2019, declared his academic certificates found FAKE and BOGUS.
  - 8- Whereas a letter was received containing subject ENQUIRY vide NO. 3079-82 dated 02/12/2019 from office of th Director Elementary and Secondary Education Khyber Pakhtunkhwa Peshawar as Mr Bakhtiar Anjum, Principal (B-18) GHSS Paimal Sharif Battagram, was nominated as inquiry officer.
  - 9- Whereas this office provided the available record to the inquiry officer at the time of his visit to this office in connection with the said inquiry on 16/12/2019.
  - 10- Whereas the inquiry officer completed his inquiry and final report submitted Director Elementary and Secondary Education Khyber Pakhtunkhwa Peshawar vide No.121/File.Inq./2019 dated 08/12/2019 with the recommendation that Major penalty of removal from service under 4(b) (III) of S&D rules 2011. The Director E&SE KP, enclosed the above inquiry report and sent to this office for necessary action in the light of inquiry vide No.73/F.No.complaint against the DM, dated Peshawar the 13/2/2020.
- In view of the above fact, District Education Officer (M) Kohistan Lower being competent authority as Under Govt: of Khyber Pakhtunkhwa efficiency and disciplinary rule 2011 4(b) (III), is fully satisfied to impose upon Mr Fazal Wahid DM GMS Kotla, the major penalty of **REMOVAL FROM SERVICE** with effect from 01/07/2019.

sd  
District Education Officer (M)  
Kohistan Lower

Endst: 1270-75 /EST/ENQ/FAKEDOC/DM/DEO (M) KHL Dated: 22/02/2020

**Copy forwarded to the:-**

1. Director Elementary and Secondary Education Khyber Pakhtunkhwa Peshawar with reference No. Quoted above.
2. Deputy Commissioner Lower Kohistan with request to please direct the CO ACE Lower Kohistan for necessary recovery from above named Ex-Teacher, if any, as per rule please.
3. CO ACE Lower Kohistan with reference his Nos 47/5A/ACE, KH dated 14-06-19 and 35/5A/ACE dated 06-05-2019.
4. Deputy District Education Officer (M) Kohistan Lower
5. District Monitoring Officer (DMO) Kohistan lower.
6. Mr. Fazal Wahid Ex-DM GMS Kotla Pattan.

22/02/2020  
District Education Officer (M)  
Kohistan Lower

CTC

~~XXXXXXXXXX~~

1270-75  
13-2-2020

10

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL**

**PESHAWAR**

Service Appeal No...../2020

*Ann-ex-D*

Fazal Wahid Ex-DM S/o haji Abdul Hai GMS Kati Tehsil Pattan District  
lower Kohistan.....Appellant

**VERSUS**

1. District Education Officer (M) District Lower Kohistan.
2. Director Elementary and Secondary Education Khyber  
Pakhtunkhwa G.T Road Peshawar.
3. Govt, of Khyber Pakhtunkhwa through Secretary (E&S)  
Education Secretariats Peshawar
4. District Coordination Officer Dasso Kohistan now Deputy  
Commissioner Upper Kohistan.....Respondents.

**APPEAL UNDER SECTION 4 OF KHYBER PAKHTUNKHWA SERVICE  
TRIBUNAL ACT, 1974 AGAINST THE IMPUGNED ORDER DATED 4-3-  
2020 PASSED BY THE RESPONDENT NO-2 WHEREBY THE REMOVAL  
FROM SERVICE ORDER DATED 22-2-2020 OF RESPONDENT NO-1  
AGAINST THE APPELLANT WAS UPHELD.**

**PRAYER IN APPEAL:**

**On acceptance of the instant appeal, the impugned order dated  
4-3-2020 and order dated 22-2-2020 passed by respondent No-2 & 1  
respectively may kindly be set-aside and the appellant may**

(2) (11)

verygraciously be reinstated into his service with all back benefits and further may kindly be allowed to keep and continue his duties.

Any other relief which deems fit and not specifically asked for may also be allowed in favor of appellant against respondents.

**Respectfully Sheweth:**

1. That the appellant is/was equipped with the qualification of Matriculation Arts but being belonging to hard areas, the then competent authority respondent No-4 by way of relaxing the requisite criteria, appointed the appellant as Drawing Master (DM) vide order dated 13-08-2007 and the appellant was initially posted GMS Bar Bela Kohistan, where after submitting the arrival report, the appellant join his duties. (Copies of Testimonials and appointment order are attached as ANNEX-A& B respectively).
2. That the appellant performing his duties with full devotion and determination and to the entire satisfaction of his superiors and the respondent-1 continuously maintained the service book of the appellant till now.
3. That the inquiry which has been shown in the impugned order has not been initiated against the appellant and the respondent

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No-1 passed an order dated 22-2-2020 in respect of removal from service against the appellant. (Copy of removal order dated 22-02-2020 is attached as ANNEX-C).

4. That the appellant being aggrieved preferred department appeal before respondent No-2 which was too dismissed vide order dated 4-3-2020. (Copies of Departmental appeal and order dated 4-3-2020 are attached as ANNEX-D & E respectively).
5. That the appellant having no other remedy except to file the instant appeal on the following amongst other grounds;

**GROUND:**

- A. That the act, commission and omission of the respondents by way of depriving the appellant from his lawful right of service and service benefits and the office orders dated 22-2-2020 and 4-3-2020 passed by respondents No-1 & 2 respectively (hereinafter impugned) is patently, illegal, unlawful, without lawful authority, of no legal effect hence having no value in the eyes of law thus liable to set aside and the appellant may graciously be instated into his service with all back benefits.
- B. That the then competent authority i.e respondent No-4 rightly appointed the appellant by exercising his powers and relaxed the requisite criteria which is even followed till now but keeping in view the real facts and circumstance, the respondent No-1 violating the laid

down rules and regulations governing the subject matter, issued the removal order against the appellant and that too without holding any proper inquiry into the matter. (Copy of advertisement is attached as ANNEX-F).

C. That it is worth mentioned here that the inquiry was conducted into the matter and the appellant appeared and submitted all the required recorded and also recorded his statement moreover the inquiry officers submitted their lenient view in favor of the appellant but respondent No-1 totally ignored the finding of the inquiry and passed the impugned order based upon a fake and frivolous inquiry which is illegal act and thus invites the consideration of this Hon'ble Tribunal. (Copy of inquiry report is attached as ANNEX-G).

D. That the respondent No-1 himself maintained the service book of the appellant and singed it on different occasion but never ever raised any objection over the qualification of the appellant furthermore the respondent No-4 also did not associated in the inquiry for the fair ends of Justice.

E. That respondent No-1 being the custodian of the record tampered the service book with his mala fide intentions just to strengthen the impugned order and to deprive the appellant from his right of service.(Copies of relevant pages of service book are attached as ANNEX-H).

F. That the respondent No-1 adopted the policy of "Might is Right" and ignored the law, rules and regulations governing the subject matter thus committed illegality.



G. That the impugned order passed by respondent No-1 based upon the so called inquiry where in fact that inquiry is/was not conducted and the respondent No- himself constituted inquiry which was conducted and the appellant appear with all record and also recorded his statement bring all the facts of the case but the finding of the inquiry has not been followed and the impugned order has been passed which is totally illegal and against the norms of Justice.

H. That the respondent No-1 himself issued show cause notice which was replied by the appellant moreover the respondent No-1 well aware of the facts of second inquiry but intentionally ignored the same without any reason and justification or the reason best known to him.

I. That the respondents also ignored the volume of service of the appellant while passing the impugned order moreover the principal of Locus Ponitencia also attract in the circumstance in favor of the appellant.

J. That any other grounds which have not been mention may also be permitted to raise at the time of arguments.

It is, therefore, most humbly prayed that On acceptance of the instant appeal, the impugned order dated 4-3-2020 and order dated 22-2-2020 passed by respondent No-2 & 1 respectively may kindly be set-aside and the appellant may very graciously be reinstated into his

15

service with all back benefits and further may kindly be allowed to keep and continue his duties.

Any other relief which deems fit and not specifically asked for may also be allowed in favor of appellant against respondents.

  
Appellant

Through

Dated://2020  
Advocate, Peshawar

  
Muhammad Arif Jan

CTC  


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**BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR**

Service Appeal No. 1404/2020

Date of Institution ... 10.03.2020  
Date of Decision ... 15.09.2021

*Annex-E*

Fazal Wahid Ex-DM S/O Haji Abdul Hai GMS Kati Tehsil Pattan  
District Lower Kohistan.

(Appellant)

**VERSUS**

District Education Officer (Male) District Lower Kohistan and  
three others.

(Respondents)

Muhammad Arif Jan,  
Advocate

For appellant.

Javid Ullah,  
Assistant Advocate General

For respondents.

AHMAD SULTAN TAREEN  
ROZINA REHMAN

MEMBER (J)  
MEMBER (J)

**JUDGMENT**

**ROZINA REHMAN, MEMBER (J):** The relevant facts leading to filing of instant appeal are that appellant was appointed as Drawing Master by the competent authority by way of relaxing the requisite criteria as the appellant hailed from hard and backward area. He was initially posted at GMS Bar Bela Kohistan, where he submitted his arrival report. The impugned order was passed in respect of removal from service against the appellant without any inquiry. He, therefore,

**ATTESTED**

  
EXAMINER  
Khyber Pakhtunkhwa

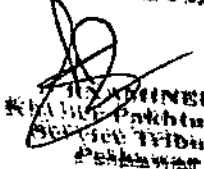
preferred departmental appeal which was dismissed, hence, the present service appeal.

2. We have heard Muhammad Arif Jan Advocate for appellant and Javid Ullah learned Assistant Advocate General and for the respondents and have gone through the record and the proceedings of the case in minute particulars.

3. It has been contended by the learned counsel for appellant that the impugned orders are wrong, illegal against law and without lawful authority. He submitted that the competent authority rightly appointed the appellant by exercising his powers and relaxed the requisite criteria but the respondents violated rules and regulation governing the subject matter and issued the removal order without holding any proper inquiry into the matter. He further contended that his Service Book was rightly maintained and the same was signed on different occasions but the respondents never raised any objection upon the qualification of the appellant. It was contended that no regular inquiry was conducted and the appellant was not afforded the opportunity to defend his case. Since regular inquiry was not conducted which was necessary before awarding major penalty, therefore, the impugned order may kindly be set aside. Reliance was placed on 2005 P.L.C (C.S) 1197 and 2011 P.L.C (C.S) 222.

4. Conversely learned A.A.G submitted that appellant Fazal Wahid was appointed by the office of District Coordination Officer Kohistan Upper as Drawing Master in B.P.S-09 while the D.C.O was competent for appointment at district level for posting in B.P.S-11 to

ATTESTED

  
 JUDGE  
 Khyber Pakhtunkhwa  
 Service Tribunal  
 Peshawar

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15 and that the subject appointment was not under the domain of D.C.O. He contended that the appointment order of the appellant was fake and bogus as the required qualification for the post of D.M at that time was H.S.S.C and D.M Diploma, whereas, the appellant was not qualified. He was having low qualification as compared to the required qualification for the post which is evident from the inquiry report.

5. Perusal of record would reveal that appellant Fazal Wahid was appointed as D.M upon the approval of Departmental Selection Committee vide endorsement No.7824-30 dated 13.08.2007 of District Coordination Officer. The fact finding inquiry is available on file, wherein, it has been clearly mentioned that the appointment order of the appellant was issued by the D.C.O Kohistan. His S.S.C qualification was also not disputed however, that qualification was mentioned as low qualification as compared to the required qualification for the post. It is also not denied that he served for 13 years and his Service Book entries were properly signed by the D.D.O. No charge sheet and statement of allegations were issued and no proper inquiry was conducted. In cases, where imposition of major penalty is contemplated, holding of regular inquiry is a must, as laid down by the Hon'ble Supreme Court of Pakistan in a number of case laws but it was not done in this case. The appellant has been punished without procuring adequate evidence, therefore, the impugned orders passed by the authority are not sustainable under the law and the same are hereby set aside.

ATTESTED

  
MINER

6. For the reasons given above, this appeal is allowed, impugned orders passed by the authority are set aside. Appellant stands reinstated into service for the purpose of de-novo inquiry and case is remitted to the respondent Department for holding proper regular inquiry regarding the allegations leveled against the appellant. The issue of back benefits shall be subject to the outcome of de-novo inquiry. Parties are left to bear their own costs. File be consigned to the record room.


**ANNOUNCED.**

15.09.2021

  
(Ahmad Sultan Tareen)  
Chairman.

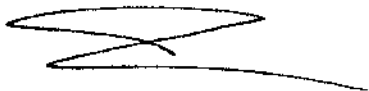
  
(Rozina Rehman)  
Member (J)

**Certified to be true copy**

  
**EXAMINER**  
Khyber Pakhtunkhwa  
Service Tribunal,  
Peshawar

Date of Presentation of Application 18-9-21  
Number of Words 1600  
Copying Fee 18.00  
Urgent —  
Total 18.00  
Name of Applicant —  
Date of Completion of Copy 05-10-21  
Date of Delivery of Copy 05-10-21

CTC



(20)

**OFFICE OF THE DISTRICT EDUCATION OFFICER (MALE)**  
**KOHISTAN LOWER**

Email: [deokohistani@gmail.com](mailto:deokohistani@gmail.com)

Face Book: DEO Male Kohistan Lower



**Re-instatement order**

*Annex F*

1. Whereas office of the DEO (M) Lower Kohistan, (newly separated district) started proper functioning w.e.f mid of April 2019. Two letters No.47/5A/ACE.KH and NO 35/5A.ACE, of CO AEC, were received on 19-06-2019 and 27-06-2019 respectively from CO ACE Kohistan Lower demanding record of Mr. Fazal Wahid DM. Only available record was got from office of DEO (M) Kohistan Upper, through special messenger, and was handed over to CO ACE vide this office NO 558 dated 27-06-019.
2. Whereas during the verification of appointment order from Deputy Commissioner Kohistan upper he stated that appointment order bearing Endstt: No 7824-30 dated 13/08/2007 is found FAKE AND BOGUS vide his letter No. 1113-14/DC-(KH) dated 30/01/2020.
3. Whereas in the service book of above named DM, the record of his medical shows that the medical report was signed by concerned Medical superintendent on 23-11-1999, about 08 years prior to his appointment and original also not found on the record as well as DHO Office.
4. Whereas in the response of this office NO 819 dated 24-07-2019, BISE Abbottabad vide No 866/AB/BISE/HSSC/SECURECY dated 17-09-2019, received by this office on 03-10-2019, declared his academic certificates found FAKE and BOGUS.
5. Whereas a letter was received containing subject ENQUIRY vide NO. 3079-82 dated 02/12/2019 from office of the Director Elementary and Secondary Education Khyber Pakhtunkhwa Peshawar as Mr. Bakhtiar Anjum, Principal (B-18) GHSS Paimal Sharif Battagram, was nominated as inquiry officer.
6. Whereas this office provided the available record to the inquiry officer at the time of his visit to this office in connection with the said inquiry on 16/12/2019.
7. Whereas the inquiry officer completed his inquiry and final report submitted Director Elementary and Secondary Education Khyber Pakhtunkhwa Peshawar vide No.121/File. Inq./2019 dated 28/12/2019 with the recommendation that Major penalty of removal from service under 4(b) (III) of E&D rules 2011. The Director E&SE KP, enclosed the above inquiry report and sent to this office for necessary action in the light of inquiry vide No.73/F.No.complaint against the DM, dated Peshawar the 13/2/2020.
8. Whereas, being competent authority as Under Govt: of Khyber Pakhtunkhwa efficiency and disciplinary rule 2011 4 (b) (III), issued Removal order by observing of all codal formalities in R/O Mr. Fazal Wahid DM GMS Konia, vide No.1270-75 dated 22/2/2020 w.e.f 1/7/2019.
9. Whereas, the above named Teacher submitted his service appeal before, Honorable service Tribunal Peshawar against the Department. The Honorable service tribunal heard the case and the order of Removal are set aside and appellant stands reinstated into service for the purpose of de-novo inquiry and case is remitted to the respondent Department for holding proper regular inquiry announce on 15/9/2021.

Now therefore, in compliance of the decision of Honorable Service Tribunal Peshawar Mr. Fazal Wahid Ex-DM is hereby reinstated in to Govt: Service for the purpose of de-novo inquiry and adjusted at GMS Khan Abad against the vacant post of DM w.e.f the date of taking over charge.

District Education Officer (M)  
Kohistan Lower

Endst: **9530-36/EST/ENQ/FAKEDOC/DM/DEO (M) KHL Dated: 07/10/2021**

Copy forwarded to the:

1. Director (E&SE) Khyber Pakhtunkhwa Peshawar.
2. Deputy Commissioner Kohistan Lower.
3. Registrar Service Tribunal KPK Peshawar.
4. Deputy District Education Officer (M) Kohistan Lower.
5. District Accounts Officer Kohistan Lower.
6. District Monitoring Officer (EMA) Kohistan lower.
7. Mr. Fazal Wahid DM GMS Khan Abud Pattan.

*CRK*

*[Signature]*  
07/10/2021  
District Education Officer (M)  
Kohistan Lower *MA*



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Annex - 6

**DIRECTORATE OF ELEMENTARY AND SECONDARY EDUCATION  
KHYBER PAKHTUNKHWA PESHAWAR.**

No. PE Inquiry Against Kohistan Lower  
Dated Peshawar the 27/11/2022

The District Education Officer  
(Male) Kohistan Lower

Subject: DE-NOVO INQUIRY REGARDING FAZAL WAHID DM/GMS KOLLAN  
DISTRICT KOHISTAN LOWER

Memo  
I am directed to refer to the subject cited above and to enclose herewith copy of inquiry report received from Inquiry Officer District Education Officer (Male) Bannagram vide No. 45 Dated 01-01-2022 in r/o Mr. Fazal Wahid DM/GMS Kollan District Kohistan Lower. For your kind information and proper decision please

Assistant Director (Etab-1)  
Directorate of Elementary & Secondary Edu.  
Khyber Pakhtunkhwa Peshawar

1302

Copy forwarded to the:-

1. P.A to Director Elementary and Secondary Education local office.
2. Master File.

*[Signature]*  
27/11/22

Assistant Director (Etab-1)  
Directorate of Elementary & Secondary Edu.  
Khyber Pakhtunkhwa Peshawar

CTC

*[Signature]*



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Annex 'H'

Facts finding Inquiry report in R/O Fazal Wahid DM

To

The District Education Officer (Male)  
Kohistan Lower

Subject: De-novo Inquiry Report in R/O Fazal Wahid DM GMS Khan Abad

Memo:-

We the Undersigned were entrusted with de-novo inquiry in R/O Fazal Wahid DM GMS Khan Abad With reference to letter bearing No. 2039-42/Inquiry/DEO (M) KHL dated 11/05/2022. The report is as under please.

Background / Introduction:

The de-novo inquiry was initiated by District Education Officer (M) Kohistan Lower as the case is under process in honorable Service Tribunal Peshawar. The de-novo inquiry already conducted by DEO (M) Battagram and submitted to Director Elementary & Secondary Education Khyber Pakhtunkhwa vide No 15 dated 4/1/2022. The worthy Director sent the inquiry report for implementation to DEO (M) Kohistan lower but DEO (M) Kohistan lower constituted inquiry committee for verification of record from DC Office Upper Kohistan as well as DEO (M) Kohistan upper.

Procedure / Methodology:

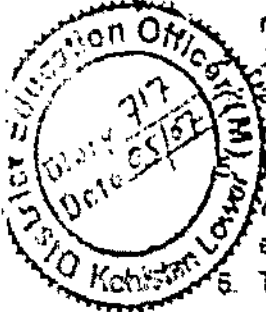
After receiving written order from worthy District Education Officer (M) Kohistan Lower to conduct de-novo inquiry/verification of record from both the offices from Kohistan upper the undersigned paid visit the office of DEO (M) Kohistan Upper for collection of relevant record as well DC Office Kohistan upper on 8/5/2022 and 24/5/2022 on the basis of previous conducted inquiry and also visit the DEO (M) Office Lower Kohistan in CW collection of record from ADEO (Litigation) Rahim Dad Raheem. After that Mr. Fazal Wahid DM GMS Khan Abad was contacted for personal hearing/production of record in his defence. We visited the concerned schools of the officials for verification of his duty performance.

Facts Findings.

ADEO (Lit)

1. The above named officials was appointed on DM post vice DCO Kohistan Estab. No 7824-30 dated 13/8/2007 at GMS Bar Bela. After that he was transferred to GMS Bar Gala on 1/12/2012 no order placed on record and then he was transferred from Bar Gala to GMS Kotia on 01/07/2015.
2. That as per statement of Mr. Fazal Wahid he was only SSC passed at the time of appointment and he claimed that since Kohistan is Backward District and Govt has given relaxation in the qualification but no notification of the said relaxation was provided by him in favour of his statement. It is also clear that there was no relaxation in qualification for the post of DM in Kohistan at that time.
3. That as per record the documents of the teacher i.e. SSC and FA as entered in Service Book provided by ADEO Litigation Kohistan Lower already declared from concerned Board as Bogus, while the teacher concerned does not own those documents. He diverging view that someone has placed those documents in his service Book as he had no access to service book as the same is maintained in office.
4. That he provided SSC passed in 2001 under Roll Number 15255 securing Marks 37 UESO and HSSC passed in 2021 under Roll NO. 15006 after his appointment. SSC certificate was entered in his service Book page No 2 which shows tampering.
5. That as per record of his service book at page No-05 he was appointed on 13/8/2007. While source-I was verified by DAO Kohistan for activation of his pay on 21/11/2011 after expire a period of more than 04-years.
6. That as per office record of DC Kohistan Upper the Endorsement No of the said appointment in R/O Fazal Wahid exists in the Dispatch register and also provided attested photo copies of dispatch register while during the visit of DEO (M) Office Kohistan upper there was no record found of this appointment procedure as ADEO Estab provided written statement.

5/1/22



CTC

[Signature]

23 (86)


7. That as per record i.e. service Book the above named officials received/paid salaries regularly from 01/2011 up to his removal from service and service book also verified by DDO regularly first entries signed by Ex- EDO Mukhtiar Ahmad initiated from service and after that all entries signed and pay activated by Ex-Head Master rolled from service Mr Abdur Rashid the then DDO of Middle Schools.

8. That as per procedure until then, the salary cannot be drawn by the DDO till the verification of all documents of appointee by DEO concerned and pay release letter issue to DDO otherwise any consequence made all responsibility fixed upon on DDO. His salary was drawn by DDO without verification and pay release order of DEO concerned.

Keeping in view of the above facts/finding that dispatch No verified by DC Office Kohistan upper while other record is not found in the office of DEO (M) Kohistan upper. It is cleared that the service book and service is verified by the competent authority up to his removal from service, while the appointment record should maintain by Education office as well as responsible for keeping the record safely. It worth mentioning here that the qualification for DM post at that time was FA+DM but he was appointed on SSC. It is clear that the official has served more than 11-years 10-months and 10-days and received his salary up to removal from service. Now the required qualification for the post of DM is BA+ nine month in service mandatory professional training at RITE/PITE, therefore your good self being competent authority if agreed He may be given a time or opportunity to enhance his qualification as BA+ DM course within 3-years failing which he may be removed from service. Intervening period between removal from service and reinstatement i.e. 01/07/2019 to 12/10/2021 may please be converted in to Extra ordinary leave without pay (No work No pay). After re-instatement he performed his duty as per report of Incharge of the school. Report submitted for your kind perusal and further necessary action please.

  
(Sultan Room Qureshi)  
Principal GHSS Ranolia

  
(Fulqani)  
I/C Principal GHSS Chakal

  
(Abdul Malik)  
I/C DE: District Education Office (M)  
Kohistan Lower  
5/7/22

CFC  


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**Facts finding Inquiry report in R/O Fazal Wahid DM**

To

The District Education Officer (Male)  
Kohistan Lower.

Subject:

**De-novo Inquiry Report in R/O Fazal Wahid DM GMS Khan Abad**

Memo:-

We the Undersigned were entrusted with de-novo inquiry in R/O Fazal Wand DM GMS Khan Abad With reference to letter bearing No 2039-42/ Inquiry/DEO (M) KH-L dated 11./05/2022. The report is as under please.

**Background/Introduction:**

The de-novo inquiry was initiated by District Education Officer (M) Kohistan Lower as the case is under process in honorable Service tribunal Peshawar. The de-novo inquiry already conducted by DEO (M) Battagram and submitted to Director Elementary & Secondary Education Khyber Pakhtunkhwa vide No 15 dated 4/1/2022. The worthy Director sent the inquiry report for implementation to DEO (M) Kohistan lower but DEO (M) Kohistan lower constituted inquiry committee for verification of record from DC Office Upper Kohistan as well as DED (M) Kohistan upper.

**Procedure/Methodology:**

After receiving written order from worthy District Education Officer (M) Kohistan Lower to conduct de-novo inquiry/verification of record from both the offices for Kohistan upper, we the undersigned paid visit the office of DEO (M) Kohistan Upper for collection of relevant record as well DC Office Kohistan upper on 8/8/2022 and 24/8/2022 on the basis of pervious conducted inquiry and also visit the DEO (M) Office Lower Kohistan in CW collection of record from ADEO (Litigation) Rahim Dad Raheemi. After that Mr. Fazal Wahid DM GMS Khan Abad was contacted for personal hearing/production of record in his defence. We visited the concerned schools of the officials for verification of his duty performance.

**Facts Findings.**

1. The above named officials was appointed on DM post vide DCO Kohistan Ends: No. 7824-30-dated 13/8/2007 at GMS Bar Bela. After that he was transferred to GMS Banil Qala on 1/12/2012 no order placed on record and then he was transferred from Banil Qala to GMS Kotia on 01/07/2016
2. That as per statement of Mr. Fazal Wahid he was only SSC passed at the time of appointment and he claimed that since Kohistan is Backward District and Govt. has given relaxation in the qualification but no notification of the said relaxation was provided by him in favour of his statement. It is also clear that there was no relaxation in qualification for the post of DM in Kohistan at that time.
3. That as per record the documents of the teacher ie SSC and FA as entered in Service Book provided by ADEO Litigation Kohistan Lower already declared from concerned Board as Bogus, while the teacher concerned does not own those documents. He diverging view that someone has placed those documents in his service Book as he had no access to service book as the same is maintained in office.
4. That he provided SSC passed in 2001 under Roll Number 16256 securing Marks 371/850 and HSSC passed in 2021 under Roll NO. 15006 after his appointment SSC certificate was entered in his service Book page No 2 which shows tempering.
5. That as per record of his service book at page No-05 he was appointed on 13/8/2007 while source-I was verified by DAO Kohistan for activation of his pay on 21/11/2011 after expire a period of more than 04-years
6. That as per office of DC Kohistan Upper the Endorsement No of the said appointment in R/O Fazal Wahid exists in the Dispatch register and also provided attested photo copies of dispatch register while during the visit of DEO (M) Office Kohistan upper there was no record found of this appointment procedure as ADEO Estb provided written statement.

25

7. That as per record le service Book the above named officials received paid salaries regularly from 01/2011 up to his removal from service and service book also verified by DDO regularly first entries signed by Ex- EDO Mukhtiar Ahmad retired from service and after that all entries signed and pay activated by Ex-Head Master retired from service Mr. Abdur Rashid the then DDO of Middle Schools.
8. That as per procedure until then, the salary cannot be drawn by the DDO till the verification of all documents of appointee by DEO concerned and pay release letter issue to DDO otherwise any consequence made all responsibility fixed upon on DDO His salary was drawn by DDO without verification and pay release order of DEO concerned.

Keeping in view of the above facts/ finding that dispatch No vented by DC Office Kohistan upper while other is not in the office of DEO (M) Kohistan upper It is cleared that the service book and service is verified by the competent authority up to his removal from service, while the appointment record should maintain by Education office as well as responsible for keeping the record safely. It worth mentioning here that the qualification for DM post at that time was FA+DM but he was appointed on SSC It is clear that the official has served more than 11-years 10-months and 19-days and received his salary up to removal from service. Now the required qualification for the post of DM is BA+ nine month in service mandatory professional training at RITE/PITE, therefore your good self being competent authority if agreed He may be given a time or opportunity to enhance his qualification as BA+ DM course within 3-years failing which he may be removed from service. Intervening period between removal from service and reinstatement le 01/07/2019 to 12/10/2021 may please be converted in to Extra ordinary leave without pay (No work No pay). After re-instatement he performed his duty as per report of Incharge of the school. Report submitted for your kind perusal and further necessary action please.

Sd/-  
(Sultan Room Qureshi)  
Principal GHSS Ranolia

Sd/-  
(Furqan)  
I/C Principal GHSS Chakai

Sd/-  
(Abdul Haq)  
I/C DY: District Education Officer-(M)  
Kohistan Lower

CPC  
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Annex 1

Office of the District Education Officer (M) Battagram

No. 15

dated

To

The Director Elementary & Secondary Education Khyber Pakhtoon Khwa  
Peshawar

Subject: DE novo Inquiry regarding Fazal Wahid DM GMS Kohlian District  
Kohistan Lower.

Memo:

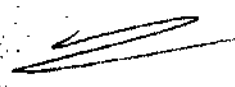
In compliance with your notification bearing no B75-1-87 dated 12/10/2021 the undersigned was nominated as enquiry officer to conduct enquiry against Fazal Wahid D/A GMS Kohlian Kohistan Lower in the light of the Honourable Service Tribunal Peshawar decision in Service appeal No 1404/2020.

Background/ Brief Description of the case

- 1- Mr Fazal Wahid DM was appointed in BPS 09 vide DCO Kohistan Endst No 7824-30 dated 13-08-2007.
- 2- As per statement of Mr Fazal Wahid he was only SSC passed at the time of appointment.
- 3- He performed duty as DM in Kohistan for about 13 years.
- 4- As per entries on Page no 2 & Page No 3 in the service book of the teacher his date of birth is 05-01-1983 while he has passed his SSC in 1995 securing 541 marks as per entries in service book provided by DEO(M). While photo copy of the relevant page of Service Book is quite different from the one provided by DEO(M) Lower Kohistan which shows his passing of SSC in 2001 securing 371 marks.
- 5- His Service book was properly maintained and signed by DDO's regularly.
- 6- The Documents of the teacher i.e. SSC & FA as entered in Service Book provided by DEO(M) Lower Kohistan were sent to concerned Board of Intermediate & Secondary Education by the DEO (M) Lower Kohistan which were declared as bogus. While the teacher concerned does not own those document He has diverging view that Someone has placed those documents in his Service Book as He had no access to Service Book as the same is maintained in office.

Inquiries at different time were not conducted by the Department.

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- 8- In the second enquiry, the enquiry officer Mr. Bakhtiar Aslam Principal GHS, Pattan Shereef recommended his removal from service.
- 9- While the first enquiry conducted by Mohammad Fazal Khan SDO FA & Sultan Bhatti SST GHS Jhal, the matter was left to the Department for decision.
- 10- On the strength of recommendation of the second enquiry, the DCO (M) Lower Kohistan issued statement of allegations to teacher concerned and removed him from service vide his order 1770-75 dated 22/2/20 with speaking order.
- 11- Against the removal order issued by DEO (M) Lower Kohistan the teacher filed service appeal in honorable Service Tribunal vide Service appeal No 1404/2020 and honorable Service Tribunal set aside the order of removal from service passed by DEO (M) Lower Kohistan and reinstated the teacher into service for the purpose of de novo enquiry on 15/9/2021.
- 12- Worthy Director E&SE vide No 8784-87 dated 12/10/11 ordered for conducting de novo enquiry.

### REVIEW OF RECORD:

The record attached/ provided by the applicant and DEO (M) Lower Kohistan was reviewed with the following main points.

- 1- The so called appointment order passed by DCO Kohistan in respect of Mr Fazal Wahid vide DCO Kohistan No 7824-37 dated 13/8/2007.
  - 2- His service book was maintained properly by DDO's with their signatures. & Service was periodically verified with their signatures.
  - 3- As per notification provided by DEO (M) Lower Kohistan, the qualification for appointment as DT 2007 was FA+DM while Mr Fazal was Matric only.
  - 4- The matric certificate available & recorded in his service book (As per copy provided by DEO (M) Lower Kohistan) was sent to concerned Board for verification which as per statement of DEO (M) Lower Kohistan was reported back as Fake. But the SSC certificate declared as fake was of session 1995 passed securing 541 marks while the teacher concerned claims to pass his SSC in session securing 371 marks as regular student of GHS Pattan as per his statement.
- It is not confirmed from any record that on the strength of which certificate he was appointed there is difference of Marks obtained in both the certificates.
- 5- As far as appointment on the strength of SSC is concerned the applicant Mr Fazal Wahid view that since Kohistan is a backward District and Government has relaxed the qualification notification of the said relaxation was provided by him in favor of his statement.
  - 2- Two different enquiries were got conducted by the Department.

etc



3- On the strength of second enquiry by DEO (M) Lower Kohistan issued statement of allegation and later removed him from service.

4- He preferred a service appeal in Honorable Service Tribunal Peshawar and the tribunal after its judgment reinstated the teacher concerned for the purpose of de novo enquiry.

### FINDINGS:-

The scrutiny of the relevant record / document of the statement of the teacher and record provided by the DEO (M) led the undersigned to the following findings:

1- Mr. Fazal Wahid S/o Abdul Hal was appointed by District coordination officer Kohistan as DTA in BPS 9 at Govt Middle School Bar Bela Kohistan Upper vide No 7824-30 dated 13.8.2007

2- SSC certificate recorded in service book submitted by DEO (M) Lower Kohistan for verification were returned as fake as per detail as under:

SSC Session 1995 Roll No: 16256 passed with 541 marks.

But the teacher does not own that certificate to be his certificate.

As per his statement that certificate was submitted by DEO (M) lower Kohistan from service Book which were placed someone else.

3- in response he has submitted his SSC certificate quite different from fake one with the following particulars:

SSC session 2001 Roll No 16256 securing 371-D marks. He showed this qualification to be acquired as regular student of Govt High School Pattan.

He has also submitted character & Provisional certificate issued by GHS Pattan. This fact can easily be verified from record of GHS Pattan which falls under the purview of Office.

This fact remained hidden in both the enquiries.

4- Now in 2021 he has also submitted his FA certificate passed from BISE Abbottabad under No 150006 during session 2021 (A) securing 598- C marks

5- On the strength of II enquiry Mr. Fazal Wahid DM was removed from his service by DEO (M) lower Kohistan but Mr. Fazal Wahid denied his appearance before enquiry officer Bakhtiar Anjum.

### CONCLUSION:

After perusal and scrutiny of available record provided by DEO (M) and statement of the teacher, I revealed that:

*CAC*

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Mr. Fazal Wahid was appointed as DM vide D.O. Kohistan Upper vide no. 1874-10 dated 13-8-2007. The record of Department selection Committee is available on the basis of which the said order was issued by DCO.

In response to enquiry officer DCO Kohistan vide No 1117 dated 20/01/2020 confirmed that the DCO was competent enough to issue appointment order from BPS 11 to BPS 15 vide notification No. SA/VI/AS/12-7/2003 dated 17/9/2005 DC vide his above letter he has stated that "record of DCO includes i.e. clarification of vacant post, Advertisement for fresh appointment, collection of applications, their list maintenance, short listing and conduction of their test, DSC committee notification, circulation of agenda copies for DSC to all notified members before the fixation of DSC meeting and preparation maintenance before and after DPC and all that record was the responsibility of parent concerned Department." But no such record is available.

Mr. Fazal Wahid has also provided order of Abdul Razaq TT in BPS 7 issued by DCO Kohistan when DCO was competent enough to issue appointment orders from BPS 11-15. Then how this order

6- DC Kohistan in his letter addressed to enquiry officer has given a general statement that "If proper procedure/ basic requirement before and after DSC is not adopted for the selection which is mandatory such orders will be considered as null & void & fake and bogus.

7- The qualification for DM at that time was FA and one year training in drawing.

8- Apparently at the time of appointment he was lack in qualification, i.e. he was SSC only which leads to conclusion that the DEO(M) that his appointment is fake.

9- But the DM claimed that since Kohistan is backward area as such relaxation was granted in qualification. But no documentary evidence & proof was provided / presented.

10- As the sanad of SSC which is not owned by Mr. Fazal Wahid and entered in service book was sent for verification which was declared as bogus.

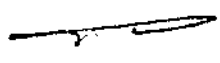
But the certificate which he own as regular student of GHS Pattan was not sent for verification. But the question remained unsolved on the strength of whose sanad he was appointed. Which can only be confirmed after perusal of record of his appointment including working paper & minutes of DSC meeting.

11- It also revealed that he remained in service for thirteen years. His service book was properly maintained and entries were properly signed by different DDO's and he was paid salary.

12- Regarding relaxation DEO (M) Lower Kohistan has already submitted letter 1608 dated 4/10/2019 for seeking guidance from your honour..

13- His service was verified by the concerned DDO's

**Recommendations:**

*CAC*  




The record of appointment be traced from office of the then DEO(M) Kohistan Upper where the applicant was appointed. Unless & until the complete record / Minutes of DSC are not available nothing can be stated about the date of Appointment order as maintenance of record as pointed by DCO sb in his letter too is the sole responsibility of the office where he was appointed.

- 2: The certificate of SSC which Mr. Fazal Wahid owns or the on the strength of which he was appointed be got verified after perusal of record of DSC ie Working papers & Minutes.
- 3: Orders of Govt If any regarding relaxation in qualification for backward area like Kohistan be traced & placed on record.
- 4: Since his service has been properly verified by different DDOs at different time for 13 Years After serving for more than 13 years what will be of rights accrued by the Teacher concerned.

5: For unearthing real factual position a broad based high level enquiry committee be constituted to investigate the matter in two Districts & Schools & Interrogate all officers/DDOs of the entire period of thirteen years who proposed his appointment & disbursed pay & verified his service.

6: The appointment order be sent to the Then DCO for verification of Signature or otherwise.

7: Copy of Dispatch Register of DCO office Upper Kohistan be got verified regarding authenticity or otherwise of entries regarding appointment of Teacher concerned.

8: As far as recording entries in the Service Book, The then official who prepared & officer who signed it be Interrogated.

9: Other order of Abdur razaq TT BPS 7 appointed by DCO sb provided by Mr Fazal Wahid be also investigated upon.

& in the light of answers of above points matter may please be decided by the competent authority.

Muhammad Ashfaq Khan Jadoon  
District Education Officer(M) Battagram

**Office of the District Education Officer (M) Battagram**

No 15

dated

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To

The Director Elementary & Secondary Education Khyber  
Pakhtoon Khwa Peshawar

**Subject: DE novo Inquiry regarding Fazal Wahid DM GMS Koltian  
District Kohistan Lower**

**Memo:**

In compliance with your notification bearing no 8784-87 dated 12/10/2021 the undersigned was nominated as enquiry officer to conduct enquiry against Fazal Wahid DM GMS Koltian Kohistan Lower in the light of the Honourable Service Tribunal Peshawar decision in Service appeal No 1404/2020.

**Background/ Brief Description of the case**

- 1- Mr. Fatal Wahid DM was appointed in BPS 09 vide DCO Kohistan Endst No 7824-30 dated 13-08- 2007.
- 2- As per statement of Mr. Fazal Wahid he was only SSC passed at the site of appointment.
- 3- He performed duty as DM in Kohistan for about 13 years.
- 4- As per entries on Page no 2 & Page No 3 in the service book of the teacher his date of birth is 05-01-1983 while he has passed his SSC in 1995 securing 541 marks as per entries in service book provided by DEO(M). While photo copy of the relevant page of Service Book is quite different from the one provided by DEO(M) Lower Kohistan which shows his passing of SSC in 2001 securing 371 marks.
- 5- His Service book was properly maintained and signed by DDO's regularly.
- 6- The Documents of the teacher i.e. SSC & FA as in Service Book provided by DEO(M) Lower Kohistan were sent to concerned Board of intermediate & Secondary Education by the DEO (M) Lower Kohistan which were declared as bogus. While the teacher concerned does not own those document He has diverging view that Someone has placed those documents in his Service Book as He had no access to Service Book as the same is maintained in office.
- 7- (not clear) enquiries at different time were got conducted by the Department.

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8- In the second enquiry, the enquiry officer Mr. Bakhtiar Anjum Principal GHSS Paimal Shareef recommended his removal from service.

9- While the first enquiry conducted by Mohammad Nawab Khan SDFO (M) & Sultani Room SST GHS Jijal, the matter was left to the Department for decision.

10- On the strength of recommendation of the second enquiry the DEO (M) Lower Kohistan issued statement of allegations to teacher concerned and removed him from service vide his no. 1270-75 dated 22/2/20 with speaking order.

11- Against the removal order issued by DEO (M) Lower Kohistan the teacher filed service appeal in honorable Service Tribunal vide Service appeal No.1404/2020 and honorable service Tribunal set aside the order of removal from service passed by DEO (M) Lower Kohistan and reinstated the teacher into service for the purpose of denovo enquiry on 15/9/2021.

12- Worthy Director E&SE vide No. 8784-87 dated 12/10/11] ordered for conducting denovo enquiry.

**REVIEW OF RECORD:**

The record attached/provided by the applicant and DEO (M) Lower Kohistan was reviewed with the following main points.

1- The so called appointment order passed by DCO Kohistan in respect of Mr. Fazal Wahid vide DCO Kohistan No 7824-37 dated 13/8/2007.

2- His service book was maintained properly by DDO's with their signatures & Service was periodically verified with their signatures.

3- As per notification provided by DEO (M) Lower Kohistan, the qualification for appointment as of 2007 was FA+DM while Mr. Fazal was Matric only.

4- The matric certificate available & recorded in his service book(As per copy provided by DEO(M) Lower Kohistan was sent to concerned Board for verification which as per statement of DEO (M) Lower Kohistan was reported back as Fake. But the SSC certificate declared as fake was of session 1995 passed securing 541 marks while the teacher concerned Claims to pass his SSC in session securing 371 marks as regular student of GHS Pattan as per his statement.

It is not confirmed from any record that on the strength of which certificate he was appointed there is difference of Marks obtained in both the certificates.

5- As far as appointment on the strength of SSC is concerned the applicant Mr. Fazal Wahid was of the view that since Kohistan is a backward District and Government has relaxed the qualification criteria and notification of the said relaxation was provided by him in favor of his statement.

2- Two different enquiries were got conducted by the Department.

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3- On the strength of second enquiry by DEO (M) Lower Kohistan issued statement of allegation and later removed him from service.

4- He preferred a service appeal in Honorable Service Tribunal Peshawar and the tribunal vide its judgment reinstated the teacher concerned for the purpose of denovo enquiry.

**FINDINGS:-**

The scrutiny of the relevant record/document of the statement of the teacher and record provided by the DEO (M) led the undersigned to the following findings.

1- Mr. Fazal Wahid S/o Abdul Hal was appointed by District coordination office Kohistan as DM in BPS 9 at Govt. Middle School Bar Bela Kohistan Upper vide No 7824-10 dated 11.8.2007.

2- SSC certificate recorded in service book submitted by DEO (M) Lower Kohistan for verification were returned as fake as per detail as under:

SSC Session 1995 Roll No: 16256 passed with 541 marks.

But the teacher does not own that certificate to be his certificate.

As per his statement that certificate was submitted by DEO (M) lower Kohistan from service Book which were placed someone else.

3- In response he has submitted his SSC certificate quite different from fake one with the following particulars:

SSC session 2001 Roll No 16256 securing 371-D marks. He showed this qualification to be acquired as regular student of Govt. High School Pattan.

He has also submitted character & Provisional certificate issued by GHS Pattan. This fact can easily be verified from record of GHS Pattan which falls under the purview of Office.

This fact remained hidden in both the enquiries.

4- Now in 2021 he has also submitted his FA certificate passed from BISE Abbottabad under No 150006 during session 2021 (A) securing 598-C marks.

5- On the strength of II enquiry Mr. Fazal Wahid DM was removed from his service by DEO (M) lower Kohistan but Mr. Fazal Wahid denied his appearance before enquiry officer Bakhtiar Anjum.

**CONCLUSION:**

After perusal and scrutiny of available record provided by DEO (M) and statement of the teacher, it revealed that:

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Mr. Fazal Wahid was appointed as DM vide DCO Kohistan Upper vide no. 7824-30 dated 13-8-2007, but no record of Department Selection Committee is available on the basis of which the said order was issued by DCO.

In response to enquiry officer DCO Kohistan vide No.1112 dated 20/01/2020 confirmed that the DCO was competent enough to issue appointment order from BPS-11 to BPS-15 vide notification No.VCE&AS12-7/2003 dated 17/9/2005 DC vide his above letter he has stated that "codal formalities i.e. clarification of vacant post. Advertisement for fresh appointment collection of application, their list maintenance, short listing and conduction of their test. DSC committee notification, circulation of agenda copies for DSC to all notified members before the fixation of DSC meeting and preparation maintenance before and after DPC and all that record was the responsibility of parent concerned Department." But no such record is available.

Mr. Fazal Wahid has also provided order of Abdul Razaq TT in BPS 7 issued by DCO Kohistan. When DCO was competent enough to issue appointment orders from BPS 11-15. Then How this order.

6- DC Kohistan in his letter addressed to enquiry officer has given a general statement that "If Proper procedure/basic requirement before and after DSC is not adopted for the selection which is mandatory. such orders will be considered as null & void & fake and bogus.

7- The qualification for DM at that time was FA and one year training in drawing.

8- Apparently at the time of appointment he was lack in qualification i.e. he was SSC only which leads to conclusion that the DEO (M) that his appointment is fake.

9- But the DM claimed that since Kohistan is backward area as such relaxation was granted in qualification. But no documentary evidence & proof was provided/presented.

10- As the sanad of SSC which is not owned by Mr. Fazal Wahid and entered in service book was send for verification which was declared as bogus.

But the certificate which he own as regular student of GHS Pattan was not sent for verification. But the question remained unsolved on the strength of whose sanad he was appointed. Which can only be confirmed after perusal of record of his appointment including working paper & minutes of DSC meeting.

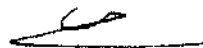
11- It also revealed that he remained in service for Thirteen years. His service book was properly maintained and entries were properly signed by different DDO's and he was paid salary.

12- Regarding relaxation DEO (M) Lower Kohistan has already submitted letter 1608 dated 4/10/2019 for seeking guidance from your honour.

13- His service was verified by the concerned DDO's

**Recommendations:**

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1. The record of appointment be traced from office of the then DEO(M) Kohistan upper where the applicant was appointed. Unless & until the complete record/Minutes of DSC are available nothing can be stated about the fate of Appointment order as Maintenance of Record as pointed by DC sb in his letter too is the sole responsibility of the office where he was appointed.
2. The certificate of SSC which Mr. Fazal Wahid owns or the on the strength of which he was appointed be got verified after perusal of record of DSC i.e. Working papers & Minutes.
3. Orders of Govt. if any regarding relaxation in qualification for backward area like Kohistan be traced & placed on record.
4. Since his service has been properly verified by different 500, at different time for 13 Years.  
After serving for more than 13 years what will be of rights accrued by the Teacher concerned.
5. For unearthing real factual position a broad based high level enquiry committee be constitute to investigate the matter in two Districts & Schools & interrogate all officers/DDOs of the entire period of thirteen years who proposed his appointment & disbursed pay & verified his service.
6. The appointment order be sent to the Then DCO for verification of Signature or otherwise.
7. Copy of Dispatch Register of DC office upper Kohistan be got verified regarding authenticity or otherwise of entries regarding appointment of Teacher concerned.
8. As far as recording entries in the Service Book, The then official who prepared & officer who signed it be interrogated.
9. Other order of Abdur Razaq TT BPS 7 appointed by DCO sb provided by Mr. Fazal Wahid be also investigated upon.

& in the light of answers of above points matter may please be decided by the competent authority.

Muhammad Ashfaq Khan Jadoon

District Education Officer (M) Battagram

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OFFICE OF THE DISTRICT EDUCATION OFFICER (MALE)  
KOHISTAN LOWER

Email: deokohistanl@gmail.com

Face Book: DEO Male Kohistan Lower



NOTIFICATION

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1. Whereas office of the DEO (M) Lower Kohistan, (newly separated district) started proper functioning w.e f mid of April 2019. Two letters No. 47/5A/ACE.KH and NO 35/5A.ACE, of CO AEC, were received on 19-06-2019 and 27-06-2019 respectively from CO ACE Kohistan Lower demanding record of Mr. Fazal Wahid DM. Only available record was sent from office of DEO (M) Kohistan Upper, through special messenger, and was handed over to CO ACE vide this office NO 558 dated 27-06-2019.
2. And whereas during the verification of appointment order from Deputy Commissioner Kohistan upper he stated the appointment order bearing Enstt: No 7824-30 dated 13/08/2007 is found FAKE AND BOGUS vide his letter No. 1113-14/DC-(KH) dated 30/01/2020.
3. And whereas in the service book of above named DM, the record of his medical shows that the medical report was signed by concerned Medical superintendent on 23-11-1999, about 08 years prior to his appointment and original also not found on the record as well as DHO Office.
4. And whereas in the response of this office NO 819 dated 24-07-2019, BISE Abbottabad vide N. 806/AB/BISE/HSSC/SECURITY dated 17-09-2019, received by this office on 03-10-2019, declared his academic certificates found FAKE and BOGUS.
5. And whereas a letter was received containing subject ENQUIRY vide NO. 3079-82 dated 02/12/2019 from office of the Director Elementary and Secondary Education Khyber Pakhtunkhwa Peshawar as Mr. Bakhtiar Anjum Principal (B-18) GHSS Paimal Sharif Battagram, was nominated as inquiry officer.
6. And whereas this office provided the available record to the inquiry officer at the time of his visit to this office in connection with the said inquiry on 16/12/2019.
7. And whereas the inquiry officer completed his inquiry and final report submitted Director Elementary and Secondary Education Khyber Pakhtunkhwa Peshawar vide No.121/File.Inq:/2019 dated 28/12/2019 with the recommendation that Major penalty of removal from service under 4(b) (III) of E&D rules 2011. The Director E&S KP, enclosed the above inquiry report and sent to this office for necessary action in the light of inquiry vide No.73/F.No.complaint against the DM, dated Peshawar the 13/2/2020.
8. And whereas, being competent authority as Under Govt. of Khyber Pakhtunkhwa efficiency and disciplinary rules 2011 4(b) (III), issued Removal order by observing of all codal formalities in R/O Mr. Fazal Wahid DM GMS Koti vide No. 1270-75 dated 22/2/2020 w.e.f 1/7/2019.
9. And whereas, the above named Teacher submitted his service appeal before, Honorable service Tribunal Peshawar against the Department. The Honorable service tribunal heard the case and the order of Removal are set aside and applicant stands reinstated into service for the purpose of de-novo inquiry and case is remitted to the responder department for holding proper regular inquiry announce on 15/9/2021.
10. And whereas, in compliance of the decision of Honorable Service Tribunal Peshawar the above named officer reinstated in to Govt. Service for the purpose of de-novo inquiry and adjusted at GMS Khan Abad against the vacant post of DM vide this office order No. 9530-36 dated 07/10/2021.
11. And whereas, de-novo inquiry conducted by DEO (M) Battagram vide No. 15 dated 04/01/2022 received in this office vide diary No. 353 dated 18/5/2022 through Director E&SE: KPK Peshawar vide No. 302/pF/Enquiry/date 27/01/2022. In his recommendations at point No. 09, he again referred to competent authority for decision. The inquiry officer then was posted as DEO (M) Kohistan Lower, re-constituted inquiry committee for verification of record in continuation of the inquiry conducted by himself from DEO (M) Office Kohistan Upper as well as DC Office Kohistan Upper. The inquiry committee submitted their report that no record of appointment found in DEO (M) Office Kohistan Upper, however only dispatch No exists in DC Office Kohistan Upper.
12. Now, therefore, in view of the above facts, and suspicious appointment record being competent authority as District Education Officer (M) Kohistan Lower is disagreed with the inquiry report and re-instatement order of Mr. Fazal Wahid as re-instated for de-novo inquiry vide No.9530-36 dated 07/10/2021 is hereby withdrawn with immediate effect and his perilous removal order vide No. 1270-75 dated 22/02/2020 is remain intact.

District Education Officer (M)  
Kohistan Lower

Enstt: 5232-39 /EST/ENQ/FAKEDOC/DM/DEO (M) KHL Dated: 27/09/2022

Copy forwarded to the:

1. Director (E&SE) Khyber Pakhtunkhwa Peshawar.
2. Deputy Commissioner Kohistan Lower.
3. Registrar Service Tribunal KPK Peshawar.
4. Deputy District Education Officer (M) Kohistan Lower.
5. District Accounts Officer Kohistan Lower.
6. District Monitoring Officer (EMA) Kohistan Lower.
7. Mr. Fazal Wahid DM GMS Khan Abad Pattan.
8. Office File

27/09/2022  
District Education Officer (M)  
Kohistan Lower

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OFFICE OF THE SUB-DIVISIONAL EDUCATION OFFICER (M)

PATTAN



No: 2872 /SDEO (M) PATTAN

Dated: 8/2/2020

INQUIRY: Fazal Wahid DM GMS Kotia Pattan BPS-15.

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INTRODUCTION:-

Inquiry, in respect of Mr. Fazal Wahid DM GMS Kotia Pattan BPS 15. In compliance with the order of DEO (M) Kohistan Lower order No. Even date 12-10-2019, we Mr. Muhammad Nawab SEEO (M) Pattan and Mr. Sultani Room SST GHS Jijal Kohistan Lower were been appointed as inquiry committee to conduct inquiry of the charges levelled against the teacher and submit report and recommendations.

Charge Sheet / Allegations:-

1. Guilty of misconduct.
2. Guilty of Corruption.
3. Concealing of Facts.
4. Fraudulently Activities.

Brief History of the Employee.

1. Mr. Fazal Wahid DM, was appointed in BPS - 09 vide DCO Kohistan Endst: No 7824-30 dated 13-08-2007.
2. According to Mr. Fazal wahid he is SSC passed with the subject of Drawing as Optional Subject.
3. Soon after his appointment his Service Book was maintained by the then DDO concerned.
4. The Department alleged that his SSC and Intermediate Certificates were been verified from the concerned Boards and proved as Faked.

Procedure:-

- A. We called the teacher by issuing him a letter to attend the Office of the DEO (M) Kohistan lower for personal hearing and to defend himself.

We served a questionnaire upon him, whereof he replied as,

- i. He is Matric pass, with Arts and Model Drawing as Optional Subject.
- ii. He stated that at the time of his appointment, in Kohistan, no other candidate, having such qualification was not available and the then Government had relaxed the recruitment policy, especially for District Kohistan, being Backward Area. He did not produced the then such relaxed policy, but he produced an advertisement of recruitment in 2019 by NTS, wherein it has been mentioned, that the basic qualification for the post of PST is BA/BSc, in case of non-availability of such qualified candidates,

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[Stamp: DEO (M) PATTAN]

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13-2-2020



then FA/FSc candidates will be recruited, and if FA/FSc not available then, SSC passed candidates should be recruited. (The photocopy of Advertisement is attached)

- III. He further stated that in his Service Book, on the Qualification page someone has made entry of Fake Intermediate Certificate, that is a conspiracy against my career. I am only Matric pass and he handed over his original certificate to the Inquiry committee.
- B. To probe into the Fact Findings we approached, the Nominated representative of the office of the DEO (M) Kohistan, Mr. Abdul Haq Budget & Accounts Officer of the Office of the DEO (M) Kohistan Lower, on 14-12-2019, we served him, a Questionnaire, regarding the allegations levelled against the teacher. Whereof he stated / alleged as:-
  - I. He produced both SSC & Intermediate Certificates Roll No. 16256 Session 2001 BISE Abbottabad and Roll No.26873 Session 1998 BISE Abbottabad respectively of Mr. Fazal Wahid DM, gotten verified, proved as Fake & Bogus.(Certificates are attached)
  - II. He stated that these documents were available in his Service Book.
  - III. He further alleged that at the time of appointment the minimum required qualification for the post of DM was Intermediate.
  - IV. He also alleged that the appointing of BPS-09 was not in the Authority Domain of DCO.
  - V. He also alleged that his salary had been started from 2011 but no proof has been provided ~~from~~ the official representative.
- C. To probe into the Questioned Qualification of Mr. Fazal Wahid DM, we being Inquiry Committee got verification of SSC Certificate of Mr. Fazal Wahid bearing roll no 16256 Session Annual 2001 BISE Abbottabad and proved as Genuine and Correct. Art and Model Drawing as optional subjects in his Detail Marks Certificate.

**Conclusion/Findings**

- 1. It is admitted fact that the appointment order of Mr. Fazal Wahid DM had been issued by the DCO Kohistan.
- 2. It is also admitted fact that Mr. Fazal Wahid had passed his SSC Examination from BISE Abbottabad under Roll No 16256 in the session Annual 2001.
- 3. It is also clear that Mr. Fazal Wahid DM has low qualification as compare to the required qualification for the post, he did not produced any qualification relaxation policy, granted to him or granted to special Back-Ward Area but he provided the advertisement of 2019, in which the qualification for the posts were been relaxed in Special Circumstances/in case of non-availability of required qualified candidates. This analogy and logic is well convincing
- 4. It is clear that the teacher has served as long as 13 years of service.
- 5. It is also admitted fact that the Service Book entries of the teacher are signed by the then DDO, are original (Verification of the then DDO Mr. Mukhtiar Khan is attached).

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13-2-2020

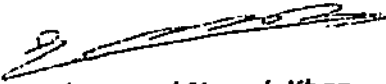
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13-2-2020


Recommendation:-

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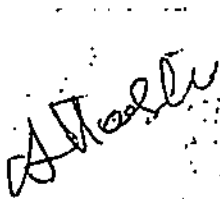
In the light of the forgoing facts/findings, the following recommendations are submitted before your Honor.

- I. Keeping in view so much long service, the case of low qualification may be submitted to High Ups for guidelines with the request that the teacher may please be given a time opportunity to enhance his qualification, if your Honor agreed so.

  
Muhammad Nawab Khan  
SDEO (M) Pattan  
Inquiry officer

  
Sultan Room  
SST GHS Jijal  
inquiry officer

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Assistant Director  
District Office  
GHS Jijal

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The Assistant Director,  
Special Investigation Wing,  
Anti-Corruption Establishment,  
Abbottabad.

40

No. 91415 /ACE, dated 21 /07/2017.

Subject: COMPLAINT NO. 6286 DATED 12.04.2017 AGAINST THE  
CONCERNED TEACHER, GOVERNMENT MIDDLE SCHOOL,  
KOTYAN PATTAN DISTRICT KOWISTAN.

Reference your report dated 13.06.2017.

The subject complaint has been filed. Record be completed accordingly.

Assistant Director Admn.,  
Anti-Corruption Establishment,  
Khyber Pakhtunkhwa,  
Peshawar.

No. /ACE, dated /07/2017.

Copy to office concerned.

Assistant Director Admn.,  
Anti-Corruption Establishment,  
Khyber Pakhtunkhwa,  
Peshawar.

CC  
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OFFICE OF THE DISTRICT EDUCATION OFFICER (M)  
DISTRICT BATTAGRAM



emibattagram@gmail.com



/emibattagram



8992543540 & 539



RELINQUISH OF CHARGE

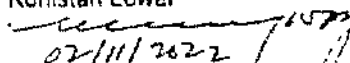
41

I, Hafiz Muhammad Nawaz Abbasi DEO (M) Battagram is hereby relinquished the additional charge of the post of DEO (M) Kohistan Lower on November, 2, 2022 (A N), on arrival of Mr. Zahoor Muhammad DEO (M) Kohistan Lower.

Hafiz Muhammad Nawaz Abbasi  
District Education Officer (M)  
Battagram

Endstt. No. 8292-8301 /Dated 02/11/2022  
Copy for information to the.

1. Director E&SE Khyber Pakhtunkhwa Peshawar.
2. PS to Secretary Govt of Khyber Pakhtunkhwa E&SE Department Peshawar.
3. Deputy Commissioner Kohistan Lower
4. DMO EMA Kohistan Lower
5. Dy: DEO(M) Kohistan Lower
6. Manager N.B.P Pattan Kohistan Lower, with request to please update the signature of the designated account title District Education Officer Male Kohistan Lower
7. B&AO Local Office with the request to update signature of the officers accordingly.
8. SDEO (M) Pattan and Bankad Kohistan Lower
9. All Principals, Head Masters, Incharges GHSS/GHS/GMS Kohistan Lower
10. Office File.

  
02/11/2022  
District Education Officer (M)  
Battagram

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**GOVERNMENT OF KHYBER PAKHTUNKHWA**  
ELEMENTARY AND SECONDARY EDUCATION DEPARTMENT  
Block-"A" Opposite MPA's Hostel, Civil Secretariat Peshawar  
Phone No. 991 9231518

Dated Peshawar the September 9<sup>th</sup>, 2022

**NOTIFICATION**

**NO.SO(MC)E&SED/4-16/2022/PT/MC:** Hafiz Muhammad Nawaz (MC BS-19) DEO (Male) Battagram is hereby authorized to hold additional charge of the post of DEO (Male) Kohistan Lower, in addition to his own duties, with immediate effect, till arrival of regular incumbent of the post.

**SECRETARY TO GOVT: OF KHYBER PAKHTUNKHWA  
E&SE DEPARTMENT**

**Endst: of even No.& date:**

Copy forwarded for information to the:-

1. Accountant General, Khyber Pakhtunkhwa
2. Director E&SE Khyber Pakhtunkhwa, Peshawar
3. District Education Officers (Male) Battagram and Kohistan Lower,
4. Director EMIS, E&SE Department with the request to upload the same on the official website of the department.
5. District Accounts Officers Battagram and Kohistan Lower.
6. PS to Minister E&SE Khyber Pakhtunkhwa.
7. PS to Secretary, E&SE Department, Khyber Pakhtunkhwa.
8. Officer concerned.
9. Master file.

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(NASEER ABBAS KHALIL)  
SECTION OFFICER (Management Cadre)



43

**OFFICE OF THE DISTRICT EDUCATION OFFICER (MALE)  
KOHISTAN LOWER**


Email: deokohistanl@gmail.com Face Book: DEO Male Kohistan Lower



**CHARGE ASSUMPTION REPORT**

In pursuance of Elementary & Secondary Education Department Khyber Pakhtunkhwa Peshawar Notification No. SO (MC) E&SED/ 4-16/2022/PT/TC: dated Peshawar the 20-October-2022.


I, Mr. Zahoor Khan BS-19 (Management Cadre) assumed the charge of the office of District Education officer (M) Kohistan Lower on this day of 01-11-2022 (F.N) on the relieving of Mr. Hafiz Muhammad Nawaz Abbasi DEO (M) Battagram from additional charge of DEO (M) Kohistan Lower.

  
Zahoor Khan  
District Education Officer (M)  
Kohistan Lower

No. 6003-16 / DEO (M) KH-L/E-B/ Posting Transfer File No.94 Dated: 1/11 /2022  
Copy of the above is forwarded for information to the:-

1. Accountant General Khyber Pakhtunkhwa Peshawar.
2. Director Elementary and Secondary Education Khyber Pakhtunkhwa Peshawar.
3. Deputy Commissioner Kohistan Lower.
4. District Accounts officer Kohistan Lower.
5. District Monitoring Officer (EMA) Kohistan Lower.
6. Director EMIS, E&SE Department with the request to the upload the same on the official website of the Department.
7. PS to Minister E&SED KPK Peshawar.
8. PS to Secretary E&SED KPK Peshawar.
9. Deputy District Education officer (M) kohistan Lower.
10. SDEOs (M) Pattan & Bankad Kohistan Lower.
11. All principal, Head Master & Incharge of GHSS,GHS & GMS Kohistan Lower
12. Office File.



  
Deputy District Education Officer (M)  
Kohistan Lower

# ATTENDANCE REGISTER

For the month of November Year 2011

NO. 115

NO. 06

Name: **Fazal Wahid**

Designation: **DM**

Shamsul Hossain  
Sweeper

NO. 111  
Armed Forces  
Headquarters

Date	Arr.		Dep.		Arr.		Dep.		Arr.		Dep.	
	Sig.	Time	Sig.	Time	Sig.	Time	Sig.	Time	Sig.	Time	Sig.	Time
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14												
15		8:15		2:20		8:15		2:20				
16		8:15		2:20		8:15		2:20				
17		8:15		2:20		8:15		2:20				
18		8:15		2:20		8:15		2:20				
19		8:15		2:20		8:15		2:20				
20		8:15		2:20		8:15		2:20				
21												
22		8:15		2:20		8:15		2:20				
23		8:15		2:20		8:15		2:20				
24		8:15		2:20		8:15		2:20				
25		8:15		2:20		8:15		2:20				
26		8:15		2:20		8:15		2:20				
27		8:15		2:20		8:15		2:20				
28												
29		8:15		2:20		8:15		2:20				
30		8:15		2:20		8:15		2:20				
31												

etc

LEAVES TAKEN

# STAFF'S ATTENDANCE REGISTER

For the month of December Year 2021

No. 15

No. 06

No. 01

Name: **Fazal Wahid**  
Designation: **DM**

Name: **Shamsul haq**  
Designation: **Sweeper**

Name: **Anwarul haq**  
Designation: **Naib Guard**

Date	Arr.	Sig.	Dep.	Sig.	Arr.	Sig.	Dep.	Sig.	Arr.	Sig.	Dep.	Sig.
1	8:15	✓	2:20	✓	8:15	✓	2:20	✓	8:15	✓	2:20	✓
2	8:15	✓	2:20	✓	8:15	✓	2:20	✓	8:15	✓	2:20	✓
3	C/leave				ABSENT				ABSENT			
4	8:15	✓	2:20	✓	SUNDAY				ABSENT			
5	8:15	✓	2:20	✓	SUNDAY				ABSENT			
6	8:15	✓	2:20	✓	8:15	✓	2:20	✓	8:15	✓	2:20	✓
7	8:15	✓	2:20	✓	8:15	✓	2:20	✓	8:15	✓	2:20	✓
8	8:15	✓	2:20	✓	8:15	✓	2:20	✓	8:15	✓	2:20	✓
9	8:15	✓	2:20	✓	8:15	✓	2:20	✓	8:15	✓	2:20	✓
10	8:15	✓	2:20	✓	8:15	✓	2:20	✓	8:15	✓	2:20	✓
11	8:15	✓	2:20	✓	8:15	✓	2:20	✓	8:15	✓	2:20	✓
12	C/leave				SUNDAY				C/leave			
13	8:15	✓	2:20	✓	8:15	✓	2:20	✓	8:15	✓	2:20	✓
14	8:15	✓	2:20	✓	8:15	✓	2:20	✓	8:15	✓	2:20	✓
15	8:15	✓	2:20	✓	8:15	✓	2:20	✓	8:15	✓	2:20	✓
16	8:15	✓	2:20	✓	8:15	✓	2:20	✓	8:15	✓	2:20	✓
17	8:15	✓	2:20	✓	8:15	✓	2:20	✓	8:15	✓	2:20	✓
18	8:15	✓	2:20	✓	8:15	✓	2:20	✓	8:15	✓	2:20	✓
19	C/leave				SUNDAY				C/leave			
20	8:15	✓	2:20	✓	8:15	✓	2:20	✓	8:15	✓	2:20	✓
21	8:15	✓	2:20	✓	8:15	✓	2:20	✓	8:15	✓	2:20	✓
22	8:15	✓	2:20	✓	8:15	✓	2:20	✓	8:15	✓	2:20	✓

Chief Educ. Officer

Handwritten signatures and initials at the bottom of the page.



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# STAFF'S ATTENDANCE REGISTER

For the month of July of Year 2011

NO. 01

NO. 02

NO. 03

NO. 04

Name: Rahim Daud

M. Yusuf

Post: DM

Station: Sawepos

Designation: CT

TT

Date Arr. Sig. Dep. Sig. Arr. Sig. Dep. Sig. Arr. Sig. Dep. Sig. Arr. Sig. Dep. Sig.

Date	Arr.	Sig.	Dep.	Sig.	Arr.	Sig.	Dep.	Sig.	Arr.	Sig.	Dep.	Sig.	Arr.	Sig.	Dep.	Sig.
1																
2																
3																
4																
5																
6																
7	7:30	Rahim	11:35	Rahim	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf
8																
9	7:30	Rahim	11:35	Rahim	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf
10	7:30	Rahim	11:35	Rahim	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf
11	7:30	Rahim	11:35	Rahim	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf
12	7:30	Rahim	11:35	Rahim	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf
13	7:30	Rahim	11:35	Rahim	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf
14	7:30	Rahim	11:35	Rahim	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf
15	7:30	Rahim	11:35	Rahim	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf
16	7:30	Rahim	11:35	Rahim	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf
17	7:30	Rahim	11:35	Rahim	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf
18	7:30	Rahim	11:35	Rahim	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf
19	7:30	Rahim	11:35	Rahim	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf
20	7:30	Rahim	11:35	Rahim	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf
21	7:30	Rahim	11:35	Rahim	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf
22	7:30	Rahim	11:35	Rahim	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf
23	7:30	Rahim	11:35	Rahim	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf
24	7:30	Rahim	11:35	Rahim	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf
25	7:30	Rahim	11:35	Rahim	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf
26	7:30	Rahim	11:35	Rahim	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf
27	7:30	Rahim	11:35	Rahim	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf
28	7:30	Rahim	11:35	Rahim	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf
29	7:30	Rahim	11:35	Rahim	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf
30	7:30	Rahim	11:35	Rahim	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf	7:30	Yusuf	11:35	Yusuf

## STATEMENT OF LEAVES TAKEN

Casual	Pri.	Total	Sig.

*[Signature]*

STAFF'S ATTENDANCE RECORD

For the month of March 1977

NO. 01

NO. 02

NO. 03

NO. 01

Name: Rahim-dast NO. YOUSF  
 Designation: CT TT

Faisal Wahid  
DM

Shams-ul-Isq  
Sweeper

Date	Arr.	Sig.	Dep.	Sig.	Arr.	Sig.	Dep.	Sig.	Arr.	Sig.	Dep.	Sig.	Arr.	Sig.	Dep.
1	8:15	Rahim	2:30	Rahim	8:15	يوسف	2:30	يوسف	8:15	فضل واهد	2:30	فضل واهد	8:15	شمس الحق	2:30
2	8:15	Rahim	2:30	Rahim	8:15	يوسف	2:30	يوسف	8:15	فضل واهد	2:30	فضل واهد	8:15	شمس الحق	2:30
3	8:15	Rahim	2:30	Rahim	8:15	يوسف	2:30	يوسف	8:15	فضل واهد	2:30	فضل واهد	8:15	شمس الحق	2:30
4	8:15	Rahim	2:30	Rahim	8:15	يوسف	2:30	يوسف	8:15	فضل واهد	2:30	فضل واهد	8:15	شمس الحق	2:30
5	8:15	Rahim	2:30	Rahim	8:15	يوسف	2:30	يوسف	8:15	فضل واهد	2:30	فضل واهد	8:15	شمس الحق	2:30
6	<del>SUNDAY</del>														
7	8:15	Rahim	2:30	Rahim	8:15	C/leave			8:15	فضل واهد	2:30	فضل واهد	8:15	شمس الحق	2:30
8	8:15	Rahim	2:30	Rahim	8:15	يوسف	2:30	يوسف	8:15	فضل واهد	2:30	فضل واهد	8:15	شمس الحق	2:30
9	8:15	Rahim	2:30	Rahim	8:15	يوسف	2:30	يوسف	8:15	فضل واهد	2:30	فضل واهد	8:15	شمس الحق	2:30
10	8:15	Rahim	2:30	Rahim	8:15	يوسف	2:30	يوسف	8:15	فضل واهد	2:30	فضل واهد	8:15	شمس الحق	2:30
11	8:15	Rahim	2:30	Rahim	8:15	يوسف	2:30	يوسف	8:15	فضل واهد	2:30	فضل واهد	8:15	شمس الحق	2:30
12	8:15	Rahim	2:30	Rahim	8:15	يوسف	2:30	يوسف	8:15	فضل واهد	2:30	فضل واهد	8:15	شمس الحق	2:30
13	<del>SUNDAY</del>														
14	ELECTION				8:15	يوسف	2:30	يوسف	8:15	فضل واهد	2:30	فضل واهد	8:15	شمس الحق	2:30
15	ELECTION				8:15	يوسف	2:30	يوسف	8:15	فضل واهد	2:30	فضل واهد	8:15	شمس الحق	2:30
16	ELECTION				8:15	يوسف	2:30	يوسف	8:15	فضل واهد	2:30	فضل واهد	8:15	شمس الحق	2:30
17	8:15	Rahim	2:30	Rahim	8:15	يوسف	2:30	يوسف	8:15	فضل واهد	2:30	فضل واهد	8:15	شمس الحق	2:30
18	8:15	Rahim	2:30	Rahim	8:15	يوسف	2:30	يوسف	8:15	فضل واهد	2:30	فضل واهد	8:15	شمس الحق	2:30
19	8:15	Rahim	2:30	Rahim	8:15	يوسف	2:30	يوسف	8:15	فضل واهد	2:30	فضل واهد	8:15	شمس الحق	2:30
20	<del>SUNDAY</del>														
21	8:15	Rahim	2:30	Rahim	8:15	يوسف	2:30	يوسف	8:15	فضل واهد	2:30	فضل واهد	8:15	شمس الحق	2:30
22	8:15	Rahim	2:30	Rahim	8:15	يوسف	2:30	يوسف	8:15	فضل واهد	2:30	فضل واهد	8:15	شمس الحق	2:30
23	3rd March				8:15	يوسف	2:30	يوسف	8:15	فضل واهد	2:30	فضل واهد	8:15	شمس الحق	2:30
24	8:15	Rahim	2:30	Rahim	8:15	يوسف	2:30	يوسف	8:15	فضل واهد	2:30	فضل واهد	8:15	شمس الحق	2:30
25	8:15	Rahim	2:30	Rahim	8:15	يوسف	2:30	يوسف	8:15	فضل واهد	2:30	فضل واهد	8:15	شمس الحق	2:30
26	8:15	Rahim	2:30	Rahim	8:15	يوسف	2:30	يوسف	8:15	فضل واهد	2:30	فضل واهد	8:15	شمس الحق	2:30
27	<del>SUNDAY</del>														
28	8:15	Rahim	2:30	Rahim	8:15	يوسف	2:30	يوسف	8:15	فضل واهد	2:30	فضل واهد	8:15	شمس الحق	2:30
29	8:15	Rahim	2:30	Rahim	8:15	يوسف	2:30	يوسف	8:15	فضل واهد	2:30	فضل واهد	8:15	شمس الحق	2:30
30	Election				8:15	يوسف	2:30	يوسف	8:15	فضل واهد	2:30	فضل واهد	8:15	شمس الحق	2:30

CTC

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# EMPLOYEE'S ATTENDANCE REGISTER

For the month of April

Year

2022

NO. 04

NO. 02

NO. 03

-dad M. Yousif  
TT

Fazal Wahid Shams-ul-haq  
DNI Sweeper

Dep. Sig. Arr. Sig. Dep. Sig. Arr. Sig. Dep. Sig. Arr. Sig. Dep. Sig.

Spring Holiday from April 1st TO 10th

Day	7:15	10:00	10:00	7:15	7:15	10:00	10:00	7:15	7:15	10:00	10:00	7:15	7:15	10:00	10:00	
1	7:15	يوسف	10:00	يوسف	7:15	فصل واحد	10:00	فصل ظهر	7:15	يوسف	10:00	7:15	يوسف	10:00	يوسف	
2	7:15	يوسف	12:15	يوسف	7:15	فصل واحد	12:15	فصل ظهر	7:15	يوسف	12:15	7:15	يوسف	12:15	يوسف	
<del>SUNDAY</del>																
4	7:15	يوسف	12:15	يوسف	on duty				7:15	يوسف	12:15	يوسف	7:15	يوسف	12:15	يوسف
5	7:15	يوسف	12:15	يوسف	7:15	فصل ظهر	12:15	فصل واحد	7:15	يوسف	12:15	7:15	يوسف	12:15	يوسف	
6	7:15	يوسف	12:15	يوسف	7:15	فصل واحد	12:15	فصل واحد	7:15	يوسف	12:15	7:15	يوسف	12:15	يوسف	
7	7:15	يوسف	12:15	يوسف	7:15	فصل واحد	12:15	فصل واحد	7:15	يوسف	12:15	7:15	يوسف	12:15	يوسف	
8	7:15	يوسف	12:15	يوسف	7:15	فصل واحد	12:15	فصل واحد	7:15	يوسف	12:15	7:15	يوسف	12:15	يوسف	
9	7:15	يوسف	12:15	يوسف	7:15	فصل واحد	12:15	فصل واحد	7:15	يوسف	12:15	7:15	يوسف	12:15	يوسف	
10	7:15	يوسف	12:15	يوسف	7:15	فصل واحد	12:15	فصل واحد	7:15	يوسف	12:15	7:15	يوسف	12:15	يوسف	
<del>SUNDAY</del>																
12	7:15	يوسف	12:15	يوسف	7:15	فصل واحد	12:15	فصل واحد	7:15	يوسف	12:15	7:15	يوسف	12:15	يوسف	
13	7:15	يوسف	12:15	يوسف	7:15	فصل واحد	12:15	فصل واحد	7:15	يوسف	12:15	7:15	يوسف	12:15	يوسف	
14	7:15	يوسف	12:15	يوسف	7:15	فصل واحد	12:15	فصل واحد	7:15	يوسف	12:15	7:15	يوسف	12:15	يوسف	
15	7:15	يوسف	12:15	يوسف	7:15	فصل واحد	12:15	فصل واحد	7:15	يوسف	12:15	7:15	يوسف	12:15	يوسف	
16	7:15	يوسف	12:15	يوسف	7:15	فصل واحد	12:15	فصل واحد	7:15	يوسف	12:15	7:15	يوسف	12:15	يوسف	
17	7:15	يوسف	12:15	يوسف	7:15	فصل واحد	12:15	فصل واحد	7:15	يوسف	12:15	7:15	يوسف	12:15	يوسف	
18	7:15	يوسف	12:15	يوسف	7:15	فصل واحد	12:15	فصل واحد	7:15	يوسف	12:15	7:15	يوسف	12:15	يوسف	
19	7:15	يوسف	12:15	يوسف	7:15	فصل واحد	12:15	فصل واحد	7:15	يوسف	12:15	7:15	يوسف	12:15	يوسف	
20	7:15	يوسف	12:15	يوسف	7:15	فصل واحد	12:15	فصل واحد	7:15	يوسف	12:15	7:15	يوسف	12:15	يوسف	
21	7:15	يوسف	12:15	يوسف	7:15	فصل واحد	12:15	فصل واحد	7:15	يوسف	12:15	7:15	يوسف	12:15	يوسف	
22	7:15	يوسف	12:15	يوسف	7:15	فصل واحد	12:15	فصل واحد	7:15	يوسف	12:15	7:15	يوسف	12:15	يوسف	
23	7:15	يوسف	12:15	يوسف	7:15	فصل واحد	12:15	فصل واحد	7:15	يوسف	12:15	7:15	يوسف	12:15	يوسف	
24	7:15	يوسف	12:15	يوسف	7:15	فصل واحد	12:15	فصل واحد	7:15	يوسف	12:15	7:15	يوسف	12:15	يوسف	
25	7:15	يوسف	12:15	يوسف	7:15	فصل واحد	12:15	فصل واحد	7:15	يوسف	12:15	7:15	يوسف	12:15	يوسف	
26	7:15	يوسف	12:15	يوسف	7:15	فصل واحد	12:15	فصل واحد	7:15	يوسف	12:15	7:15	يوسف	12:15	يوسف	
27	7:15	يوسف	12:15	يوسف	7:15	فصل واحد	12:15	فصل واحد	7:15	يوسف	12:15	7:15	يوسف	12:15	يوسف	
28	7:15	يوسف	12:15	يوسف	7:15	فصل واحد	12:15	فصل واحد	7:15	يوسف	12:15	7:15	يوسف	12:15	يوسف	
29	7:15	يوسف	12:15	يوسف	7:15	فصل واحد	12:15	فصل واحد	7:15	يوسف	12:15	7:15	يوسف	12:15	يوسف	
30	7:15	يوسف	12:15	يوسف	7:15	فصل واحد	12:15	فصل واحد	7:15	يوسف	12:15	7:15	يوسف	12:15	يوسف	
31	7:15	يوسف	12:15	يوسف	7:15	فصل واحد	12:15	فصل واحد	7:15	يوسف	12:15	7:15	يوسف	12:15	يوسف	

C.T.C.

STAFF'S ATTENDANCE NO. 64 For the month of June 2022

49

NO. 64

NO. 62

NO. 03

NO. 04

Name: Rabim Prad Designation: LT

M. Yusuf T.T

Faral Wahid D.M

Shams-ul-Haq Sweeper

NO.	Name	Designation	Date		Arr.		Sig.		Dep.		Sig.		Arr.		Sig.	
			Arr.	Sig.	Dep.	Sig.	Arr.	Sig.	Dep.	Sig.	Arr.	Sig.	Dep.	Sig.		
1	Rabim Prad	LT	7:30	1:35	7:30	1:35	10:35	11:35	7:30	1:35	10:35	11:35	7:30	1:35	10:35	11:35
2	Rabim Prad	LT	7:30	1:35	7:30	1:35	10:35	11:35	7:30	1:35	10:35	11:35	7:30	1:35	10:35	11:35
3	Rabim Prad	LT	7:30	1:35	7:30	1:35	10:35	11:35	7:30	1:35	10:35	11:35	7:30	1:35	10:35	11:35
4	Rabim Prad	LT	7:30	1:35	7:30	1:35	10:35	11:35	7:30	1:35	10:35	11:35	7:30	1:35	10:35	11:35
5																
6	Rabim Prad	LT	7:30	1:35	7:30	1:35	10:35	11:35	7:30	1:35	10:35	11:35	7:30	1:35	10:35	11:35
7	Rabim Prad	LT	7:30	1:35	7:30	1:35	10:35	11:35	7:30	1:35	10:35	11:35	7:30	1:35	10:35	11:35
8	Rabim Prad	LT	7:30	1:35	7:30	1:35	10:35	11:35	7:30	1:35	10:35	11:35	7:30	1:35	10:35	11:35
9	Rabim Prad	LT	7:30	1:35	7:30	1:35	10:35	11:35	7:30	1:35	10:35	11:35	7:30	1:35	10:35	11:35
10	Rabim Prad	LT	7:30	1:35	7:30	1:35	10:35	11:35	7:30	1:35	10:35	11:35	7:30	1:35	10:35	11:35
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HSSC Exams duty 2022  
From 10.06.2022 to 01.07.2022

STATEMENT OF LEAVES TAKEN

This Month	Sick				Casual				Pri.				Total			
	Sick	Casual	Pri.	Total	Sick	Casual	Pri.	Total	Sick	Casual	Pri.	Total	Sick	Casual	Pri.	Total
Previous	-	01	-	-	-	02	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	01	-	-	-	02	-	-	-	-	-	01	-	-

Dated: \_\_\_\_\_

*(Signature)*



Regulate

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**DIRECTORATE OF ELEMENTARY AND SECONDARY EDUCATION  
KHYBER PAKHTUNKHWA PESHAWAR.**

No. 2925 /PF: Enquiry Against/ Fazal Wahid/ Ex-DM/Kohistan Lower  
Dated Peshawar the 25/11/2022

To

The District Education Officer  
(Male) Kohistan Lower

Subject: - **INQUIRY REPORT/INVESTIGATION**

Memo:

I am directed to refer to your letter No. 5216 Dated: 27-09-2022 on the subject noted above and to ask you to provide detail of the action taken on the enquiry recommendations in r/o Mr. Fazal Wahid DM GMS Kohistan District Kohistan Lower, to proceed further into the matter please.

*Processed  
25/11/22*  
Assistant Director (Estab-1)  
Directorate of Elementary & Secondary Edu  
Khyber Pakhtunkhwa, Peshawar.

Endst; No. \_\_\_\_\_

Copy forwarded to the:

1. P.A. to Director Elementary and Secondary Education local office.

*CE*  
Assistant Director (Estab-1)  
Directorate of Elementary & Secondary Edu  
Khyber Pakhtunkhwa, Peshawar.

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE**  
**TRIBUNAL, PESHAWAR**

(51)

IN Re:

S. Appeal No. 1404/2020

Fazal Wahid.....Appellant

Versus

District Education Officer (M)

District Lower Kohistan and others.....Respondents

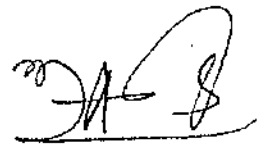
**INDEX**

S#	Description of documents.	Annexure	Pages
1.	Application for implementation		1-2
2.	Copy of order dated 15.09.2021		3-6
3.	Wakalatnama		7

Dated: 04.07.2020

Appellant

Through



**Muhammad Arif Jan**  
Advocate High Court

**BEFORE THE KHYBER PAKHTUNKHWA SERVICE**  
**TRIBUNAL, PESHAWAR**

(52)

IN Re:

S.Appeal No.1404/2020

Fazal Wahid, Ex-DM S/o Haji Abdul Hai  
GMS Kati, Tehsil Pattan, District Lower Kohistan.

.....Applicant

Versus

1. District Education Officer (Male), District Lower Kohistan
2. Director Education, near Govt. Higher Secondary School, G.T Road, Peshawar.
3. Secretary Elementary & Secondary Education, Govt. of KP, Civil Secretariat, Peshawar.

..Respondents

**APPLICATION FOR IMPLEMENTATION  
OF JUDGMENT DATED 15.09.2021 OF  
THIS HON'BLE TRIBUNAL AND FOR  
THE RELEASE OF SALARIES W.E.F  
OCTOBER 201 TILL ON WARD**

Sir,

Applicant humbly submits as under:-

1. That this Hon'ble Tribunal passed judgment dated 15.09.2021 by accepting the appeal of the applicant reinstated him into his service.
2. That the applicant submitted his arrival report after his reinstatement on 13.10.2021.
3. That the applicant regularly performing his duties, but the respondents reluctant to issue/ pay the monthly salaries to the applicant.

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4. That the judgment of this Hon'ble Tribunal is still in field and have the validity.
5. That the respondents have no way to hold the monthly salaries of the applicant.
6. That the applicant is poor person, having no source of income.
7. That the respondents are duty bound to abide by law and to honor the judgment of this Hon'ble Court in its later and spirit, but even then and despite of clear direction, the respondents intentionally avoiding to hold any inquiry against the applicant for the reason that in fact, there is no prima-facie case of any inquiry is made out.
8. That applicant approaches this Hon'ble Tribunal for implementation of judgment of this Hon'ble Tribunal.

It is therefore, humbly requested to please direct respondents to implement the judgment dated 15.09.2021 of this Hon'ble Tribunal in its letter and spirit and to release & pay the outstanding monthly salaries effecting from October 2021 till onward.

Applicant

Through



**Muhammad Arif Jan**  
Advocate High Court

**AFFIDAVIT**

I, do hereby affirm and declare as per instructions of my clients that the contents of this **Application** are true and correct and nothing has been concealed from this honorable court.

DEPONENT 





BEFORE THE WORTHY DIRECTOR (E&SE) KHYBER  
PAKHTUNKHWA , PESHAWAR.

(S4)

Annex - J

Diry No 154  
Dated: 07-10-22

DEPARTMENTAL APPEAL / REPRESENTATION  
AGAINST THE IMPUGNED OFFICE ORDER  
DATED 27-09-2022 PASSED BY THE DISTRICT  
EDUCATION OFFICER (M) KOHISTAN LOWER,  
VIDE WHICH THE REINSTATEMENT ORDER OF  
THE APPELLANT HAS BEEN WITHDRAWN.

Respected Sir:

1. That the appellant was initially appointed as DM on 13.08.2007 and was posted at GMS Hukam Abad, Kohistan.
2. That upon the recommendation of inquiry, the services of the appellant were terminated and major penalty of removal from service was imposed upon the appellant on 13.02.2020.
3. That being aggrieved, the appellant filed Service Appeal before the Hon'ble Service Tribunal, Peshawar against the department and the Hon'ble Service Tribunal heard the case and set aside the

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impugned Order and then the appellant was reinstated into his service.

4. That de nove inquiry was conducted wherein the appellant provided all the original documents and attended the Committee wherein keeping in view the length of service of about 11 years with other circumstances and actual and factual position of the appellant case, the Inquiry Committee, recommended the appellant for a chance of three years to improve his credential i.e. BA Qualification.
5. That soon after the recommendation of the Committee, the appellant got admission in Allama Iqbal University, Islamabad for BA Degree and also joined Sarhad University, Peshawar for DM Diploma.
6. That the appellant invoked the jurisdiction of the Hon'ble Service Tribunal, KP at Mingora Swat for the release of his salaries and other service benefits but was stunned on the date fixed when the impugned order was communicated to the Tribunal.

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7. That any other ground which has not been mentioned may also be permitted to raise at the time of hearing.

It is therefore, respectfully submitted that in the context of the appeal in hand, the impugned order dated 27-09-2022 passed by the District Education Officer (M) Kohistan Lower may graciously be withdrawn / set aside and the appellant may kindly be allowed to carry on his duties with all back benefits.

Appellant

*(Signature)*

Fazal Wahid  
DM GMS Khan Abad,  
Kohistan Lower  
Cell # 0346-9578752

Note:- This departmental appeal is under protest as my case is pending in Svc Tribunal & is fixed for 7-11-2022.

*(Signature)*

CTC

*(Signature)*

(57)

**WAKALATNAMA**

**BEFORE THE HONBLE**

*KP Service Tribunal, Peshawar*

*Fazal Walid*  
VERSUS

Plaintiff(s)  
Petitioner(s)  
Complainant(s)

*DEO & others*

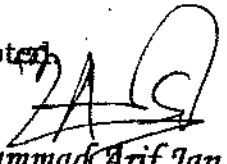
Defendant(s)  
Respondent(s)  
Accused(s)

By this, power-of-attorney I/we the said *Fazal Walid* in the above case, do hereby constitute and appoint **MUHAMMAD ARIF JAN** Advocate as my attorney for me/us in my/our name and on my/our behalf to appear, plead, give statement, verify, administer oath and do all lawful act and things in connection with the said case on my/our behalf or with the execution of any decree or order passed in the case in my/our favour/ against which I/we shall be entitled or permitted to do myself/ourselves, and, in particular, shall be entitled to withdraw or compromise the case or refer it to arbitration or to agree to abide by the special oath of any person and to withdraw and receive documents and money from the Court or the opposite party and to sign proper receipts and discharges for the same and to engage and appoint any other pleader or pay him as his fee irrespective of my/our success or failure in case, provided that, if the case is heard at anyplace other than the usual place of sitting of the Court the pleader shall not bound to attend except on my agreeing to pay him a special fee to be settled between us.



Signature of Client

Accepted



*Muhammad Arif Jan*  
Advocate High Court  
Peshawar

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