

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

2816  
Appeal No. 2816/2021

**Mst. Shahida Jabeen VS Government of KP Health  
Department and others**

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Dated \_\_\_\_\_

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**Mst. Shahida Jabeen**  
**VS**  
**Government of KP Health Department and others**

**Written Comments on behalf of respondent 1 to 4**

Respectfully Sheweth:

**Preliminary Objection:**

1. That the appellant has neither cause of action.
2. That Appeal is not maintainable in its present form.
3. That the appeal is bad for misjoinder and non-joinder of necessary and proper parties.
4. That the appellant have not come to the Tribunal with clean hands.
5. That the appeal is barred by law and badly time barred.

**On Facts:**

1. Incorrect, appellant was appointed on 01/01/2011 but the appellant was found habitual absent from her duties.
2. Incorrect, as reported by respondent No. 4 bearing No. 22/20 dated 29/01/2020 that appellant was found absent from duties since (3) three years consecutively without prior permission or sanction of leave.
3. Incorrect, appellant and her husband have not performed their duties at Type-D Hospital Sarai Naimat Khan and they also have not joined new place of duty at TDH Ghazi.
4. That the appellant joined her duty on 15/01/2014 in Sarai Naimat Khan as a result of disciplinary proceeding against her by DHO Haripur vide letter NO. 4444-48 dated 29/04/2014 (enclosed Annex-A), in this order her absent period was adjusted as leave without pay in her favour and she was warned to remain careful otherwise her services shall be removed straightaway. The appellant submitted complaint to Superintendent of Police Haripur on dated 13/03/2019, appellant was found absent on 11/06/2019 but attendance was marked in all these days which was fake and tempered, the same issue of over writing and tempering is reflected in the report of IMU as received in preliminary report. (letter No. 4444-48 dated 29/04/20214) IMU report attached Annex-B.
5. After as above para-4.
6. That in the earlier preliminary inquiry, the appellant was pleased to deny all the allegations and blamed incharge for his personal grievances. Upon presentation of initials / signature by the appellant, it was found out that the signatures are totally different the signatures marked on the attendance register, honour, astonishingly when her husband (Mr. Asif) has asked to put on initials / signatures, they were matching with the signature on attendance register.
7. Incorrect. Upon departmental approval a factual position was asked by the respondent No. 2 to respondent No. 3 and accordingly a full-fledged report was sent to him vide letter No. 327 dated 14/01/2021.

- 2
8. Appellant and her husband Mr. Asif remained willfully absent from his duties since 19/02/2020 to till date appellant was directed to report and explain his position of absence but the appellant did not resume duty neither submit his answer. Afterward respondent No. 3 issued show cause notice 29/04/2020 later no 4732-38 dated directed to explain your position in writing within seven days or not more than fifteen days of its delivery but there is no response received from his side. Finally at last an absence notice was published in daily newspaper on 24/09/2020 and directed to delinquent official to report for duty and submit cogent reason of willful absent to this office within seven days of the publication but he did not so, in pursuance of rule 9 of Khyber Pakhtunkhwa Govt. servant E&D rules respondent No. 3 impose major penalty of removal from service. (Inquiry report attached as Annex-D).

**Grounds:**

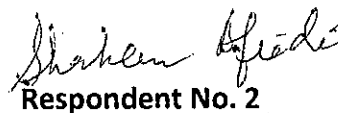
- a. The impugned order is according to law, rules and nor of justice.
- b. That the order of Respond No. 3 regarding removal of appellant for services is legal correct copy of the all codal formalities attached in para 7 ibid
- c. Explanation and show cause to notice and published in daily Express news papers, appellant has been treated according to law and rules.
- d. As above para 6
- e. As above para 6
- f. As above para 4
- g. Incorrect show cause notice was issued and received by appellant and both are directed to appear before the inquiry letter No. 4797-4804 notice issued by the respond No. 3 and receipt No. 1418/12=1416 by the post office Haripur with registry No., RGL 37740484 IOS enclosed as (Annex-E).
- h. That the respondents seek permission to raise additional grounds during the arguments.

**Prayer:**

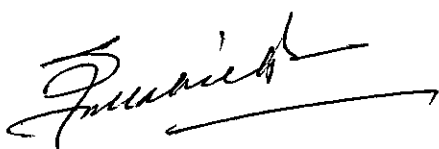
It is therefore, prayed that appeal may graciously be dismissed with cost.



**Respondent No. 1**  
Secretary to Govt. of Khyber  
Pakhtunkhwa Health Deptt: Pesh:



**Respondent No. 2**  
Director General Health Services,  
Khyber Pakhtunkhwa Peshawar



**Respondent No. 3**  
District Health Officer  
Haripur



**Respondent No. 4**  
Incharge Type-D Hospital  
Sarainaimat Khan Haripur

6)

The Applicant's statement is that  
earlier pre-employment

part in the earlier pre-employment

requiring, the applicant was

present & deny all his

allegations and related charges  
Personal grievances

Upon presentation of in-laws/  
signature but in-laws

it was found out that  
the signatures are likely

different + seen the signature  
noticed on the attendance

register, however, as found  
highly when her husband

(as if) was called &

part on initials / signatures,  
but more matching with

the signatures on 11/10/10

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

Appeal No. 2958/2021

**Mst. Shahida Jabeen VS Government of KP Health Department and others**

**Written Comments of behalf of respondent 1 to 4**

Respectfully Sheweth:

**Preliminary Objection**

1. That the appellant has neither cause of action.
2. That Appeal is not maintainable in its present form.
3. That the appeal is bad for misjoinder and non-joinder of necessary and proper parties.
4. That the appellant have not come to the <sup>Tribunal</sup> court with clean hands.
5. That the appeal is barred by law and badly time barred.

**On Facts:**

1. Incorrect, appellant was appointed on 01/01/2011 but the appellant was found habitual absent from her duties.
2. Incorrect, as reported by respondent No. 4 bearing No. 22/20 dated 29/01/2020 that appellant was found absent from duties since (3) three years consecutively without prior permission or sanction of leave. *(attach the report)*
3. Incorrect, petitioner and her husband have not performed their duties at Type-D Hospital Sarai Naimat Khan and they also have not joined new place of duty at TDH Ghazi.
4. That the appellant joined her duty on 15/01/2014 in Sarai Naimat Khan as a result of disciplinary proceeding against her by DHO Haripur vide letter NO. 4444-48 dated 29/04/2014 (enclosed Annex-A), in this order her absent period was adjusted as leave without pay in her favour and she was warned to remain careful otherwise her services shall be removed straightaway, *to* that the appellant submitted *complaint* compliant to Superintendent of Police Haripur on dated 13/03/2019, appellant was found absent on 11/06/2019 but attendance was marked in all these days which was fake and tempered, the same issue of over writing and tempering is reflected in the report of IMU as received in preliminary report. (letter No. 4444-48 dated 29/04/2021) IMU report attached Annex-B.
5. After as above para-4. *all the*
6. Incorrect, the appellant statement which was submitted in preliminary inquiry, appellant denied for charges leveled against her and instead blamed incharge for his personal grievances with her, however appellant was asked to provide initials / sign which appellant used to do in attendance register applicant provided which does not look similar as in attendance register. While her husband when did the same thing was similar to in attendance register.
7. Appellant moved departmental appeal to Director General Health Services, Khyber Pakhtunkhwa Peshawar, in response (Add: DGHS Khyber Pakhtunkhwa Peshawar letter No. 13468/AE-VI dated 09/12/2020 reply attached (letter No. 326 dated 14/01/2021) copy attached response of DGHS letter No. 13468 dated 19/12/2020 (Annex-C).

*removed. upon departmental appeal a factum  
motion was asked by 327*

8. Appellant and her husband Mr. Asif remained willfully absent from his duties since 19/02/2020 to till date appellant was directed to report and explain his position of absence but the appellant did not resume duty neither submit his answer. Afterward respondent No. 3 issued show cause notice 29/04/2020 later no 4732-38 dated directed to explain your position in writing within seven days or not more than fifteen days of its delivery but there is no response received from his side. Finally at last an absence notice was published in daily newspaper on 11/06/2020 and directed to delinquent official to report for duty and submit cogent reason of willful absent to this office within seven days of the publication but he did not so, in pursuance of rule 9 of Khyber Pakhtunkhwa Govt. servant E&D rules respondent No. 3 impose major penalty of removal from service. (Inquiry report attached as Annex-D).

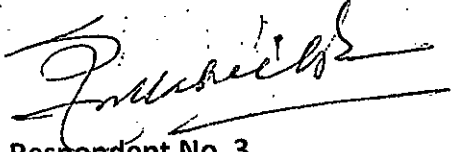
**Grounds:**

- a. The impugned order is according to law, rules and nor of justice.
- b. That the order of Respond No. 3 regarding removal of appellant for services is legal correct copy of the all codal formalities attached in para 7 ibid.
- c. Explanation and show cause to notice and published in daily Express news papers, appellant has been treated according to law and rules.
- d. As above para 6
- e. As above para 6
- f. As above para 4
- g. Incorrect show cause notice was issued and received by appellant and both are directed to appear before the inquiry letter No. 4797-4804 notice issued by the respond No. 3 and receipt No. 1418/12=1416, by the post office Haripur with registry No., RGL 37740484 IOS enclosed as (Annex-E).
- h. That the respondents seek permission to raise additional grounds during the arguments.

**Prayer:**

It is therefore, prayed that appeal may graciously be dismissed with cost.

**Respondent No. 1**  
Secretary to Govt. of Khyber  
Pakhtunkhwa Health Deptt: Pesh:

  
**Respondent No. 3**  
District Health Officer  
Haripur

**Respondent No. 2**  
Director General Health Services,  
Khyber Pakhtunkhwa Peshawar

**Respondent No. 4**  
Incharge Type-D Hospital  
Sarainimat Khan Haripur

*Return with direction to provide complete record show cause petition and resubmit for vetting at earliest.*

*Atty. Advocate G.O.  
(General Tribunal)  
Peshawar*

14/3/22

to be  
to be  
to be

Suggestion

to be  
to be  
to be

to be

14/3/2022

to be

to be

6

6



**Office Of The District Health Officer, Haripur.**

**ORDER.**

Whereas Mst. Shahida Jabeen JCT (Anesthesia) attached to DHQ Hospital Haripur remained absent from her duty from 10.04.2013 to 30.04.2014 and complaint was lodged by Medical Superintendent, DHQ Hospital, Haripur regarding her absence.

And whereas Mst. Shahida Jabeen was asked to explain her position vide charge sheet No. 559-62 dated 31.01.2014.

And whereas Dr. Shoukat Hussain DMS DHQ Hospital Haripur & Dr. Waseem Ahmad, Coordinator EPI undersigned office was appointed inquiry officer to inquire the matter and report.

And whereas after detailed inquiry, the inquiry committee submitted report and recommendations, vide letter dated 23.04.2014.

And whereas in the light of inquiry report and recommendations I, Dr. Zakeem Khan Wazir District Health Officer Haripur as competent authority own satisfied that Mst. Shahida Jabeen JCT Anesthesia absented himself willfully has become guilty of misconduct and hereby impose the following penalties under E&D Rules 2011 as under:-

- a) Absence period of 386 days w.e.f 10.04.2013 to 30.04.2014 is treated as leave without pay.
- b) Transferred and posted at Type-D Hospital, Sarai Niamat Khan w.e.f 01.05.2014 vice Syed Sajjad Ali Shah JCT Anesthesia Type-D Hospital, Sarai Niamat Khan.
- c) Warned to be careful in future, otherwise her services removed straightaway.

Sd/-  
District Health Officer,  
Haripur.

No. 4444-48/Esatb/D/Disp, Action, Dated Haripur, the 29/04/2014.

Copy of the above is forwarded to the:-

- 1. Medical Superintendent, DHQ Hospital, Haripur for information and necessary action please.
- 2. Medical Officer I/c Type-D Hospital, Sarai Niamat Khan with the direction to relieve the official concerned and direct him to report for duty to Medical Superintendent DHQ Hospital, Haripur.
- 3. Inquiry Officers concerned.
- 4. Account Section (Local) for necessary action.
- 5. Official concerned for compliance.

District Health Officer,  
Haripur.

Received  
30/04/14

District Health Officer, Haripur  
Phone & Fax # 0995-610997  
dhoharipur@yahoo.com

Dated: 28-4-2014



### Staff Absence

This page lists details of staff found absent during DC A visit

Facility Name	Visit Date	Name of Staff	Designation	Attendance	Reason
Civil Hospital Kotla	29/03/2019	Dr Ghulam Hussain	CMO	Absent	Un-Authorized Absent
Civil Hospital Rehana	23/03/2019	Delqra Malik	WMO	Absent	Casual Leave
Civil Hospital Rehana	23/03/2019	Robina Bibi	Dai	Absent	Casual Leave
DHQ Hospital	07/03/2019	Dr Haroon Surgical	MO	Absent	Un-Authorized Absent
DHQ Hospital	07/03/2019	Dr Iqbal	Specialist Doctor	Absent	Un-Authorized Absent
DHQ Hospital	07/03/2019	Dr Tahir Angez	Specialist Doctor	Absent	Un-Authorized Absent
DHQ Hospital	07/03/2019	Dr Yousaf	Specialist Doctor	Absent	Un-Authorized Absent
DHQ Hospital	07/03/2019	Shafaqat	JCT Dental	Absent	Late Comer
DHQ Hospital	28/03/2019	Dr Asma	MO	Absent	Un-Authorized Absent
DHQ Hospital	28/03/2019	Dr Haroon	MO	Absent	Un-Authorized Absent
Type D Hospital	09/03/2019	Qamar Ayaz	Store Keeper	Absent	Late Comer
Type D Hospital	16/03/2019	Dr Amina	WMO	Absent	Un-Authorized Absent
Type D Hospital	16/03/2019	Khani Zaman	Sweeper	Absent	Un-Authorized Absent
Type D Hospital	16/03/2019	Sofia Bashir	JCT Dental	Absent	Un-Authorized Absent
Type D Hospital	26/03/2019	Nayyer Naz	LHS	Absent	Late Comer
Type D Hospital SNK	13/03/2019	Muhammad Asif	JCT Surgical	Absent	Un-Authorized Absent
Type D Hospital SNK	13/03/2019	Naheed Bibi	Nurse	Absent	Un-Authorized Absent
Type D Hospital SNK	13/03/2019	Shahida Jabeen	JCT Anesthesia	Absent	Un-Authorized Absent

DIRECTORATE GENERAL HEALTH SERVICES  
KHYBER PAKHTUNKHWA, PESHAWAR

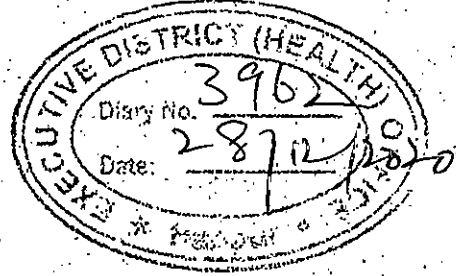
Office Ph#091-9210269 Exchange 091-9210187 Fax # 091-9210230  
All communications should be addressed to the Director General Health Services Peshawar  
And not to any official by name.

No. 13598 /AE-VI,

Dated 11/12/2020

To

The District Health Officer,  
Haripur.



Subject: - REPRESENTATION /DEPARTMENTAL APPEAL FOR REINSTATEMENT  
IN SERVICE WITH BACK BENEFITS.

Kindly refer to the subject noted above and to enclose herewith an appeal in respect of Mrs. Shahida Jabeen, Ex-Clinical Technician (Anesthesia) BPS-12, which is self explanatory for furnishing your comments in the matter.

*[Signature]*  
ADDL: DIRECTOR GENERAL (HRM)  
DIRECTORATE GENERAL HEALTH  
SERVICES KPK, PESHAWAR.

*[Handwritten]*  
08/12

*[Handwritten]*  
Dr. Imran  
Reply 2

*[Handwritten]*  
Gull  
28/12/2020

(7) annexed as Annexure D&E  
That the appellant performed her duties regularly, dedicatedly, punctually and efficiently with zeal and zest which is worth mentioning

Office of the District Health Officer Haripur

Established in Kangra Colony

Phone & Fax 0995-353576

Email dhoharipur@yahoo.com

Letter No: 327

Dated: 14/01/2021

The Addl. Director General (HRM)  
Directorate General Health Services  
Khyber Pakhtunkhwa Peshawar

Sub: REPRESENTATION/DEPARTMENTAL APPEAL FOR REINSTATEMENT IN SERVICE WITH BACK BENEFITS

In response to your office letter No. 13598/AE-VI Dated 11/12/2020 on the subject cited above, please find below the requisite comments:

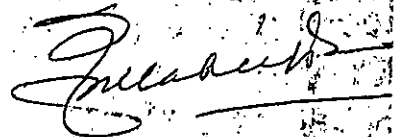
1. The I/C Medical Officer of Type-D Hospital Sarai Naimat Khan submitted absent report of the said official Mrs. Shahida Jabeen (Ex-Clinical Technician Anesthesia) through his letter No. 22/20 TDH S.N. Khan dated 29-01-2020 (Enclosed as annex-I). He mentioned that she is habitually absent since 03 years. It is pertinent to mention that the husband of said official Mr. Muhammad Asif (Ex-Clinical Technician Surgical) was also posted at TDH Sarai Nemat Khan.
2. She was served an explanation letter from the undersigned vide No. 1862-64 dated 06-02-2020 (Enclosed as annex-II), to explain her position. Later, I/C Medical Officer of Type-D Hospital Sarai Naimat Khan submitted an application to surrender the services of Mr. Muhammad Asif S/O Muhammad Safdar (Ex-Clinical Technician Surgical) and his wife Mrs. Shahida Jabeen (Ex-Clinical Technician Anesthesia) through his letter No. 28/20 TDH S.N. Khan dated 11-02-2020 (Enclosed as annex-III).
3. Consequently, the above-mentioned officials were transferred to Type-D Hospital Ghazi vide this office order No. 2141-45/Estab/D/Posting/Transf; Dated Haripur the 13/02/2020 (Enclosed as annex-IV), but the said officials did not comply to this order. In this connection office of the Medical Superintendent/DDHO Type-D Hospital Ghazi also submitted non-compliance report of said official on 19/02/2020 through letter No. 39/TDH(G) (Enclosed as annex-V).
4. Consequently, they were served with an explanation letter for non-compliance of office orders on 02/03/2020 through No. 2496-99/Estab/D/Expl. (Enclosed as annex-VI) A fact-finding inquiry was conducted in his case, which revealed they did not join the duty and were also absent from TD Hospital Sarai Nimat Khan.
5. Despite repeated telephonic warnings and official contacts, the above mentioned officials did not join the place of duty.
6. Subsequently, a show-cause notice was served to the above-mentioned officials vide letter No. 4732-38/Estab/D/Discip.action Dated Haripur the 29/04/2020 (Enclosed as annex-VII). This office did not receive any reply by the said officials within prescribed time.
7. Furthermore, an administrative inquiry was conducted vide this office letter No. 4732-38/Estab/D/Discip.action Dated Haripur the 29/04/2020 (Enclosed as annex-VII) whereas the said officials were called for personal hearing before the committee.
8. The inquiry committee concluded that the said officials were found unwilling workers as there is not a single evidence to prove their efficiency for the public service.
9. The officials were involved in misconduct (Neither replied to show cause notice nor appeared before the administrative inquiry officers). The explicit conduct of the said officials prejudicial to good order and service discipline rendering them as guilty of misconduct.

C-2

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**Office of the District Health Officer Haripur**  
Established in Kangra Colony  
Phone & Fax 0995-353576  
Email dhoharipur@yahoo.com

10. Later, a letter was sent to The Director Information KPK Peshawar vide this office No. 5771 dated 02-06-2020 (Enclosed as annex-VIII) for publication of Absence/Showcause notice in Urdu language in two daily newspapers as per Government policy. This notice was published in Daily Nada-i-Khalq (Urdu) on Friday, 25-09-2020.
11. They proved to remain absent since posting to TDH Ghazi for a period of 03 months.
12. Upon recommendations of the said inquiry committee Mrs. Shahida Jabeen was found guilty of *misconduct* as defined in E&D Rules 2011 of Civil Servant Act 1973 and found habitual absent from his place of duty, therefore, rendering herself to be removed from civil service.
13. She was imposed major penalty of removal from service through this office letter No. 13261-65 Dated 15/10/2020 (Enclosed as annex-IX).



**District Health Office**  
**Haripur**

عبدالرحمن



An D

District Health Information System (DHIS) **DHIS**  
OFFICE OF THE DISTRICT HEALTH OFFICER HARIPUR

The District Health Officer  
Haripur

Sub: INQUIRY REPORT IRO MR. ASIF CLINICAL TECH. TYPE-D HOSPITAL GHAZI & MST. SHAHIDA JABEEN CT ANEASTHESIA TYPE'D HOSPITAL GHAZI

**Background**

The I/C Medical Officer of Cat-D Hospital Sarai Naimat Khan reported absent report of Mst. Shahida Jabeen on 29/01/2020 and she was called to explain her position in front of competent authority through letter No. 1862-64 Dated 06/02/2020. As a result she submitted an explanation to your good self on 10/02/2020, instead of explaining her position, she contested the MO I/C for his absence and hence was directed to undersigned to conduct the inquiry and report. In the meanwhile Medical Officer I/C again submitted an application to surrender the services of Mr. Asif (Clinical Technician Surgical) and Mst. Shahida Jabeen (anesthesia Technician) as the OT in the said hospital is nonfunctional and the staff is underutilised. Later both of the above mentioned officials were transferred to Type D Hospital Ghazi vide your office order No. 2141-45/Estab/D/Posting/Transf. Dated Haripur the 13/02/2020 on administrative grounds. Consequent upon this order, both officials did not join their place of duty till date and an explanation for non-compliance of office orders was called by your office on 02/03/2020 through No. 2496-99/Estab/D/Expl. In this connection office of the Medical Superintendent/DDHO Type-D Hospital Ghazi submitted non-compliance report of both said officials on 19/02/2020 through letter No. 39/TDH(G). Meanwhile record was reviewed by the inquiry officers and preliminary findings suggested that attendance register was tampered and signatures/initials of Mst. Shahida Jabeen did not match with her own hand writing. Despite repeated telephonic warnings and official contacts, both above mentioned officials did not join their place of duties. As a result your office issued a show cause notice to both of them and directed to reply within seven days of issuance of show cause to competent authority which was not replied till date. Furthermore an administrative inquiry was marked to the undersigned officers. In compliance to your orders in show cause notice and to proceed the inquiry, a call letter was issued to both officials to appear before inquiry committee through DHIS Letter No. 4797-4804 Dated 04/05/2020 despatched at their home addresses through record branch of your office which submitted the courier receipts to the undersigned officer. (All material and referred letters are annexed in the personal files of both officials and presented with this inquiry report to your goodself)


**Methodology**

1. Interviews of MO I/C Dr. Azeem Khan Type-D Hospital Sarai Naimat Khan & Dr. Zawar Hussain I/C PMO Type-D Hospital Ghazi (Both these were visited and also contacted through telephone)
2. Review of Hospital Record and attendance register.
3. Review of Personal Files of both officials.
4. Review of DHIS Attendance record at DHO Office
5. 12 Month's Record of IMU reports especially evening shift

May 4, 2020

*ESM*  
*Through for report*  
*Mr. Asif came through for report*  
*Personal hearing*  
*21/5*

D 17

District Health Information System (DHIS)   
**OFFICE OF THE DISTRICT HEALTH OFFICER HARIPUR**

- 6. Review of replimentary report by Dr. Imran Khan Coordinator LHW Program about the long term absenteeism of Mst. Shahida Jabeen
- 7. Preliminary report of undersigned officers on the same subject

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**Findings**

In the light of statements, record and reports it was found that:

1. Mst. Shahida Jabeen Anesthesia Technician remained absent from her official duties habitually during the evening shift as reported by Dr. Saba Pervaiz (evening incharge of the shift in TDH Sarai Naimat Khan). Instead of marking her attendance, her husband Mr. Asif marked her attendance in the register which is also annexed as evidence.
2. She joined her duty from 15/01/2014 in type D Hospital Sarai Naimat Khan as a resident. Disciplinary proceedings against her by DHO Haripur vide letter No. 444/48/Estab/D/Disp;Action; Dated Haripur the 29/04/2014. (Record available in personal file of the said official). In this order her absent period was adjusted as leave without pay in her favour and she was warned to remain careful in future otherwise her services shall be removed straightaway.
3. Preliminary report has 1 finding which suggested that she performed her duties previously reported by previous I/C PMO Dr. Waheed ur Rehman and Dr. Sagheer during the period 2017 to 2019 and 2016 to 2017 respectively Khan Coordinator LHW Program about the long term absenteeism of Mst. Shahida Jabeen
4. Tempering of attendance register on 4<sup>th</sup> January 2020 was noted which was verified in record of DHIS and also the same findings in preliminary report of Dr. Imran Khan
5. Her personal file shows that she remained mostly on leave maternity etc.
6. There is also joint statement by the staff of Type D Hospital Sarai Naimat Khan which shows that she doesn't perform her duties regularly in the hospital, rather they submitted that they never saw her in the hospital for duty.
7. IMU reports also suggested the following:
  - a. Mst. Shahida Jabeen was found absent on 11-06-2019, 04-01-2010, 12-08-2019 but attendance was marked in all these days which was fake and tempered, the same issue of over writing and tempering is reflected in the reports of IMU as received in preliminary reports
  - b. IMU was requested to provide in writing the reports for both officials during the months of March & April, which is still awaited, only one official from IMU Haripur contacted name Umar and he assured to provide the record as per request.
8. In her statement which was submitted in preliminary inquiry, she denied for charges levelled against her and instead blamed I/C for his personal grievances with her. However she was asked to provide initials/signs which she used to do in attendance register, she provided which does not look similar as in attendance register, while her husband when the same thing was similar to one in attendance register.
9. Mr. Asif who is charged for misconduct and absenteeism and failure to comply with the orders of competent authority was contacted to appear before the undersigned inquiry committee but he did not appear during the prescribed time. His personal file record shows that he remained on leaves during his services in TDH Sarai Naimat Khan. He neither performed his duties in TDH Sarai Naimat Khan nor he joined his new place of duty at TI Ghazi. He did not reply to the show cause notice as per record. Reportedly he was absent

May 4, 2020

**OFFICE OF THE DISTRICT HEALTH OFFICER HARIPUR**

involved in defaming of his inc ahrge MO through local print media and local people with bad reputation in the area.

10. Mst. Shahida Jabeen also neither replied show cause notice nor appear before the administrative inquiry officers during the prescribed time in addition to the absenteeism in the past and poor performance

**Conclusion**


In the light of above findings and detailed review it is concluded;

1. Both officials were found unwilling health workers as there is not a single evidence to prove their efficiency for the public service
2. Both officials were involved in misconduct (Neither replied to show cause notice nor appear before the administrative inquiry officers) Both officials (Mr. Asif & Mst. Shahida) explicit conduct prejudicial to good order and service discipline rendering themselves as *guilty of misconduct*
3. Both officials are proved to remain absent since their posting to TDH Ghazi for a period 03 months from 13-02-2020 to till date (20-05-2020) & habitual absent from their places of duty

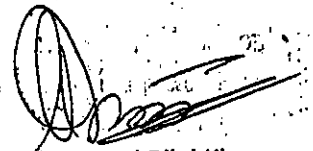
**Recommendations**

1. As inquiry committee is satisfied that both official upon which inquiry was made namely Mr. Asif Clinical Technician, Surgical & Mst. Shahida Jabeen are guilty of *misconduct* as defined in E&D Rules 2011 of Civil Servant Act, 1973, therefore, rendering themselves to be removed from civil service, dismissed or compulsory retirement awarded as the competent authority considers necessary under the prevailing rules.
2. Both said officials were also found habitual absent from their places of duties, therefore, inquiry committee is satisfied to recommend their removal from service under the relevant section of the aforementioned service rules.

Enclosures: Preliminary inquiry report, copy of show cause notice, copy of call for inquiry, copy of statement by Shahida, copy of statement of staff of TDH Sarai Naimat Khan, Explanatoin & reply, attendance register copies of TDH Sarai Naimat Khan & Ghazi (All documents submitted to be included in the personal files of both officials for record purpose)



Dr. Munawar Jamil Khan  
MNCH Focal Person  
DHO Office Haripur



Dr. Muhammad Bilal Khan  
Coordinator DHIS  
DHO Office Haripur

May 4, 2020

District Health Information System (DHIS) **DHISA**  
OFFICE OF THE DISTRICT HEALTH OFFICER HARIPUR

Dated: 04/05/2020

15

Letter No. 4797-4804

To

1. Mr. Asif Clinical Technician Surgical Attached to Category-D Hospital Ghazi
2. Mrs. Shahida Jabeen Clinical Technician Anaesthesia Attached to Category-D Hospital Ghazi

Sub: CALL FOR INQUIRY

In compliance to the show cause notice No. 4732-38/Estab/D/Discip.Action; Dated Haripur the 29/04/2020 issued to you, you both are directed to appear before the inquiry officers on 8<sup>th</sup> April Friday, 2020 at 11 AM in DHO Office Haripur to initiate the proceedings as per rules defined in E&D rules revised 2011.

Dr. Muhammad Bilal Khan  
Inquiry Officer  
Coordinator DHIS, DHO Office  
Haripur.

Endorsement of Even Number & Date:

Copy for information to the;

1. District Health Officer w/r to above
2. Dr. Munawar Jameel Khan Coordinator MNCH (inquiry Officer) for similar action please
3. PMO I/C Cat-D Hospital Ghazi for information and provision of relevant record.
4. MO I/C Cat-D Hospital Sarai Naimat Khan w/r to above for similar action please
5. DMO IMU District Haripur for information and provision of necessary record please

Dr. Muhammad Bilal Khan  
Inquiry Officer  
Coordinator DHIS, DHO Office  
Haripur

May 4, 2020



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## شوکار نوٹس

مسماۃ شاہدہ جبین کلینکل ٹیکنیشن (استھیزیا) کو بذریعہ شوکار نوٹس مطلع کیا جاتا ہے کہ آپ اپنی ڈیوٹی سے بغیر  
تین ماہ سے زائد غیر حاضر ہیں اور اس ضمن میں دفتر ہذا نے متعدد بار آپ کو دفتری مراسلے جاری کئے  
تھے مگر تا کہید کی گئی کہ آپ اپنی غیر حاضری کا جواب دیں اور اپنی ڈیوٹی کو یقینی بنائیں، مگر آپ کی جانب سے  
کوئی جواب موصول نہیں ہوا۔ نیز، دفتر ہذا کی جانب سے ایک انکوائری کمیٹی بھی تشکیل دی گئی  
تھی سفارشات کی روشنی میں آپ کو آخری دفعہ مطلع کیا جاتا ہے کہ آپ بلا تاخیر اپنی ڈیوٹی پر آئیں اور سات دن  
اندرون دفتر ہذا میں حاضر ہو کر اپنی غیر حاضری کی وضاحت دیں، ورنہ آپ کے خلاف سول سرونٹ ایکٹ کے  
تحتویہ ضابطہ قانونی کارروائی عمل میں لائی جائے گی اور بغیر مزید کسی نوٹس کے آپ کو گورنمنٹ سروس سے  
است کر دیا جائے گا۔

*Shahida Jibeen*

بجگم

رکٹ ہیلتھ آفیسر

ضلع ہری پور

**اشعار کی خبریں**

4

پنجی بیوہ کے گھر سے نقدی اور کپڑے چوری کر نیوالا لزم گرفتار

حکمرانہ محمد اسماعیل خان سے ایف این عمل کر لیا

50 ہزار روپے 12 جڑے برآمد کروہ میں واردات کر نیوالا لزم بھی حرا ل گیا

پنجی بیوہ (آج) کی پونہ سے بیوہ کے گھر سے ایک جزیرہ منور شیشہ، شمشیر، کپڑے اور سے چوری کر نیوالا لزم سے 2 جڑے لٹا کر کے، 2 تولیہ سونا چوری ہونے کا مقدمہ درج کر لیا۔ تفتیشی عہدہ میں سے پولیس کو اسے گھر سے 50 ہزار روپے، 2 جڑے اور 2 جڑے چوری ہونے کی تفتیش نے دوران تفتیش کی شاعری پر مال سرودہ اور 50 ہزار روپے، ای طرح وہاں شیشہ ساکن جڑوہ اور اسے لٹا کر لیا گیا۔

حکمرانہ محمد اسماعیل خان سے ایف این عمل کر لیا

حکمرانہ محمد اسماعیل خان سے ایف این عمل کر لیا

**SCIENCES**

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**نیلام عام**

گم جاتے گھر گھر (MCC) پشاور گورنمنٹ آف پاکستان کے مطابق نیلام عام مورخہ 24 ستمبر 2020ء کو 10 بجے مقام گھر گھر ویر ہاؤس جمرو روڈ پشاور میں منعقد ہوگا۔ جس میں مختلف اقسام کی جائیدادیں اور کاروباری تعداد میں ٹیکس اور مختلف اشیاء ہیں نیلام کی جائیں گی۔ یہ تمام سامان پشاور دریا، نوشہرہ اور سوات آباد میں موجود ہیں۔ یہ سامان جلائی سے 2 روز قبل تک دیکھا جاسکتا ہے۔ فاکٹر سے 10 فیصد اور ان فاکٹر سے 20 فیصد گرانٹ کی کوئی ہوگی۔ سامان "جہاں ہے اور جیسے ہے" کی بنیاد پر نیلام کیا جائے گا۔ فیئر جاکوہر تم کا بیڑا حاصل ہوگا۔ مزید معلومات کیلئے

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**شوکار نوٹس**

پشاور میں کینیڈین کنسٹریبل (انسٹیبلز) کو بند رلیو شوکار نوٹس مطلع کیا جاتا ہے کہ آپ اپنی ڈیوٹی سے بغیر اجازت سے 3 ماہ سے زائد غیر حاضر ہیں اور اس ضمن میں دفتر ہڈانے متعدد بار آپ کو دفتری مراسلے جاری کئے اور کئی بار تازہ کید کی گئی کہ آپ اپنی غیر حاضری کا جواب دیں اور اپنی ڈیوٹی کو یقینی بنائیں مگر آپ کی جانب سے تاحال دفتر ہڈانے کو کوئی جواب موصول نہیں ہوا نیز دفتر ہڈانے کی جانب سے ایک ایکویزری کیٹی بھی تشکیل دی گئی جس کی سفارشات کی زد میں ہیں آپ کو آخری دفعہ مطلع کیا جاتا ہے کہ آپ بلا تاخیر اپنی ڈیوٹی سرانجام دیں اور آؤن کے اندر دفتر ہڈانے میں حاضر ہو کر اپنی غیر حاضری کی وضاحت دیں ورنہ آپ کی خلاف سول سروسٹ ایکٹ کے تحت کیٹریو قانونی کارروائی عمل میں لائی جائے گی اور بغیر مزید کسی نوٹس کے آپ کو سروسٹ سروس سے برخاست کر دیا جائے گا۔

حکمرانہ محمد اسماعیل خان سے ایف این عمل کر لیا

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**Chief Engineer**  
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Haripur

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The Office of the Executive Engineer, Haripur

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