

**Muhammad Asif VS Government of KP Health  
Department and others**

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Dated \_\_\_\_\_

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

Appeal No. 2817/2021

**Muhammad Asif  
VS  
Government of KP Through Chief Secretary and  
othiss**

**Written Comments on behalf of Respondents 1,2,3,4**

Respectfully Heweth:

**Preliminary Objections:**

1. That the appellant has neithis 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 court with clean hands.
5. That the appeal is barred by law and badly time barred.

**On Facts:**

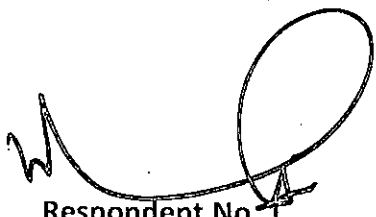
1. Pertains to record
2. Pertains to record
3. Pertains to record.
4. That the appellant joined his duty on 15/01/2014 in Sarai Naimat Khan as a result of disciplinary proceeding against him by DHO Haripur vide letter NO. 4444-48 dated 29/04/2014 (enclosed Annex-A). In this order his absent period was adjusted as leave without pay in his favour and he was warned to remain careful otherwise his services shall be removed straightaway. The appellant submitted compliant to Superintendent of Police Haripur on dated 13/03/2019, appellant was found absent till 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 as Annex-B).
5. Incorrect, after fulfillment of all codal formalities, the appellant was removed from service on 15/10/2020 (Annex-C).
6. Incorrect, the attendance register was tempered and signature/initials of Mst Shahida Jabeen and appellant did not match with his own hand writing.
7. Incorrect, it is submitted that appellant filed departmental appeal to respondent No. 2 which was forwarded to Respondent No. 3 for comments vide letter No. 13468/AE-VI dated 09/12/2020 (Annex-D). Complete inquiry report is enclosed as (annex-D) all codal formalities explanation show cause notice and notice in Urdu language in two daily newspaper as per government of Khyber Pakhtunkhwa efficiency and Disciplinary rules 2011 was published.
8. As above para-7.

**Grounds:**

- a. The impugned order is according to law, rules and norms of justice.
- b. That the order of Respond No. 3 regarding removal of appellants from services is legally correct as mentioned in para-07 of the facts.
- c. Incorrect, already explained in para-07.
- 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 appellants and both are directed to appear before the inquiry letter No. 4797-4804 notice issued by the respondent No. 3 and receipt No. 1418/12=1416 by the post office haripur with registry No., RGL 37740484 is enclosed as (Annex-E)
- h. That the respondents seek permission to raise additional grounds during the arguments

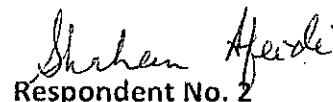
**Prayer:**

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



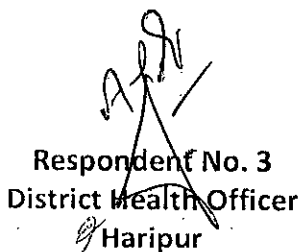
**Respondent No. 1**

**Secretary to Govt. of Khyber  
Pakhtunkhwa Health Deptt: Pesh:**

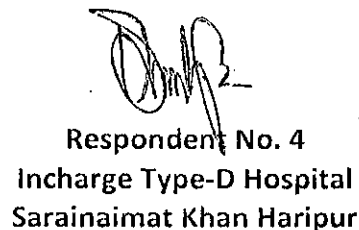


**Respondent No. 2**

**Director General Health Services,  
Khyber Pakhtunkhwa Peshawar**



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



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

BEFORE THE HONORABLE SERVICE TRIBUNAL KHYBER PAKHTUNKHWA PESHAWAR

Appeal No. 2817/2021

Muhammad Asif VS Government of KP Health  
Secretary Department and others

Through Chief

Written Comments of behalf of Respondent 1,2,3,4

Respectfully Sheweth: ✓

Preliminary Objections:

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 court with clean hands. ✓
5. That the appeal is barred by law and badly time barred. ✓

On Facts:

1. Pertains to record ✓
2. Pertains to record ✓
3. Pertains to record. ✓
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. that the appellant submitted 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) till
5. Incorrect, after fulfillment of all codal formalities, the appellant was removed from service on 15/10/2020. (Annex-C)
6. That attendance register was tempered and signature/initials of Mst Shahida Jabeen and appellant did not match with her own hand writing.
7. Incorrect, it is submitted that appellant filed departmental appeal on respondent No. 2 letter was respond in response on letter No. 13468/AE-VI dated 09/12/2020 (copy enclosed) annex-C) complete inquiry report her by in closed (annex-D) all codal formalities explanation show cause notice and notice in Urdu language in two daily newspaper as per government policy this notice was published in Daily Express (Urdu) on Thursday 11/06/2020. which
8. As above para-7.

Incorrect  
was forwarded to Respondent

was forwarded to Respondent No. 3 for comments vide letter No. 13468/AE-VI dated 09/12/2020 (Annex-D)

Grounds:

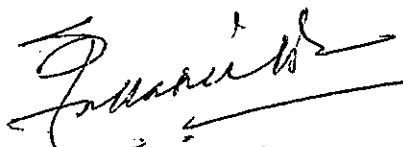
- a. The impugned order is according to law, rules and nor of justice.
- b. That the order of Respond No. 3 regarding removal of appellant for services is legal correct copy of the all codal formalities attached in para 7 ibid
- c. Explanation and show cause to notice and published in daily Express news 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:

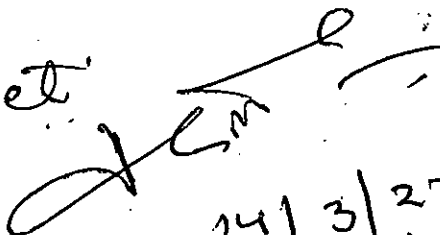
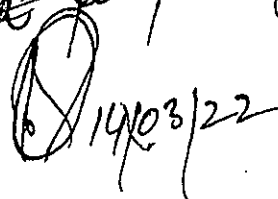
It is therefore, prayed that appeal may graciously be dismissed with cost.

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

*AAAG please ret.*  
  
 DDA-1 - Return with the direction to prepare  
 comprehensive comments with record and  
 resubmit for vetting ~~at~~ ~~the~~ ~~earliest~~ please. ~~at~~ ~~the~~ ~~earliest~~ please.  
 14/3/22  
  
 14/03/22

AAAG



An A

(6)

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

**ORDER.**

Whereas Mst. Shahida Jabeen JCT (Anesthesia) attached to DHQ Hospital Haripur rema 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 dated 31.01.2014.

And whereas Dr. Shoukat Hussain DMS DHQ Hospital Haripur & Dr. Waseem Ali 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 recommendation vide letter dated 23.04.2014.

And whereas in the light of inquiry report and recommendations, Dr. Zakeem Khan W District Health Officer Haripur as competent authority own satisfied that Mst. Shahida Jabeen 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 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.

District Health Officer, Haripur.  
Phone & Fax # 0995-610997  
[dhoharipur@yahoo.com](mailto:dhoharipur@yahoo.com)

Received  
30/04/14

Dated - 28-4-2014

## Staff Absence

This page lists details of staff found absent during DCA work

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	Dr Iqra 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 Anze	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, 091 - 9210196,

Fax #091 - 9210230

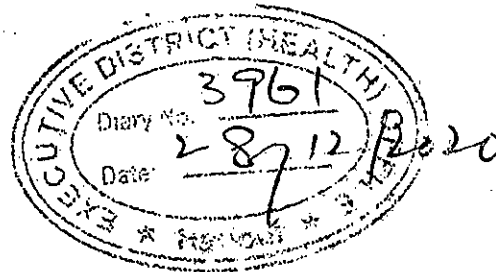
All communications should be addressed to the Director General Health Services Peshawar and not to any official by name.

No 13468 /AE-VI,

Dated 09/12/2020

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 Mr. Muhammad Asif S/O Muhammad Safdar Ex-Clinical Technician (Surgical) BPS-12 for furnishing your comments in the matter:

*Daleem*  
ADDL: DIRECTOR GENERAL (HRM)  
DIRECTORATE GENERAL HEALTH  
SERVICES KPK, PESHAWAR.

*09/12*

*Dr. Laura -*  
*for reply 1*  
*Joel*  
*16/12/2020*





**Office of the District Health Officer Haripur**

Established in Kangra Colony

Phone & Fax 0995-353576

Email dhoharipur@yahoo.com

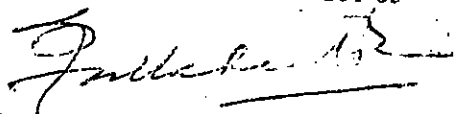
Letter No: 326 Dated: 14/01/2021

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. 13468/AE-VI Dated 09/12/2020 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 an application to surrender the services of the said official Mr. Muhammad Asif S/O Muhammad Safdar (Ex-Clinical Technician Surgical) and Mrs. Shahida Jabeen (Ex-Clinical Technician Anesthesia) through his letter No. 28/20 TDH S.N. Khan dated 11-02-2020 (**Enclosed as annex-I**) as the OT in the said hospital was nonfunctional and the staff was underutilised. It is pertinent to mention that the wife of said official Mrs. Shahida Jabeen (Ex-Clinical Technician Anaesthesia) was also posted at TDH Sarai Nemat Khan.
2. Consequently, the above-mentioned official was 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-II**), but the said official 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-III**).
3. Consequently, he was 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-IV**). A fact-finding inquiry was conducted in his case, which revealed that he did not join the duty and were also absent from TD Hospital Sarai Nimat Khan.
4. Despite repeated telephonic warnings and official contacts, the above mentioned official did not join his place of duty.
5. Subsequently, a show cause notice issued to him and directed to reply within seven days. This office did not receive any reply by the said official within prescribed time vide letter No. 4732-38/Estab/D/Discip.action Dated Haripur the 29/04/2020 (**Enclosed as annex-V**).
6. 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-V**) whereas he was called for personal hearing before the committee.
7. The inquiry committee concluded that the said official was found unwilling worker as there is not a single evidence to prove their efficiency for the public service.
8. The official was involved in misconduct (**Neither he replied to show cause notice nor appeared before the administrative inquiry officers**). The explicit conduct of the said official prejudicial to good order and service discipline rendering himself as *guilty of misconduct*.
9. Later, a letter was sent to The Director Information KPK Peshawar vide this office No. 5771 dated 02-06-2020 (**Enclosed as annex-VI**) for publication of Absence/Showcause notice in Urdu language in two daily newspapers as per Government policy. This notice was published in Daily Express (Urdu) on Thursday, 11-06-2020.
10. He proved to remain absent since his posting to TDH Ghazi for a period of 03 months from 13-02-2020 to 20-05-2020 & habitual absent from his place of duty.
11. Upon recommendations of the said inquiry committee Mr. Muhammad Asif 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 himself to be removed from civil service.
12. He was imposed major penalty of removal from service through this office letter No. 13261-65 Dated 15/10/2020 (**Enclosed as annex-VII**).

  
District Health Officer  
Haripur



DISTRICT HEALTH OFFICE HARIPUR

PHONE & FAX NO. 0995-353576

Email: dhoharipur@yahoo.com

No. 132-61-65 Dated 15/10/2020

**OFFICE ORDER**

**WHEREAS**, Mr. Asif Clinical Technician Surgical BPS-12, attached to Type-D Hospital Sarai Naimat Khan Tehsil and District Haripur, remained willfully absent from his duties since 19<sup>th</sup> Feb 2020 to till date, committed an act of misconduct which is liable to proceed under Rule 5(1)(b) and Rule 6 of Government Servants (Efficiency & Discipline) Rules 1973.

**AND WHEREAS**, the above mentioned official was directed to report and explain his position of absence, but the official did not resume duty neither submit his answer, afterward this office again issued show cause notice bearing No. 4732-38, dated 29/04/2020 and 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 & directed the delinquent official to report for duty & submit cogent reason of willful absent to this office within seven (07) days of the publication, but he did not do so.

**NOW THEREFORE**, in pursuance of Rule 9 of Khyber Pakhtunkhwa Government Servants (E&D) Rules 2011, I, Dr. Sarullah Khan District Health Officer Haripur impose major penalty of removal from service upon Mr. Asif Clinical Technician Surgical BPS-12 attached to Type-D Hospital Sarai Naimat Khan with immediate effect.

Sd/  
District Health Officer  
Haripur

**Copy forwarded to the:**

1. District Accounts Office Haripur.
  2. Coordinator DHIS of this office.
  3. Incharge Type-D Hospital Sarai Naimat Khan.
  4. Account Section undersigned office.
  5. Official concerned.
- For information and necessary action.

  
District Health Officer  
Haripur



**District Health Information System (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 brance 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

*ESH*  
 Issue show cause through  
 Post media to report for  
 duty Personal hearing will  
 10 days  
 21/5/20

12

DHIS  
District Health Information System

**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

**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 result of disciplinary proceedings against her by DHO Haripur vide letter No. 4444-48/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 as reported by previous I/C PMO Dr. Waheedun Rehman and Dr. Sagheer during the periods 2017 to 2019 and 2016 to 2017 respectively.
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
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 did 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 TDH Ghazi. He did not reply to the show cause notice as per record. Reportedly he was also

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

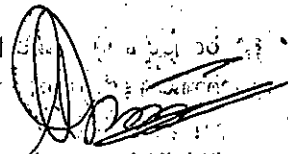
**Recommendations**

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, Explantation & 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)



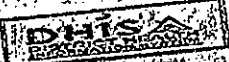
Dr. Munawar Jamil Khan  
MNCH Focal Person  
DHO Office Haripur



Dr. Muhammad Bilal Khan  
Coordinator DHIS  
DHO Office Haripur

May 4, 2020



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


Dated: 04/05/2020

Ref No. 4797-4804

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

## شوکار نوٹس

بھارت کے تقریباً عرصہ تین ماہ سے مسلسل غیر حاضر ہیں اور اس ضمن میں دفتر ہڈا نے متعدد بار آپ کو دفتری مراسلے جاری کئے اور تاکید کی گئی کہ آپ اپنی غیر حاضری کا جواب دیں اور اپنی ڈیوٹی کو یقینی بنائیں، مگر آپ کی جانب سے تا حال دفتر ہڈا کو کوئی جواب موصول نہیں ہوا۔ نیز، دفتر ہڈا کی جانب سے ایک انکوائری کمیٹی بھی تشکیل دی گئی جسکی سفارشات کی روشنی میں آپ کو آخری دفعہ مطلع کیا جاتا ہے کہ آپ بلا تاخیر کے اپنی ڈیوٹی پر حاضر ہوں اور سات دن کے اندر دفتر ہڈا میں حاضر ہو کر اپنی غیر حاضری کی وضاحت پیش کریں، بصورت دیگر آپ کے خلاف سول سروس ایکٹ کے تحت یکطرفہ قانونی کارروائی عمل میں لائی جائے گی اور آپ کو بغیر دیکھ کر ڈیوٹی کے گورنمنٹ سروس سے برخواست کر دیا جائے گا۔

حکومت پاکستان کے سرکاری نوٹس کے تحت  
**INF(P) 1983/20**

### بھرتی برائے نائب خطیب فریئر کور بھارت (ساؤتھ) سال 2020

فریئر کور بھارت (ساؤتھ) میں نائب خطیب کی اسامیاں خالی ہیں فریئر کور بھارت (ساؤتھ) کی ٹیم ایف سی سی (FCBS) کے تحت 1 جولائی سے 5 جولائی 2020 تک بھرتی کرے گی۔ معیار برائے بھرتی

تمام تعلیمی	مقامی زبان	مقامی زبان	عمر کی حد	قد	جھانڈ
فریئر کور بھارت (ساؤتھ) کے کسی	مقامی زبان	مقامی زبان	22 سے	5 فٹ 6	31-33
بھارت میں تعلیم کیا جاسکتا ہے	بھارت میں تعلیم کیا جاسکتا ہے	بھارت میں تعلیم کیا جاسکتا ہے	30 سال	6	30 سال

- 1) سروس ایئرڈ ہو چکے آئے والے لی اے اے اے کے حقدار نہیں ہوں گے۔
- 2) سروس ایئرڈ ہو چکے دن محدود جہازات ساتھ لائیں۔
- 3) اصل تعلیمی اسناد اور ڈیوٹی میٹریکل کے ساتھ چار ہڈیوں کا پتہ۔
- 4) سروس ایئرڈ ہو چکے دن فریئر کور بھارت (ساؤتھ) میں۔
- 5) چار ہڈیوں کا پتہ۔
- 6) سروس ایئرڈ ہو چکے دن فریئر کور بھارت (ساؤتھ) میں۔
- 7) سروس ایئرڈ ہو چکے دن فریئر کور بھارت (ساؤتھ) میں۔
- 8) سروس ایئرڈ ہو چکے دن فریئر کور بھارت (ساؤتھ) میں۔

#### ایسیٹمنٹ کرول

برائے ایئرڈ فریئر کور بھارت (ساؤتھ)

852-412209 (ٹھکانہ) (ٹھکانہ)

PID(Q) 221/2020

لوگوں کو گورنمنٹ کی طرف سے دیئے گئے نوٹس کے بارے میں جاننے کے لئے اسٹیشن پر آئے۔

بھارت: گائے ذبح کر کے 10 سال تک بھارت میں رہنے کی اجازت ملے گی۔

بھارت میں رہنے والے گائے ذبح کر کے 10 سال تک بھارت میں رہنے کی اجازت ملے گی۔

بھارت میں رہنے والے گائے ذبح کر کے 10 سال تک بھارت میں رہنے کی اجازت ملے گی۔

بھارت میں رہنے والے گائے ذبح کر کے 10 سال تک بھارت میں رہنے کی اجازت ملے گی۔

فیس ماسٹک لینے کا صحیح طریقہ