

Service Appeal No. 1317/2019

O R D E R
12.10.2021

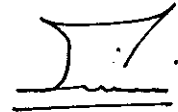
Appellant alongwith his counsel Syed Asif Shah, Advocate, present. Mr. Muhammad Shakeel, DFO alongwith Mr. Muhammad Adeel Butt, Additional Advocate General for the respondents present. Arguments heard and record perused.

Vide our detailed judgment of today, placed on file of Service Appeal bearing No. 1211/2019 titled " Mubashar Ahmad Versus Government of Khyber Pakhtunkhwa through Secretary Wildlife Department, Khyber Pakhtunkhwa Peshawar and three others", the appeal in hand is allowed by setting-aside the impugned orders and the appointment order of the appellant stand restored with all consequential benefits. Parties are left to bear their own costs. File be consigned to the record room.

ANNOUNCED
12.10.2021



Chairman
Camp Court A/Abad

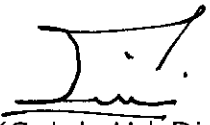


(Salah-ud-Din)
Member (Judicial
Camp Court A/Abad

12.10.2021

Learned counsel for the appellant present. Mr. Muhammad Adeel Butt, Additional Advocate General alongwith Mr. Muhammad Shakeel, DFO for the respondents present.

Learned counsel for the appellant has stated on his own responsibility that he electronically received the application about withdrawal of the impleadment application, through WhatsApp from Babar Khan Yousafzai Advocate on cell phone via Sim# 0345-9484980 alongwith affidavit of the applicant. As the learned counsel for the appellant submits that he received the said application electronically and got them printed and have produced the same after assurance from the counsel for the applicant, therefore, they may be placed on file. Request is accorded. Although the request of the applicant seeking impleadment has been brought on record through proxy of the appellant's counsel but even if there is no such application, we are not inclined to implead a private complainant without locus standi. Moreover, the impleadment has been sought due to some grounds taken in the appeal relating to role of MPA but we are concerned to hear the parties on merits and law relating to terms and conditions of the service as well as legality/irregularity of the proceedings culminating in imposition of penalty upon the appellant. The application for impleadment stands disposed of in the given terms. Both the parties are ready to make submissions on merit. Let the file to come up for arguments forthwith.

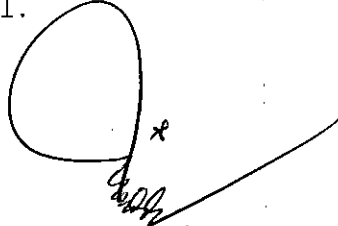

(Salah-Ud-Din)
Member (Judicial)
Camp Court A/Abad


Chairman
Camp Court A/Abad

26.08.2021

Syed Asif Shah, Advocate, for the appellant present. Mr. Usman Ghani, District Attorney alongwith Mr. Muhammad Shakeel, DFO (Wild Life) for the respondents present.

Ms. Nida Khan, Advocate, present and submitted an application for impleadment of Mr. Laiq Muhammad Khan as respondent in the instant appeal. The application is placed on file of connected Service Appeal bearing No. 1211/2019. Adjourned. To come up for reply as well as arguments before the D.B on 27.09.2021.



(MIAN MUHAMMAD)
MEMBER (EXECUTIVE)



(SALAH-UD-DIN)
MEMBER (JUDICIAL)

11.10.2021

Appellant in person present. Mr. Muhammad Rasheed, Deputy District Attorney alongwith departmental representative Mr. Muhammad Shakeel, DFO for the respondents present.

Lawyers are on strike. To come up for disposal of the application on 12.10.2021 alongwith connected Service Appeal No. 1211/2019 before the D.B at Camp Court Abbottabad.



(Salah-Ud-Din)
Member (Judicial)
Camp Court A/Abad



Chairman
Camp Court A/Abad

25.06.2021

Counsel for the appellant present. He submitted an application for fixation of the date at Peshawar in the instant service appeal. Previously the appeal was fixed for hearing at Camp Court, Abbottabad for 19.04.2021. However, hearing could not take-place due to cancellation of the tour. It has been stated in the application that the respondents have cancelled appointment order of the appellant due to which he is suffering from severe physical and mental torture. He requested for urgent disposal of the matter. The application is placed on file. Office is directed to fix the case before the D.B at Peshawar for arguments on 09.07.2021, subject to notice to the respondents.



Chairman

09.08.2021

Appellant present through counsel.

Kabir Ullah Khattak learned Additional Advocate General alongwith Muhammad Shakeel D.F.O present.

File to come up alongwith connected Service Appeal No.1211/2019 tilted Mubashir Ahmad Vs. Government of Khyber Pakhtunkhwa on 26.08.2021 before D.B.


(Rozina Rehman)
Member (J)


Chairman

22.10.2020

Appellant in person present.

Usman Ghani learned District Attorney alongwith Muhammad Shakeel DFO for respondents present.

Written reply on behalf of respondents is still awaited. Representative of respondents seeks time to furnish reply; granted. To come up for written reply/comments on 17.12.2020 before S.B at Camp Court, Abbottabad.



(Rozina Rehman)
Member (J)
Camp Court, A/Abad

*Due to COVID-19 case is
adjourned to 18-03-2021*



18.03.2021

Counsel for the appellant present.

Muhammad Riaz Khan Paindakhel learned Assistant Advocate General alongwith Shamraiz SI for respondents present.

Representative of respondents No. 1 to 4 submitted reply/comments which is placed on file. To come up for rejoinder if any, and arguments on 17/6/2021 before D.B at Camp Court, A/Abad.



(Atiq ur Rehman Wazir)
Member (E)
Camp Court, A/Abad

21.2.2020

Appellant in person present. Written reply not submitted. Niaz Muhammad DFO and Faraz Gul Assistant representatives of respondent department present and requested for time to furnish written reply/comments. Granted. To come up for written reply/comments on 19.02.2020 before S.B at Camp Court Abbottabad.



Member
Camp Court, A/Abad

Due to covid ,19 case to come up for the same on 16/4/20
at camp court abbottabad.



Reader

Due to summer vacation case to come up for the same on 122
10 / 20 at camp court abbottabad.




Reader

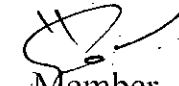
22.11.2019

Learned counsel for the appellant present. Preliminary arguments heard.

The appellant has filed the present service appeal against the order dated 22.08.2019 whereby the appointment of the appellant alongwith eleven other Wildlife Watchers was cancelled and against the rejection of departmental appeal vide order dated 20.09.2019.


Points urged need consideration. The appeal is admitted for regular hearing subject to all the legal objections. The appellant is directed to deposit security and process fee within 10 days. Thereafter notices be issued to the respondents for reply/comments. To come up for written reply/comments on 18.12.2019 before S.B at Camp Court, A/Abad.


Appellant Deposited
Security & Process Fee


Member
Camp Court, A/Abad

18.12.2019

Counsel for the appellant and Mr. Usman Ghani, District Attorney alongwith Mr. Niaz Muhammad Khan DFO for the respondents present. Written reply on behalf of respondents not submitted. Representative of the department requested for further time for submission of written reply/comments Adjourned to 23.01.2020 for written reply/comments before S.B at Camp Court Abbottabad.


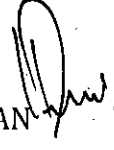

(Muhammad Amin Khan Kundi)
Member
Camp Court Abbottabad

Form- A

FORM OF ORDER SHEET

Court of _____

Case No.- _____ 1317/2019

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	10/10/2019	<p>The appeal of Mr. Anwar Khan presented today by Syed Asif Shah Advocate may be entered in the Institution Register and put up to the Worthy Chairman for proper order please.</p> <p style="text-align: right;"> REGISTRAR</p> <p>This case is entrusted to touring S. Bench at A.Abad for preliminary hearing to be put up there on <u>22/11/2019</u></p> <p style="text-align: right;">CHAIRMAN </p>
2-		

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

Service Appeal No. 1317 of 2019

Anwar KhanAppellant

VERSUS

Government of Khyber Pakhtunkhwa through
Secretary Wild Life Department, Khyber
Pakhtunkhwa, Peshawar etc.....Respondents

SERVICE APPEAL

INDEX

S#	Particulars of documents	Annexure	Pages
1	Memo of Service appeal alongwith affidavit.	15010
2	Application for suspension etc.	17012
3	Correct addresses of the parties.	13
4	Copies of the CNIC, Domicile of the appellant alongwith educational testimonials of appellant.	"A"	145021
5	Copy of the advertisement.	"B"	22
6	Copies of the appointment order.	"C"	235024
7	Copy of the impugned office order alongwith inquiry report.	"D"	255043
8	Copy of departmental appeal.	"E"	44
9	Copy of order dated 20.09.2019.	"F"	45
10	Wakalat Nama.	46

Dated 04.10.2019

Anwar Khan
...Appellant

Through

SYED ASIF SHAH,
Advocate High Court,
Mansehra.

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

Service Appeal No. 1317 of 2019

Anwar Khan son of Asar Khan resident of
village Banda Bala P.O Sar Khaili Banda, Tehsil
Judba District TorgharAppellant

Khyber Pakhtunkhwa
Service Tribunal

VERSUS

Diary No. 1438

Dated 10-10-2019

1. Government of Khyber Pakhtunkhwa through Secretary Wild Life Department, Khyber Pakhtunkhwa, Peshawar.
2. Divisional Forest Officer, Wild Life Division, Torghar.
3. Chief Conservator, Wild Life Division, Torghar.
4. Conservator, Wild Life Division, Southern Circle PeshawarRespondents.

**SERVICE APPEAL UNDER SECTION 4 OF
KHYBER PAKHTUNKHWA SERVICE
TRIBUNAL ACT, 1974 TO THE EFFECT
THAT THE APPELLANT BEING DULY
APPOINTED WATCHER IS ENTITLED
FOR COMPLETION OF HIS SERVICE AS
PER RELEVANT LAW, RULES AND
REGULATIONS. ORDER BEARING
NO.232-50 DATED 22.08.2019 WHEREBY
THE APPOINTMENT ORDER OF THE
APPELLANT WAS CANCELLED BY THE
RESPONDENTS ON THE BASIS OF SO-**

Filed to Day
Registrar
10/10/19

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CALLED INQUIRY REPORT AND THE
DISMISSAL OF DEPARTMENTAL
REPRESENTATION FILED BY THE
APPELLANT VIDE ORDER DATED
20.09.2019 ARE WRONG, ILLEGAL,
AGAINST THE LAW AND FACTS,
ARBITRARY, FANCIFUL, PERVERSE,
WITHOUT LAWFUL AUTHORITY,
AGAINST THE CANNONS OF JUSTICE,
BASED ON POLITICAL VICTIMIZATION,
AGAINST THE FUNDAMENTAL RIGHTS
OF THE APPELLANT HENCE LIABLE TO
BE SET ASIDE.

PRAYER: -

On acceptance of the instant appeal, the impugned order bearing No.232-60 dated 22.08.2019 alongwith order dated 20.09.2019 regarding dismissal of departmental representation filed by the appellant passed/issued by the respondents may please be set aside and while restoring the appointment order of the appellant, the appellant may please be re-instated in service with all back benefits or any other relief as this Honourable Tribunal deems fit and appropriate in the circumstances of the case, may also be issued/passed.

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Respectfully Sheweth!

1. That, the appellant is bonafide resident of District Torghar.

(Copies of the CNIC of the appellant is annexed as annexure "A").

2. That, the respondents initially advertised some posts of Watchers (BPS-7) in Wild Life Department through advertisement and the appellant being local, qualified, experienced and eligible in all respects duly applied for the said post.

(Copy of the advertisement is annexed as annexure "B").

3. That, the respondents later on conducted test/interview which was duly qualified by the appellant as per law, rules and criteria mentioned in advertisement and after fulfillment of all the legal and codal formalities, the appellant was duly appointed against post of watcher vide appointment order.

(Copy of the appointment order is annexed as annexure "C").

4. That, from his appointment, the appellant is performing his assigned

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duties with due diligence, honestly and to utmost satisfaction of his superiors and the appellant also received his salaries for about 09 months.

5. That, during the service period of the appellant, local MPA of PK-32 on the basis of political influence, victimization initiated a so-called inquiry through provisional inspection team and under the influence of the said MPA, the committee and inquiry officers cancelled the appointment order of the appellant vide office order No.232-60 dated 22.08.2019.

(Copy of the impugned office order is annexed as annexure "D").

6. That, the appellant also preferred his departmental appeal before the respondents which were also dismissed vide order dated 20.09.2019.

(Copies of departmental appeals alongwith order are annexed as annexure "E & F").

7. That, the appellant being aggrieved from the impugned order passed by the respondents ran from pillar to post for

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redressal of his grievances but in vain, hence being aggrieved, the appellant seeks the gracious indulgence of this Honourable Tribunal by way of instant appeal, inter alia, on the following grounds: -

GROUNDS

- a. That, the impugned orders passed/ issued by the respondents on the basis of so-called inquiry report are wrong, illegal, against the law and facts, arbitrary, fanciful, perverse, without lawful authority, against the canons of justice, based on political victimization, against the fundamental rights of the appellant hence being unconstitutional liable to be struck down.
- b. That, the appellant was appointed being qualified, experienced and meritorious in all respects and never remained negligent in performance of his assigned duties hence there arise no question for termination/dismissal order of the appellant's services.

- c. That, no show cause notice has been issued to the appellant prior to cancellation of the appointment order of the appellant, which was mandatory. Similarly, the appellant has not been given the chance of hearing and all the proceedings have been carried out by the respondents in sheer violation of the relevant law, rules and regulations.
- d. That, it is well settled principle of law and natural justice that no one should be condemned unheard but in the instant case, the appellant has not been given a chance of hearing by the respondents rather all the proceedings have been conducted by keeping the appellant in dark which is not only against the law but also constitutionally guaranteed rights of the appellant.
- e. That, the respondents making themselves pawn in the hands of the local MPA have conducted all the proceedings mere on the whims and wishes of the political figures and never considered the relevant law, rules and regulations on the subject hence the appellant has been victimized mere on the personal vengeance of the political

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figures of the area which is not permissible under the law.

- f. That, there is no legal flaw or any illegality/ irregularity in the appointment order of the appellant rather the appellant was appointed after fulfillment of all the legal and codal formalities and after due verification/satisfaction hence the appellant's appointment order can never be cancelled in such a cursory and slip shod manner but by cancelling the appointment order of the appellant, the appellant has been deprived from legal, valid and legitimate right mere on the basis of malafide.
- g. That, the so-called inquiry has also been carried out in clear violation of the relevant law, rules and regulations on the subject. It was incumbent upon the respondents to call the appellant during the course of inquiry and to provide him ample opportunity of being heard which is constitutional guaranteed right of the appellant but such right of the appellant has been denied by the respondents which shows that the sole purpose of the respondents was to terminate the services of the appellant under the garb of the so-called inquiry.

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Further pre-requisites of inquiry have also been missing in the instant case.

- h. That, infact Local MPA wants to appoint his blue eyed chaps during the appointment/recruitment process but he failed to do so and later on he staged the drama of so-called inquiry just to terminate the appellant and accommodate his blue eyed chaps hence all the proceedings including inquiry etc. have no legal sanctity in the eyes of law.
- i. That, it was not an inquiry rather it was an after thought effort of the respondents to get the posts vacant just to make happy the local MPA and the appellant being the political opponent of said MPA have been victimized by the respondents in a sheer malafide manner.
- j. That, the powers or jurisdiction are vested in an authority to exercise it justly, fairly, honestly, judiciously and in accordance with the mandate of law, rules and regulations but the respondents have transgressed upon their powers/jurisdiction while dealing with the matter in hand.

k. That, it is an inalienable right of the appellant to enjoy the protection of law, rules and regulations but such right of the appellant has been infringed by the respondents in a sheer malafide manner.

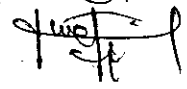
.....**PRAYER**.....

It is, therefore, most humbly prayed that on acceptance of the instant appeal, the impugned order bearing No.232-60 dated 22.08.2019 alongwith orders dated 20.09.2019 regarding dismissal of departmental representation filed by the appellant passed/issued by the respondents may please be set aside and while restoring the appointment orders of the appellant, the appellant may please be re-instated in service with all back benefits or any other relief as this Honourable Tribunal deems fit and appropriate in the circumstances of the case, may also be issued/passed.

Dated 04.10.2019

Anwar Khan
...Appellant

Through


SYED ASIF SHAH,
Advocate High Court,
Mansehra.

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

Service Appeal No. _____ of 2019

Anwar Khan.....Appellant

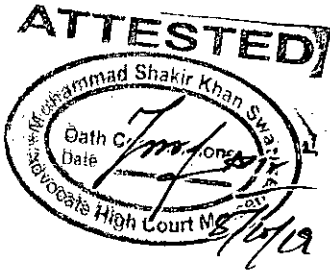
VERSUS

Government of Khyber Pakhtunkhwa through
Secretary Wild Life Department, Khyber
Pakhtunkhwa, Peshawar etc.....Respondents

SERVICE APPEAL

AFFIDAVIT.

I, Anwar Khan son of Asar Khan resident of
village Banda Bala P.O Sar Khaili Banda, Tehsil
Judba District Torghar, Appellant, do hereby
solemnly affirm and declare on oath that the
contents of the foregoing service appeal are true
and correct and nothing has been concealed from
this Honourable Court.



Dated 04.10.2019

Anwar Khan

CNIC: 13202-62662863
CELL: 0341-0009600
(DEPONENT)

IDENTIFIED BY

SYED ASIF SHAH,
Advocate High Court,
Mansehra.



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

Service Appeal No. _____ of 2019

Anwar KhanAppellant

VERSUS

Government of Khyber Pakhtunkhwa through
Secretary Wild Life Department, Khyber
Pakhtunkhwa, Peshawar etc.....Respondents

SERVICE APPEAL

**APPLICATION FOR SUSPENSION OF THE
OPERATION OF IMPUGNED ORDER DATED
22.08.2019 AND FOR ISSUANCE OF TEMPORARY
INJUNCTION TO THE EFFECT THAT THE
RESPONDENTS MAY PLEASE BE RESTRAINED
FROM APPOINTING ANY PERSON AGAINST THE
POST OF THE APPELLANT, FROM ADVERTING THE
IMPUGNED POST, FROM CARRYING OUT ANY
TEST/INTERVIEW ON THE IMPUGNED POST, FROM
ISSUING ANY APPOINTMENT ORDER TO ANY OTHER
PERSON OR FROM DOING ANY OTHER ACT WHICH
DIRECTLY OR INDIRECTLY AFFECTS THE RIGHTS OF
THE APPELLANT TILL THE DISPOSAL OF THE TITLED
SERVICE APPEAL.**

Respectfully Sheweth!

1. That, this application may please be considered as part and parcel of the titled Service appeal.
2. That, the appellant has a prima facie appeal and there is every hope of its success.

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3. That, the balance of convenience also tilts in favour of the appellant.
4. That, if the temporary injunction has not been granted then the appellant would suffer an irreparable loss and purpose of the titled appeal would become infructuous.

.....PRAYER.....

It is, therefore, most humbly requested that on acceptance of the instant application, operation of the impugned orders may please be suspended and the temporary injunction as mentioned in the heading of the instant application may please be granted till the disposal of the titled service appeal.

Dated 04.10.2019

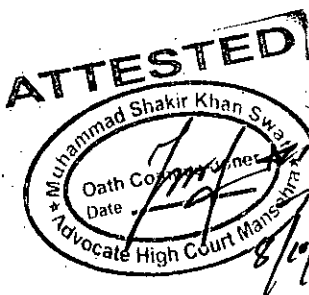

Anwar Khan
...Appellant

Through


SYED ASIF SHAH,
Advocate High Court,
Mansehra.

AFFIDAVIT.

I, Anwar Khan son of Asar Khan resident of village Banda Bala P.O Sar Khaili Banda, Tehsil Judba District Torghar, **Appellant**, do hereby solemnly affirm and declare on oath that the contents of the foregoing application are true and correct and nothing has been concealed from this Honourable Court.



Dated 26.09.2019


Anwar Khan
(DEPONENT)

13

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

Service Appeal No. _____ of 2019

Anwar KhanAppellant

VERSUS

Government of Khyber Pakhtunkhwa through
Secretary Wild Life Department, Khyber
Pakhtunkhwa, Peshawar etc.....**Respondents**

SERVICE APPEAL

CORRECT ADDRESSES OF THE PARTIES


APPELLANT

Anwar Khan son of Asar Khan resident of
village Banda Bala P.O Sar Khaili Banda, Tehsil
Judba District Torghar.

RESPONDENTS

1. Government of Khyber Pakhtunkhwa through
Secretary Wild Life Department, Khyber
Pakhtunkhwa, Peshawar.
2. Divisional Forest Officer, Wild Life Division,
Torghar.
3. Chief Conservator, Wild Life Division, Torghar.
4. Conservator, Wild Life Division, Southern Circle
Peshawar.

Dated 04.10.2019


Anwar Khan
.....Appellant

Through


SYED ASIF SHAH,
Advocate High Court,
Mansehra.

Annex A No. 14-18

Annex A (circled stamp)

Office of the Deputy Commissioner
District Torghar
No. Dom/DC(2019)/TG/ 461
Dated Torghar the 28/03/2019

Fax# 0997-580188
dctorghar@gmail.com

To
The Divisional Forest Officer,
Wildlife Division Torghar

Subject: VERIFICATION OF DOMICILE

Reference to your office letter No.392/WL-TG Dated: 10-01-2019 on the Subject cited above;

Domicile certificates have been issued by this office in favor of the following persons vide serial No. and date noted against each.

S.NO	NAME	FATHER NAME	DOMICILE NO	DATE OF ISSUE
1.	Fazal Nawaz Khan	Mir Nawaz Khan	7018	02-08-2016
2.	Anwar Khan	Asar Khan	16059	17-10-2017
3.	Hafeez Ur Rehman	Sahib Ur Rehman	1183	02-04-2014
4.	Hazrat Ullah	Bakh Ruliah	1012	20-02-2014
5.	Hussain Ahmad	Abdul Haieem	379	03-05-2011
6.	Riaz Ahmad	Muhammad Saleh	1318	23-05-2014
7.	Muhammad Irfan	Muhammad Tahir	6900	27-07-2016
8.	Majid Khan	Azmat Khan	5428	18-02-2016
9.	Mubasher Ahmad	Momin Gul	1191	08-04-2014
10.	Haroon Khan	Hazrat Hussain	691	20-12-2013
11.	Muhammad Tayyab	Nawab Nabi	4911	31-12-2015

Affected
SYED ASIF SHAH
ADVOCATE HIGH COURT

(Signature)
Deputy Commissioner
Torghar

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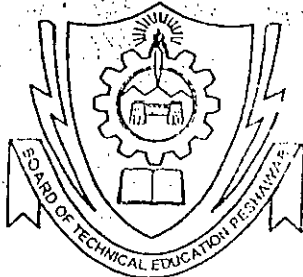
38

341290

KHYBER PAKHTUNKHWA BOARD OF TECHNICAL EDUCATION

PESHAWAR

DETAIL MARKS CERTIFICATE
DIPLOMA OF ASSOCIATE ENGINEER
3RD YEAR - -
TELE COMMUNICATION TECHNOLOGY



Name of Candidate ANWAR KHAN

Father's Name ASAR KHAN

Roll.No. 501370 Session ANNUAL 2011

Reg.No. GPI/HP/TC/08-533

Institute/College GOVERNMENT POLYTECHNIC INSTITUTE HAJIPUR



Subject	Total Marks	Obtained Marks			
		Th	Pr	Total	In Words
2nd Year Marks	2250			1,492	
1 GEN-311 Islamyat / Pak. Studies	50	20	-	20	Twenty
2 MGM-311 Industrial Management & Human Relations	50	24	-	24	Twenty-four
3 TC-312 Radio Comm: System - II	50 / 50	28	42	70	Seventy
4 TC-332 Antenna Wave Propagation	50 / 50	34	41	75	Seventy-five
5 TC-325 TV Circuits & Systems	150 / 100	76	84	160	One hundred sixty
6 TC-342 Microproc: App: & Interfaces	100 / 50	56	40	96	Ninety-six
7 TC-352 Telecom: Equipment & Servicing	100	-	76	76	Seventy-six
8 TC-372 Project	50	-	37	37	Thirty-seven
9 TC-363 Digital Communication	100 / 50	59	38	97	Ninety-seven
10 TC-382 Fiber Optics & Satellite Communication	50 / 50	24	37	61	Sixty-one

3350

2203 Two thousand two hundred eight

Handwritten signature

Handwritten signature
 Divisional Forest Officer
 Torghar Wildlife Division
 Torghar

CHECKED & VERIFIED

Handwritten signature
 Date: 07/03/19
 Clerk

Handwritten signature
 Controller Secretary
 KPE, DTE, Peshawar

Prepared by Hafeez
 Checked by [Signature]

Theory Passing Marks=40% Practical Passing Marks=50%

Error(s) & Omission(s) excepted Any mistake in above particulars must be intimated within 30 days of the issuance of this certificate

CONTROLLER OF EXAMS

14/03/19

16 24

ADA 259155

Roll No. 72486

BOARD OF INTERMEDIATE & SECONDARY EDUCATION



Abbottabad N.W.F.P. - Pakistan
SECONDARY SCHOOL EXAMINATION CERTIFICATE
SESSION ANNUAL 2008

This is to certify that ANWAR KHAN

Son of ASAR KHAN

A candidate from AL-SYED GARDEN PUBLIC HIGH SCHOOL BATTAGRAM

has passed the Secondary School Certificate Examination of the Board of Intermediate and Secondary Education, Abbottabad held in April/May, 2008 as a regular candidate. He has obtained 654 marks out of 900 and has been placed in Grade A Representing EXCELLENT.

The candidate passed in the following subjects:

- | | | |
|----------------|----------|------------------|
| 1. ENGLISH | 2. URDU | 3. ISL-EDUCATION |
| 4. PAK STUDIES | 5. MATHS | 6. PHYSICS |
| 7. CHEMISTRY | | 8. BIOLOGY |

Date of Birth according to admission form is TWENTIETH APRIL

One Thousand Nine Hundred and NINETY-TWO (20-04-1992)

Asstt. Secretary

This certificate is issued without alteration or erasure.

Secretary

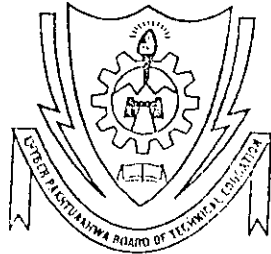
17

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Serial No. 02364

Roll No. 501370

Khyber Pakhtunkhwa Board of Technical Education



PESHAWAR (PAKISTAN)

Diploma of Associate Engineer

Year 2011

(Annual / Supplementary)xx

Certified that Mr. / Miss. ANWAR KHAN

Son / Daughter of Mr. ASAR KHAN

Registration No. GPI/HPR/TC/08-533

of GOVT. POLYTECHNIC INSTITUTE, HARIPUR

has passed the Diploma of Associate Engineer Tele-Com. Technology

Examination held by the Khyber Pakhtunkhwa Board of Technical Education, Peshawar in the month of May, 2011.

He / She secured 2208 Marks out of 3350 and has been placed in Grade 'B'

In recognition thereof, this

Diploma of Associate Engineer

is awarded to him / her at Peshawar on the 10th day of Dec. 2011.

ASSISTANT SECRETARY

SECRETARY

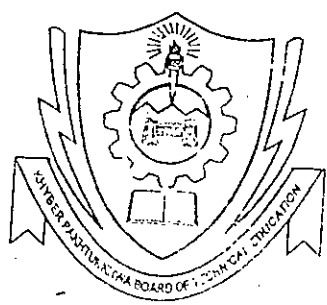
This certificate / diploma is issued without any alteration or erasure.

8

38

KHYBER PAKHTUNKHWA BOARD OF TECHNICAL EDUCATION

259385



PESHAWAR DETAIL MARKS CERTIFICATE DIPLOMA OF ASSOCIATE ENGINEER 1ST YEAR TELECOMMUNICATION

Name of Candidate ANWAR KHAN
 Father's Name ASAR KHAN
 Roll.No. 322507 Session ANNUAL 2010
 Reg. No. GPI/HPR/TC/08-533
 Institute/College GOVERNMENT POLYTECHNIC INSTITUTE HARIPUR



Subject	Total Marks	Obtained Marks			
		Th	Pr	Total	In Words
GEN-111 Islamyat / Pak. Studies	50	20	-	20	Twenty
GEN-112 English	100	40	-	40	Forty
MATHS-123 Mathematics	150	113	-	113	One hundred thirteen
PHY-122 Applied Physics	50 / 50	21	29	50	Fifty
TC-114 Telecom Essentials & Network	150 / 50	61	42	103	One hundred three
COMP-111 Computer Applications	50	-	40	40	Forty
TC-127 i) Electrical Wiring	50	-	43	43	Forty-three
ii) Telecom Drg: Gen: Engineering	100	-	96	96	Ninety-six
iii) Fitting Shop	50	-	45	45	Forty-five
iv) Wood Work Shop	50	-	45	45	Forty-five
v) Electronics Components; Applications & Assembly	100	-	96	96	Ninety-six

1000

691 Six hundred ninety-one

by Hafeez
by _____

 CONTROLLER OF EXAMS

Passing Marks=40% Practical Passing Marks=50%

Exception(s) excepted. Any mistake in above particulars must be intimated within 30 days of the issuance of this certificate

18/09/2010

19

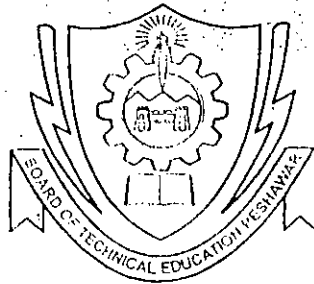
37

355181

KHYBER PAKHTUNKHWA BOARD OF TECHNICAL EDUCATION

PESHAWAR

DETAIL MARKS CERTIFICATE
DIPLOMA OF ASSOCIATE ENGINEER
2ND YEAR
TELE COMMUNICATION TECHNOLOGY



Name of Candidate ANWAR KHAN

Father's Name ASAR KHAN

Roll.No. 365752 Session ANNUAL 2011

Reg.No. GPI/HPR/TC/08-533

Institute/College GOVERNMENT POLYTECHNIC INSTITUTE HARIPUR



Subject	Total Marks	Obtained Marks			
		Th	Pr	Total	In Words
1st year Marks	1000			691	
1 GEN-211 Islamyat / Pak. Studies	50	28	-	28	Twenty-eight
2 MATHS-223 Applied Mathematics	150	112	-	112	One hundred twelve
3 MGM-211 Business Communication	50	29	-	29	Twenty-nine
4 MGM-221 Business Managemnet & Industrial Economics	50	20	-	20	Twenty
5 CH-222 Applied Chemistry	50 / 50	22	42	64	Sixty-four
6 TC-214 Electronic Devices & Circuits	150 / 50	73	39	112	One hundred twelve
7 TC-222 Digital Circuits & Microprocessor	100 / 50	41	39	80	Eighty
8 TC-233 Measuring Instruments	100 / 50	68	39	107	One hundred seven
9 TC-242 Radio Communication System - I	50 / 50	39	40	79	Seventy-nine
10 TC-253 Telephone & Exchanges	100 / 50	66	35	101	One hundred one
11 TC-262 Power Plant	50 / 50	32	37	69	Sixty-nine

2250

1492 One thousand four hundred ninety-two

Prepared by Hafeez

Checked by _____

[Handwritten Signature]

DIRECTOR

S. No. B 5450

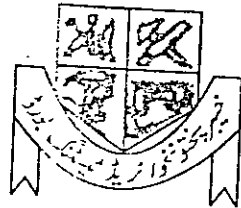


ROLL No. 120

DIRECTORATE OF TECHNICAL EDUCATION & MANPOWER TRAINING

KHYBER PAKHTUNKHWA TRADE TESTING BOARD PESHAWAR

Session A/2010



This is to certify that

Mr./Ms. ANWAR KHAN

S/D of Mr. ASAR KHAN

Resident of HARIPUR

Registration No. STTC/HR/A. SRY/10/19

Trainee of SUFFAH TTC, HARIPUR

appeared and passed the TRADE PROFICIENCY TEST in accordance with the requirement of the Trade Testing Board Skill Standards for (ONE YEAR) prescribed by the Directorate of Technical Education and Manpower Training/Provincial Training Board in the trade of SURVEY ADVANCE. The test was conducted by the Khyber Pakhtunkhwa Trade Testing Board in the month of 19/10/10. He/She demonstrated the following standards of proficiency:

1. Practical 350/400

2. Theory 121/200

and in recognition thereof this TRADE CERTIFICATE is issued on the 29th day of the month of Dec; 2010

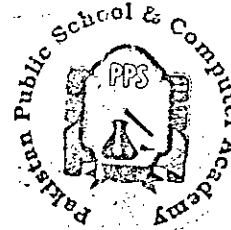
SECRETARY

CHAIRMAN

29

39

Pakistan Public School & Computer Academy



Thana Road Rawat (Islamabad)

Certificate Of Achievement

21

Award to Mr/Mrs/Miss ANWAR KHAN
Son/Daughter/Wife/of ASAR KHAN
Resident of VILLAGE & P/O SAKHELI BANDAH, TEHSIL SAKHELI BANDAH DISTT. BATTGRAM

On Completion of

MS. Word, MS. Excel, Ms. Power Point, MS. Front Page, Instant Artist, Paint, MS. Dos,
In page 2000, Urdu Editor, Typing Tutor, Software Installation, Concepts of Windows

Instructor

Date 07-08-09

Principal
PAKISTAN PUBLIC HIGH SCHOOL
RAWAT ISLAMABAD

Principal

(65)

(22)

(6)

Annex B آسامیاں خالی ہیں

محکمہ جنگلی حیات صوبہ خیبر پختونخوا اور وزیر وائلڈ لائف ڈویژن میں وائلڈ لائف واچ (BPS-07) اور ڈرائیو (BPS-08) کی عارضی آسامیوں پر بھرتی کیلئے خواہشمند امیدواروں سے درخواستیں جمع کرائیں۔ (جس میں امیدوار کی تعلیمی قابلیت اور ہر امتحان میں حاصل کردہ نمبرات اور درجہ ان گریڈ کی تعلیمی ایڈورٹائزنگ ڈویژن کے کام کا تجربہ اور کل پروفون نمبر کی تفصیل شامل ہو اور اس کی تصدیق قندیل کے ہر ماہر مطلوب ہیں۔ تفصیل مندرجہ ذیل ہے۔

تعداد آسامی	عمر کا درجہ	تعلیمی قابلیت	جسمانی معیار وائلڈ لائف واچ کیلئے	ڈویژن
12 وائلڈ لائف واچ (BPS-07)	18-30 سال	انٹرمیڈیٹ کا گریڈ ڈی جی ٹی سائنس یا سائنس اور ریاضی کسی معتمد بورڈ سے	1۔ 5'6" کم از کم 2۔ 36" - 38" کم از کم 3۔ نظر 8-10 (بیک کیڑا سے) ہر آنکھ ہائپر میوپ 6x6 4۔ 20 منٹ میں 2 گولے ٹھوس کرنا	خلیج اور تر
ڈرائیو (BPS-08)	20-40 سال	ترجمہ پڑھا گیا ہو تصدیق شدہ (LTV) لائسنس کا مال اور مالکانہ میں تین سالہ تجربہ کا مال		خلیج اور تر

مہوی شراکتہ (1) امیدوار اپنی درخواستیں جمعہ 10-01-2018ء کو (C.V)، چٹائی ٹیک ہوسٹل کے باہر امراتس چشم (7) کی پوسٹل کے جاری کردہ اصل سرٹیفکیٹ کے ساتھ ڈی۔ ایچ۔ او وائلڈ لائف ڈویژن وائلڈ لائف ڈویژن بمقام جوباء کے دفتر میں مورخہ 10-01-2018 تک جمع کروا سکتے ہیں۔ اصل تعلیمی دستاویزات ٹیسٹ و انٹرویو کے وقت پیش کرنا ہونگی۔ (2) گذشتہ تاریخ گزرنے کے بعد کوئی بھی درخواست وصول نہیں کی جائے گی۔ (3) سرکاری ملازمین اپنی درخواستیں اپنے گھس کے توسط سے ارسال کر سکتے ہیں۔ (4) کامیاب ہونے والے امیدوار کو کھرتی ہونے کے بعد وائلڈ لائف واچ کیلئے نقشہ ریزیگ خیبر پختونخوا اور ریسٹ سکول شمالی ایجنڈا ہاؤس کرنی ہوگی۔ (5) عمر کی حدود درخواست وصولی کیلئے مقررہ تاریخ تک شمار ہوگی۔ (6) میرٹ پر آنے والے امیدواروں کے دستاویزات تصدیق متعلقہ اداروں سے کی جائیں گی جس کے چارج امیدوار خود کرے گا، اگر کسی امیدوار کی اساتذہ اعلیٰ قرار پائی ہیں تو اس کے خلاف کوئی چارج نہیں کیا جائے گا۔ (7) ٹیسٹ و انٹرویو کیلئے آنے والے امیدواروں کو کوئی TADA نہیں ہے۔ (8) معتمد جوباء وائلڈ لائف ڈویژن پر ان اتارنے والے امیدواروں سے درخواست دینے کی اجازت ہے۔

SYED ASIF SHAH
PROVOCATE HIGH COURT

(23) .. 08 .. 11/2018

OFFICE ORDER NO. 08 DATED TORGHAR THE 11/11/2018, ISSUED BY
MR. NIAZ MUHAMMAD DIVISIONAL FOREST OFFICER TORGHAR WILDLIFE
DIVISION TORGHAR.

As recommended by Departmental Selection Committee, constituted vide this office order No.04 dated 30-10-2018, in its meeting held on 13/11/2018 in the office of DFO Wildlife Torghar, Mr. Anwar Khan S/O Asar Khan Village Banda Bala P/o Sarkhaily Banda Tehsil Judba Distt: Torghar is hereby appointed as Wildlife Watcher BPS-07 (Rs. 10990-610-29290) along with usual allowances admissible as per rules of the Government of Khyber Pakhtunkhwa against the regular vacant post in Torghar Wildlife Division with immediate effect and subject to the following terms and conditions:

TERMS AND CONDITIONS

1. His service will be governed by the Khyber Pakhtunkhwa Civil Servants Act 1973, all the laws applicable to the Civil Servants and the Rules made there under.
2. He shall be on probation as per Rules-15 of the Khyber Pakhtunkhwa Civil Servants (Appointment, Promotion and Transfer) Rules, 1989.
3. His service will be liable to termination at 15 days notice at any time without assigning any reason irrespective of the fact that he hold a post other than the one to which they were originally recruited.
4. In case he wish to resign at any time, an advance notice of one month shall be necessary or in lieu thereof his one month pay shall be forfeited to government.
5. The appointment is subject to the production of clearance certificate from District Police Officer Torghar and necessary medical fitness certificate from the Medical Superintendent of District Headquarters Hospital Torghar before joining of the position.
6. His service will start from the date of his arrival for duties.
7. If he failed to report arrival for duty within fifteen (15) days of the receipt of this order, the appointment will stand cancelled automatically.
8. He will have to verify their academic certificates, degrees and transcripts / DMCs from respective boards and universities before joining of the position.
9. He will have to undergo one year training course of Forest Guard / Wildlife Watcher at the Khyber Pakhtunkhwa Forest School Thal Abbottabad.
10. Verification of domicile certificates from Deputy Commissioner Torghar.
11. The incumbent will be posted anywhere in the jurisdiction of Torghar Wildlife Division / Province.
12. In case of any political influence for posting/transfer for favorable station or undue favour which is against the public interest, the service of the incumbents will be terminated.
13. He will join duty at their own expense, and no TA/DA shall be admissible there-for.

Attested

SYED ASIF SHAH
ADVOCATE HIGH COURT

236-40

No. _____ /WL-TG
Copy forwarded to the:

(Niaz Muhammad)
Divisional Forest Officer
Torghar Wildlife Division
Torghar

1. Chief Conservator Wildlife Khyber Pakhtunkhwa for favour of information, please.
2. Conservator Wildlife Southern Circle Peshawar for favour of information, please.
3. Divisional Accountant for necessary action.
4. Mr. Anwar Khan S/O Asar Khan Village Banda Bala P/o Sarkhaily Banda Tehsil Judba Distt: Torghar for information.
5. Personal File.

(Niaz Muhammad)
Divisional Forest Officer
Torghar Wildlife Division
Torghar

(24)

OFFICE ORDER NO.04 DATED TORGHAR THE 02/08/2019 ISSUED BY MR.NIAZ
MUIAMMAD KHAN, DIVISIONAL FOREST OFFICER TORGHAR WILDLIFE DIVISION
TORGHAR



Annexure "D"

The following 12 Wildlife Watchers were appointed in Torghar Wildlife Division vide office orders mentioned against each:

S. No.	Name of Wildlife Watcher	Office order No. and date	Remarks
1.	Mr. Fazal Nawaz Khan	Officer order No. 06 Dated Torghar the 14-11-2018	-
2.	Mr. Faiz Ur Rehman	Officer order No. 07 Dated Torghar the 14-11-2018	-
3.	Mr. Anwar Khan	Officer order No.08 Dated Torghar the 14-11-2018	-
4.	Mr. Hafeez Ur Rehman	Officer order No. 09 Dated Torghar the 14-11-2018	-
5.	Mr. Hazratullah	Officer order No. 10 Dated Torghar the 14-11-2018	-
6.	Mr. Hussain Ahmad	Officer order No.11 Dated Torghar the 14-11-2018	-
7.	Mr. Riaz Ahmad	Officer order No. 12 Dated Torghar the 14-11-2018	Already resigned vide this office order No. 23 dated 11/03/2019.
8.	Mr. Muhammad Irfan	Officer order No.13 Dated Torghar the 14-11-2018	-
9.	Mr. Majid Khan	Officer order No. 14 Dated Torghar the 14-11-2018	-
10.	Mr. Mubasher Ahmad	Officer order No.15 Dated Torghar the 14-11-2018	-
11.	Mr. Haroon Khar	Officer order No. 16 Dated Torghar the 14-11-2018	-
12.	Mr. Muhammad Tayyab	Officer order No. 17 Dated Torghar the 14-11-2018	-
13.	Mr. Umer Farooq	Officer order No. 20 Dated Torghar the 04-01-2019	-

On the complaint dated 24-11-2018 of Mr. Laiq Muhammad Khan Member Provincial Assembly, an inquiry against the above appointments was conducted through Provincial Inspection Team. The Provincial Inspection Team besides other actions recommended cancellation of appointment of the said 12 Wildlife Watchers. The inquiry report was conveyed through Government of Khyber Pakhtunkhwa Forestry, Environment and Wildlife Department vide letter No.SO (Estt)/FE&WD/11-6/DSC/2765-69, dated 25-7-2019 and endorsed to this office vide Conservator Wildlife Southern Circle Peshawar No.1570/WL(SC) dated Peshawar the 02/08/2019 for implementation.

In compliance of directives of Administrative Department, the appointment of the 12 Wildlife Watchers appointed vide office orders mentioned against each above are hereby cancelled with immediate effect.

Attested
SYED ASIF SHAH
ADVOCATE HIGH COURT

- Sd -
(Niaz Muhammad Khan)
Divisional Forest Officer
Torghar Wildlife Division
Torghar

No.232-60/WL-TG

Copy forwarded for information and necessary action to the:

1. Section Officer (Estt) Government of Khyber Pakhtunkhwa, Forestry, Environment and Wildlife Department with reference to his letter cited above.
2. Chief Conservator Wildlife Khyber Pakhtunkhwa Peshawar.
3. Conservator Wildlife Southern Circle Peshawar with reference to his endorsement cited above.
4. Sub-Divisional Wildlife Officer Torghar.
5. Range Officer Wildlife Torghar.
6. All concerned Ex-Wildlife Watchers.
7. Personal files of the concerned Ex-Wildlife Watchers.

Divisional Forest Officer
Torghar Wildlife Division
Torghar

Annex D

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CONFIDENTIAL



PROVINCIAL INSPECTION TEAM, KHYBER PAKHTUNKHWA

INQUIRY REPORT

SUBJECT: INQUIRY AGAINST ILLEGAL APPOINTMENT IN WILDLIFE DEPARTMENT DISTRICT TORGHAR.

1. ORDER OF INQUIRY

Orders of the inquiry were received to Provincial Inspection Team from Chief Minister's Secretariat, Khyber Pakhtunkhwa vide letter No. SONVICMS/KPK/3-8/2018/22343-44 W/E dated 14.12.2018 (Annex: A).

2. COMPLAINT:

Mr. Laiq Muhammad Khan, MPA PK-35, Torghar submitted a letter to Chief Minister Khyber Pakhtunkhwa wherein he raised the issue of illegal appointment of Wildlife Watcher in Wildlife division District Torghar (Annex: B).

The gist of the allegations is as under:

According to him, Wildlife Torghar advertised 12 posts of Wildlife Watcher and 27 candidates were shortlisted after conducting physical, Medical test on 27.2.2018. The Selection Committee found the testimonials of the 27 candidates correct and accord approval. But astonishingly, after 9 months physical test was re-arranged on 13.1.2018 which was an illegal act.

After 9 months, the chest and height of some candidates were reduced and out of 27 candidates, 12 blue eyed candidates were finalized.

26

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A

These candidates were appointed by taking bribe which was injustice with other candidates.

iii. The honourable MPA requested to cancel these illegal appointments in Wildlife division District Torghar and to re-advertise the said posts so that the eligible candidates could be able to get their right.

3. INQUIRY PROCEEDINGS

- a. After receipt of the reference, a two member team of PIT visited District Torghar in connection with the subject inquiry (Annex: C).
- b. PIT requested Divisional Forest Officer (DFO), Torghar to provide attendance register of the newly appointed Wildlife Watcher vide letter dated 11.1.2019 (Annex: D). In response, DFO, Torghar replied vide letter dated 11.1.2019 (Annex: E).
- c. The officials of District Police Office (DPO), Torghar and DFO Wildlife, Torghar recorded their statement as per given detail;

S.No	Name	Designation	Annexure
1.	Abdul Sami	Asst. Member of the 1 st Committee	F
2.	Muhammad Ali	Head Constable Member of the 1 st Committee	
3.	Khan Muhammad	Head Constable Member of the 1 st Committee	
4.	Sajid	Head Constable Member of the 1 st Committee	
5.	Aamir Khan Swati	Head Constable Member of the 2 nd Committee	G
6.	Khan Muhammad	Head Constable Member of the 2 nd Committee	
7.	Syed Afzal	LHC, Member of the 2 nd Committee	H
8.	Sardar Ali Khan	Range Officer, Wildlife Torghar	I
9.	Asif Nawaz	Watcher, Wildlife Torghar	J
10.	Fazal Wahab	Deputy Ranger, Wildlife Torghar	

d. DFO Wildlife Torghar recorded his statement vide (Annex: K). later on, he attended PIT on 7.2.2019 and recorded his supplementary statement vide (Annex: L).

e. PIT served a questionnaire upon DFO Wildlife Torghar vide letter dated 13.2.2019 followed by reminder dated

(27) (28)

19.2.2019(Annex: M). DFO Wildlife responded to the same letter dated 19.2.2019(Annex: N).

OBSERVATIONS

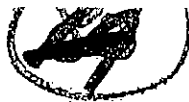
After scrutiny of the available record/documents, detailed discussion written statements and replies of the concerned staff, observations of are as under:-

- i. Perusal of the record showed that Divisional Forest Officer (D) Wildlife District Torghar advertised 12 posts of Wildlife Watcher (BPS-07) through information Department in daily Mashriq dated 15-12-2017(Annex:O). Qualification for the post of Wildlife Watcher (BPS-07) was as follows;

Wildlife Watcher (BPS-07)	a) At least 2 nd class Intermediate Certificate with Matric Science from a recognized Board; and b) <u>Physical fitness:</u> i. Height: five feet and six inches (minimum); ii. Chest Size: 34-36 inches (minimum); and iii. Eye Sight: V-6J (with glasses), each eye 6x6. Note: It is essential that the candidate will have to qualify Marathon race of 2-Km within 20 minutes	18-30 years	By initial recruitment. Note: The candidates who have been recruited will have to undergo compulsory one year Training Course of Forest Guard or Wildlife Watcher at the Khyber Pakhtunkhwa Forest School, Thai Abbottabad.	Annex:P
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- ii. In the said advertisement, it was mention in the conditions that candidates will have to submit eye certificate with regard to current eye sight issued by eye specialist alongwith bio-data(CV) to the office of DFO Wildlife Division Torghar till 10.01.2018. After the closing date i.e. 10.01.2018, total 251 applications were received. DFO Wildlife notified a Scrutiny Committee, for Scrutiny documents of the candidate vide his office order dated 6.2.2019 comprised of the following members.

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- i. Mr. Sardar Ali Khan Rang Officer, Wildlife Torghar
- ii. Fazal Wahab, Deputy Ranger
- iii. Asif Nawaz, Watcher Wildlife, Torghar

iii. The Scrutiny Committee submitted a verified list on 12.2.2018(Annex:Q). According to the list, 153 applicants were found eligible while 98 applicants were found ineligible. Afterwards, DFO Wildlife Torghar notified another committee, having the same members of the scrutiny committee, for the physical test vide his office order dated 6.2.2018(Annex:R). On the same day, DFO Wildlife Torghar requested DPO Torghar to depute three officials to conduct physical test i.e. including 2 Km Marathon, height and Chest Measurement. In response, DPO Torghar deputed the following four (4) officials for physical test (Annex: S):

- i. ASI Sami Khan SRC/DPO Office
- ii. HC Sajid Khan A/LO Police Line
- iii. LHC Khan Muhammad A/OHC DPO Office
- iv. FC Pervaiz No. 73/NOHC DPO Office

iv.

Physical test of 153 candidates was conducted on 27.2.2018, wherein 27 candidates qualify the test (Annex:T). Member of both committees (Police & Wildlife) signed the list of 27 candidates who qualified the physical test and the same was forwarded to DFO Wildlife, Torghar for further process (Annex:U). Meanwhile, District Nazim Torghar wrote a letter to Chief Conservator, Wildlife KP on 6.9.2018 wherein he stated that he received various complaints of the general public about embezzlement/political involvement during the physical test of Wildlife Watcher Torghar. In the said letter, he requested to cancel and re-arrange the physical test (Annex: V).

The request of District Nazim Torghar was honoured and DFO Wildlife Torghar re-arranged the physical test. The DFO Wildlife deputed the same committee who conducted the 1st physical test while DPO Torghar changed the members of the committee for 2nd physical test. The District Nazim Torghar also recommended two

29



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(02) candidates who disqualified the 1st test. The 2nd physical test of 29 candidates (27 qualified candidates of 1st test and 2 candidate recommended by District Nazim Torghar) was conducted on 13.11.2018. In the 2nd physical test, 15 candidates qualified the test while 14 candidates including the two (2) recommended candidate of District Nazim disqualified the test(Annex:W). List of the 15 qualified candidates duly signed by the members of police committee and countersigned by DPO Torghar was furnished to DFO Wildlife Torghar on 15.11.2018(Annex: X).

vi. Thereafter, Departmental Selection Committee (DSC), notified vide office order dated 30.11.2018, conducted interview of 15 candidates on the same day and recommended 12 candidates for the post of Wildlife Watcher(BPS-7) while two (2) candidates were placed on waiting list(Annex:Y).

viii. The inquiry team visited District Torghar wherein they directed DFO Wildlife Torghar to present the qualified and disqualified candidates of 2nd physical test before the team so as to re-measure their chest size & height to substantiate as the levelled allegations were true or otherwise. On 9.1.2019, out of 14 disqualified candidates, only six (6) appeared before inquiry team. The detail of their re-measurement of chest size & height and comparison with 2nd physical test is given as under:

S. No	Name of Candidate	Father Name	Measurement in the 2 nd Physical test		Actual Measurement in the presence of inquiry team		Annexure
			Height	Chest	Height	Chest	
1.	Ihtisham Khan	Qasam Khan	5x9	33x35 ^{1/2}	5x9	32x34 ^{1/2}	
2.	Saeed Khan	Taj Mehmood	5x8	33x35	5x8 ^{1/2}	33x35 ^{1/2}	
3.	Izhar Ahmad	Hikmat Khan	5x6 ^{1/2}	33x35 ^{1/2}	5x6 ^{1/2}	33x36	
4.	Azeem ul Haq	Naseeb ullah	5x6	33x35	5x6	33 ^{1/2} x33 ^{1/2}	Z
5.	Syed Jahid Shah	Khadi Shah	5x5 ^{1/2}	33 ^{1/2} x35 ^{1/2}	5x5 ^{1/2}	33x36	
6.	Syed Hameed ulan	Mukaram Saah	5x8 ^{1/2}	33x35	5x8 ^{1/2}	31x35	

30

vii. The above comparison showed some increase/decrease in height/chest of the 6 candidates but none of the candidate full the required qualifying criteria. (i.e. height: 5 feet 6 inches & chest 34x36 inches).

viii. On 10.1.2019, out of 12 selected candidates, 11 appeared before team except Mr. Majid Khan, who according to DFO Wile Torghar, was ill and was unable to appear before inquiry team. Detail of the re-measurement of height/chest of the selected candidates and comparison with the 2nd physical test is given under:

S.No	Name of Candidate	Father Name	Measurement in the 2 nd Physical test		Actual Measurement in the presence of inquiry team	
			Height	Chest	Height	Chest
1.	Hussain Ahmad	Abdul Haleem	5x7	36x38 ^{1/2}	5x7 ^{1/2}	36x39
2.	Aowar Khan	Asar Khan	5x8 ^{1/2}	34x36 ^{1/2}	5x6 ^{1/2}	35x37
3.	Mubashir Ahmad	Momin Gul	5x8	34x36 ^{1/2}	5x8	34 ^{1/2} x3
4.	Fazal Nawaz Khan	Mir Nawaz Khan	5x7 ^{1/2}	34x36	5x7 ^{1/2}	34 ^{1/2} x3
5.	Muhammad Irfan	Muhammad Tahir	5x6	34x36	5x6 ^{1/2}	34x36
6.	Riaz Ahmad	Muhammad Saleh	5x7 ^{1/2}	34x36	5x8	34x36 ^{1/2}
7.	Faiz ur Rehman	Sahib ur Rehman	5x7	38x40	5x7 ^{1/2}	37x39
8.	Hazrat Khan	Hazrat Hussain	5x7 ^{1/2}	35 ^{1/2} x36	5x8 ^{1/2}	36x38 ^{1/2}
9.	Hafeez ur Rehman	Sahib ur Rehman	5x7 ^{1/2}	35x37	5x7 ^{1/2}	34x36
10.	Muhammad Tayyab	Nawab Nabi	5x8 ^{1/2}	34x36	5x8 ^{1/2}	35x37
11.	Hazrat Ullah	Bakhrullah	5x6 ^{1/2}	35x37 ^{1/2}	5x7	35x38

vii. The above comparison showed some increase/decrease in height/chest of the 11 candidates but besides these changes their si (chest/height) was found according to the required criteria. None the selected candidate was found below the required criteria (i.e. height: 5 feet 6 inches & chest 34x36 inches). Hence, the result of the 2nd test in term of chest/height was found correct.

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ix. It is pertinent to mention that out of 27 candidates, 17 candid (11 qualified + 6 disqualified) of 2nd test appeared before the inquiry team for re-measurement of chest/height. As the above observation confirmed the accuracy of the result of 2nd test to great extent. Hence, it casted doubts that the 1st test might not be conducted accurately and favour was extended to those 12 qualified candidates who disqualified the 2nd test.

x. To ascertain the factual position, DFO Wildlife Torghar was directed to present all the candidates who were declared disqualified in 1st physical test. In response, out of 126 candidates (153-27), only six (6) candidates appeared before the inquiry team. The detail of their re-measurement of height/chest and comparison with 1st physical test is given as under:

S.No	Name of Candidate	Father Name	Measurement in the 1 st Physical test		Actual Measurement in the presence of inquiry team	
			Height	Chest	Height	Chest
1.	Fateh ullah	Amrullah	5x6 ^{1/2}	37x39 ^{1/2}	5x7	35x38
2.	Suleman Khan	Yakmin Khan	5x5	31x32 ^{1/2}	5x5	29x31
3.	Hameed ur Rehman	Zaibullah	5x5 ^{1/2}	33x34	5x5 ^{1/2}	33x34
4.	Namzeed Khan	Mahabat	5x9	31x35	5x9.5	29 ^{1/2} x32
5.	Zabehullah	Sabit ullah	5x8	33x34 ^{1/2}	5x8 ^{1/2}	31x33
6.	Sakhi Badsha	Muhammad Zahir shah	5x5 ^{1/2}	33 ^{1/2} x35	5x7	32x34 ^{1/2}

xi. The above comparison showed that the last five (5) candidates, who were disqualified in the 1st physical test, did not qualify the required passing criteria even before inquiry team. However, the size of chest/height of Mr. Fateh Ullah S/o Amrullah (the candidate at S.No. 1) was found according to the set criteria of Wildlife Watcher and per result he passed the 1st physical test but his name was not reflected in the list of 27 qualified candidates signed by all the members of the committee. This made the result of 1st physical test dubious. Therefore, the result of 1st physical test was examined and tallied with the list of 27 qualified candidates which transpired the following defects/flaws/irregularities in the 1st test.

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- a. None of the candidate recorded their signature against their result/measurement in the column meant for the purpose. With regard to this query, DFO Wildlife replied that the list was handed over to Police for mentioning of result in the list. The police had not recorded the signature of candidates in the signature column in the said list due to unknown reason. The reply of DFO Wildlife raised questions that why they were not ask to do so and what was the purpose/duty of DFO committee in the physical test. Hence, non-availability of signature of candidates against their result casted doubts and put question mark on the sanctity/validity of result of 1st test.
- b. The result of Marathon & Eye Certificate was not provided and due to lack of proper attention, was recorded in a vague manner in the list. These columns were either left blank or filled by recording tick mark which did not give clue about the score/result of the process. In this regard, DFO Wildlife replied that for the result of marathon race slips were handed over to the police. After marathon the police officials returned the same and recommended that all candidates were qualified due to easy marathon i.e. 2 Km in 20 minutes. But no such remarks were found on the record. The token provided by DFO Wildlife Torghar contain Name, F/Name and Signature of the candidate but did not contain the result i.e. whether he qualified/disqualified the test and what was his score.
- c. Similarly, according to advertisement/service rules, the criteria for eye sight was V-6J (with glasses), each eye 6x6, which was part of the physical fitness and was required to be checked during the test but it was observed that the eye sight was not checked on the spot of the test instead candidates were requested to provide eye certificate from eye specialist alongwith application till closing date of advertisement. The same was confirmed by DFO Wildlife vide his reply that eye sight test were checked during submission of documents and all

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the candidates found fit and called for further process. The reply of DFO was suffice to prove the process defective as the eye sight was checked 16 days before the physical test and that too by any eye specialist.

- d. A candidate Mr. Haroon Khan at S.No. 18 fulfilled the required height/chest criteria while his Eye Certificateⁱⁿ Marathon columns were left blank. On the basis of this result, he was considered qualified and his name was included in the list of 27 qualified candidates and later on he was selected against the post of wildlife watcher. However, the name of Mr. Zahid Shah at S. No. 60 (though some overwriting was observed in his measurement) was not included in the list of 27 qualified candidates who had almost the same result.
- e. Two candidate i.e. Mr. Fateh ullah at S.No 16 & Mr. Zahid Shah at S.No. 60 (as mentioned above) who qualified the test in term of chest/height were not included in the list of the 27 qualified candidates. Therefore, they did not avail the opportunity of further competition, did not appear in the 2nd test and subsequently were not called for interview. Mr. Fateh ullah appeared before the inquiry team. His chest/height was found within the required parameters of chest/height. (For reference see table at para-ix, Serial No. 1).
- f. Two candidates i.e. Mr. Ishisham Khan at S.No. 83 & Muhammad Yaqoob at S.No. 20, who disqualified the 1st test in term of chest/height were included in the list of 27 qualified candidates. They both availed the opportunity to appeared in the 2nd test wherein they again failed the test and did not qualify for interview. Mr. Ishisham Khan s/o Qasim Khan appeared before PIT team for re-measurement of chest/height and he did not fulfill the required criteria of Wildlife Watcher (For reference see table at para-viii, Serial No. 1). Regarding this query, DFO Wildlife replied that the names of disqualified candidates were included in qualified list by the

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police and after signature the same was provided to them. It raised a question that why the same was not verified/talied by the members of DFO scrutiny committee instead recording signature blindly. It revealed their collusion as the recruitment process was mandate of their department not the police department.

g. The list of 27 qualified candidates of 1st physical test was not signed by Mr. Pervaiz and Mr. Asif Nawaz, the notified members of Police & Wildlife committees respectively. Instead the same was signed by Muhammad Ali Shah and Salim Shah who were not the members of the respective committees. In this regard, DFO Wildlife Torghar replied that due to some emergency, Mr. Asif Nawaz Wildlife Watcher left the same process and senior wildlife watcher Mr. Saleem Shah signed the list. Moreover, Muhammad Ali Shah signed the list instead of Mr. Pervaiz which was nominated by District Police Officer Torghar. The said incumbent was also from Police Department. The reply of DFO seems not correct as Mr. Asif Nawaz did not mention any emergency vide his statement. Furthermore, they had to issue notification for the replacement of members before initiating the process.

xii. As discussed above at para-e that Mr. Fatch ullah and Mr. Zahid Shah was dropped from further competition. Hence, it raised question that whether there was possibility of their selection if they were allowed to interview and whether they could affect the merit list. To ascertain this situation, the merit list of selected candidates and the educational qualification of the two deprived candidates, provided by DFO office Wildlife Torghar, was examined which showed the following details:

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Merit list of the selected Candidates for the post of Wildlife Watcher

No	Name	Father Name	Qualification	Minimum prescribed qualification marks out of 70		Higher Qualification Marks out of 12	Experience marks out of 10	Total marks	Interview marks out of 8	Grand Total
				Metric	Later					
1	Fazal Nawaz Khan	Mir Nawaz Khan	SSC ^{1st} FSc ^{1st} BS(Hons)	35	35	08	--	70	04	74
2	Faiz ur Rehman	Sahib ur Rehman	SSC ^{1st} FSc ^{2nd} BS(Hons)	35	27	08	--	70	04	74
3	Anwar Khan	Asar Khan	SSC ^{1st} DAE ^{1st}	35	35	--	--	70	04	74
4	Hafeez ur Rehman	Sahib ur Rehman	SSC ^{1st} FSc ^{1st}	35	35	--	--	70	04	74
5	Hazrat Ullah	Bakhr Ullah	SSC ^{1st} FSc ^{2nd}	35	27	--	--	62	03	65
6	Hussain Ahmad	Abdul Haleem	SSC ^{1st} FSc ^{2nd}	35	27	--	--	62	04	66
7	Riaz Ahmad	Muhammad Saleh	SSC ^{1st} FSc ^{2nd}	35	27	--	--	62	04	66
8	Muhammad Irfan	Muhammad Tahir	SSC ^{1st} FSc ^{2nd}	35	27	--	--	62	03	65
9	Majid Khan	Azmat Khan	SSC ^{2nd} FSc ^{2nd}	26	27	--	--	53	07	60
10	Mubasher Ahmad	Momin Gul	SSC ^{2nd} FSc ^{2nd}	26	27	--	--	53	07	60
11	Haroon Khan	Hazrat Hussain	SSC ^{2nd} FSc ^{2nd}	26	27	--	--	53	05	58
12	Muhammad Tasyab	Nawab Nabi	SSC ^{1st} FSc ^{2nd}	26	27	--	--	53	04	57

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xi. The academic qualification of the deprived candidates and total marks before interview as per criteria would be as under;

Name	Father Name	Qualification	Minimum prescribed qualification marks out of 70		Higher Qualification Marks out of 10	Experience marks out of 10	Total marks	Merit position before interview
			Matric	Inter				
Zahid Shah	Salami Shah	SSC ²⁵⁷ DAE ¹⁰⁰	26	35	--	--	61	At S No 9
Fareh Ullah	Amrullah	SSC ²⁰⁰ FA ¹⁰⁰	26	27	--	--	53	Fall within the brackets of S No 10 to 12

xii. The above facts revealed that if both the deprived candidates were allowed to interview then there were chances of their selection. Especially, in the case of Mr. Zahid Shah whose selection was confirmed even though he got minimum score in the interview.

xiii. A question was asked from members of 1st Committee of Police that they declared 27 candidates successful which were re-examined by the 2nd committee of police department who declared further 14 candidates disqualified. Moreover, re-examination by PIF team, the result showed decrease in their size i.e. height & chest. What was the reason? They replied that they conducted the said test upto optimum care and responsibility so as to make it transparent. According to them, they conducted 1st test of 153 candidates with regard to 2 km Marathon, height chest. Proper list was prepared of the candidates showing height chest size. So far Marathon test is concerned, they stated that the tokens were allotted by Wildlife Department and the detail was available with them. Out of 153 candidates only 27 candidates were qualified fulfilling the laid down criteria which was signed by both the committees i.e. Police & Wildlife. With regard to increase in size of the candidates, they stated that they conducted the test in the month of February 2018 and the second test was conducted during the month of November 2018 which shows that a long period had been passed and due to this reason that the candidates were living beings, therefore their size had increased.

xiv Mr. Sardar Ali Khan, Range Officer Wildlife Division Torghar (Member of Wildlife Committee) stated in his written statement that DFO Wildlife vide his notification declared him chairman for the physical test. The responsibility of physical test was assign to Police committee. The Police committee conducted test of all the 153 candidates and prepared a hand written list of qualified candidates and asked him to sign the list which he signed. With regard to exclusion of two qualified candidates from the approved list, he stated that he did not have any personal interest/prejudice with any candidate. If he had such intentions then he should disqualified them in the physical test. Probably, this was done mistakenly.

xv Mr. Asif Nawaz Watcher Wildlife Division Torghar (Member of Wildlife Committee) stated in his written statement that he attended Police Line Judba Torghar in compliance to DFO's orders. The physical test was the responsibility of police committee and they conducted the entire process. He further stated that he did not know anything about the list and he did not sign the same.

xvi Mr. Fazal Wahab, Deputy Ranger, Wildlife Division Torghar (Member of Wildlife Committee) stated in his written statement that DFO Wildlife Torghar nominated him for physical test but on the same day he was assigned other responsibilities. Due to the reason he was not present at the time of physical test. At the end of the test, Police Committee asked him to sign the list immediately and according to him he signed the list. He further stated that he did not know anything about the list and being a field staff, he did not had knowledge of measurement. To a question that the names of two qualified candidates were replaced by two disqualified candidates, he replied that he knows nothing about that and after physical test he went to Forest School Thal, Abbottabad for training.

xvii A questionnaire was served to DFO Wildlife Torghar wherein he was asked that under what authority the 2nd physical test was conducted.

He replied that the physical test was re-conducted due to complaint of District Nazim Torghar, and Tehsil Nazim and their favourable two candidates after instructions of worthy Chief Conservator Wildlife, Khyber Pakhtunkhwa and Conservator Wildlife. He further stated that in the second physical test the opportunity was not given to the candidates who already disqualified the test. The reply of the DFO itself points toward the defective process of the 2nd test as if there were complaints against the 1st test then opportunity should be given to all the candidates regardless the fact that they qualified or disqualified the previous test so as to ensure transparency.

4. Conclusion:

The facts lead to the conclusion that both the Committees i.e. Police & Wildlife exercised great laxity and negligence while conducting 1st physical test. In the said test, the entire process was over sighted especially Marathon and Eye Sight. The result of 1st physical test was recorded in a vague manner which consisted of various defects/ flaws and irregularities which has been discussed at para-xi (a,b,c,d,e,f & g) of this report. The recruitment process was delayed for some months due to the ban imposed by Election Commission of Pakistan and due to the complaint of District Nazim Torghar. Two qualified candidates Mr. Fatehullah S/o Amrullah and Mr. Zahid Shah S/o Mr. Salami Shah were restrained from further competition despite the fact that they had qualified the chest/height criteria. Hence, it was injustice with them. Similarly, two candidates Mr. Ihtisham Khan and Muhammad Yaqoob who disqualified the 1st test were included in the list of 27 qualified candidates which indicate that undue favour was extended to these two candidates. Though the result of 2nd physical test was found almost accurate in term of chest/height measurement while the remaining criteria of physical test i.e. eye sight and Marathon, was totally ignored in the 2nd test and for the same the DFO relied upon previous test result which was defective, questionable and under complaints. Moreover, 2nd test was

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conducted of the qualified candidates of the 1st test leaving 120 disqualified candidates of 1st test deprived which is against the principles of fair competition. Furthermore, complete lack of supervision from DFO Wildlife Torghar provided opportunity to the members of the Police and DFO committee to conduct the 1st test as per their own understanding/knowledge which lead the process to a defective exercise. The record did not confirm any efforts made by DFO Wildlife to counter check/oversee the process. The DFO Wildlife and members of his committee tried to shift the burden of physical tests to the police committee despite the fact that the post of Wildlife Watcher existed in their department and they were mandated to conduct the same and the role of police committee was to assist/facilitate them in the recruitment process.

5. FINDINGS

Based on the observations/analysis at Para-3 of this report, findings are as under:-

- I. That, Divisional Forest Officer (DFO), Wildlife District Torghar advertised 12 No. of posts of Wildlife Watcher (BPS-07).
- II. The committees constituted for the 1st physical test exercised sheer negligence and laxity while conducting the 1st physical test and as the reason several defective candidates were found by the physical test authorities.
 - Non recording of candidate's signature.
 - Inclusion of two (2) disqualified candidates in the list of qualified candidates.
 - Exclusion of two (2) qualified candidates from the list of qualified candidates.
 - Eye sight was not checked during the physical test.
 - The result/record of marathon race was not maintained.

Seamless

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The list of qualified candidates were not signed by two notified members instead two (2) un-notified persons signed the same.

- III. 2nd physical test was conducted only of qualified candidates of 1st physical test and two recommended candidates of District Nazim which was injustice with the other disqualified candidates of 1st physical test and was against the principles of fair competition. Moreover, the 2nd physical test was confined to measurement of chest and height only and for the other criteria of physical fitness i.e. the eye sight and marathon, DFO Wildlife Torghar relied upon the result of 1st test which was already questionable. Hence, the process of 2nd test was also defective.
- IV. District Nazim Torghar unlawfully intervened in the process of recruitment and by his influence two (2) physically disqualified candidates were allowed to appear in the 2nd physical test. He compelled Wildlife Department to conduct the 2nd physical test.
- V. DFO Wildlife Torghar failed to resist to unlawful pressure of District Nazim and allowed two (2) disqualified candidates to appear in the 2nd physical test.
- VI. The recruitment process was delayed due to the ban imposed by Election Commission of Pakistan and later on due to the completion of irregularities/political involvement by District Nazim Torghar.
- VII. The role of DFO Wildlife (being the divisional head) with regard to supervision/monitoring of the recruitment process was not confirmed by the record. Complete lack of supervision from the DFO provided an opportunity to members of Police and DFO Committee to conduct the test in a manner that did not ensure transparency.

RECOMMENDATIONS

Based on observations and findings of the report recommendations of PI are as follows:

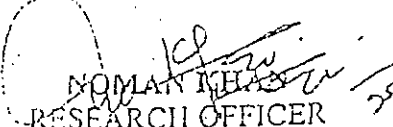
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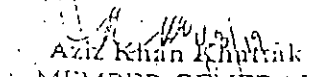
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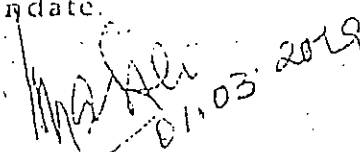
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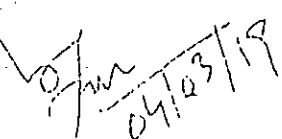
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- I. Disciplinary action under the relevant rules may be taken against the members of the Police and Wildlife Committees, who conducted 1st physical test, on the grounds of negligence and omission of duties/responsibilities assigned to them.
- II. Disciplinary action against the incumbent DFO Wildlife Torghar may be taken for his negligence and non interest in his official duties and failure to overcome anomalies mentioned in this report.
- III. The appointment of 12 Wildlife Watcher District Torghar is based on irregular/defective process and fair trial for competition was not observed. The appointment of 12 No. of Wildlife Watcher was made against the spirit of merit, therefore; the appointment may be cancelled. The posts may be re-advertised and be filled strictly following the merit and criteria.
- IV. The required height and chest size of Wildlife Watcher is over and above the height and chest size required for other forces of this province. Therefore, the same may be considered to make it uniform with other force physical requirement.
- V. The District Nazim Torghar may also be proceeded under the relevant disciplinary rules on the grounds of unlawful intervention in the recruitment process and merit of the Wildlife Watcher having no such mandate.


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RESEARCH OFFICER
Provincial Inspection Team,
Khyber Pakhtunkhwa


Aziz Khan Khattak
MEMBER GENERAL
Provincial Inspection Team,
Khyber Pakhtunkhwa


LIAQAT ALI MOHMAND
MEMBER (INQUIRIES)
Provincial Inspection Team,
Khyber Pakhtunkhwa


Muhammad Akbar Khan
CHAIRMAN
Provincial Inspection Team,
Khyber Pakhtunkhwa

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PAY BILL OF THE FOLLOWING STAFF OF TORGHAR WILDLIFE DIVISION FOR THE MONTH OF 02/2019																	
Sl. No.	NAME & RANK	POST (RHS)	GROSS SALARY	GROSS PAY (RHS)	GROSS PAY (LHS)	GROSS PAY (RHS)	GROSS PAY (LHS)	GROSS PAY (RHS)	GROSS PAY (LHS)	GROSS PAY (RHS)	GROSS PAY (LHS)	GROSS PAY (RHS)	GROSS PAY (LHS)	GROSS PAY (RHS)	GROSS PAY (LHS)	GROSS PAY (RHS)	NET PAY
1	Management Off. I/R	20450	2457	2756	0	1500	100	1600	200	1800	300	2100	250	2350	200	2150	2257
2	Forest Officer D/W	21270	2853	2412	0	1500	50	1550	150	1700	100	1800	150	1650	100	1750	2154
3	Mr. Mohammad (Manager)	13450	1509	1522	0	1500	200	1700	150	1850	120	1970	130	1840	100	1940	2071
4	Asst. Inspect	12500	1505	1400	0	1500	200	1700	100	1800	100	1900	100	1800	100	1900	2048
5	Forest Officer Class	20000	4107	2417	0	1500	0	1500	0	1500	0	1500	0	1500	0	1500	2046
6	Forest Officer	21270	4107	2537	0	1500	0	1500	0	1500	0	1500	0	1500	0	1500	2046
7	Forest Officer	20500	4107	2467	0	1500	0	1500	0	1500	0	1500	0	1500	0	1500	2046
8	Forest Officer	20500	4107	2467	0	1500	0	1500	0	1500	0	1500	0	1500	0	1500	2046
9	Forest Officer	20500	4107	2467	0	1500	0	1500	0	1500	0	1500	0	1500	0	1500	2046
10	Forest Officer	20500	4107	2467	0	1500	0	1500	0	1500	0	1500	0	1500	0	1500	2046
11	Forest Officer	20500	4107	2467	0	1500	0	1500	0	1500	0	1500	0	1500	0	1500	2046
12	Forest Officer	20500	4107	2467	0	1500	0	1500	0	1500	0	1500	0	1500	0	1500	2046
13	Forest Officer	20500	4107	2467	0	1500	0	1500	0	1500	0	1500	0	1500	0	1500	2046
14	Forest Officer	20500	4107	2467	0	1500	0	1500	0	1500	0	1500	0	1500	0	1500	2046
15	Forest Officer	20500	4107	2467	0	1500	0	1500	0	1500	0	1500	0	1500	0	1500	2046
16	Forest Officer	20500	4107	2467	0	1500	0	1500	0	1500	0	1500	0	1500	0	1500	2046
17	U. S. S. Class III	10000	145	1015	300	100	0	1100	0	1100	0	1100	0	1100	0	1100	1750
18	U. S. S. Class II	10000	145	1015	300	100	0	1100	0	1100	0	1100	0	1100	0	1100	1750
19	U. S. S. Class I	10000	145	1015	300	100	0	1100	0	1100	0	1100	0	1100	0	1100	1750
20	U. S. S. Class IV	10000	145	1015	300	100	0	1100	0	1100	0	1100	0	1100	0	1100	1750
21	Asst. Inspect	2124	300	2424	0	0	0	0	0	0	0	0	0	0	0	0	2520
22	Total	505674	70047	86654	1600	63300	3041	41845	1668	44200	1058	50431	83284	44040	25200	25200	78824

Certified that Rs. 784264/- has been disbursed by me through the bank accounts of the above mentioned staff

[Signature]
 Divisional Forest Officer
 Torgar Wildlife Division
 Torgar

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PAY BILL OF THE FOLLOWING STAFF OF TORGHAR WILDLIFE DIVISION FOR THE MONTH OF 08/2019

Sl. No.	Name & Rank	Pay (A91131)	DA (A91132)	Con. All. (A91133)	Grass Allowance (A91134)	L.A. (A91137)	ARA 2A 2013 (A91137)	ARA 10% (A91138)	ARA 25% (A91139)	L.A.A. (A91140)	ARA 10% (A91141)	ARA 25% (A91142)	TPA (A91143)	TPA (A91144)	TOTAL	C.P.P.	RE	R.D.C.	PATE
1	Mohammad Shah	20450	1851	2850	0	1500	605	1259	305	1000	2049	2849	2849	36324	1200	600	500	33324	
2	Faisal Wahab D.O.	21370	1853	2850	0	1500	623	1043	310	1000	2157	2437	2437	37564	1200	600	500	34264	
3	Asadullah Khan J.C.	18090	1234	2850	0	1500	805	1500	400	1000	1800	1500	1500	30543	1200	600	500	28343	
4	Mr. Abdul Wahab J.C.	12430	1550	1800	0	1000	305	1024	100	1000	1345	1345	1345	25097	1010	600	500	22287	
5	Asadullah Khan J.C.	12430	1550	1800	0	1000	305	1024	100	1000	1345	1345	1345	25097	1010	600	500	22287	
6	Faisal Wahab D.O.	7693	1112	1352	0	1050	0	645	0	700	700	700	700	14859	1010	600	500	12649	
7	Faisal Wahab D.O.	7693	1112	1352	0	1050	0	645	0	700	700	700	700	14859	1010	600	500	12649	
8	Faisal Wahab D.O.	7693	1112	1352	0	1050	0	645	0	700	700	700	700	14859	1010	600	500	12649	
9	Faisal Wahab D.O.	7693	1112	1352	0	1050	0	645	0	700	700	700	700	14859	1010	600	500	12649	
10	Mohammad Khan	7693	1112	1352	0	1050	0	645	0	700	700	700	700	14859	1010	600	500	12649	
11	Mohammad Khan	7693	1112	1352	0	1050	0	645	0	700	700	700	700	14859	1010	600	500	12649	
12	Mohammad Khan	7693	1112	1352	0	1050	0	645	0	700	700	700	700	14859	1010	600	500	12649	
13	Mohammad Khan	7693	1112	1352	0	1050	0	645	0	700	700	700	700	14859	1010	600	500	12649	
14	Mohammad Khan	7693	1112	1352	0	1050	0	645	0	700	700	700	700	14859	1010	600	500	12649	
15	Mohammad Khan	7693	1112	1352	0	1050	0	645	0	700	700	700	700	14859	1010	600	500	12649	
16	Mohammad Khan	7693	1112	1352	0	1050	0	645	0	700	700	700	700	14859	1010	600	500	12649	
17	Mohammad Khan	7693	1112	1352	0	1050	0	645	0	700	700	700	700	14859	1010	600	500	12649	
18	Mohammad Khan	7693	1112	1352	0	1050	0	645	0	700	700	700	700	14859	1010	600	500	12649	
19	Mohammad Khan	10000	1410	1750	350	1500	200	1000	1000	1000	1000	1000	1000	20220	770	300	300	18450	
20	Mohammad Khan	10000	1410	1750	350	1500	200	1000	1000	1000	1000	1000	1000	20220	770	300	300	18450	
Total		207126	263211	320111	1150	24500	3593	17021	1805	10400	20709	70532	20709	394140	20320	11100	11100	351520	

Certified that Rs. 426072/- has been disbursed by me through the bank accounts of the above mentioned staff.

Signature # 3676 / 08/2019

Divisional Forest Officer
Torgar Wildlife Division
Torgar

تاریخ: 29 اگست 2019

ایجنل بنام کنزرویٹو وائٹڈ لائف سدرن سرکل پشاور

مضمون: درخواست برائے بحالی برطرف شدہ وائٹڈ لائف واجراڈ فٹور غر وائٹڈ لائف ڈویژن خیبر پختونخواہ

جناب عالی!

گزارش کی جاتی ہے کہ سائل کو بذریعہ آفس آرڈر نمبر: 04 تاریخ: 14 نومبر 2018 (کاپی لف بیلور) (A) بیلور وائٹڈ لائف داچر (بی پی ایس 7) تو غر وائٹڈ لائف ڈویژن میں تمام ضروری قواعد و ضوابط پورے کرنے کے بعد بھرتی کیا گیا اور سائل نے گزشتہ ایک سال سے مکمل طور پر بطریق حسن اپنی ڈیوٹی سرانجام دی اور محکمے کیلئے خدمات سرانجام دیں۔ تاہم دوران بھرتی ضلع تو غر سے منتخب شدہ ایم پی سے لاکن محمد خان سیاسی اثر و رسوخ استعمال کر کے اپنے لوگوں کو بھرتی کروانا چاہتا تھا مگر ناکامی کی صورت میں سائل اور میرے ساتھ بھرتی شدہ ملازمین کیخلاف تہاڑ کھول لیا۔ متعلقہ ایم پی اے نے سیاسی بنیاد پر حکومت کو درخواست دی اور انسپکشن ٹیم کی انکوائری رپورٹ کے ذریعے سے سائل سمیت بھرتی شدہ 12 وائٹڈ لائف داچرز کو بذریعہ آفس آرڈر نمبر: 04 تاریخ: 22 اگست 2019 (کاپی لف بیلور B) غیر قانونی طور پر برطرف کر دیا جو سائل کیساتھ سرسرتا انصافی کے ذمے میں آتا ہے کیونکہ بھرتی کے عمل کے دوران ہمیں تمام عمل سے گزار کر بھرتی کیا گیا۔

مندرجہ بالا تناظر کو مد نظر رکھتے ہوئے بیلور کنزرویٹو وائٹڈ لائف سدرن سرکل آپ سے سائل استدعا کرتا ہے کہ ڈی ایف او وائٹڈ لائف تو غر کے مذکور بالا برطرفی آفس آرڈر کو معطل کر کے ہمیں دوبارہ تعینات کرنے کے احکامات صادر فرمائیں۔

Attested

SYED ASIF SHAH
ADVOCATE HIGH COURT

سائل آپ کا ساری عمر مشکور و ممنون رہے گا۔

کاپی برائے اللاراع و قمروری کاروائی:

1- چیف کنزرویٹو وائٹڈ لائف خیبر پختونخواہ پشاور

(سابقہ وائٹڈ لائف داچر تو غر وائٹڈ لائف ڈویژن)

فون:

Annex 'F' (48)

OFFICE OF THE CONSERVATOR WILDLIFE SOUTHERN CIRCLE PESHAWAR

To

Mr. Anwar Khan,
Ex-Wildlife Watcher,
Torghar Wildlife Division,
C/O DFO Wildlife Torghar.

(48)

No. 3438 WL(SC) Dated Peshawar the 20/9/2019

Subject: APPEAL FOR REINSTATEMENT AS WILDLIFE WATCHER.

You have preferred an appeal dated 29-08-2019 to the undersigned for reinstatement in service as Wildlife Watcher by setting aside officer order No. 04 dated 22-08-2019 issued by DFO Wildlife Torghar. Your subject appeal has been considered and was referred to the concerned DFO Wildlife Torghar for his comments vide this office No. 2581/WL(SC) dated 30-08-2019. DFO Wildlife Torghar furnished his comments on the appeal vide his office letter No. 329/WL-TG dated 04-09-2019. From the comments of DFO Wildlife Torghar and facts of the case, it is clear that:

An inquiry was conducted by the Provincial Inspection Team, Khyber Pakhtunkhwa in compliance with Chief Minister's Secretariat Khyber Pakhtunkhwa letter No. SOVI/CMS/KPK/3-8/2018/22343 W/E dated 14-12-2018, issued in light of a letter from Mr. Laiq Muhammad Khan, MPA PK-53 Torghar wherein the MPA had raised the issue of illegal appointment of Wildlife Watchers in Torghar Wildlife Division.

The Provincial Inspection Team, Khyber Pakhtunkhwa conducted the inquiry and it has been recommended in its enquiry report that the appointment of twelve (12) wildlife watchers including your appointment being irregular and contradictory to the provisions of relevant rules and procedure, may be cancelled. The inquiry report of the Provincial Inspection Team, Khyber Pakhtunkhwa was received in Khyber Pakhtunkhwa Wildlife Department through Section Officer (Estt), Government of Khyber Pakhtunkhwa, Forestry, Environment and Wildlife Department letter No. SO(Estt)/FE&WD/11-6/DSC/2765-69 dated 25-07-2019 which was subsequently endorsed to this office vide Chief Conservator Wildlife Khyber Pakhtunkhwa endorsement No. 1104/WL(E) dated 31-07-2019. In light of the aforementioned inquiry, it has clearly been mentioned in the aforesaid letter from Administrative Department that the appointment made against the 12 posts of wildlife watchers in Torghar Wildlife Division may immediately be cancelled and these posts may be re-advertised through ETEA and filled strictly by observing merit and criteria.

This office referred the said inquiry report to DFO Wildlife Torghar for necessary action vide this office endorsement No. 1570/WL(SC) dated 02-08-2019. As such in compliance with the directives of the Administrative Department and in line with the recommendations of the inquiry committee, the DFO Wildlife Torghar cancelled the appointment of above-mentioned wildlife watchers including you vide his office order No. 04 dated 22-08-2019.

Since your appointment has been cancelled on the recommendations of a high-level inquiry committee, therefore the undersigned is convinced that office order No. 4 dated 22-08-2019 issued by the DFO Wildlife Torghar is supported by law and procedure after fulfillment of legal formalities, therefore your appeal dated 29-08-2019 is hereby rejected.

No. 1 WL(SC)

Attested
SYED ASIF SHAH
ADVOCATE HIGH COURT

Conservator Wildlife
Southern Circle
Peshawar



20/09/2019

Copy forwarded to the:

1. Chief Conservator Wildlife Khyber Pakhtunkhwa for information.
2. DFO Wildlife Torghar for information and necessary action. He is requested to obtain acknowledgement receipt of this letter from the appellant for official record.

Conservator Wildlife
Southern Circle
Peshawar

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قیمت 50 روپے	28897			
ایڈووکیٹ: Syed Asif Shah		پشاور بار ایسوسی ایشن، خیبر پختونخواہ		
بار کونسل / ایسوسی ایشن نمبر: B-3252				
رابطہ نمبر: 03018143188				

بعدالت جناب: Services Tribunal (CPO) Peshawar

مخائب: Appellant	دعویٰ: Services Appellant
Anwar ulan	علت نمبر: _____
بنام	مورخہ: _____
Govt. CPO	جرم: _____
	تھانہ: _____

باعث تحریر آنکہ

مقدمہ مندرجہ عنوان بالا میں اپنی طرف سے واسطے پیروی و جواب دہی کاروائی متعلقہ
آن مقام کے لیے کیلئے _____ کے لیے _____ کو وکیل مقرر
کر کے اقرار کیا جاتا ہے کہ صاحب موصوف کو مقدمہ کی کل کاروائی کا کامل اختیار ہوگا، نیز وکیل صاحب کو
راضی نامہ کرنے و تقرر ثالث و فیصلہ برحلف دینے جواب دعویٰ اقبال دعویٰ اور درخواست از ہر قسم کی تصدیق
زیریں پر دستخط کرنے کا اختیار ہوگا، نیز بصورت عدم پیروی یا ڈگری یکطرفہ یا اپیل کی برآمدگی اور منسوخی، نیز
دائر کرنے اپیل نگرانی و نظر ثانی و پیروی کرنے کا مختار ہوگا اور بصورت ضرورت مقدمہ مذکورہ کے کل یا جزوی
کاروائی کے واسطے اور وکیل یا مختار قانونی کو اپنے ہمراہ یا اپنے بجائے تقرر کا اختیار ہوگا اور صاحب
مقرر شدہ کو وہی جملہ مذکورہ باختیارات حاصل ہوں گے اور اس کا ساختہ پر داختم منظور و قبول ہوگا
دوران مقدمہ میں جو خرچہ ہر جانہ التوائے مقدمہ کے سبب سے ہوگا۔ کوئی تاریخ پیشی مقام دورہ یا حد سے
باہر ہو تو وکیل صاحب پابند نہ ہوں گے کہ پیروی مذکورہ کریں، لہذا وکالت نامہ لکھ دیا تاکہ سند رہے

المرقوم: 30 ستمبر

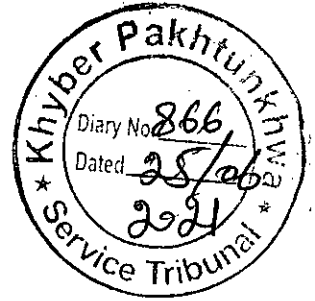
العبد _____ گواہ شد _____ العبد

مقام _____ کے لیے منظور ہے۔

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


SYED ASIF SHAH
ADVOCATE HIGH COURT

الذکر فی حد اسرمان

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

PUT UP TO THE WORTHY CHAIRMAN
WITH RELEVANT APPALS.

Service Appeal No. 1317 of 2019

Anwar Khan.....APPELLANT

~~2516~~ 2516 / 2021

VERSUS

Government of Khyber Pakhtunkhwa
Peshawar etc.....RESPONDENTS.

SERVICE APPEAL

**APPLICATION SEEKING FIXATION OF
THE TITLED SERVICE APPEAL
BEFORE PRINCIPAL SEAT FOR ITS
EARLY DISPOSAL.**

Respectfully Sheweth!

1. That, the above-titled service appeal is pending before this Honourable Court since last two years at its Camp court at Abbottabad.
2. That, the respondents have submitted their comments and the appeal is now fixed for rejoinder.
3. That, due to COVID-19 situation as well as non- availability of the camp court at Abbottabad, the titled appeal is lingering on and there is no possibility of

Ready.

constitution of tour camp at Abbottabad in near future.

4. That, the respondents have cancelled the appointment order of the appellant due to which the appellant are suffering a lot as the appellant is a poor person and the said employment was the only source of income for the appellant.
5. That, due to delay in the matter, the appellant is also suffering from severe physical and mental torture, therefore, for the ends of justice, the file of titled appeal is necessary to fixed before this Honourable Tribunal being Principal seat for further proceedings.

.....PRAYER.....

It is, therefore, most humbly prayed that on acceptance of the instant appeal, the titled appeal may please be fixed before this Honourable Tribunal at its Principal seat at Peshawar and the same be disposed of as early as possible.

Dated 19.06.2021


Anwar Khan
.....Appellant


Through

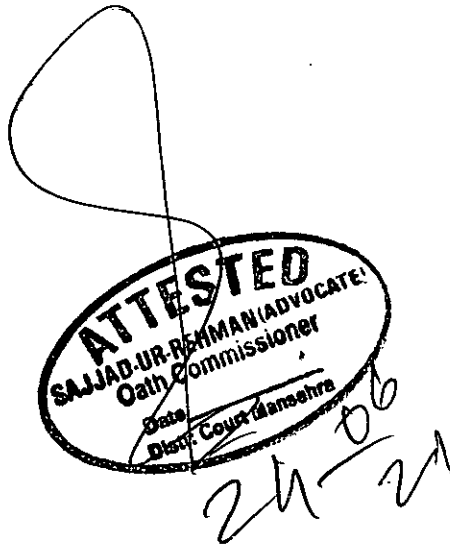

SYED ASIF SHAH,
Advocate High Court,
Mansehra.

AFFIDAVIT.

I, Anwar Khan son of Asar Khan resident of village Banda Bala P.O Sar Khaili Banda, Tehsil Judba District Torghar, appellant, do hereby solemnly affirm and declare on oath that the contents of the foregoing application are true and correct and nothing has been concealed from this Honourable Tribunal.

Dated 19.06.2021


Anwar Khan
(DEPONENT)



BEFORE THE KHYBER PAKHTUNKHWA, SERVICE TRIBUNAL PESHAWAR

SERVICE APPEAL NO. 1317of/2019

Anwar Khan S/o of Asar Khan resident of Village Banda Bala P.O Sar Khaili Banda, Tehsil Judba District Torghar.

.....PETITIONERS

VERSUS

1. Govt Khyber Pakhtunkhwa through Secretary Wildlife Department, Khyber Pakhtunkhwa Peshawar.
2. Divisional Forest Officer Wildlife – Torghar
3. Chief Conservator Wildlife Khyber Pakhtunkhwa at Shami Road, Peshawar.
4. The Conservator Wildlife Southern Circle, Peshawar

.....RESPONDENTS

PARAWISE COMMENTS ON BEHALF OF RESPONDENTS NO.01 TO 04

Respectfully Sheweth:

PRELIMINARY OBJECTION:

1. That the appellant has got no cause of action therefore, the instant appeal is liable to be dismissed.
2. That the appeal in hand is barred by law, hence not maintainable.
3. That the appellant is estopped by their own conduct to file the instant appeal.
4. That the appeal in hand is incompetent in its present form hence not maintainable.

ON PRAYERS

Incorrect: The appointment orders of the appellants were cancelled by the respondent No.02 vide Divisional Forest Officer Wildlife Torghar Office Order No.04 dated: 22.08.2019 on the basis of findings of the inquiry report of the Provincial Inspection Team (PIT) regarding illegal appointment of Wildlife Watchers in Torghar Wildlife Division. The said inquiry was conducted by PIT in compliance with the directives of Chief Minister's Secretariat, Khyber Pakhtunkhwa vide letter No. SOVI/CMS/3-8/2018/22343-44 W/E dated:14.12.2018. The PIT in its inquiry report recommended, inter-alia that:

- (i) Disciplinary action may be taken against the members of Police and Wildlife Committees and incumbent Divisional Forest Officer Torghar under the relevant rules, who conducted first physical test, on the grounds of negligence and omission of duties/responsibilities assigned to them.
- (ii) The appointment of 12 Wildlife Watchers in Torghar Wildlife Division is based on irregular/defective process and fair trial for competition was not observed. The appointment of 12 Wildlife Watchers was made against the spirit of merit, therefore, the appointment may be cancelled. The posts may be re-advertised and be filled strictly following the merit and criteria.

Accordingly, as explained above, the DFO Wildlife Torghar cancelled the appointment orders of the appellants. Their departmental representations/appeals were also rejected by the Appellate Authority as under (**Copies enclosed as Annexure-I**):

S.No.	Letter No.	Dated	Addressed to
1.	3421-22/WL(SC)	20.09.2019	Mr. Faiz-Ur-Rehman (Ex-Wildlife Watcher)
2.	3424-25/WL(SC)	=do=	Muhammad Tayab (Ex-Wildlife Watcher)
3.	3426-28/WL(SC)	=do=	Muhammad Irfan (Ex-Wildlife Watcher)
4.	3430-31/WL(SC)	=do=	Majid Khan (Ex-Wildlife Watcher)
5.	3433-34/WL(SC)	=do=	Hazratullah (Ex-Wildlife Watcher)
6.	3436-37/WL(SC)	=do=	Hafeez-Ur-Rehman (Ex-Wildlife Watcher)
7.	3439-40/WL(SC)	=do=	Anwar Khan (Ex-Wildlife Watcher)
8.	3442-43/WL(SC)	=do=	Hussain Ahmad (Ex-Wildlife Watcher)
9.	3445-46/WL(SC)	=do=	Haroon Khan (Ex-Wildlife Watcher)
10.	3448-49/WL(SC)	=do=	Mubashir Ahmad (Ex-Wildlife Watcher)
11.	3451-52/WL(SC)	=do=	Fazal Nawaz Khan (Ex-Wildlife Watcher)

It is further clarified that the department has also initiated disciplinary proceedings against the responsible officers/officials involved in illegal appointment of Wildlife Watchers in Torghar Wildlife Division under Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011 in compliance with the recommendation of PIT inquiry report.

In view of above facts, no illegal decision and political victimization of the appellants has been made by the respondents hence the appeal is liable to be dismissed.

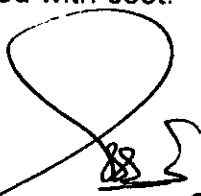
ON FACTS

1. Pertains to the record, hence no comments.
2. **Correct** to the extent that on 15.12.2017 the Divisional Forest Officer Wildlife Torghar advertised 12 posts of Wildlife Watcher (BPS-07). In response, the appellants were applied for the posts.
3. **Correct** to the extent that the appellants served from 14.11.2018 to 22.08.2019 in the office of Divisional Forest Officer Wildlife Torghar.
4. In correct, as explained above (**On Prayers**)
5. **Incorrect.** On the orders of the Chief Minister, Khyber Pakhtunkhwa, an inquiry was conducted by the PIT regarding illegal appointment of Wildlife Watchers in Torghar Wildlife Division. In compliance with the recommendations of the said inquiry report, the appointment orders of the appellants were cancelled. (**copy of the inquiry is "A"**)
6. **Correct** to the extent that the appellants preferred departmental appeals for setting aside the appointment cancellation orders and requested for re-appointment as Wildlife Watcher in Torghar Wildlife Division. The same were rejected by the Appellate Authority, based on valid grounds.
7. **Incorrect:** As explained above.


ON GROUNDS

- a. **Incorrect:** The appointment orders of the appellants were cancelled by the respondent No.02 vide Office Order No.04 dated: 22.08.2019 in light of the recommendations of inquiry report conducted by the PIT. Hence the impugned order is very much legal.
- b. **Incorrect:** Cancellation of appointment orders was done as per recommendations of the PIT's inquiry report which termed these appointments against law and rules.
- c. **Incorrect:** The PIT in its inquiry report clearly recommended that the appointment orders of 12 posts of Wildlife Watchers in Torghar Wildlife Division may be cancelled immediately and then re-advertise the posts. Hence the appointment orders being illegal were cancelled in light of the said inquiry.
- d. **Incorrect: As explained at Serial No. c above.**
- e. **Incorrect:** Provincial Inspection Team is competent to conduct enquiry and its recommendations are binding.
- f. Inquiry report of Provincial Inspection Team (PIT) has completely discussed the case and various appellants appeared in front of the inquiry committee.
- g. **Incorrect:** Proper inquiry was conducted by PIT and the appointment orders have been proved to be issued in violation of laws and rules hence the impugned orders were issued in accordance with law.
- h. **Incorrect:** As explained above
- i. **Incorrect:** Inquiry was conducted by a recognized body of the province.
- j. **Incorrect:** Respondents acted as per law and rules.
- k. **Incorrect:** Illegal order does not create rights. Hence no right has been violated.

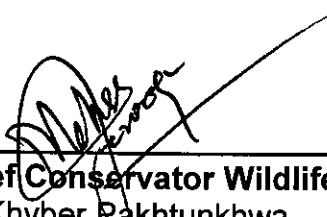
It is therefore most humbly prayed that the subject Appeal may please be dismissed with cost.




Secretary
Govt. of Khyber Pakhtunkhwa
Forestry, Environment and
Wildlife Department
(Respondent No.01)



Divisional Forest Officer Wildlife
Torghar Wildlife Division
(Respondent No. 02)



Chief Conservator Wildlife
Khyber Pakhtunkhwa
Peshawar
(Respondent No. 03)



Conservator Wildlife
Southern Wildlife Circle
Peshawar
(Respondent No. 04)

Annex 'D'



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CONFIDENTIAL



PROVINCIAL INSPECTION TEAM, KHYBER PAKHTUNKHWA

INQUIRY REPORT

SUBJECT: INQUIRY AGAINST ILLEGAL APPOINTMENT IN WILDLIFE
DEPARTMENT DISTRICT TORGHAR.

ORDER OF INQUIRY

Orders of the inquiry were received to Provincial Inspection Team from Chief Minister's Secretariat, Khyber Pakhtunkhwa vide letter No. SOVI/CMS/KPK/3-8/2018/22343-44 W/E dated 14.12.2018 (Annex: A).

COMPLAINT:

Mr. Laiq Muhammad Khan, MPA PK-35, Torghar submitted a letter to Chief Minister Khyber Pakhtunkhwa wherein he raised the issue of illegal appointment of Wildlife Watcher in Wildlife division District Torghar (Annex: B).

The gist of the allegations is as under:

According to him, Wildlife Torghar advertised 12 posts of Wildlife Watcher and 27 candidates were shortlisted after conducting physical, Medical test on 27.2.2018. The Selection Committee found the testimonials of the 27 candidates correct and accord approval. But astonishingly, after 9 months physical test was re-arranged on 17.1.2018 which was an illegal act.

After 9 months, the chest and height of some candidates were reduced and out of 27 candidates, 12 half eyed candidates, were finalized.

(2) (77) (47)

These candidates were appointed by taking bribe which was injustice with other candidates.

- 32
A
- iii. The honourable MPA requested to cancel these illegal appointments in Wildlife division District Torghar and to re-advertise the said posts so that the eligible candidates could be able to get their right.

INQUIRY PROCEEDINGS

- a. After receipt of the reference, a two member team of PIT visited District Torghar in connection with the subject inquiry (Annex: C).
- b. PIT requested Divisional Forest Officer (DFO), Torghar to provide attendance register of the newly appointed Wildlife Watcher vide letter dated 11.1.2019 (Annex: D). In response, DFO, Torghar replied vide letter dated 11.1.2019 (Annex: E).
- c. The officials of District Police Office (DPO), Torghar and DFO Wildlife, Torghar recorded their statement as per given detail;

S.No	Name	Designation	Annexure
1.	Abdul Sami	Asst. Member of the 1 st Committee	F
2.	Muhammad Ali	Head Constable Member of the 1 st Committee	
3.	Khan Muhammad	Head Constable Member of the 1 st Committee	
4.	Sajid	Head Constable Member of the 1 st Committee	
5.	Aamir Khan Swati	Head Constable Member of the 2 nd Committee	G
6.	Khan Muhammad	Head Constable Member of the 2 nd Committee	
7.	Syed. Afzal	LHC, Member of the 2 nd Committee	
8.	Sardar Ali Khan	Range Officer, Wildlife Torghar	H
9.	Asif Nawaz	Watcher, Wildlife Torghar	I
10.	Fazal Wahab	Deputy Ranger, Wildlife Torghar	J

- d. DFO Wildlife Torghar recorded his statement vide (Annex: K). later on, he attended PIT on 7.2.2019 and recorded his supplementary statement vide (Annex: L).
- e. PIT served a questionnaire upon DFO Wildlife Torghar vide letter dated 13.2.2019 followed by reminder dated

23

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19.2.2019(Annex: M). DFO Wildlife responded to the same letter dated 19.2.2019(Annex: N).



OBSERVATIONS

After scrutiny of the available record/documents, detailed discuss written statements and replies of the concerned staff, observations of are as under:-

- i. Perusal of the record showed that Divisional Forest Officer (D) Wildlife District Torghar advertised 12 posts of Wildlife Watcher (BPS-07) through information Department in daily Mashriq di 15-12-2017(Annex: O). Qualification for the post of Wildlife Watcher (BPS-07) was as follows:

Wildlife Watcher (BPS-07)	<p>a) At least 2nd class Intermediate Certificate with Matric Science from a recognized Board; and</p> <p>b) <u>Physical fitness:</u></p> <ul style="list-style-type: none"> i. Height: five feet and six inches (minimum); ii. Chest Size: 34-36 inches (minimum); and iii. Eye Sight: V-6J (with glasses), each eye 6x6. <p>Note: It is essential that the candidate will have to qualify Marathon race of 2-Km within 20 minutes</p>	18-30 years	<p>By initial recruitment.</p> <p>Note: The candidates who have been recruited will have to undergo compulsory one year Training Course of Forest Guard or Wildlife Watcher at the Khyber Pakhtunkhwa Forest School, Thal Abbotabad."</p>	Annex:P
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- ii. In the said advertisement, it was mention in the conditions that candidates will have to submit eye certificate with regard to corr eye sight issued by eye specialist alongwith bio-data(CV) to office of DFO Wildlife Division Torghar till 10.01.2018. After closing date i.e. 10.01.2018, total 251 applications were received. DFO Wildlife notified a Scrutiny Committee, for Scrutiny documents of the candidate vide his office order dated 6.2.2019 comprised of the following members.

- (24)  36 
- i. Mr. Sardar Ali Khan Rang Officer, Wildlife Torghar
 - ii. Fazal Wahab, Deputy Ranger
 - iii. Asif Nawaz, Watcher Wildlife, Torghar.

The Scrutiny Committee submitted a verified list on 12.2.2018(Annex:Q). According to the list, 153 applicants were found eligible while 98 applicants were found ineligible. Afterwards, DFO Wildlife Torghar notified another committee, having the same members of the scrutiny committee, for the physical test vide his office order dated 6.2.2018(Annex:R). On the same day, DFO Wildlife Torghar requested DPO Torghar to depute three officials to conduct physical test i.e. including 2 Km Marathon, height and Chest Measurement. In response, DPO Torghar deputed the following four (4) officials for physical test (Annex: S):

- i. ASI Sami Khan SRC/DPO Office
- ii. HC Sajid Khan A/LO Police Line
- iii. LHC Khan Muhammad A/OHC DPO Office
- iv. FC Pervaiz No. 73/NOHC DPO Office

Physical test of 153 candidates was conducted on 27.2.2018, wherein 27 candidates qualify the test (Annex:T). Member of both committees (Police & Wildlife) signed the list of 27 candidates who qualified the physical test and the same was forwarded to DFO Wildlife, Torghar for further process (Annex:U). Meanwhile, District Nazim Torghar wrote a letter to Chief Conservator, Wildlife KP on 6.9.2018 wherein he stated that he received various complaints of the general public about embezzlement/political involvement during the physical test of Wildlife Watcher Torghar. In the said letter, he requested to cancel and re-arrange the physical test (Annex: V).

The request of District Nazim Torghar was honoured and DFO Wildlife Torghar re-arranged the physical test. The DFO Wildlife deputed the same committee who conducted the 1st physical test while DPO Torghar changed the members of the committee for 2nd physical test. The District Nazim Torghar also recommended two

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(02) candidates who disqualified the 1st test. The 2nd physical test of 20 candidates (27 qualified candidates of 1st test and 2 candidate recommended by District Nazim Torghar) was conducted on 13.11.2018. In the 2nd physical test, 15 candidates qualified the test while 14 candidates including the two (2) recommended candidate of District Nazim disqualified the test (Annex:W). List of the 15 qualified candidates duly signed by the members of police committee and countersigned by DPO Torghar was furnished to DFO Wildlife Torghar on 15.11.2018 (Annex: X).

vi. Thereafter, Departmental Selection Committee (DSC), notified vide office order dated 30.11.2018, conducted interview of 15 candidates on the same day and recommended 12 candidates for the post of Wildlife Watcher (BPS-7) while two (2) candidates were placed on waiting list (Annex: Y).

viii. The inquiry team visited District Torghar wherein they directed DFO Wildlife Torghar to present the qualified and disqualified candidates of 2nd physical test before the team so as to re-measure their chest size & height to substantiate as the levelled allegations were true or otherwise. On 9.1.2019, out of 14 disqualified candidates, only six (6) appeared before inquiry team. The detail of their re-measurement of chest size & height and comparison with 2nd physical test is given as under:

S. No	Name of Candidate	Father Name	Measurement in the 2 nd Physical test		Actual Measurement in the presence of inquiry team		Annexure
			Height	Chest	Height	Chest	
1.	Ihtisham Khan	Qasam Khan	5x9	33x35 ¹⁷²	5x9	32x34 ¹⁷²	Z
2.	Saeed Khan	Taj Mahmood	5x8 ¹⁷²	33x35	5x8 ¹⁷²	33x35 ¹⁷²	
3.	Izhar Ahmad	Hikmat Khan	5x6 ¹⁷²	33x35 ¹⁷²	5x6 ¹⁷²	33x36	
4.	Azeem ul Haq	Naseeb ullah	5x6	33x35	5x6	33 ¹⁷² x35 ¹⁷²	
5.	Syed Jahid Shah	Khadi Shah	5x5 ¹⁷²	33 ¹⁷² x35 ¹⁷²	5x5 ¹⁷²	33x36	
6.	Syed Hameed ulan	Mukaram Shah	5x8 ¹⁷²	33x35	5x8 ¹⁷²	31x35	

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vii. The above comparison showed some increase/decrease in height/chest of the 6 candidates but none of the candidate fulfil the required qualifying criteria. (i.e. height: 5 feet 6 inches & chest 34x36 inches).

viii. On 10.1.2019, out of 12 selected candidates, 11 appeared before team except Mr. Majid Khan, who according to DFO Wile Torghar, was ill and was unable to appear before inquiry team. Detail of the re-measurement of height/chest of the selected candidates and comparison with the 2nd physical test is given under:

S.No	Name of Candidate	Father Name	Measurement in the 2 nd Physical test		Actual Measurement in the presence of inquiry team	
			Height	Chest	Height	Chest
1.	Hussain Ahmad	Abdul Haleem	5x7	36x38 ^{1/2}	5x7 ^{1/2}	36x39
2.	Anwar Khan	Aam Khan	5x6 ^{1/2}	34x36 ^{1/2}	5x6 ^{1/2}	35x37
3.	Mubashir Ahmad	Momin Gul	5x8	34x36 ^{1/2}	5x8	34 ^{1/2} x3
4.	Fazal Nawaz Khan	Mir Nawaz Khatt	5x7 ^{1/2}	34x36	5x7 ^{1/2}	34 ^{1/2} x3
5.	Muhammad Irfan	Muhammad Tahir	5x6	34x36	5x6 ^{1/2}	34x36
6.	Riaz Ahmad	Muhammad Saleh	5x7 ^{1/2}	34x36	5x8	34x36 ^{1/2}
7.	Faiz Rehman	Sahib ur Rehman	5x7	38x40	5x7 ^{1/2}	37x39
8.	Haroon Khan	Hazrat Hussoin	5x7 ^{1/2}	35 ^{1/2} x38	5x8 ^{1/2}	36x38 ^{1/2}
9.	Hafeez ur Rehman	Sahib ur Rehman	5x7 ^{1/2}	35x37	5x7 ^{1/2}	34x36
10.	Muhammad Tayyab	Nawab Nabi	5x8 ^{1/2}	34x36	5x8 ^{1/2}	35x37
11.	Hazrat Ullah	Bakhrullah	5x6 ^{1/2}	35x37 ^{1/2}	5x7	35x38

vii. The above comparison showed some increase/decrease in height/chest of the 11 candidates but besides these changes their size (chest/height) was found according to the required criteria. None of the selected candidate was found below the required criteria (i.e. height: 5 feet 6 inches & chest 34x36 inches). Hence, the result of the 2nd test in term of chest/height was found correct.

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ix. It is pertinent to mention that out of 27 candidates, 17 candidates (11 qualified + 6 disqualified) of 2nd test appeared before the inquiry team for re-measurement of chest/height. As the above observations confirmed the accuracy of the result of 2nd test to great extent. Hence, it casted doubts that the 1st test might not be conducted accurately and favour was extended to those 12 qualified candidates who disqualified the 2nd test.

x. To ascertain the factual position, DFO Wildlife Torghar was directed to present all the candidates who were declared disqualified in 1st physical test. In response, out of 126 candidates (153-27), six (6) candidates appeared before the inquiry team. The details of their re-measurement of height/chest and comparison with physical test is given as under:

S.No	Name of Candidate	Father Name	Measurement in the 1 st Physical test		Actual Measurement in the presence of the inquiry team	
			Height	Chest	Height	Chest
1.	Fateh ullah	Amrullah	5x6 ^{1/2}	37x39 ^{1/2}	5x7	35x38
2.	Suleman Khan	Yakmin Khan	5x5	31x32 ^{1/2}	5x5	29x31
3.	Hameed ur Rehman	Zaibullah	5x5 ^{1/2}	33x34	5x5 ^{1/2}	33x34
4.	Namzood Khan	Mahabat	5x9	31x35	5x9.5	29 ^{1/2} x32
5.	Zabehullah	Sabit ullah	5x8	33x34 ^{1/2}	5x8 ^{1/2}	31x33
6.	Sakhi Badsha	Muhammad Zahir shah	5x5 ^{1/2}	33 ^{1/2} x35	5x7	32x34 ^{1/2}

xi. The above comparison showed that the last five (5) candidates, who were disqualified in the 1st physical test, did not qualify the required passing criteria even before inquiry team. However, the size of chest/height of Mr. Fateh Ullah S/o Amrullah (the candidate at S.No 1) was found according to the set criteria of Wildlife Watcher and as per result he passed the 1st physical test but his name was not reflected in the list of 27 qualified candidates signed by all the members of the committee. This made the result of 1st physical test dubious. Therefore, the result of 1st physical test was examined and tallied with the list of 27 qualified candidates which transpired the following defects/flaws/irregularities in the 1st test:

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a. None of the candidate recorded their signature against their result/measurement in the column meant for the purpose. With regard to this query, DFO Wildlife replied that the list was handed over to Police for mentioning of result in the list. The police had not recorded the signature of candidates in the signature column in the said list due to unknown reason. The reply of DFO Wildlife raised questions that why they were not ask to do so and what was the purpose/duty of DFO committee in the physical test. Hence, non-availability of signature of candidates against their result casted doubts and put question mark on the sanctity/validity of result of 1st test.

b. The result of Marathon & Eye Certificate was not provided and due to lack of proper attention, was recorded in a vague manner in the list. These columns were either left blank or filled by recording tick mark which did not give clue about the score/result of the process. In this regard, DFO Wildlife replied that for the result of marathon race slips were handed over to the police. After marathon the police officials returned the same and recommended that all candidates were qualified due to easy marathon i.e. 2 Km in 20 minutes. But no such remarks were found on the record. The token provided by DFO Wildlife Torghar contain Name, F/Name and Signature of the candidate but did not contain the result i.e. whether he qualified/disqualified the test and what was his score.

c. Similarly, according to advertisement/service rules, the criteria for eye sight was V-6J (with glasses), each eye 6x6, which was part of the physical fitness and was required to be checked during the test but it was observed that the eye sight was not checked on the spot of the test instead candidates were requested to provide eye certificate from eye specialist alongwith application till closing date of advertisement. The same was confirmed by DFO Wildlife vide his reply that eye sight test were checked during submission of documents and all

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the candidates found fit and called for further process. The reply of DFO was suffice to prove the process defective as the eye sight was checked 16 days before the physical test and that too by any eye specialist.

A candidate Mr. Haroon Khan at S.No.18 fulfilled the required height/chest criteria while his Eye Certificate/ Marathon columns were left blank. On the basis of this result, he was considered qualified and his name was included in the list of 27 qualified candidates and later on he was selected against the post of wildlife watcher. However, the name of Mr. Zahid Shah at S. No. 60(though some overwriting was observed in his measurement) was not included in the list of 27 qualified candidates who had almost the same result.

Two candidate i.e. Mr. Fatch ullah at S.No 16 & Mr. Zahid Shah at S.No. 60 (as mentioned above) who qualified the test in term of chest/height were not included in the list of the 27 qualified candidates. Therefore, they did not avail the opportunity of further competition, did not appear in the 2nd test and subsequently were not called for interview. Mr. Fatch ullah appeared before the inquiry team. His chest/height was found within the required parameters of chest/height. (For reference see table at para-ix, Serial No. 1).

Two candidates i.e. Mr. Ihtisham Khan, at S.No. 83 & Muhammad Yaqoob at S.No. 20, who disqualified the 1st test in term of chest/height were included in the list of 27 qualified candidates. They both availed the opportunity to appeared in the 2nd test wherein they again failed the test and did not qualify for interview. Mr. Ihtisham Khan s/o Qasim Khan appeared before PIT team for re-measurement of chest/height and he did not fulfill the required criteria of Wildlife Watcher (For reference see table at para-viii, Serial No. 1). Regarding this query, DFO Wildlife replied that the names of disqualified candidates were included in qualified list by the

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police and after signature the same was provided to them. It raised a question that why the same was not verified/talied by the members of DFO scrutiny committee instead recording signature blindly. It revealed their collusion as the recruitment process was mandate of their department not the police department.

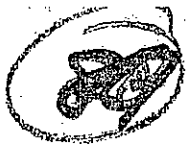
g. The list of 27 qualified candidates of 1st physical test was not signed by Mr. Pervaiz and Mr. Asif Nawaz, the notified members of Police & Wildlife committees respectively. Instead the same was signed by Muhammad Ali Shah and Salim Shah who were not the members of the respective committees. In this regard, DFO Wildlife Torghar replied that due to some emergency, Mr. Asif Nawaz Wildlife Watcher left the same process and senior wildlife watcher Mr. Saleem Shah signed the list. Moreover, Muhammad Ali Shah signed the list instead of Mr. Pervaiz which was nominated by District Police Officer Torghar. The said incumbent was also from Police Department. The reply of DFO seems not correct as Mr. Asif Nawaz did not mention any emergency vide his statement. Furthermore, they had to issue notification for the replacement of members before initiating the process.

xii. As discussed above at para-e that Mr. Fatch ullah and Mr. Zahid Shah was dropped from further competition. Hence, it raised question that whether there was possibility of their selection if they were allowed to interview and whether they could affect the merit list. To ascertain this situation, the merit list of selected candidates and the educational qualification of the two deprived candidates, provided by DFO office Wildlife Torghar, was examined which showed the following details;



Merit list of the selected Candidates for the post of Wildlife Watcher

S. No	Name	Father Name	Qualification	Minimum prescribed qualification marks out of 70		Higher Qualification Marks out of 12	Experience marks out of 10	Total marks	Interview marks out of 8	Grand Total
				Metric	Inter					
1	Fazal Nawaz Khan	Mir Nawaz Khan	SSC ^{1st} FSc ^{1st} BS(Hons)	35	35	08	--	78	04	82
2	Faiz ur Rehman	Sahib ur Rehman	SSC ^{1st} FSc ^{2nd} BS(Hons)	35	27	08	--	70	04	74
3	Anwar Khan	Asar Khan	SSC ^{1st} DAE ^{1st}	35	35	--	--	70	04	74
4	Hafeez ur Rehman	Sahib ur Rehman	SSC ^{1st} FSc ^{1st}	35	35	--	--	70	04	74
5	Hazrat Ullah	Bakhr Ullah	SSC ^{1st} FSc ^{2nd}	35	27	--	--	62	03	65
6	Hussain Ahmad	Abdul Halcem	SSC ^{1st} FSc ^{2nd}	35	27	--	--	62	04	66
7	Riaz Ahmad	Muhammad Saleh	SSC ^{1st} FSc ^{2nd}	35	27	--	--	62	04	66
8	Muhammad Irfan	Muhammad Tahir	SSC ^{1st} FSc ^{2nd}	35	27	--	--	62	03	65
9	Majid Khan	Azmat Khan	SSC ^{1st} FSc ^{2nd}	26	27	--	--	53	07	60
10	Mubasher Ahmad	Momin Gul	SSC ^{2nd} FSc ^{2nd}	26	27	--	--	53	07	60
11	Haroon Khan	Hazret Hussain	SSC ^{2nd} FSc ^{2nd}	26	27	--	--	53	05	58
12	Muhammad Tayyab	Nawab Nabi	SSC ^{1st} FSc ^{2nd}	26	27	--	--	53	04	57



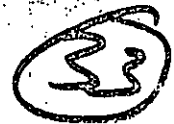
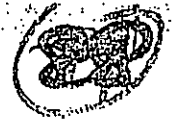
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The academic qualification of the deprived candidates and total marks before interview as per criteria would be as under;

S.No.	Qualification	Minimum prescribed qualification marks out of 70		Higher Qualification Marks out of 12	Experience marks out of 10	Total marks	Merit position before interview
		Matric	Inter				
1	SSC DAE	26	35	--	--	61	At S No. 9
2	SSC FA	26	27	--	--	53	Fall within the brackets of S No. 10 to 12

The above facts revealed that if both the deprived candidates were allowed to interview then there were chances of their selection. Especially, in the case of Mr. Zahid Shah whose selection was confirmed even though he got minimum score in the interview.

A question was asked from members of 1st Committee of Police that they declared 27 candidates successful which were re-examined by the 2nd committee of police department who declared further 14 candidates disqualified. Moreover, re-examination by PIT team, the result showed decrease in their size i.e. height & chest. What was the reason? They replied that they conducted the said test upto optimum care and responsibility so as to make it transparent. According to them, they conducted 1st test of 153 candidates with regard to 2 km Marathon, height & chest. Proper list was prepared of the candidates showing height chest size. So far Marathon test is conducted, they stated that the token were allotted by Wildlife Department and the detail was available with them. Out of 153 candidates only 27 candidates were qualified fulfilling the laid down criteria which was signed by both the committees i.e. Police & Wildlife. With regard to increase decrease in size of the candidates, they stated that they conducted the test in the month of February 2011 and the second test was conducted during the month of November 2011 which shows that a long period had been passed and due to the reason that the candidates were living beings, therefore their size had changed.

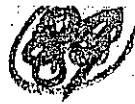


Mr. Sardar Ali Khan, Range Officer Wildlife Division Torghar (Member of Wildlife Committee) stated in his written statement that DFO Wildlife vide his notification declared him chairman for the physical test. The responsibility of physical test was assign to Police committee. The Police committee conducted test of all the 153 candidates and prepared a hand written list of qualified candidates and asked him to sign the list which he signed. With regard to exclusion of two qualified candidates from the approved list, he stated that he did not have any personal interest/prejudice with any candidate. If he had such intentions then he should disqualified them in the physical test. Probably, this was done mistakenly.

Mr. Asif Nawaz Watcher Wildlife Division Torghar (Member of Wildlife Committee) stated in his written statement that he attended Police Line Judba Torghar in compliance to DFO's orders. The physical test was the responsibility of police committee and they conducted the entire process. He further stated that he did not know anything about the list and he did not sign the same.

Mr. Fazal Wahab, Deputy Ranger, Wildlife Division Torghar (Member of Wildlife Committee) stated in his written statement that DFO Wildlife Torghar nominated him for physical test but on the same day he was assigned other responsibilities. Due to the reason he was not present at the time of physical test. At the end of the test, Police Committee asked him to sign the list immediately and according to him he signed the list. He further stated that he did not know anything about the list and being a field staff, he did not had knowledge of measurement. To a question that the names of two qualified candidates were replaced by two disqualified candidates, he replied that he knows nothing about that and after physical test he went to Forest School Thal, Abbottabad for training.

A questionnaire was served to DFO Wildlife Torghar wherein he was asked that under what authority the 2nd physical test was conducted.



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He replied that the physical test was re-conducted due to complaint of District Nazim Torghar and Tehsil Nazim and their favourable two candidates after instructions of worthy Chief Conservator Wildlife, Khyber Pakhtunkhwa and Conservator Wildlife. He further stated that in the second physical test the opportunity was not given to the candidates who already disqualified the test. The reply of the DFO itself points toward the defective process of the 2nd test as if there were complaints against the 1st test then opportunity should be given to all the candidates regardless the fact that they qualified or disqualified the previous test so as to ensure transparency.

Conclusion:

The facts lead to the conclusion that both the Committees i.e. Police & Wildlife exercised great laxity and negligence while conducting 1st physical test. In the said test, the entire process was over sighted especially Marathon and Eye Sight. The result of 1st physical test was recorded in a vague manner which consisted of various defects/ flaws and irregularities which has been discussed at para-xi (a,b,c,d,e,f & g) of this report. The recruitment process was delayed for some months due to the ban imposed by Election Commission of Pakistan and due to the complaint of District Nazim Torghar. Two qualified candidates Mr. Fatchullah S/o Amrullah and Mr. Zahid Shah S/o Mr. Salami Shah were restrained from further competition despite the fact that they had qualified the chest/height criteria. Hence, it was injustice with them. Similarly, two candidates Mr. Ihtisham Khan and Muhammad Yaqoob who disqualified the 1st test were included in the list of 27 qualified candidates which indicate that undue favour was extended to these two candidates. Though the result of 2nd physical test was found almost accurate in term of chest-height measurement while the remaining criteria of physical test i.e. eye sight and Marathon was totally ignored in the 2nd test and for the same the DFO relied upon previous test result which was defective, questionable and under complaints. Moreover, 2nd test was

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conducted of the qualified candidates of the 1st test leaving 126 disqualified candidates of 1st test deprived which is against the principles of fair competition. Furthermore, complete lack of supervision from DFO Wildlife Torghar provided opportunity to the members of the Police and DFO committee to conduct the 1st test as per their own understanding/knowledge which lead the process to a defective exercise. The record did not confirm any efforts made by DFO Wildlife to counter check/oversee the process. The DFO Wildlife and members of his committee tried to shift the burden of physical tests to the police committee despite the fact that the post of Wildlife Watcher existed in their department and they were mandated to conduct the same and the role of police committee was to assist/facilitate them in the recruitment process.

FINDINGS

Based on the observations/analysis at Para-3 of this report, findings are as under:-

- I. That, Divisional Forest Officer, (DFO), Wildlife District Torghar advertised 12 No. of posts of Wildlife Watcher (BPS-U7).
- II. The committees constituted for the 1st physical test exercised sheer negligence and laxity while conducting the 1st physical test. Due to the reason several defects/irregularities were found in the 1st physical test such as;
 - Non recording of candidate's signature.
 - Inclusion of two (2) disqualified candidates in the list of qualified candidates.
 - Exclusion of two (2) qualified candidates from the list of qualified candidates.
 - Eye sight was not checked during the physical test.
 - The result/record of marathon race was not maintained

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The list of qualified candidates were not signed by two notified members instead two (2) un-notified persons signed the same.

2nd physical test was conducted only of qualified candidates of 1st physical test and two recommended candidates of District Nazim which was injustice with the other disqualified candidates of 1st physical test and was against the principles of fair competition. Moreover, the 2nd physical test was confined to measurement of chest and height only and for the other criteria of physical fitness i.e. the eye sight and marathon, DFO Wildlife Torghar relied upon the result of 1st test which was already questionable. Hence, the process of 2nd test was also defective.

District Nazim Torghar unlawfully intervened in the process of recruitment and by his influence two (2) physically disqualified candidates were allowed to appear in the 2nd physical test. He compelled Wildlife Department to conduct the 2nd physical test.

DFO Wildlife Torghar failed to resist to unlawful pressure of District Nazim and allowed two (2) disqualified candidates to appear in the 2nd physical test.

The recruitment process was delayed due to the ban imposed by Election Commission of Pakistan and later on due to the completion of irregularities/political involvement by District Nazim Torghar.

The role of DFO Wildlife (being the divisional head) with regard to supervision/monitoring of the recruitment process was not confirmed by the record. Complete lack of supervision from the DFO provided an opportunity to members of Police and DFO Committee to conduct the test in a manner that did not ensure transparency

RECOMMENDATIONS

Based on observations and findings of the report recommendations of PII are as follows:



Disciplinary action under the relevant rules may be taken against the members of the Police and Wildlife Committees, who conducted 1st physical test, on the grounds of negligence and omission of duties/responsibilities assigned to them.

Disciplinary action against the incumbent DFO Wildlife Torghar may be taken for his negligence and non interest in his official duties and failure to overcome anomalies mentioned in this report.

The appointment of 12 Wildlife Watcher District Torghar is based on irregular/defective process and fair trial for competition was not observed. The appointment of 12 No. of Wildlife Watcher was made against the spirit of merit therefore; the appointment may be cancelled. The posts may be re-advertised and be filled strictly following the merit and criteria.

The required height and chest size of Wildlife Watcher is over and above the height and chest size required for other forces of this province. Therefore, the same may be considered to make it uniform with other force physical requirement.

The District Nazim Torghar may also be proceeded under the relevant disciplinary rules on the grounds of unlawful intervention in the recruitment process and merit of the Wildlife Watcher having no such mandate.

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