

Service Appeal No. 1318/2019

O R D E R  
12.10.2021

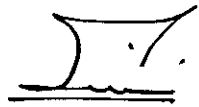
Appellant alongwith his counsel Syed Asif Shah, Advocate, present. Mr. Muhammad Shakeel, DFO alongwith Mr. Muhammad Adeel Butt, Additional Advocate General for the respondents present. Arguments heard and record perused.

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

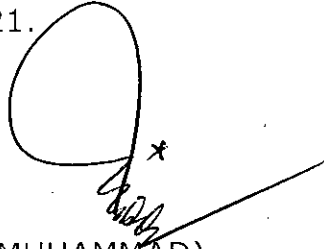


Chairman  
Camp Court A/Abad

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)

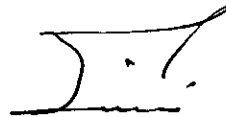


(SALAH-UD-DIN)  
MEMBER (JUDICIAL)

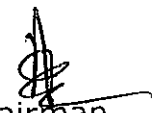
11.10.2021

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 09.08.2021, 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

13.01.2021

Due to COVID-19, the case is adjourned for the same on 13.02.2021 before D.B.


  
READER

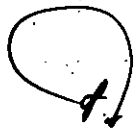
15.02.2021

Nemo for parties.

Riaz Khan Paindakhel learned Assistant Advocate General present.

Preceding date was adjourned on a reader's note, therefore, both the parties be put on notice for 19.04.2021 before D.B for arguments at Camp Court Abbottabad.

  
(Atiq ur Rehman Wazir)  
Member (E)  
Camp Court, Abbottabad

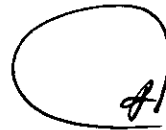
  
(Rozina Rehman)  
Member (J)  
Camp Court, Abbottabad

22.10.2020

Appellant in person present.

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

Representative of respondents submitted written reply/comments. To come up for rejoinder, if any and arguments on 18.01.2021 before D.B at Camp Court, Abbottabad.



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

23.01.2020

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 / /  
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


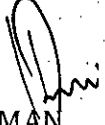


Form- A

## FORM OF ORDER SHEET

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

Case No.- 1318/2019

| 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. Muhammad Tayyab 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;"><br/>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;"><br/>CHAIRMAN</p> |
| 2-    |                           |   |

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

Service Appeal No. 1318 of 2019

Muhammad Tayyab.....Appellant

**VERSUS**

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

**SERVICE APPEAL**

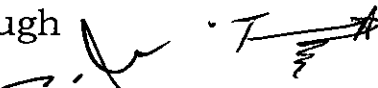
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| S# | Particulars of documents   | Annexure | Pages  |
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| 1  | Memo of Service appeal alongwith affidavit.  | .....    | 15010  |
| 2  | Application for suspension etc.  | .....    | 115012 |
| 3  | Correct addresses of the parties.  | .....    | 13     |
| 4  | Copies of the CNIC, Domicile of the appellant alongwith educational testimonials of appellant. | "A"      | 14523  |
| 5  | Copy of the advertisement.   | "B"      | 24     |
| 6  | Copies of the appointment order.   | "C"      | 25526  |
| 7  | Copy of the impugned office order alongwith inquiry report.                                    | "D"      | 27545  |
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**Dated 04.10.2019**

Muhammad Tayyab  
...Appellant

Through

  
**SYED ASIF SHAH,**  
Advocate High Court,  
Mansehra.

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

Service Appeal No. 1318 of 2019

Muhammad Tayyab son of Nawab Nabi resident  
of village Palosi, Tehsil Kandar Hassan Zai,  
District Torghar .....Appellant

Khyber Pakhtunkhwa  
Service Tribunal

VERSUS

Diary No. 1439

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 Peshawar .....Respondents.

**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

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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.

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- 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



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.

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- k. That, it is an inalienable right of the appellants 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**

Muhammad Tayyab  
...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

Muhammad Tayyab.....Appellant

**VERSUS**


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

**SERVICE APPEAL**

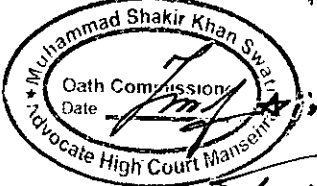
**AFFIDAVIT.**

I, Muhammad Tayyab son of Nawab Nabi  
resident of village Palosi, Tehsil Kandar Hassan  
Zai, 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.

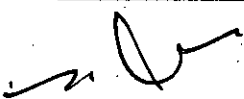
**Dated 04.10.2019**

  
Muhammad Tayyab  
CNIC: 13504-5058106-1  
CELL: 03413810246  
**(DEPONENT)**

**ATTESTED**

  
Muhammad Shaker Khan Swati  
Oath Commissioner  
Date: 8/10/19  
Advocate High Court Manshera

**IDENTIFIED BY**

  
**SYED ASIF SHAH,**  
Advocate High Court,  
Mansehra.



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

Service Appeal No. \_\_\_\_\_ of 2019

Muhammad Tayyab.....Appellant

**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.

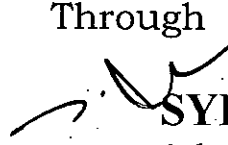
.....PRAYER.....

**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**

Muhammad Tayyab  
...Appellant


Through

  
**SYED ASIF SHAH,**  
Advocate High Court,  
Mansehra.

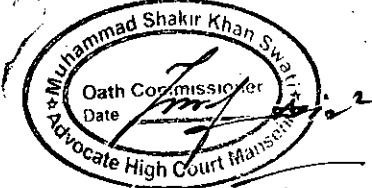
**AFFIDAVIT.**

I, Muhammad Tayyab son of Nawab Nabi resident of village Palosi, Tehsil Kandar Hassan Zai, 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**

  
Muhammad Tayyab  
(DEPONENT)

**ATTESTED**



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

Service Appeal No. \_\_\_\_\_ of 2019

Muhammad Tayyab.....Appellant

**VERSUS**

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

**SERVICE APPEAL**

**CORRECT ADDRESSES OF THE PARTIES**

**APPELLANT**

Muhammad Tayyab son of Nawab Nabi resident  
of village Palosi, Tehsil Kandar Hassan Zai,  
District Torghar

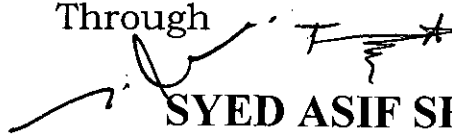
**RESPONDENTS**

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**

Muhammad Tayyab  
...Appellant

Through

  
**SYED ASIF SHAH,**  
Advocate High Court,  
Mansehra.

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Apex A

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Apex A

Office of the Deputy Commissioner  
District Torghar  
No. Dom/DC(2019)/TG/ 461  
Dated Torghar the 28/02/2019

Fax# 0907-580188  
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 Haleem    | 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

Deputy Commissioner  
Torghar



15



# BOARD OF INTERMEDIATE AND SECONDARY EDUCATION ABBOTTABAD

## Khyber Pakhtunkhwa (Pakistan)

Higher Secondary School Certificate Examination

Part - I

Session: 2016 (Annual)

DETAILED MARKS CERTIFICATE

Roll No: 55334

Group : HUMANITIES


Name: MUHAMMAD TAYYAB  
 Father Name: NAWAB NABI  
 Reg No: 5258AB/MA-intMP16  
 Institution/  
 District: MANSEHRA



has secured the marks shown against each subject in the Higher Secondary School Certificate Examination Part-I held in the month of April-May as a Private Candidate.

| Subjects            | Marks | Marks Obtained   |       |            |                                      |
|---------------------|-------|------------------|-------|------------|--------------------------------------|
|                     |       | Theory           | Pract | Total      | Marks in Words                       |
| English             | 100   | 61               |       | 61         | Sixty-One                            |
| Urdu (Comp)         | 100   | 71               |       | 71         | Seventy-One                          |
| Islamyat Compulsory | 50    | 34               |       | 34         | Thirty-Four                          |
| Islamic History     | 100   | 38               |       | 38         | Thirty-Eight                         |
| Civics              | 100   | 47               |       | 47         | Forty-Seven                          |
| Islamyat Elective   | 100   | 46               |       | 46         | Forty-Six                            |
| <b>Total : 550</b>  |       |                  |       | <b>297</b> | <b>Two Hundred Ninety-Seven Only</b> |
|                     |       | <b>Remarks :</b> |       |            |                                      |

Date : 31 July, 2016

Checked By : 

  
**Controller of Examinations**

Note: Errors / Omissions excepted. Any error in Name, Father Name etc must be intimated within 30 days after declaration of result(31-07-2016). Visit us: [www.biseatd.edu.pk](http://www.biseatd.edu.pk)

171 GOVT HIGHER SECONDARY SCHOOL DARBAND MANSEHRA

16

# Govt Higher Secondary School



489

Darband (Mansehra)

## CHARACTER CERTIFICATE

Enrolment No 159009

Admission No 6487

Certified that Mr MUHAMMAD TAYYAB

Son of Mr NAWAB NABI of village DARBAND

Tehsil OGH District MANSEHRA has remained a

regular student of this school w. e. F. 8-4-2013 to 31-3-2015

His conduct during his stay at school was Good

No 75

Dated 29.6.2015

(1) Prepared by [Signature]

(2) Checked By M

[Signature]  
PRINCIPAL  
G.H.S New Darband  
Distt: Mansehra

Govt Higher Secondary  
Darband (Mansehra)

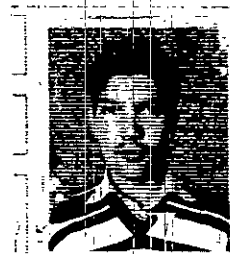


3117207175

# BOARD OF INTERMEDIATE AND SECONDARY EDUCATION ABBOTTABAD

## Khyber Pakhtunkhwa (Pakistan)

### Higher Secondary School Certificate Examination

**Part - II****Session: 2017 (Annual)****PROVISIONAL & DETAILED MARKS CERTIFICATE**Roll No: 117207Group: HUMANITIES

Name: MUHAMMAD TAYYAB  
Father Name: NAWAB NABI  
Reg No: 5258AB/MA-intMP16  
Institution/  
District: MANSEHRA

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

| Subjects             | Marks | Marks Obtained |       |         |       | Total | Marks in Words        |
|----------------------|-------|----------------|-------|---------|-------|-------|-----------------------|
|                      |       | Part-I         |       | Part-II |       |       |                       |
|                      |       | Theory         | Pract | Theory  | Pract |       |                       |
| English              | 200   | 61             | -     | 31      | -     | 92    | Ninety-Two            |
| Urdu (Comp)          | 200   | 71             | -     | 70      | -     | 141   | One Hundred Forty-One |
| Islamiyat Compulsory | 50    | 34             | -     | -       | -     | 34    | Thirty-Four           |
| Pakistan Studies     | 50    | -              | -     | 25      | -     | 25    | Twenty-Five           |
| Islamic History      | 200   | 38             | -     | 49      | -     | 87    | Eighty-Seven          |
| Civics               | 200   | 47             | -     | 38      | -     | 85    | Eighty-Five           |
| Islamiyat Elective   | 200   | 46             | -     | 40      | -     | 86    | Eighty-Six            |

Total : 1100

550-C Five Hundred Fifty Only

Date : 30 July, 2017

Remarks :

Checked By : **Controller of Examinations**

Note: Errors / Omissions excepted. Any error in Name, Father Name etc must be intimated within 30 days after declaration of result (30-07-2017). Visit us: [www.biseatd.edu.pk](http://www.biseatd.edu.pk)  
170 GOVT HIGHER SECONDARY SCHOOL DARBAND MANSEHRA

AB 1159002155



# BOARD OF INTERMEDIATE AND SECONDARY EDUCATION ABBOTTABAD

Khyber Pakhtunkhwa (Pakistan)

## PROVISIONAL & DETAILED MARKS CERTIFICATE

Roll No: 159002  
Group: SCIENCE

( CLASS X )

Session: 2015 (Annual)



Name : MUHAMMAD TAYYAB  
Father's Name : NAWAB NABI  
Date of Birth : 02-05-1997  
Reg: No: 1351348135  
Institution / District : GOVT. HIGHER SECONDARY SCHOOL NEW DARBAND  
MANSEHRA

has secured the marks shown against each subject in the Secondary School Certificate Examination (Class 10th) held in the month of March/April as a Regular Candidate.

| Subjects         | Total | Part-I         |       | Part-II        |       | Total | Marks in Words       |
|------------------|-------|----------------|-------|----------------|-------|-------|----------------------|
|                  |       | Marks Obtained |       | Marks Obtained |       |       |                      |
|                  |       | Th             | Pract | Th             | Pract |       |                      |
| English          | 150   | 26             | --    | 31             | --    | 57    | Fifty-Seven          |
| Urdu             | 150   | 40             | --    | 46             | --    | 86    | Eighty-Six           |
| Mathematics      | 150   | 32             | --    | 38             | --    | 70    | Seventy Only         |
| Physics          | 150   | 47             | 8     | 50             | 9     | 114   | One Hundred Fourteen |
| Chemistry        | 150   | 38             | 8     | 32             | 7     | 85    | Eighty-Five          |
| Biology          | 150   | 34             | 8     | 41             | 9     | 92    | Ninety-Two           |
| Islamiat Comp    | 100   | 28             | --    | 17             | --    | 45    | Forty-Five           |
| Pakistan Studies | 100   | 30             | --    | 32             | --    | 62    | Sixty-Two            |

Total: **1100**

611-C Six Hundred Eleven Only

Remarks :

Dated: 25 June, 2015

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

Controller of Examination

Note: - Errors/Omissions excepted. Any mistake in the Name, Father's Name & DOB etc must be intimated within 30 days of the issuance date of this certificate. Visit us: [www.biseabd.edu.pk](http://www.biseabd.edu.pk)



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# BOARD OF INTERMEDIATE AND SECONDARY EDUCATION ABBOTTABAD

Khyber Pakhtunkhwa (Pakistan)  
Secondary School Certificate Examination

Roll No: 28437

Group: SCIENCE

( CLASS IX )

Session 2014

Name: MUHAMMAD TAYYAB

Father's Name: NAWAB NABI

Date of Birth: 02 MAY 1997

Reg No: 1351348135

Institution / District: GOVT. HIGHER SECONDARY SCHOOL NEW  
DARBAND MANSEHRA



has secured the marks shown against each subject in the Secondary School Certificate Examination Part-I ( 9th-Class ) held in the month of March/April as a Regular Candidate.

| Subjects         | Total Marks |    | Part-I         |           | Total | Marks in Words |
|------------------|-------------|----|----------------|-----------|-------|----------------|
|                  |             |    | Marks Obtained |           |       |                |
|                  |             |    | Theory         | Practical |       |                |
| English          | 75          |    | 26             |           | 26    | Twenty-Six     |
| Urdu             | 75          |    | 40             |           | 40    | Forty Only     |
| Mathematics      | 75          |    | 32             |           | 32    | Thirty-Two     |
| Physics          | 65          | 10 | 47             | 8         | 55    | Fifty-Five     |
| Chemistry        | 65          | 10 | 38             | 8         | 46    | Forty-Six      |
| Biology          | 65          | 10 | 34             | 8         | 42    | Forty-Two      |
| Islamiat Comp    | 50          |    | 28             |           | 28    | Twenty-Eight   |
| Pakistan Studies | 50          |    | 30             |           | 30    | Thirty Only    |

**Total Marks: 550**

299 Two Hundred Ninety-Nine Only

Dated: 17-JUN-14

Remarks

Checked By: 

  
Controller of Examinations

Note:- Errors/Omissions excepted. Any mistake in Name, Father's Name and Date of Birth etc must be intimated within 30 days of the issuance date of this certificate. Visit us:

[www.biseatd.edu.pk](http://www.biseatd.edu.pk)

Sr. No

683

20

# GOVT: HIGHER SECONDARY SCHOOL NEW DARBAND

**District Mansehra**

## PROVISIONAL CERTIFICATE

Admission No 64187 Session 2015 Roll No 159002

Certified that Mr. MUHAMMAD TAYYAB

Son of KHANAB HABI Has passed the S.S.C (Annual Examination 20 15

Institution, He Secured 611 Marks out of 1100 And was placed in grade C

His date of birth according to the record of institutions.

(In figures) 02-05-1997

(In Words) 2nd May N.H. Ningt seven

|   |         |   |                |   |         |   |            |
|---|---------|---|----------------|---|---------|---|------------|
| 1 | English | 2 | Islamiyat comp | 3 | Urdu    | 4 | P. Studies |
| 5 | Math    | 6 | Chemistry      | 7 | Physics | 8 | Math       |

Prepared by: [Signature]

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

Date of Issue: 27-06-2015

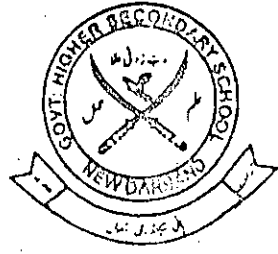
**PRINCIPAL**  
Govt. Higher Secondary School  
Distt: Mansehra

**PRINCIPAL**  
Govt. Higher Secondary School  
New Darband, Mansehra.

21

410

# Govt Higher Secondary School



489

## Darband (Mansehra)

### CHARACTER CERTIFICATE

Enrolment No 159009

Admission No 6487

Certified that Mr MUHAMMAD TAYYAB

Son of Mr NAWAR NABI of village DARBAND

Tehsil OGHI District MANSEHRA has remained a

regular student of this school w. o. F. 8-4-2013 to 31-3-2015

His conduct during his stay at school was Good

No 75

Dated 29.6.2015

(1) Prepared by [Signature]

(2) Checked By M

[Signature]  
PRINCIPAL  
G.H.S New Darband  
Distt: Mansehra

Govt Higher Secondary  
Darband (Mansehra)

22

47

683

No

# GOVT: HIGHER SECONDARY SCHOOL NEW DARBAND

District Manshehra

PROVISIONAL CERTIFICATE

Registration No 6487 Session 2015 Roll No 10772

Certified that Mr MUHAMMAD TAYYAB

son of NOORAB NABI Has passed the S.S.C (Annual Examination 2015)

with distinction, He Secured 611 Marks out of 1100 And was placed in grade C

date of birth according to the record of institutions.

(In figures) 02.05.1997

(In Words) Two May N.H Ninety Seven

SUBJECT PASSED

English 2 Islamiyat comp 3 Urdu 4 P. Studies

1370 6 Chemistry 7 Physics 8 77th

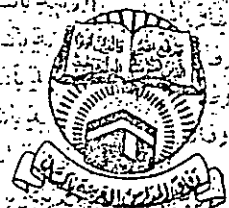
Prepared by: [Signature]

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

Date of issue: 27.06.2015

[Signature]  
PRINCIPAL  
Govt. Higher Secondary School  
New Darband, Manshehra





# شهادة حفظ القرآن الكريم



الحمد لله رب العالمين، والصلاة والسلام على خاتم النبيين سيدنا محمد وعلى آله وصحبه أجمعين، وبعد:

جفظ الرحمن

تتهادرت باسمه وفان في سنة 1432 هـ الموافق 2011 م من مانتبهه المولود في عام 02-01-1998 ع قد حفظ القرآن الكريم كاملاً

صاحب الرحمان من مانتبهه المولود في عام 2011 ع ويصح في اختبار

بظرف القلب مع الترجيد في مدرسة شمس العلوم ممتازاً وببناء على ذلك قرر مجلس الوفاق منحه شهادة

المفظ المنقد تحت اشراف وفاق المدارس العربية بتقدير

حفظ القرآن الكريم ورثين الوفاق اذ يمنحها هذه الشهادة بوصيه يتقوى الله عز وجل، وان يتعاهد القرآن الكريم بتلاوته

انما التسلي واصراف النهار وان يحمل بتعاليمه وان يعمله غيره، والله الموفق



لناست اركان

صالحه

Signature

Signature

01-07-2011

100

1432025502

9874

23

(65)

(24)

# Anex(B) 65 آسامیاں خالی ہیں

حکومتی حیات صوبہ خیبر پختونخوا ٹورنر وائلڈ لائف ڈویژن میں وائلڈ لائف واچ (BPS-07) اور ڈرائیو (BPS-03) کی عارضی آسامیوں پر بھرتی کیلئے خواہشمند امیدواروں سے درخواستیں جمع کرائی جائیں گی۔ (جس میں امیدوار کی تعلیمی قابلیت اور ہر امتحان میں حاصل کردہ فیصدات و ڈیڑھ ان اگریڈیشن کی امیدوار کا نام، ڈویژن، کام کا تجربہ اور کھل پروفون نمبر کی تفصیل شامل ہے اور اس کی تصدیق منظور کے ساتھ منسلک ہے)۔ تفصیلی مندرجہ ذیل ہے۔

| تعداد آسامی                | عمر کی حد | تعلیمی قابلیت  | جسمانی معیار وائلڈ لائف واچ کیلئے   | ڈویژن      |
|----------------------------|-----------|--|---|------------|
| 12 وائلڈ لائف واچ (BPS-07) | 18-30 سال | انٹرمیڈیٹ کاغذ ڈویژن کے ساتھ ساتھ ریگسٹرڈ ڈویژن کسی مستند بورڈ سے                                  | 1۔ 5'26" کم از کم<br>2۔ چوڑائی 36" - 38" کم از کم<br>3۔ ٹیبلر 8-11 (ہینک کیساتھ)<br>ہر آنکھ ہائپر میٹروپیا 6x6<br>4۔ 20 سینٹی میٹر میں 2 کلو میٹر دوڑ کھلی کرنا | شعلی ٹورنر |
| 11 ریگریڈ (BPS-03)         | 20-40 سال | ترجمہ پڑھا گیا ہو<br>تصدیق شدہ (LTV) لائسنس کا حامل اور وائلڈ لائف میں تین سالہ تجربہ کا حامل ہونا |   | شعلی ٹورنر |

عمومی شرائط: (1) امیدوار اپنی درخواستیں جمع ہونے والے دن (C.V) واپس لیکھ ہونے کی ہدایت ماہر امراض چشم (7) کی پیشکش کے جاری کردہ اصل سرٹیفکیٹ کے ساتھ لے کر وائلڈ لائف ڈویژن وائلڈ لائف ڈویژن کے دفتر میں مورخہ 10-01-2018 تک جمع کرنا ہوتی ہیں۔ (2) کھلی دستاویز امت ٹیسٹ و انٹرویو کے وقت پیش کرنا ہوتی ہیں۔ (3) سرکاری ملازمین اپنی درخواستیں اپنے گزرنے کے بعد کوئی بھی درخواست وصول نہیں کی جائے گی۔ (4) امیدوار کی کھلی دستاویز وائلڈ لائف ڈویژن کے دفتر میں جمع کرنا ہوتی ہیں۔ (5) امیدوار کے واسطے امیدوار کی کھلی دستاویز وائلڈ لائف ڈویژن کے دفتر میں جمع کرنا ہوتی ہیں۔ (6) امیدوار کے واسطے امیدوار کی کھلی دستاویز وائلڈ لائف ڈویژن کے دفتر میں جمع کرنا ہوتی ہیں۔ (7) امیدوار کے واسطے امیدوار کی کھلی دستاویز وائلڈ لائف ڈویژن کے دفتر میں جمع کرنا ہوتی ہیں۔ (8) امیدوار کے واسطے امیدوار کی کھلی دستاویز وائلڈ لائف ڈویژن کے دفتر میں جمع کرنا ہوتی ہیں۔

Attested

SYED ASIF SHAH  
ADVOCATE HIGH COURT

Anon 'E' (25)

(25)

OFFICE ORDER NO. 17 DATED TORGHAR THE 14 /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. Muhammad Tayyab S/O Nawab Nabi Village Palosi Tehsil kandar Hassab zai District 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

↓

No. 287-86 /WL-TG **SYED ASIF SHAH**  
ADVOCATE HIGH COURT

(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. Muhammad Tayyab S/O Nawab Nabi Village Palosi Tehsil kandar Hassab zai District Torghar for information and necessary action.
5. Personal File.

Divisional Forest Officer  
Torghar Wildlife Division  
Torghar

OFFICE ORDER NO.04 DATED TORGHAR THE 22/08/ 2019 ISSUED BY MR.NIAZ  
 MUHAMMAD KHAN, DIVISIONAL FOREST OFFICER TORGHAR WILDLIFE DIVISION  
 TORGHAR

26

93

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

Annexure D

| 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

(27)  
~~ANNEX D~~  
Annex D  
32  
(78)  
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. SO/HCMS/KPK/3-8/2018/22343-44 W/E dated 14.12.2018 (Annex: A).

2. COMPLAINT:

Mr. Laiq Muharamad 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.

28



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

52.  
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.

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 <sup>st</sup> Committee             | F        |
| 2.   | Muhammad Ali     | Head Constable<br>Member of the 1 <sup>st</sup> Committee |          |
| 3.   | Khan Muhammad    | Head Constable<br>Member of the 1 <sup>st</sup> Committee |          |
| 4.   | Sajid            | Head Constable<br>Member of the 1 <sup>st</sup> Committee |          |
| 5.   | Aamir Khan Swati | Head Constable<br>Member of the 2 <sup>nd</sup> Committee | G        |
| 6.   | Khan Muhammad    | Head Constable<br>Member of the 2 <sup>nd</sup> Committee |          |
| 7.   | Syed Afzal       | LHC, Member of the 2 <sup>nd</sup> 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

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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 4 are as under:-

i. Perusal of the record showed that Divisional Forest Officer (Dl 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 <sup>nd</sup> class Intermediate Certificate with Matric Science from a recognized Board; and<br>b) <u>Physical fitness:</u><br>i. Height: five feet and six inches (minimum);<br>ii. Chest Size: 34-36 inches(minimum); and<br>iii. Eye Sight: V-6J(with glasses), each eye 6x6.<br><br>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.<br><br>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 |
|---------------------------|--|-------------|---|---------|

ii. In the said advertisement, it was mention in the conditions that candidates will have to submit eye certificate with regard to 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.

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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 1<sup>st</sup> physical test while DPO Torghar changed the members of the committee for 2<sup>nd</sup> physical test. The District Nazim Torghar also recommended two



(02) candidates who disqualified the 1<sup>st</sup> test. The 2<sup>nd</sup> physical test of 29 candidates (27 qualified candidates of 1<sup>st</sup> test and 2 candidate recommended by District Nazim Torghar) was conducted on 13.11.2018. In the 2<sup>nd</sup> 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 2<sup>nd</sup> 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 2<sup>nd</sup> physical test is given as under;

| S. No | Name of Candidate | Father Name  | Measurement in the 2 <sup>nd</sup> Physical test |                                      | Actual Measurement in the presence of inquiry team |                                      | Annexure |
|-------|-------------------|--------------|--|--------------------------------------|--|--------------------------------------|----------|
|       |                   |              | Height   | Chest                                | Height   | Chest                                |          |
| 1.    | Ihtisham Khan     | Qasam Khan   | 5x9  | 33x35 <sup>1/2</sup>                 | 5x9  | 32x34 <sup>1/2</sup>                 |          |
| 2.    | Saeed Khan        | Taj Mehmood  | 5x8  | 33x35                                | 5x8 <sup>1/2</sup>                                 | 33x35 <sup>1/2</sup>                 |          |
| 3.    | Izhar Ahmad       | Hikmat Khan  | 5x6  | 33x35 <sup>1/2</sup>                 | 5x6 <sup>1/2</sup>                                 | 33x36                                |          |
| 4.    | Azeem ul Haq      | Naseeb ullah | 5x6  | 33x35                                | 5x6  | 33 <sup>1/2</sup> x35 <sup>1/2</sup> | 2.       |
| 5.    | Syed Zahid Shah   | Khadi Shah   | 5x5 <sup>1/2</sup>                               | 35 <sup>1/2</sup> x35 <sup>1/2</sup> | 5x5 <sup>1/2</sup>                                 | 33x36                                |          |
| 6.    | Syed Hameed ulan  | Mukaram Shah | 5x8 <sup>1/2</sup>                               | 33x35                                | 5x8 <sup>1/2</sup>                                 | 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 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 Wild 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 2<sup>nd</sup> physical test is given under;

| S.No | Name of Candidate | Father Name     | Measurement in the 2 <sup>nd</sup> Physical test |                       | Actual Measurement in the presence of inquiry team |                       |
|------|-------------------|-----------------|--|-----------------------|--|-----------------------|
|      |                   |                 | Height   | Chest                 | Height   | Chest                 |
| 1.   | Hussain Ahmad     | Abdul Haleem    | 5x7  | 36x38 <sup>1/2</sup>  | 5x7 <sup>1/2</sup>                                 | 36x39                 |
| 2.   | Anwar Khan        | Abul Khan       | 5x6 <sup>1/2</sup>                               | 34x36 <sup>1/2</sup>  | 5x6 <sup>1/2</sup>                                 | 35x37                 |
| 3.   | Mubashir Ahmad    | Momin Gul       | 5x8  | 34x36 <sup>1/2</sup>  | 5x8  | 34 <sup>1/2</sup> x33 |
| 4.   | Fazal Nawaz Khan  | Mir Nawaz Khan  | 5x7 <sup>1/2</sup>                               | 34x36                 | 5x7 <sup>1/2</sup>                                 | 34 <sup>1/2</sup> x33 |
| 5.   | Muhammad Irfan    | Muhammad Tahir  | 5x6  | 34x36                 | 5x6 <sup>1/2</sup>                                 | 34x36                 |
| 6.   | Riaz Ahmad        | Muhammad Saleh  | 5x7 <sup>1/2</sup>                               | 34x36                 | 5x8  | 34x36 <sup>1/2</sup>  |
| 7.   | Faiz Rehman       | Sahib ur Rehman | 5x7  | 38x40                 | 5x7 1/2  | 37x39                 |
| 8.   | Haroon Khan       | Hazrat Hussain  | 5x7 <sup>1/2</sup>                               | 35 <sup>1/2</sup> x36 | 5x8 <sup>1/2</sup>                                 | 36x38 <sup>1/2</sup>  |
| 9.   | Hafeez Rehman     | Sahib ur Rehman | 5x7 <sup>1/2</sup>                               | 35x37                 | 5x7 <sup>1/2</sup>                                 | 34x36                 |
| 10.  | Muhammad Tayyab   | Nawab Nabi      | 5x8 <sup>1/2</sup>                               | 34x36                 | 5x8 <sup>1/2</sup>                                 | 35x37                 |
| 11.  | Hazrat Ullah      | Bakhrullah      | 5x6 <sup>1/2</sup>                               | 35x37 <sup>1/2</sup>  | 5x7  | 35x38                 |

vii. The above comparison showed some increase/decrease in height/chest of the 11 candidates but besides these changes their height (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 2<sup>nd</sup> test in term of chest/height was found correct.

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

x. To ascertain the factual position, DFO Wildlife Torghar was directed to present all the candidates who were declared disqualified in 1<sup>st</sup> physical test. In response, out of 126 candidates (153-27), only 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 <sup>st</sup> Physical test |                       | Actual Measurement in the presence of the team |                       |
|------|-------------------|---------------------|--|-----------------------|--|-----------------------|
|      |                   |                     | Height   | Chest                 | Height   | Chest                 |
| 1.   | Fateh ullah       | Amrullah            | 5x6 <sup>1/2</sup>                               | 37x39 <sup>1/2</sup>  | 5x7  | 35x38                 |
| 2.   | Suleman Khan      | Yakini Khan         | 5x5  | 31x32 <sup>1/2</sup>  | 5x5  | 29x31                 |
| 3.   | Hameed ur Rehman  | Zaibullah           | 5x5 <sup>1/2</sup>                               | 33x34                 | 5x5 <sup>1/2</sup>                             | 33x34                 |
| 4.   | Namzeed Khan      | Mahabat             | 5x9 <sup>1/2</sup>                               | 31x35                 | 5x9.5  | 29 <sup>1/2</sup> x32 |
| 5.   | Zabchullah        | Sabit ullah         | 5x8  | 33x34 <sup>1/2</sup>  | 5x8 <sup>1/2</sup>                             | 31x33                 |
| 6.   | Sakhi Badsha      | Muhammad Zahir shah | 5x5 <sup>1/2</sup>                               | 33 <sup>1/2</sup> x35 | 5x7  | 32x34 <sup>1/2</sup>  |

xi. The above comparison showed that the last five (5) candidates, who were disqualified in the 1<sup>st</sup> 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 1<sup>st</sup> 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 1<sup>st</sup> physical test dubious. Therefore, the result of 1<sup>st</sup> physical test was examined and tallied with the list of 27 qualified candidates which transpired the following defects/flaws/irregularities in the 1<sup>st</sup> 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 1<sup>st</sup> 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 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.
- 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 2<sup>nd</sup> 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. Intisham Khan, at S.No. 83 & Muhammad Yaqoob at S.No. 20, who disqualified the 1<sup>st</sup> test in term of chest/height were included in the list of 27 qualified candidates. They both availed the opportunity to appeared in the 2<sup>nd</sup> test wherein they again failed the test and did not qualify for interview. Mr. Intisham 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 1<sup>st</sup> 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

| 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 <sup>1st</sup><br>FSc <sup>1st</sup><br>BS(Hons) | 35   | 35    | 10.5                                 | --                         | 78          | 0.5                      | 78.5        |
| 2     | Faiz ur Rehman   | Sahib ur Rehman | SSC <sup>1st</sup><br>FSc <sup>2nd</sup><br>BS(Hons) | 35   | 27    | 10.5                                 | --                         | 70          | 0.5                      | 70.5        |
| 3     | Anwar Khan       | Asar Khan       | SSC <sup>1st</sup><br>DAE <sup>1st</sup>             | 35   | 35    | --                                   | --                         | 70          | 0.4                      | 70.4        |
| 4     | Hafeez ur Rehman | Sahib ur Rehman | SSC <sup>1st</sup><br>FSc <sup>1st</sup>             | 35   | 35    | --                                   | --                         | 70          | 0.1                      | 70.1        |
| 5     | Hazrat Ullah     | Bakhr Ullah     | SSC <sup>1st</sup><br>FSc <sup>2nd</sup>             | 35   | 27    | --                                   | --                         | 62          | 0.3                      | 62.3        |
| 6     | Hussain Ahmad    | Abdul Haleem    | SSC <sup>1st</sup><br>FSc <sup>2nd</sup>             | 35   | 27    | --                                   | --                         | 62          | 0.4                      | 62.4        |
| 7     | Riaz Ahmad       | Muhammad Saleh  | SSC <sup>1st</sup><br>FSc <sup>2nd</sup>             | 35   | 27    | --                                   | --                         | 62          | 0.4                      | 62.4        |
| 8     | Muhammad Irfan   | Muhammad Tahir  | SSC <sup>1st</sup><br>FSc <sup>2nd</sup>             | 35   | 27    | --                                   | --                         | 62          | 0.3                      | 62.3        |
| 9     | Majid Khan       | Azmat Khan      | SSC <sup>2nd</sup><br>FSc <sup>2nd</sup>             | 26   | 27    | --                                   | --                         | 53          | 0.7                      | 53.7        |
| 10    | Mubasher Ahmad   | Momin Gul       | SSC <sup>1st</sup><br>FSc <sup>2nd</sup>             | 26   | 27    | --                                   | --                         | 53          | 0.7                      | 53.7        |
| 11    | Haroon Khan      | Hazrat Hussain  | SSC <sup>2nd</sup><br>FSc <sup>2nd</sup>             | 26   | 27    | --                                   | --                         | 53          | 0.5                      | 53.5        |
| 12    | Muhammad Taxyab  | Nawab Nabi      | SSC <sup>1st</sup><br>FSc <sup>2nd</sup>             | 26   | 27    | --                                   | --                         | 53          | 0.4                      | 53.4        |

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*(Handwritten signature)*

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 12 | Experience marks out of 10 | Total marks | Merit position before interview            |
|-------------|-------------|---------------|--|-------|--------------------------------------|----------------------------|-------------|--|
|             |             |               | Matric   | Inter |                                      |                            |             |  |
| Zahid Shah  | Salami Shah | SSC DAE       | 26   | 35    |                                      |                            | 61          | APS No. 9                                  |
| Fateh Ullah | Amrullah    | SSC FA        | 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 1<sup>st</sup> Committee of Police that they declared 27 candidates successful which were re-examined by the 2<sup>nd</sup> 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 1<sup>st</sup> 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 decrease in size of the candidates, they stated that they conducted the test in the month of February 1980 while the second test was conducted during the month of November 1981 which shows the 21 day period had been passed and due to this reason that the candidates were living beings, therefore their size was changed.

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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 2<sup>nd</sup> 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 2<sup>nd</sup> test as if there were complaints against the 1<sup>st</sup> 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 1<sup>st</sup> physical test. In the said test, the entire process was over sighted especially Marathon and Eye Sight. The result of 1<sup>st</sup> 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 Amirullah and Mr. Zahid Shah S/o Mr. Salamt 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 1<sup>st</sup> 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 2<sup>nd</sup> 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 2<sup>nd</sup> test and for the same the DFO relied upon previous test result which was defective, questionable and under complaints. Moreover, 2<sup>nd</sup> test was

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conducted of the qualified candidates of the 1<sup>st</sup> test leaving 126 disqualified candidates of 1<sup>st</sup> 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 committee constituted for the 1<sup>st</sup> physical test exercised sheer negligence and laxity while conducting the 1<sup>st</sup> physical test. Due to the reason several defective candidates were found in the 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 marks a 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.
- III. 2<sup>nd</sup> physical test was conducted only of qualified candidates of 1<sup>st</sup> physical test and two recommended candidates of District Nazim which was injustice with the other disqualified candidates of 1<sup>st</sup> physical test and was against the principles of fair competition. Moreover, the 2<sup>nd</sup> 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 1<sup>st</sup> test which was already questionable. Hence, the process of 2<sup>nd</sup> 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 2<sup>nd</sup> physical test. He compelled Wildlife Department to conduct the 2<sup>nd</sup> 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 2<sup>nd</sup> physical test.
  - VI. The recruitment process was delayed due to the ban imposed by Election Commission of Pakistan and later on due to the complaints 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 report recommendations of PT are as follows:

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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 1<sup>st</sup> 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.

*Noman Khas*  
 NOMAN KHAN  
 RESEARCH OFFICER  
 Provincial Inspection Team,  
 Khyber Pakhtunkhwa

*Aziz Khan Khattak*  
 AZIZ KHAN KHATTAK  
 MEMBER GENERAL  
 Provincial Inspection Team,  
 Khyber Pakhtunkhwa

*Liaqat Ali Mohmand*  
 01.03.2019  
 LIAQAT ALI MOHMAND  
 MEMBER (INQUIRIES)  
 Provincial Inspection Team,  
 Khyber Pakhtunkhwa

*Muhammad Akbar Khan*  
 04/03/19  
 Muhammad Akbar Khan  
 CHAIRMAN  
 Provincial Inspection Team,  
 Khyber Pakhtunkhwa



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Annex 46

تاریخ: 29 اگست 2019

اجیل بنام کنزرویٹور وائلڈ لائف سدرن سرکل پشاور

مضمون: درخواست برائے بحالی برطرف شدہ وائلڈ لائف و اچر از دفتر تورغر وائلڈ لائف ڈیوژن خیبر پختونخواہ

جناب عالی!

گزارش کی جاتی ہے کہ سائل کو بذریعہ آفس آرڈر نمبر: 7 / بتاریخ: 14 نومبر 2018 (کاپی لف بطور A) بطور وائلڈ لائف و اچر (بی پی ایس 7) تورغر وائلڈ لائف ڈیوژن میں تمام ضروری قواعد و ضوابط پورے کرنے کے بعد بھرتی کیا گیا اور سائل نے گزشتہ ایک سال سے مکمل طور پر بطریق احسن اپنی ڈیوٹی سرانجام دی اور محکمے کیلئے خدمات سرانجام دیں۔ تاہم دوران بھرتی ضلع تورغر سے منتخب شدہ ایم پی سے لائق 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 محاذ 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 وائلڈ لائف و اچر کو بذریعہ آفس آرڈر نمبر: 04 بتاریخ 22 اگست 2019 (کاپی لف بطور B) غیر قانونی طور پر برطرف کر دیا جو سائل کیساتھ سراسر نا 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 بطور کنزرویٹور وائلڈ لائف سدرن سرکل آپ سے سائل استدعا کرتا ہے کہ ڈی ایف او وائلڈ لائف تورغر 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 اطلاع و ضروری کارروائی:

1۔ چیف کنزرویٹور وائلڈ لائف خیبر پختونخواہ پشاور

(سابقہ وائلڈ لائف و اچر تورغر وائلڈ لائف ڈیوژن)

فون:

OFFICE OF THE CONSERVATOR WILDLIFE SOUTHERN CIRCLE PESHAWAR

To

Muhammad Tayyab,  
Ex-Wildlife Watcher,  
Torghar Wildlife Division,  
C/O DFO Wildlife Torghar.



Ann F (47)

No. 3423 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:

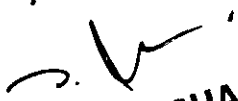
An inquiry was conducted by the Provincial Inspection Team, Khyber Pakhtunkhwa in compliance with Chief Minister's Secretariat Khyber Pakhtunkhwa letter No. SOVI/CMS/KPK/3-8/2018/22343 W/E dated 14-12-2018, issued in light of a letter from Mr. Laiq Muhammad Khan, MPA PK-53 Torghar wherein the MPA had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

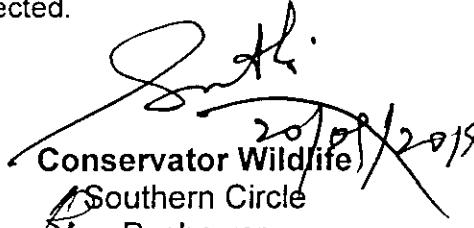
This office referred the said inquiry report to DFO Wildlife Torghar for necessary action vide this office endorsement No. 1570/WL(SC) dated 02-08-2019. As such in compliance with the directives of the Administrative Department and in line with the recommendations of the inquiry committee, the DFO Wildlife 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.

Attested


  
SYED ASIF SHAH  
ADVOCATE HIGH COURT

No. 1 WL(SC)

  
20/09/2019  
Conservator Wildlife  
Southern Circle  
Peshawar


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<br>50 روپے             | 28911                                  |    |
| Syed Asif Shah<br>ایڈووکیٹ: | B-3202<br>بار کونسل/ ایسوسی ایشن نمبر: |  |
| 03018143188<br>رابطہ نمبر:  |  | پشاور بار ایسوسی ایشن، خیبر پختونخواہ  |

بعدالت جناب: Service Tribunal KPK Peshawar

|           |           |
|-----------|-----------|
| مخانب:    | دعوی:     |
| Appellant | Appeal    |
| Tayyab    | علت نمبر: |
| بنام      | مورخہ     |
| KPK etc   | جرم:      |
|           | تھانہ     |

**بامث تحریر آگہ**

مقدمہ مندرجہ عنوان بالا میں اپنی طرف سے واسطے پیروی و جواب دہی کاروائی متعلقہ

آن مقام کیلئے سہ اہمیت سے 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 زریں پر دستخط کرنے کا اختیار ہوگا، نیز بصورت عدم پیروی یا ڈگری یکطرفہ یا اپیل کی برآمدگی اور منسوخی، نیز دائر کرنے اپیل نگرانی و نظر ثانی و پیروی کرنے کا مختار ہوگا اور بصورت ضرورت مقدمہ مذکورہ کے کل یا 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: 5 اکتوبر 2019

العبد \_\_\_\_\_ العبد \_\_\_\_\_  
مقام Peshawar

Attested  
Accepted  
ASIF SHAH  
ADVOCATE HIGH COURT

طیب ملہ لو اب کہ

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

**SERVICE APPEAL NO. 1318of/2019**

Muhammad Tayyab S/o of Nawab Nabi resident of village palosi, tehsil Kandar Hassan Zai 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.

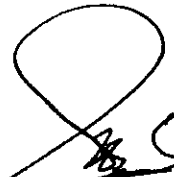
### **ON FACTS**

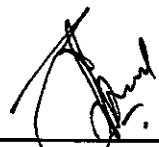
1. Pertains to the record, hence no comments.
2. **Correct** to the extent that on 15.12.2017 the Divisional Forest Officer Wildlife Torghar advertised 12 posts of Wildlife Watcher (BPS-07). In response, the appellants were applied for the posts.
3. **Correct** to the extent that the appellants served 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.

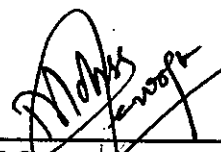
**ON GROUNDS**

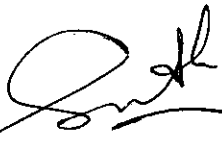
- a. **Incorrect:** The appointment orders of the appellants were cancelled by the respondent No.02 vide Office Order No.04 dated: 22.08.2019 in light of the recommendations of inquiry report conducted by the PIT. Hence the impugned order is very much legal.
- b. **Incorrect:** Cancellation of appointment 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

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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. SO/1/CMS/KPK/3-8/2018/22343-44 W/E dated 14.12.2018 (Annex: A).

COMPLAINT:

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

The gist of the allegations is as under:

According to him, Wildlife Torgar 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 blue eyed candidate were finalized.

(22) (77) (47)

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

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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 <sup>st</sup> Committee             | F        |
| 2.   | Muhammad Ali     | Head Constable<br>Member of the 1 <sup>st</sup> Committee |          |
| 3.   | Khan Muhammad    | Head Constable<br>Member of the 1 <sup>st</sup> Committee |          |
| 4.   | Sajid            | Head Constable<br>Member of the 1 <sup>st</sup> Committee |          |
| 5.   | Aamir Khan Swati | Head Constable<br>Member of the 2 <sup>nd</sup> Committee | G        |
| 6.   | Khan Muhammad    | Head Constable<br>Member of the 2 <sup>nd</sup> Committee |          |
| 7.   | Syed Afzal       | LHC Member of the 2 <sup>nd</sup> Committee               |          |
| 8.   | Saydar 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

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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 (DFO Wildlife District Torghar advertised 12 posts of Wildlife Watcher (BPS-07) through information Department in daily Mashriq d 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 <sup>nd</sup> class Intermediate with Certificate with Matric Science from a recognized Board, and  | 18-30 years | By initial recruitment.   | Annex: P |
|                           | b) <u>Physical fitness:</u><br>i. Height: five feet and six inches (minimum);<br>ii. Chest Size: 34-36 inches(minimum); and<br>iii. Eye Sight: V. 6J(with glasses), each eye 6x6. |             | 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 Abbottabad. |          |
|                           | Note: It is essential that the candidate will have to qualify Marathon race of 2-Km within 20 minutes   |             |   |          |

ii. In the said advertisement, it was mention in the conditions that candidates will have to submit eye certificate with regard to cor 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 6.2.2018 comprised of the following members.

- (24)      (27)      34      (S)
- 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 1<sup>st</sup> physical test while DPO Torghar changed the members of the committee for 2<sup>nd</sup> physical test. The District Nazim Torghar also recommended two



(02) candidates who disqualified the 1<sup>st</sup> test. The 2<sup>nd</sup> physical test (20 candidates (27 qualified candidates of 1<sup>st</sup> test and 2 candidate recommended by District Nazim Torghar) was conducted on 13.11.2018. In the 2<sup>nd</sup> 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).

iii. The inquiry team visited District Torghar wherein they directed DFO Wildlife Torghar to present the qualified and disqualified candidates of 2<sup>nd</sup> 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 candidates disqualified candidates, only six (6) appeared before inquiry team. The detail of their re-measurement of chest size & height and comparison with 2<sup>nd</sup> physical test is given as under:

| S. No | Name of Candidate | Father Name  | Measurement in the 2 <sup>nd</sup> Physical test |                                      | Actual Measurement in the presence of inquiry team |                                      | Annexure |
|-------|-------------------|--------------|--|--------------------------------------|--|--------------------------------------|----------|
|       |                   |              | Height   | Chest                                | Height   | Chest                                |          |
| 1.    | Ihtisham Khan     | Qasam Khan   | 5x9  | 33x35 <sup>1/2</sup>                 | 5x9  | 32x34 <sup>1/2</sup>                 | Z        |
| 2.    | Saeed Khan        | Taj Mehmood  | 5x8 <sup>1/2</sup>                               | 33x35                                | 5x8 <sup>1/2</sup>                                 | 33x35 <sup>1/2</sup>                 |          |
| 3.    | Izhar Ahmad       | Hikmat Khan  | 5x6 <sup>1/2</sup>                               | 33x35 <sup>1/2</sup>                 | 5x6 <sup>1/2</sup>                                 | 33x36                                |          |
| 4.    | Azeem ul Haq      | Naseeb ullah | 5x6  | 33x35                                | 5x6  | 33 <sup>1/2</sup> x35 <sup>1/2</sup> |          |
| 5.    | Syed Jahid Shah   | Khadi Shah   | 5x5 <sup>1/2</sup>                               | 33 <sup>1/2</sup> x35 <sup>1/2</sup> | 5x5 <sup>1/2</sup>                                 | 33x36                                |          |
| 6.    | Syed Hameed ulfan | Mukaram Shah | 5x8 <sup>1/2</sup>                               | 33x35                                | 5x8 <sup>1/2</sup>                                 | 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 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 Witi 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 2<sup>nd</sup> physical test is given under:

| S.No | Name of Candidate | Father Name     | Measurement in the 2 <sup>nd</sup> Physical test |                       | Actual Measurement in the presence of inquiry team |                      |
|------|-------------------|-----------------|--|-----------------------|--|----------------------|
|      |                   |                 | Height   | Chest                 | Height   | Chest                |
| 1.   | Hussain Ahmad     | Abdul Haleem    | 5x7  | 36x38 <sup>1/2</sup>  | 5x7 <sup>1/2</sup>                                 | 36x39                |
| 2.   | Anwar Khan        | Asad Khan       | 5x6 <sup>1/2</sup>                               | 34x36 <sup>1/2</sup>  | 5x6 <sup>1/2</sup>                                 | 35x37                |
| 3.   | Mubashir Ahmad    | Momin Gul       | 5x8  | 34x36 <sup>1/2</sup>  | 5x8  | 34 <sup>1/2</sup> x3 |
| 4.   | Fazal Nawaz Khan  | Mir Nawaz Khan  | 5x7 <sup>1/2</sup>                               | 34x36                 | 5x7 <sup>1/2</sup>                                 | 34 <sup>1/2</sup> x3 |
| 5.   | Muhammad Irfan    | Muhammad Tahir  | 5x6  | 34x36                 | 5x6 <sup>1/2</sup>                                 | 34x36                |
| 6.   | Riaz Ahmad        | Muhammad Saleh  | 5x7 <sup>1/2</sup>                               | 34x36                 | 5x8  | 34x36 <sup>1/2</sup> |
| 7.   | Faiz ur Rehman    | Sahib ur Rehman | 5x7  | 38x40                 | 5x7 <sup>1/2</sup>                                 | 37x39                |
| 8.   | Haroon Khan       | Hazrat Hussoin  | 5x7 <sup>1/2</sup>                               | 35 <sup>1/2</sup> x38 | 5x8 <sup>1/2</sup>                                 | 36x38                |
| 9.   | Hafceez ur Rehman | Sahib ur Rehman | 5x7 <sup>1/2</sup>                               | 35x37                 | 5x7 <sup>1/2</sup>                                 | 34x36                |
| 10.  | Muhammad Tayyab   | Nawab Nabi      | 5x8 <sup>1/2</sup>                               | 34x36                 | 5x8 <sup>1/2</sup>                                 | 35x37                |
| 11.  | Hazrat Ullah      | Bakhrullah      | 5x6 <sup>1/2</sup>                               | 35x37 <sup>1/2</sup>  | 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 the 2<sup>nd</sup> 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 2<sup>nd</sup> test appeared before the inquiry team for re-measurement of chest/height. As the above observations confirmed the accuracy of the result of 2<sup>nd</sup> test to great extent. Hence, it casted doubts that the 1<sup>st</sup> test might not be conducted accurately and favour was extended to those 12 qualified candidates who disqualified the 2<sup>nd</sup> test.

To ascertain the factual position, DFO Wildlife Torghar was directed to present all the candidates who were declared disqualified in 1<sup>st</sup> physical test. In response, out of 126 candidates (153-27), only 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 <sup>st</sup> Physical test |                       | Actual Measurement in the presence of inquiry team |                       |
|------|-------------------|---------------------|--|-----------------------|--|-----------------------|
|      |                   |                     | Height   | Chest                 | Height   | Chest                 |
| 1.   | Fateh ullah       | Amrullah            | 5x6 <sup>1/2</sup>                               | 37x39 <sup>1/2</sup>  | 5x7  | 35x38                 |
| 2.   | Suleman Khan      | Yakmin Khan         | 5x5  | 31x32 <sup>1/2</sup>  | 5x5  | 29x31                 |
| 3.   | Hameed ur Rehman  | Zaibullah           | 5x5 <sup>1/2</sup>                               | 33x34                 | 5x5 <sup>1/2</sup>                                 | 33x34                 |
| 4.   | Namzood Khan      | Mahabat             | 5x9  | 31x35                 | 5x9.5  | 29 <sup>1/2</sup> x32 |
| 5.   | Zabehullah        | Sabit ullah         | 5x8  | 33x34 <sup>1/2</sup>  | 5x8 <sup>1/2</sup>                                 | 31x33                 |
| 6.   | Sakhi Badsha      | Muhammad Zahir shah | 5x5 <sup>1/2</sup>                               | 33 <sup>1/2</sup> x35 | 5x7  | 32x34 <sup>1/2</sup>  |

The above comparison showed that the last five (5) candidates, who were disqualified in the 1<sup>st</sup> 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 1<sup>st</sup> 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 1<sup>st</sup> physical test dubious. Therefore, the result of 1<sup>st</sup> physical test was examined and tallied with the list of 27 qualified candidates which transpired the following defects/flaws/irregularities in the 1<sup>st</sup> 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 1<sup>st</sup> 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 N-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. 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 2<sup>nd</sup> 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).

Two candidates i.e. Mr. Ihtisham Khan at S.No. 83 & Muhammad Yaqoob at S.No. 20, who disqualified the 1<sup>st</sup> test in term of chest/height were included in the list of 27 qualified candidates. They both availed the opportunity to appeared in the 2<sup>nd</sup> 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/checked 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.

E. The list of 27 qualified candidates of 1<sup>st</sup> 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 <sup>1st</sup><br>FSc <sup>1st</sup><br>BS(Hons) | 35   | 35    | 08                                   | 78                         | 04          | 82                       |             |
| 2     | Faiz ur Rehman   | Sahib ur Rehman | SSC <sup>1st</sup><br>FSc <sup>2nd</sup><br>BS(Hons) | 35   | 27    | 08                                   | 70                         | 04          | 74                       |             |
| 3     | Anwar Khan       | Asar Khan       | SSC <sup>1st</sup><br>DAE <sup>1st</sup>             | 35   | 35    | --                                   | 70                         | 04          | 74                       |             |
| 4     | Mafeez ur Rehman | Sahib ur Rehman | SSC <sup>1st</sup><br>FSc <sup>1st</sup>             | 35   | 35    | --                                   | 70                         | 04          | 74                       |             |
| 5     | Hazrat Ullah     | Bakhr Ullah     | SSC <sup>1st</sup><br>FSc <sup>2nd</sup>             | 35   | 27    | --                                   | 62                         | 05          | 67                       |             |
| 6     | Hussain Ahmad    | Abdul Haleem    | SSC <sup>1st</sup><br>FSc <sup>1st</sup>             | 35   | 27    | --                                   | 62                         | 04          | 66                       |             |
| 7     | Riaz Ahmad       | Muhammad Saleh  | SSC <sup>1st</sup><br>FSc <sup>2nd</sup>             | 35   | 27    | --                                   | 62                         | 04          | 66                       |             |
| 8     | Muhammad Irfan   | Muhammad Tahir  | SSC <sup>1st</sup><br>FSc <sup>2nd</sup>             | 35   | 27    | --                                   | 62                         | 03          | 65                       |             |
| 9     | Majid Khan       | Azmat Khan      | SSC <sup>2nd</sup><br>FSc <sup>2nd</sup>             | 26   | 27    | --                                   | 53                         | 07          | 60                       |             |
| 10    | Mubasher Ahmad   | Momin Gul       | SSC <sup>2nd</sup><br>FSc <sup>2nd</sup>             | 26   | 27    | --                                   | 53                         | 07          | 60                       |             |
| 11    | Haroon Khan      | Hazrat Hussain  | SSC <sup>2nd</sup><br>FSc <sup>2nd</sup>             | 26   | 27    | --                                   | 53                         | 05          | 58                       |             |
| 12    | Muhammad Tayyab  | Nawab Nabi      | SSC <sup>2nd</sup><br>FSc <sup>2nd</sup>             | 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<br>DAE    | 26   | 35    | --                                   | --                         | 61          | At S No. 9                                 |
| 2      | SSC<br>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 1<sup>st</sup> Committee of Police that they declared 27 candidates successful which were re-examined by the 2<sup>nd</sup> 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 1<sup>st</sup> 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/decrease in size of the candidates, they stated that they conducted the test in the month of February 1988 and the second test was conducted during the month of November 1988 which shows that a long period had been passed and certainly the candidates were living beings, therefore their size could be changed.



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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 2<sup>nd</sup> 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 2<sup>nd</sup> test as if there were complaints against the 1<sup>st</sup> 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 1<sup>st</sup> physical test. In the said test, the entire process was over sighted especially Marathon and Eye Sight. The result of 1<sup>st</sup> 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 1<sup>st</sup> 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 2<sup>nd</sup> 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, 2<sup>nd</sup> test was

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conducted of the qualified candidates of the 1<sup>st</sup> test leaving 126 disqualified candidates of 1<sup>st</sup> 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 1<sup>st</sup> 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 1<sup>st</sup> physical test exercised sheer negligence and laxity while conducting the 1<sup>st</sup> physical test. Due to the reason several defects/irregularities were found in the 1<sup>st</sup> 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.

2<sup>nd</sup> physical test was conducted only of qualified candidates of 1<sup>st</sup> physical test and two recommended candidates of District Nazim which was injustice with the other disqualified candidates of 1<sup>st</sup> physical test and was against the principles of fair competition. Moreover, the 2<sup>nd</sup> 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 1<sup>st</sup> test which was already questionable. Hence, the process of 2<sup>nd</sup> 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 2<sup>nd</sup> physical test. He compelled Wildlife Department to conduct the 2<sup>nd</sup> physical test.

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

The recruitment process was delayed due to the ban imposed by Election Commission of Pakistan and later on due to the complaints 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:

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Disciplinary action under the relevant rules may be taken against the members of the Police and Wildlife Committees, who conducted 1<sup>st</sup> 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.

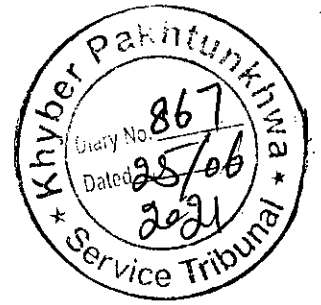
The District Nazim Torghar may also be proceeded under the relevant disciplinary rules on the grounds of unlawful intervention in the recruitment process and merit of the Wildlife Watcher having no such mandate.

*CP*  
*28/2/19*  
RESEARCH OFFICER  
Provincial Inspection Team,  
Khyber Pakhtunkhwa

*Ali*  
*01.03.2019*  
LIAQAT ALI MOHMAND  
MEMBER (INQUIRIES)  
Provincial Inspection Team,  
Khyber Pakhtunkhwa

*Ali Khan Khan*  
MEMBER GENERAL  
Provincial Inspection Team,  
Khyber Pakhtunkhwa

*Ali*  
*04/03/19*  
Muhammad Akbar Khan  
CHAIRMAN  
Provincial Inspection Team,  
Khyber Pakhtunkhwa



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

*Put up to the court with  
relevant appeal.*

Service Appeal No. 1318 of 2019

Muhammad Tayyab.....APPELLANT

*Deo dw.*

*25/6/2021*

**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


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**

  
Muhammad Tayyab  
.....Appellant

Through

  
**SYED ASIF SHAH,**  
Advocate High Court,  
Mansehra.

**AFFIDAVIT.**

I, Muhammad Tayyab son of Nawab Nabi resident of Village Palosi, Tehsil Kandar Hassan Zai, 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

  
Muhammad Tayyab  
(DEPONENT)





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

Service Appeal No. \_\_\_\_\_ of 2019

Muhammad Tayyab.....APPELLANT

**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

constitution of four 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 Peshwar and the  
same be disposed of as early as possible.

Dated 19.06.2021

Muhammad Taysab  
.....Appellant


Through

**SYED ASIF SHAH**  
Advocate High Court,  
Manshera.

**AFFIDAVIT.**

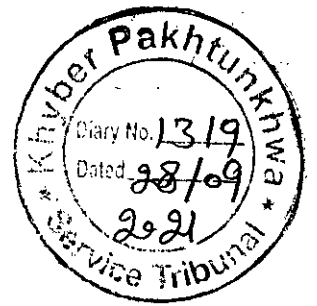
I, Muhammad Tayyab son of Nawab Nabi resident of Village Palosi, Tehsil Kandar Hassan Zai, District Torghar, appellant, do hereby solemnly affirm and declare on oath that the contents of the foregoing application are true and correct and nothing has been concealed from this Honourable Tribunal.

Dated 19.06.2021

  
Muhammad Tayyab  
(DEPONENT)



**BEFORE THE KHYBER PAKHTUNKHWA  
SERVICES TRIBUNAL PESHAWAR**



Muhammad Tayyub son of Nawab Nabi,  
resident of Village Palosi, Tehsil Kandar Hassan  
Zai District Torghar.....**Appellant**

*Put up to the court with  
release out appeal.*

**Versus**

*28/9/21*

*Reader.*

*Allowed*

*04/10/2021*

- 1) Government of Khyber Pakhtunkhwa through Secretary Wildlife Department, Jhyber Pakhtunkhwa Peshawar
- 2) Divisional Forest Officer wildlife Division, Torghar
- 3) Chief Conservator Wildlife Division Torghar
- 4) Conservator Wildlife Division Southern Circle Peshawar.....**Respondents**

**SERVICE APPEAL NO. 1318 OF 2019**

**APPLICATION SEEKING FIXATION OF  
THE TITLED SERVICE APPEAL BEFORE  
CAMP COURT ABBOTTABAD FOR ITS  
EARLY DISPOSAL.**

**Respectfully Sheweth!**

- 1) That, the above titled appeal is pending before this Honourable Court since last two years at Camp Court Abbottabad. Meanwhile non availability of Camp Court the instant appeal is fixed before the Principal Seat Peshawar.
- 2) That, now the case in hand pending for arguments.
- 3) That, due to Covid - 19 the non availability of Camp Court at

Abbottabad the above mentioned case transferred to Principal Seat Peshawar for further proceedings.

- 4) That, now the Camp Court Abbottabad is functioning.

It is, therefore, requested that the above titled appeal may graciously be transferred/ fixed from Principal Seat to the Camp Court/Tribunal at Abbottabad for its early disposal/proceedings.

**Dated 25/09/2021**

*M. Tayyub*

**Muhammad Tayyub**  
(Appellant)

Through: -

*Syed Asif Shah*

**SYED ASIF SHAH**  
Advocate High Court,  
District Courts,  
(Mansehra)

**AFFIDAVIT**

I, MUHAMMAD TAYYUB SON OF NAWAB NABI, RESIDENT OF VILLAGE PALOSI, TEHSIL KANDAR JUDBAH DISTRICT TORGHAR (APPELLANT) DO HEREBY SOLEMNLY AFFIRM AND DECLARE ON OATH THAT THE CONTENTS OF THE FORE-GOING APPLICATION ARE TRUE AND CORRECT AND NOTHING HAS BEEN CONCEALED FROM THIS HONOURABLE COURT.

**DATED 25/09/2021**

*M. Tayyub*

**MUHAMMAD TAYYUB**  
(DEPONENT)

