

**BEFORE THE KHYBERPAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR**

Appeal No 1373 of 2022

Mr Imran Khan Ex Chowkidar (BPS-01) GGPS Tayeb Abad

Khyber Pakhtunkhwa  
Service Tribunal  
No. 3930  
Dated 28/2/2023  
Appellant

**VERSUS**

1. The Secretary, Elementary & Secondary Education Department, Khyber Pakhtunkhwa, Peshawar.
2. The Director, Elementary & Secondary Education, Khyber Pakhtunkhwa Peshawar.
3. The District Education Officer (F), District Kohistan, Khyber Pakhtunkhwa, Peshawar.

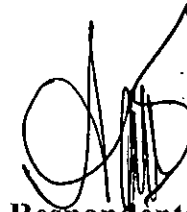
  
Respondents

**JOINT PARAWISE COMMENTS FOR & ON BEHALD RESPONDENT NO. 1,2, & 3**

**INDEX**

S #	Particulars of documents	Annexure	Pages
1	Comments <del>of respondents</del>		1-4
2	Copy of ASDEO reports, show cause notices, etc	"A,B,C"	5-9
3	Rejection of appeal	"D"	10

**Dated: 20-02-2023**



Respondents No.03

District Education Officer,  
(Female) Kohistan Upper

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**Appellant**

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**Respondents**

**JOINT PARAWISE COMMENTS FOR & ON BEHALD RESPONDENT NO. 1,2, & 3**

**Respectfully Sheweth:**

**PRI LIMINARY OBJECTIONS:**

- I. That the appellant has no cause of action / locus stand to file the instant appeal.
- II. That the appellant has concealed the material facts from the honorable tribunal.
- III. That the appellant has not come to his honorable tribunal with clean hands.
- IV. That the appellant has filed the instant appeal on malafide grounds.
- V. That the appeal is against the prevailing law and rule.
- VI. That the appellant is stopped by his own conduct to file instant appeal.
- VII. That the claim of the appellant is unlawful, hence the appeal is liable to be dismissed.

**Factual Objections:**

1. Para No. 1 of the appeal relates to appellant's service record, hence not comment.
2. Para No. 2 of the appeal relates to appellant's service record, hence no comment.



3. Para No. 3 is incorrect hence denied further stated that as per visit report of SDEO/ASDEO the appellant remained willfully absent without prior permission of competent authority.
4. Para No 04 is incorrect hence denied as the appellant has be treated as per rule and law that the appellant was found absent repeatedly by the ASDEO circle. Show cause notice was served to the appellant, but the appellant neither joined his duty nor submitted convincing replies within a stipulated time period. That after fulfillment of all Codal formalities the respondent issued his compulsory retirement order on 09-09-2021.

**(Copy of ASDEO report is attached as Annexure "A", Show cause notice as Annexure "B" compulsory retirement order as "C" and rejection of appeal as "D")**

5. Para No. 5 is incorrect, hence denied as the appellant did not submit appeal before the appellant authority in time. His appeal is badly time barred and the authority rejected his appeal.

**Copy of appeal rejection by the authority is annexed as "annexure D")**

6. Para No. 6 that the appellant is not aggrieved one, his appeal is badly time barred, and the appellant did not come to this tribunal with clean hands, hence liable to be dismissed with cost.

### GROUNDS

- A). Para 'A' of the ground is incorrect, hence denied as the appellant has been treated as per rule and law. A detail reply has been given in Para No. 4 & 5 of facts.
- B). Para 'B' of ground is incorrect hence denied. The answering respondents has not violated any article of the constitution of republic of Pakistan 1973. The appellant has been treated as per rule and law.
- C) Para 'C' of the ground is incorrect hence denied detail reply is given in Para No. 4 and 5 of facts.
- D) Para 'D' of the ground is incorrect hence denied as the reply is given in above Para No. 4 of factual objections.
- E) Para 'E' of the ground is incorrect the ASDEO/SDO visited duty station of appellant on 29-05-2021 and 14-06-2021 and reported him absent from his official duty.
- F) Para 'F' of the ground is incorrect. The act of the answering of the respondent is as per rule and law
- G) Para 'G' of the ground is incorrect hence denied as stated above Para No.4 & 5 of facts.

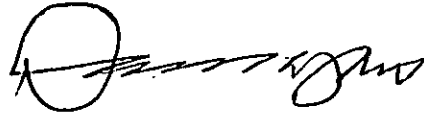
H) That the respondents seek permission to advance other grounds and proofs at the time of hearing.

It is therefore, in the light of above stated facts and circumstances, it is very humbly prayed that appeal being time barred and devoid of merit may please be dismissed with cost.



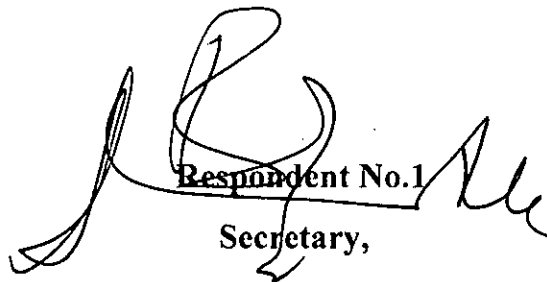
**Respondent No. 3**

**District Education Officer,  
(Female) Kohistan Upper**



**Respondent No.2**

**DIRECTOR  
Elementary and Secondary Education  
Khyber Pakhtunkhwa Peshawar**



**Respondent No.1**

**Secretary,  
Elementary and Secondary Education  
Khyber Pakhtukhwa Peshawar**

145  
A

**OFFICE OF THE ASSISTANT SUB DIVISIONAL EDUCATION OFFICE (F) KANDIA  
KOHISTAN UPPER**

No. \_\_\_\_\_ /ASDEO (F) KH Dated Dassu the \_\_\_\_\_ /2021

To

The Sub Divisional Education Officer  
(Female) Dassu Kohistan.

Subject: - Visit Report of ASDEO (F) Circle Seo Kandia for the month of 05/2021

S/No	Dated	Name of School	Observation	Remarks
1	24/05/2021	GGPS Kai Rustam Abad ✓	During my surprise visit the said school was again found closed there were no teaching staff nor the class IV. As the detail of teaching and non-teaching are staff as under 1. Mst: Maryam Bibi PST (Absent) ✓ 2. Mst: Samina Kosar PST (Absent) ✓ 3. Mst: Anila Babar PST (Absent) → Removal ✓ 4. Mr. Shah Nawaz. Chowkidar (Absent) ✓ Report are already has been submitted dated on 29 March 2021. But not take action	Surprise Visit ✓
2	25/05/2021	GGPS Kuz Komila ✓	The undersigned paid a surprise visit of said school was found closed Mst Gul Nasreen SPST was on leave due to her son fixture of leg and admitted CMH Hospital in Rawalpindi while MST Maryam Anwar PST still found absent from their duty w.e.f. 1 <sup>st</sup> October 2020 to up till now. Report are submitted already for your perusal and necessary action pleas.	Surprise Visit ✓ SIC issued
3	26/05/2021	GGPS Segloo ✓	During my surprise visit the school was found again closed and MST: Fazilat Begum Pst, Mst: Kalsoom Bibi Pst & Class IV Mr. Muhammad Nabi were found Absent from their duties & also already report has been submitted dated on 28/04/2021 but not take action against said staff. Note: Musrat Gul Pst Apply for retirement and case was under process in DEO Office female	Surprise Visit ✓
4	26/05/2021	GGPS Tayyab Abad ✓	The undersigned visit of the said school was found again closed. Mst: Kalsoom Bibi Pst Mst :Asma Saif Pst & Cass IV Mr. Imran Khan were found absent form their duties already report has been submitted dated on 01/04/2021 28/04/202 but not take action again said staff. Note: Asma Saif Pst apply for retirement and case was under process in DEO Office Female.	Surprise Visit ✓

Report is submitted for further necessary action please.

ASDEO (F) SEO Kandia  
Kohistan.

29/05/2021



# OFFICE OF THE DISTRICT EDUCATION OFFICER FEMALE KOHISTAN UPPER

Email: Dofemalekohistanupper@gmail.com- 0998407225

## Show Cause Notice:

I, Muhammad Amin District Education officer (F) Kohistan Upper, the Competent Authority under the Khyber-Pakhtunkhwa Government Servant Efficiency & Disciplinary, Rules 2011, do hereby serve upon you, Mr. Imran Khan Chowkidar GGPS Tayab Abad for the following charges;

1. As per report of SDEO/ ASDEO Circle Seo Kandia on 18-02-2021, 25-03-2021, 01-04-2021, 28-04-2021 and 26-05-2021 you willfully remained absent from your duty and school was found closed without proper permission/intimation or leave.
2. Therefore, you are directed to resume your duty immediately and show cause of your absent period with solid reasons.
3. Thus you proved negligent and subvert government official and you have committed the gross act/omissions of misconduct, inefficiency, subversion, specified in Rule 3 of the mentioned rules.

As a result, thereof, I as the Competent Authority, have tentatively decided to impose upon you, the major penalty of removal from service and recovery of illegal pay of your absent period, mentioned in Rule 4(1), (a) and (b), of the ibid Rules.

You are, therefore, required to show cause as to why one or more penalties in sub rule No.4(a) and 4(b) provided in the aforesaid Rules should not be imposed upon you and also intimate whether you desire to be heard in person.

If no reply on your behalf to this effect is received, to this office, within 07 days of delivery of this show cause, it shall be presumed that you have no defense to put in and, in that case, Ex-parte action will be taken against you.

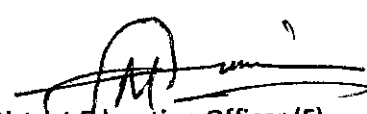
(Muhammad Amin)  
District Education Officer (F)  
Kohistan Upper.

Endorsement No. 4217-22

Dated: 02/18 //2021.

Copies for information and necessary action forwarded to the:

1. Director Elementary & Secondary Education, Khyber Pakhtunkhwa, Peshawar.
2. The Deputy Commissioner Kohistan Upper.
3. The PA to District Education Officer (F) Kohistan Upper.
4. The Deputy District Education Officer (F) Dassu, Kohistan Upper.
5. Mr. Imran Khan Chowkidar GGPS Tayab Abad
6. Copy to Master File for record.

  
District Education Officer (F)  
Kohistan Upper.

Acknowledgment: I \_\_\_\_\_ received my copy.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

(178)

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**OFFICE OF DISTRICT EDUCATION OFFICER (FEMALE)**  
**KOHISTAN**

**OFFICE ORDER/ COMPULSORY RETIREMENT**

01. **WHEREAS** as per the numerus complaints received to the undersigned through various means the following Chowkidars remained absent from their duties without any prior permission or leave for several years.
02. **WHEREAS** their schools remained closed/Non-functional during the repeated visits of EMA.
03. **WHEREAS** they were reported absent by EMA time and again during the visits of the concerned DCMAs.
04. **WHEREAS** they put their fake attendance in the school registers at their home.
05. **WHEREAS** the concerned ASDEOs were directed to verify their absenteeism.
06. **WHEREAS** the concerned ASDEOs confirmed/verified their absenteeism as per their report.
07. **WHEREAS** show cause notices were issued to them vide the references made against their names.
08. **WHEREAS** they failed to reply their show causes/inconvincible reply within the stipulated period.
09. **WHEREAS** they failed to avail the chance of personal hearing.

Therefore the undersigned being the competent authority, do hereby impose **Major Penalty of Compulsory Retirement**, upon the following Chowkidars under Rule 4(b) ii of E&D Rules 2011, with immediate effect, in the interest of public service.

S.No	Name of Teacher with designation	Name of School	Show cause reference	Remarks
01	Muhammad Nabi Chow	GGPS Sigloo	No.4152-57 dated:02/08/2021	
02	Ajab Khan Chow	GGPS Thooti	No.4164-69 dated:02/08/2021	
03	Muhammad Kabir Chow	GGPS Karang	No.4182-87 dated:02/08/2021	
04	Imran Khan Chow	GGPS Tayyab Abad	No.4217-22 dated:02/08/2021	

9/13/2021

**MUHAMMAD AMN**  
**District Education Officer**  
**(Female) Kohistan**

Endstt; No. 4597-4606/DEO (F) KH Dated: 09/09/ 2021.

**Copy of the above forwarded to the:-**

01. PS to Secretary Elementary & Secondary Education Department KPK Peshawar.
02. PA to Director Elementary & Secondary Education KPK Peshawar.
03. Deputy Commissioner Kohistan Upper.
04. District Monitoring officer Kohistan Upper.
05. District Accounts Officer Kohistan Upper.
06. SDEO/DDO (F) concerned with the directions to stop their pay and make necessary entries in the service books.
07. ASDEO Circle concerned.
08. PA to DEO (F) local office.
09. Teachers concerned.
10. Office File.

**District Education Officer**  
**(Female) Kohistan**



-8-

(D)

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

No. \_\_\_\_\_ /F.No.291 /A-20/C-IV/Kohistan Vol-5-6.

Dated Peshawar the 05/09 /2022

Phone: 091-9225344

Email: ddadm.ese@gmail.com

To

The District Education Officer,  
(Female) Kohistan.

Subject: APPEAL FOR RE-INSTATMENT.  
Memo:

I am directed to refer to the subject cited above and to state that the appeals in r/o Muhammad Nabi S/o Jamdad Ex-Chowkidar GGPS Saglo Kohistan Upper, Mr.Imran Khan S/o Khusra Ex-Chowkidar GGPS Tayyab Abad Kohistan and Ajab Khan S/o Khan Badshah Ex-Chowkidar GGPS Thooti Kohistan & Muhammad Kabir Chowkidar has been examined/analyzed by this office Hence inform the appellant concerned that their appeals have been rejected by the appellate authority.

**Assistant Director (Admn)**  
Directorate E& Secondary Education  
Khyber Pakhtunkhwa, Peshawar

Endst; No. 1965-66  
Copy forwarded to the: -

1. Muhammad Nabi S/o Jamdad Ex-Chowkidar GGPS Saglo Upper, Mr.Imran Khan S/o Khusra Ex-Chowkidar GGPS Tayyab Abad and Hajab Khan S/o Khan Badshah Ex-Chowkidar GGPS Thooti Kohistan Muhammad Kabir Chowkidar
2. PA to Director Elementary & Secondary Education Khyber Pakhtunkhwa Peshawar.
3. Master File.

*[Signature]*  
**Assistant Director (Admn)**  
Directorate E& Secondary Education  
Khyber Pakhtunkhwa, Peshawar

*[Signature]*  
5/9/22



**DIRECTORATE OF ELEMENTARY & SECONDARY EDUCATION  
KHYBER PAKHTUNKHWA PESHAWAR**

No. \_\_\_\_\_/F.No.291/A-20/C-IV/Kohistan/Vol-5-6

Dated Peshawar the 05/09/2022

To,

The District Education Officer,  
(Female) Kohistan.

Subject: **APPEAL FOR RE-INSTATEMENT.**

Memo:

I am directed to refer to the subject cited above and to state that the appeal in r/o Muhammad Naboi S/o Jamdad Ex-Chowkidar GGPS Saglo Kohistan Upper, Mr. Imran Khan S/o Khusra Ex-Chowkidar GGPS Tayyab abad Kohistan and Ajab Khan S/o Khan Badshah Ex-Chowkidar GGPS Thooti Kohistan & Muhammad Kabir Chowkidar has been examined/analyzed by this office. Hence inform the appellant concerned that their appeals have been rejected by the appellate authority.

**Assistant Director (Admn)**  
Directorate E& Secondary Education  
Khyber Pakhtunkhwa, Peshawar

Endst: No. 1265-66/