

> SA No. 1198/2019

15th Feb. 2023

Mr. Munfat Ali,, Advocate for appellant present. Mr. Muhammad Adcel Butt, Additional Advocate General alongwith Fazle Khaliq, ADIO (Litigation) for the respondents present. Arguments heard and record perused.

2. Vide our detailed judgement consisting of 04 pages, the appeal is allowed as prayed for. Parties are left to bear their own costs. Consign.

3. *Pronounced in open court in Peshawar and given under our hands and seal of the Tribunal this 15th day of February, 2023.*



(FARLEHA PAUL)
Member (E)



(SALAH-UD DIN)
Member (J)

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL
PESHAWAR

Service Appeal No. 1198/2019

BEFORE: MR. SALAH-UD-DIN ... MEMBER (J)
MISS FAREEHA PAUL ... MEMBER (E)

**Mr. Abdur Rahim, Chowkidar, Government Girls Community School
Lahore, District Swabi. (Appellant)**

Versus

1. The Secretary Elementary & Secondary Education Department Khyber Pakhtunkhwa, Peshawar.
2. The Director E&SE Department, Khyber Pakhtunkhwa, Peshawar.
3. The District Education Officer (Female) District Swabi.
4. The District Account Officer, District, Swabi. (Respondents)

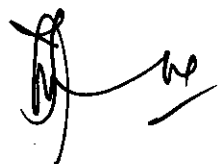
Mr. Munfat Ali,
Advocate ... For appellant

Mr. Muhammad Adeel Butt,
Additional Advocate General ... For respondents

Date of Institution..... 26.09.2019
Date of Hearing..... 15.02.2023
Date of Decision..... 15.02.2023

JUDGEMENT

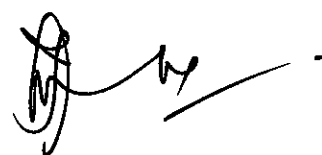
FAREEHA PAUL, MEMBER (E): The service appeal in hand has been instituted under Section 4 of the Khyber Pakhtunkhwa Service Tribunal Act, 1974 against the order dated 27.03.2019, whereby minor penalty of stoppage of annual increment for three years has been imposed on the appellant as well as the absence period w.e.f. 03.03.2017 till reinstatement has been treated as extra-ordinary leave without pay. It has been prayed that on acceptance of instant appeal, the impugned order dated 27.03.2019 might be set aside to the extent of stoppage of annual increment and the appellant might be allowed



back benefits of intervening period w.e.f. 03.03.2017 till reinstatement alongwith any other remedy which this Tribunal deems fit and appropriate.

2. Brief facts of the case, as given in the memorandum of appeal, are that the appellant while serving as Chowkidar at GGCMS Lahor Sharki, District Swabi was affected by serious illness of brain tumor and due to that reason he submitted an application for leave for a period of two months which was not sanctioned. The appellant started treatment of the said disease and in those circumstances he also performed his duty at night but the concerned Headmistress did not mark his presence in the relevant attendance register and he was marked absent from duty. The respondent department issued the impugned order dated 18.10.2018 whereby major penalty of dismissal from service was imposed on the appellant without conducting any inquiry in the matter. Feeling aggrieved, he preferred departmental appeal before the appellate authority on 22.10.2018, which was forwarded on 10.12.2018, who vide order dated 27.03.2019, took a lenient view and converted the major punishment of dismissal from service into minor penalty of stoppage of annual increment for three years and also treated the absence period as extra-ordinary leave without pay. The appellant feeling aggrieved from the impugned order dated 27.03.2019 preferred departmental appeal but no reply was received; hence the present appeal.

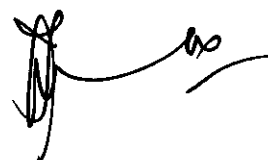
3. Respondents were put on notice who submitted written replies/comments on the appeal. We heard the learned counsel for the appellant as well as the learned Additional Advocate General for the respondents and perused the case file with connected documents in detail.



4. Learned counsel for the appellant, after presenting the case in detail, contended that the impugned order dated 27.03.2019 was against the law, facts, norms of natural justice and material on the record. He further argued that the appellant had not been treated in accordance with law and rules on the subject. He further argued that no show cause notice was served on the appellant nor regular inquiry conducted and no chance of personal hearing was provided to him which were mandatory before passing the impugned order. He requested that the appeal might be accepted as prayed for.

5. Learned Additional Advocate General, while rebutting the arguments of learned counsel for the appellant argued that the appellant had never submitted application for two months leave and that the one annexed with the appeal was unauthentic as it was undated, without signature of the appellant and also not properly forwarded by the Headmistress of the school concerned. According to him, proper inquiry had been conducted and after observing all the codal formalities the appellant was dismissed from service due to willful and unauthorized absence from duty. The learned AAG invited the attention to para-5 of the appeal, where the appellant had bluntly confessed that the appellate authority had taken a lenient view on the departmental appeal by converting the major penalty of dismissal from service into minor penalty. He requested that the appeal might be dismissed.

6. Arguments and record presented before us transpire that the appellant while serving as Chowkidar in Government Girls Community School, Lahor, District Swabi got ill and was diagnosed with tumour in his brain. A medical report attached with the appeal indicates that he had been operated for

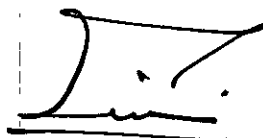


Olfactory Groove Meningioma at the Lady Reading Hospital, Peshawar on 25.05.2018. According to the appellant, he performed his duties despite the fact that he was suffering from the brain tumour and was under constant treatment. Moreover his leave for two months was also not sanctioned by his competent authority. The respondents, on the other hand, are denying all these facts and are placing their reliance on an inquiry report that has been annexed with their reply/comments. It is a two-page inquiry report, without any charge sheet and statement of allegations. It is not clear from the report whether the appellant had been given any opportunity of personal hearing and cross-examination during the inquiry. No documentary evidence has been provided either with the inquiry report or the reply of the respondents to ascertain the absence of the appellant which indicates that procedure under Rule 9 of Government Servants (Efficiency & Discipline) Rules, 2011 had not been followed by the department. On the other hand the medical report provided by the appellant is an ample proof of his illness.

7. In the light of above discussion, the appeal is allowed as prayed for. Parties are left to bear their own costs. Consign.

8. *Pronounced in open court in Peshawar and given under our hands and seal of the Tribunal this 15th day of February, 2023.*


(FAREEHA PAUL)
Member (E)


(SALAH-UD-DIN)
Member (J)

29.08.2022

Bench is incomplete, therefore, case is adjourned to 27.10.2022 for the same as before.



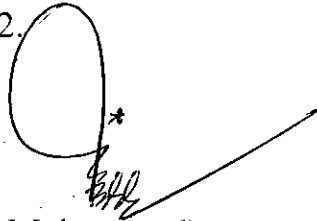
Reader

27.10.2022

Appellant alongwith his counsel present. Mr. Naseer-ud-Din Shah, Assistant Advocate General for the respondents present.

Learned counsel for the appellant requested for adjournment on the ground that he has not made preparation for arguments. Adjourned. To come up for arguments before the D.B on 28.11.2022.

SCANNED
KPST
Peshawar



(Mian Muhammad)
Member (E)



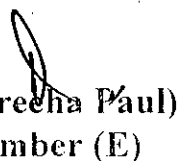
(Salah-ud-Din)
Member (J)

28th Nov. 2022


Counsel for the appellant present. Mr. Kabirullah Khattak, Addl. Advocate General for respondents present.

Learned counsel for the appellant seeks adjournment in order to further prepare the brief. This being old case of 2019, last opportunity is granted to the appellant to argue the case, failing which the case will be decided on the basis of available record without the arguments. To come up for arguments on 15.02.2023 before the D.B.

SCANNED
KPST
Peshawar



(Fareeha Paul)
Member (E)





(Kalim Arshad Khan)
Chairman

08.06.2022

Appellant in person present. Mr. Fazle Khaliq, ADEO (Litigation) alongwith Mr. Riaz Ahmed Paindakhel, Assistant Advocate General for the respondents present.

Appellant requested for adjournment on the ground that his counsel is not available today due to strike of lawyers. Adjourned. To come up arguments on 29.08.2022 before the D.B.



(Fareeha Paul)
Member (E)


(Salah-ud-Din)
Member (J)

08.10.2021

Appellant in person present. Mr. Kabirullah Khattak, Addl. AG alongwith Fazle Khaliq, ADEO for the respondents present.

Former seeks adjournment due to engagement of his learned counsel before the Hon'ble High Court today. Request is accorded. To come up for arguments on 10.01.2022 before the D.B.


(Mian Muhammad)
Member(Executive)


Chairman

10.01.2022

Learned counsel for the appellant present. Mr. Muhammad Rashid, DDA alongwith Mr. Fazal Khaliq, ADEO for respondents present.

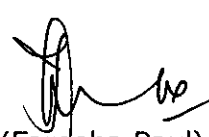
Due to non-availability of Hon'able Member (J), the case could not be heard. Adjourned. To come up for arguments on 26.04.2022 before D.B.


(MIAN MUHAMMAD)
MEMBER (E)

26th April, 2022

Appellant in person present. Mr. Kabirullah Khattak, Addl. AG for the respondents present.

Appellant requested for adjournment on the ground that his counsel not available today. Last opportunity is granted. To come up for arguments before the D.B on 08.06.2022.


(Farzaha Paul)
Member (E)


Chairman

21.12.2020

Counsel for appellant is present. Mr. Kabirullah Khattak, Additional Advocate General and Mr. Fazle Khaliq, ADEO, for the respondents are also present. Due to COVID-19, the case is adjourned to 12.03.2021 for the same.


Reader

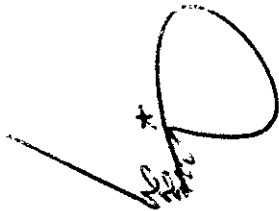
12-3-21

D.B is not available, therefore the case is adjourned to 16-6-2021 for the same.



16.06.2021

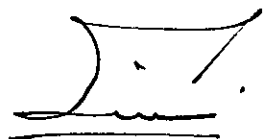
Mr. Munfat Ali, Advocate, for the appellant present. Mr. Fazle Khaliq, Litigation Officer alongwith Mr. Usman Ghani, District Attorney for the respondents present.



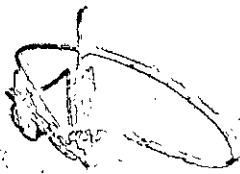
Learned counsel for the appellant requested for adjournment on the ground that he has not meet the preparation of the appeal, therefore, an adjournment may be granted. Adjourned. To come up for arguments before the D.B on 08.10.2021.



(ATIQ-UR-REHMAN WAZIR)
MEMBER (EXECUTIVE)



(SALAH-UD-DIN)
MEMBER (JUDICIAL)







09.06.2020

Counsel for the appellant and Mr. Muhammad Jan, Deputy District Attorney alongwith Mr. Fazle Khaliq, Litigation Officer for the respondents present. Learned counsel for the appellant requested for adjournment. Adjourned to 18.08.2020 for rejoinder, if any, and arguments before D.B.

(Mian Muhammad)
Member


(M. Amin Khan Kundi)
Member

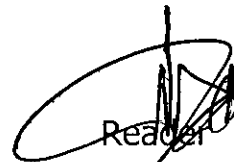
18.08.2020

Due to summer vacations, the case is adjourned to 26.10.2020 for the same.

Reader

26.10.2020

Proper D.B is on Tour, therefore, the case is adjourned for the same on 21.12.2020 before D.B.


Reader

1198/2019

10.12.2019

Appellant in person and Addl. AG alongwith Ghausullah Jan, Senior Auditor for the respondents present.

Representative of respondents seeks time to furnish the requisite reply/comments. Adjourned to 21.01.2020 on which date reply/comments shall positively be furnished.


Chairman 

21.01.2020

Junior to counsel for the appellant and Addl. AG alongwith Ghausullah Jan, Senior Auditor and Abdul Ghaffar, Superintendent for the respondents present.

Parawise comments on behalf of respondents No. 1 to 4 have been furnished. Placed on record. The matter is assigned to D.B for arguments on 31.03.2020. The appellant may furnish rejoinder within one month, if so advised.

Chairman 


01.04.2020

Due to public holiday on account of COVID-19, the case is adjourned to 09.06.2020 for same as before.


Reader

04.11.2019

Counsel for the appellant present.

Contends that the appellant was initially awarded major penalty of dismissal from service by the respondent No. 3 on 18.10.2018. Upon acceptance of the appeal the respondent No. 2 converted major penalty to that of minor penalty i.e. stoppage of annual increments for three years having non-accumulative effect through order dated 27.03.2019. The alleged absence period of appellant was, however, converted into extra-ordinary/leave without pay through the appellate order. In the said manner, the absence of appellant could not be made basis for award of penalty, major or minor, it was added. Regarding the delay in submission of service appeal learned counsel relied on judgments reported as 1995-PLC(C.S)1026 and contended that the matter involved annual increments in salary of the appellant, therefore, the period of limitation was to be disregarded.

Subject to all just and exceptions regarding the delay in submission of instant appeal, it is admitted for regular hearing. The appellant is directed to deposit security and process fee within 10 days. Thereafter, notices be issued to the respondents for submission of written reply/comments on 10.12.2019 before the S.B.

Chairman

Appellant Deposited
Security Process Fee


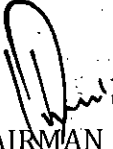
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Form- A

FORM OF ORDER SHEET

Court of _____

Case No.- 1198/2019

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	26/09/2019	<p>The appeal of Mr. Abdur Raheem presented today by Mr. Munfat Ali Advocate, may be entered in the Institution Register and put up to the Worthy Chairman for proper order please.</p> <p> REGISTRAR</p>
2-	01/10/19	<p>This case is entrusted to S. Bench for preliminary hearing to be put up there on <u>04/11/19</u>.</p> <p> CHAIRMAN</p>

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
PESHAWAR

APPEAL NO. 1198 /2019

ABDUR RAHEEM

V/S

EDUCATION DEPTT:

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4	Order dated 18.10.2018	C	6.
5	Departmental appeal	D	7-10.
6	Forwarding letter	E	11.
7	Impugned order	F	12.
8	Departmental appeal	G	13.
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APPELLANT

THROUGH:


MUNFAT ALI
ADVOCATE

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL
PESHAWAR

APPEAL NO. 1198 /2019

Khyber Pakhtunkhwa
Service Tribunal

Diary No. 1310

Dated 26/9/2019

Mr. Abdur Rahim, Chowkidar,
Govt: Girls Community School Lahore, District Swabi.

.....APPELLANT

VERSUS

- The secretary Elementary & Secondary Education Department, Khyber Pakhtunkhwa, Peshawar .
- The Director E&SE Department, Khyber Pakhtunkhwa, Peshawar.
- The District Education Officer (Female), District Swabi.
- The District Account Officer, District Swabi.....RESPONDENTS

APPEAL UNDER SECTION-4 OF THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL ACT, 1974 AGAINST THE IMPUGNED ORDER DATED 27.03.2019 WHEREBY MINOR PENALTY OF STOPPAGE OF ANNUAL INCREMENT FOR THREE YEARS HAS BEEN IMPOSED ON THE APPELLANT AS WELL AS THE ABSENCE PERIOD W.E.F 03.03.2017 TILL RE-INSTATEMENT IS HEREBY AS EXTRA ORDINARY LEAVE WITHOUT PAY AND AGAINST NO ACTION TAKEN ON THE DEPARTMENTAL APPEAL OF THE APPELLANT WITHIN THE STATUTORY PERIOD OF NINETY DAYS.

PRAYER:

That on acceptance of this appeal the impugned order dated 27.3.2019 may very kindly be set aside to the extent of stoppage of annual increment and the appellant may be allowed for back benefits of intervening period w.e.f. 03.03.2017 till re-instatement. Any other remedy which this August Tribunal deems fit may also be awarded in appellant favor.

**R/SHEWITH:
ON FACTS:**

Brief facts giving rise to the present appeal are as under:

- 1- That Appellant is the employee of Respondent Department and is serving as Chowkidar at GPS Lahore Sharki, District Swabi, quite efficiently and up to the entire satisfaction of the superior.
- 2- That during service the Appellant was affected by serious illness of brain tumor and due to that reason the appellant submitted an application for leave for the period of two months which was not sanctioned to the appellant. Copy of the application and medical prescription are attached as annexure.....A & B.

Filed to day
Registrar
26/9/19

- 3- That after submitting the aforementioned application the appellant was started treatment of the said disease while in these circumstances the appellant was also performing his duty at night but the concerned Headmistress did not mark his presence in the relevant attendance register and the appellant marked absent from duty.
- 4- That astonishingly the respondent Department issued the impugned order dated 18.10.2018 whereby major penalty of dismissal from service was imposed on the appellant without conducting fact finding inquiry in the matter. Copy of the order dated 18.10.2018 is attached as annexure.....C.
- 5- That feeling aggrieved from the order dated 18.10.2018 the appellant preferred departmental appeal before the appellate authority on 22.10.2018. That the departmental appeal of the appellant was properly forwarded on 10.12.2018 and the appellate authority has taken lenient view on the Departmental appeal of the appellant to convert the major punishment of dismissal from service into minor penalty of stoppage of increment for three years and also treated the absence period as extra ordinary leave without pay vide impugned order dated 27.03.2019. Copy of the departmental appeal, forwarding letter and impugned order are attached as annexureD, E & F.
- 6- That Appellant feeling aggrieved from the impugned order dated 27.03.2019 preferred Departmental appeal but no reply has been received so far. Hence the present appeal on the following grounds amongst the others. Copy of the departmental Appeal is attached as annexure.....E.

GROUNDS:

- A- That the impugned order dated 27.03.2019 is against the law, facts, norms of natural justice and materials on the record, hence not tenable and liable to be modified/rectified.
- B- That appellant has not been treated by the respondents in accordance with law and rules on the subject noted above and as such the respondents violated Article-4 and 25 of the constitution of Islamic Republic of Pakistan, 1973.
- C- That show cause notice has been served on the appellant before issuing the impugned order dated 27.03.2019.
- D- That no regular inquiry has been conducted in the matter before issuing the impugned order dated 27.03.2019.
- E- That no chance of personal hearing has been provided to the appellant before issuing the impugned order dated 27.03.2019.
- F- That the impugned order dated 27.03.2019 is violative of FR-29 hence not tenable and liable to be rectified.

G- That the appellant was regularly performed his duty during the period mentioned in the impugned order dated 27.03.2019, therefore the appellant is entitle for back benefits w.e.f 03.03.2017 till re-instatement.

H- That appellant seeks permission to advance other grounds and proofs at the time of hearing.

It is therefore, most humbly prayed that the appeal of the appellant may be accepted as prayed for.

Dated: 26.09.2019.


APPELLANT

ABDUR RAHIM

THROUGH: 

MUNFAT ALI
ADVOCATE

A-4

کونو سے دیکھ کر کونو کو کونو کے نام پر لکھنا ہے

دراگوں کے نام اور کونو کے نام لکھنا ہے

کونو کے نام لکھنا ہے
 کونو کے نام لکھنا ہے۔ کونو کے نام لکھنا ہے
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MEDICAL TEACHING INSTITUTE



Lady Reading Hospital, Peshawar

NEUROSURGERY B UNIT

Brain & Spine Surgery

Assistant Professor

Dr. Khalid Khanzada

MBBS, FCPS (Neurosurgery)

Assistant Professor

Dr. Riaz Ur Rehman

MBBS, MRCS, FCPS (Neurosurgery)

Fellowship: Complex Spinal Surgery (UK)

Assistant Professor

Dr. Bilal Khan

MBBS, FRCS, FCPS (Neurosurgery)

Fellowship: European Board Of Neurological Surgery

Professor & Incharge

Dr. Azmat Ullah Khattak

MBBS, FCPS (Neurosurgery)

Assistant Professor

Dr. Ali Haider

MBBS, MS, PhD

Fellowship: Neurovascular Surgery (USA)

Fellowship: Micro-Neurosurgery (Japan)

Fellowship: Skull Base Surgery (Germany)

Name: Abdur Rahim

S/O: Sard Arbab Khan

Admission No: 840/291

Bed No: 07

Age: 50 Years

Sex: Male

MR No: 2750930

Address: Swabi

Admission: 21/05/2018

D/Operation: 25/05/2018

D/Discharge: 26/05/2018

Diagnosis: OCM (Olfactory Groove Meningioma)

Operation: Craniotomy

CLINICAL HISTORY

Hx Sudden LOC 02 Months Back

OPERATION NOTES

Craniotomy

TREATMENT IN HOSPITAL

Inf NSaline 1L IV BD - OD - Stop. Inj. Ceftral 1gm IV BD. Inj. Sumark 500 mg IV BD. Inj. Decadron 2cc IV QID - Stop.
Inj. Zantac IV BD. Inj. Toradol IV BD. Inj. Gravinate IV BD. Inj. Grasil 500 mg IV BD. Inj. O-Bact 2 gm IV BD

TREATMENT AT HOME

Advised bed rest for 1 (one) month

Inj. Dayline 1gm

Tab. Oufen 50mg

1+1

1+1

Cap. Mixel 400mg

1+1

Tab. Balsam D

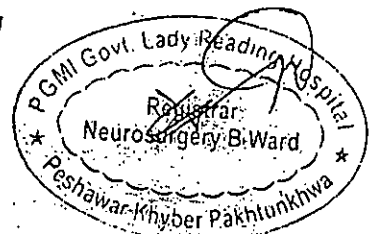
Cap Eskem 20 mg

1+1

Tab. Levtram 500mg

1+1

Dr Name & Signature: _____



+ (2)



C-6

DISTRICT EDUCATION OFFICE (FEMALE) SWABI

(Office phone/Fax No. 0938280339)

NOTIFICATION.

1. WHEREAS Mr, Abdur Raheem Chowkidar Govt. Girls Community School Lahor Tehsil Lahor and District Swabi was proceeded against under the Khyber Pakhtunkhwa Government Servants (Efficiency & Disciplinary) Rules 2011 for the charges of having been willful un authorized absence from duty as reported by IMU.
2. AND WHEREAS inquiry committee was constituted comprising the following officers to conduct regular inquiry against the accused MR. Abdur Raheem for the charges leveled against him in accordance with the rules.
 - i. Laiq Zaman ADEO(M) establishment Primary.
 - ii. Muhammad Naeem H/M GHS Gohar Abad.
3. AND WHEREAS the inquiry committee after having examined the charges, evidence on record and explanation of the accused submitted the report. According to report/recommendation submitted by inquiry officer (1) The concerned chowkidar deserves major penalty under E&D rules, 2011 dismissal from service. (2) deductions be made from his dues as admissible under rules.
4. AND WHEREAS Mr. Abdur Raheem Chowkidar GGCMS Lahor has been served show cause notice vide No. 2765-G dated 13-06-2017 as he was again found absent as reported by IMU.
5. AND WHEREAS the final show cause notice published in the daily Mashriq Peshawar dated 25.12.2017 he failed to resume his duty and appeared before the undersigned but failed to justify allegation leveled against him.
6. NOW, THEREFORE, in exercise of the power conferred under section 4 Khyber Pakhtun khawa Govt. Servant (Efficiency and discipline) rules 2011, the District Education Officer (Female) Swabi in the capacity of competent authority is pleased to impose the major penalty of **DISMISSAL FROM SERVICE** upon the accused Mr, Abdur Raheem , Chowkidar, GGCMS Lahor Tehsil Lahor from Service with effect from 03-03-2017 may be treated as unauthorized absence.

(REHANA YASMIN)
DISTRICT EDUCATION OFFICER
(FEMALE)SWABI

Endst: No. 3725²⁷/F. No. DA-III/Comp: Ret: dated Swabi the: - 18/10/2018.

Copy of the above is forwarded for information and n/action to the: -

1. Director Elementary & Secondary Education Khyber Pakhtunkhwa, Peshawar.
2. District Accounts Officer, Swabi.
3. Deputy Commissioner Swabi.
4. District Monitoring Officer Swabi.
5. Circle Officer Anti-Corruption District Swabi with the requested to recover the over payment of Rs: - 374036/- from Mr, Abdur Raheem Ex- Chowkidar GGCMS Lahor.
6. Sub-Divisional Education Officer (Female) Lahor
7. Mr Abdur Raheem , Chowkidar GGCMS Lahor .

DISTRICT EDUCATION OFFICER
(FEMALE)SWABI

18/10/18

②

گورنمنٹ ڈپارٹمنٹ ایجوکیشن، کراچی
KPK اسٹارڈ

حسینی علیہ الرحمہ ولد سید عبد جان سکندری ولد طارق خان لاہور سٹی ضلع لاہور
(سائل)

ڈپٹی ایجوکیشن آفیسر (جنرل) لاہور سٹی ضلع لاہور
(سائل علیہ)

شمارانہ: ایس ایل برصلاف حکم نمبر 27-3925-3925-18
دفعہ 4 (F) DEO لاہور سٹی کی رو سے سائل
کو نوکری سے برخاست کرنے کا حکم فرمایا گیا ہے۔
متفرق حکم خلاف حقائق، خلاف قانون اور
دیکھ کر انکو ایس اے کی شاخصانہ عدم ملحد و طالبہ ریکارڈ
کا واقعہ ثابت ہے۔

ایس ایل: ایس ایل ہذا متفرق حکم ضروریات پر خاستگی
سائل حضور فرمائے سائل کو واپس لینا فی وقت
کا حکم ہمارے فرمائے سائل کو الفان دہا ہا ہے

ایس ایل: ایس ایل ذیل طریقہ پر ہے:

ایس ایل: ایس ایل ہذا کے ایک بندہ عزیز خاندان سے تعلق
رہتا ہے اور یہاں رہیں وہاں ہے اور وہ خاندان
کا ایک شخص ہے جس کی خدمت میں اس شخص نے
ایس ایل سے درخواست کی ہے اور یہ کہ خاندان میں
کچھ ہے جو کہہ
ایس ایل ہوا ہے اور وہ ایک شخص کی طرف سے
لاہور سٹی ضلع لاہور سٹی ضلع لاہور

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شب سکول فنڈوز میں چوکیدارہ کرتا رہا ہے اور گیس میں اپنے
والدین صنفی سے روگردانی اور غفلت میں ہی بلکہ باقاعدگی
تہ ساتھ اپنی ڈیوٹی ادا کرتا رہا ہے۔

3۔ یہ کہ سائل کا عمر ۱۷ نوکری تقریباً چودہ سال بچکے ہیں
عدالت ڈکڑ سے سائل نے بھی یہی لفظ اجازت چھٹی تھی کی
اور نہ کہیں رید داشتہ عنبر حافی کا مترادف ہے۔

4۔ یہ کہ سائل خود تو تھا جسے لیکن سائل کے دفاع میں رسولی
بیرونی اور عزیز بیمار ہو گیا مگر سائل بہ دستور بوقت سزا
کثرت چوکیدار ڈیوٹی ادا کرتا رہا ہے۔

5۔ یہ کہ دفاع کی رسولی کا علاج سائل نے ڈاکٹر شاہد
واقعہ صوبائی سے کروانا جس میں نے بعد از علاج و گفتگوں
سائل کو کسی بڑے ہسپتال پرانے آپریشن جو مزور و روج کرنے
کا مشورہ دیا۔ (ڈاکٹر شاہد کے نسخہ صحت لے لے)

6۔ یہ کہ بلور ان علاج کے عالمی سائل بہ دستور اور باقاعدگی سے سکول فنڈوز
میں ڈیوٹی پر حاضر رہا ہے چونکہ ڈیوٹی رات کے وقت ہوتی تھی تو سائل
کی عنبر حافی کی نوکری وہ نہ تھی اور نہ ہی سائل کو نوکری سائل تھی۔

7۔ یہ کہ جسٹس حافی سکول ہیڈ ماسٹر کی کونسل میں تھا اور وہ سائل
کو لکھتے دلاتے رہے کہ اس حافی میں خود لکھا دیتی ہو گی اور
دوسرے وہ حافی میں دیکھو یہ جسٹس نے اپنی کونسل میں لکھ
کے اپنے ساتھ لکھے جائے تھی۔ چونکہ سائل ناخواندہ ہے اور
حافی ہیڈ ماسٹر کے لکھے تو اس سے جسٹس حافی لکھانے یا اپنی
حافی میں لکھنے سے ہونے کی بابت دیکھ بوقت میں کر سکتا تھا اور
جسٹس کا لکھی یہ لکھا کہ جسٹس نے لکھنے میں بددستی سائل
کو عنبر حافی کرتی رہی جسٹس سائل نے کہا ہیں عنبر حافی کی لکھی کی

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8- یہ کہ بدوران مہینہ انکوائری کا یہ خلاف سائل، ٹوٹی اطلاع
 ٹوٹی سمن، ٹوٹی کی کھیل سائل سے تین کروڑ لاکھ بلکہ
 تیس لاکھ روپے، بے بنیاد، خلاف حقیقت اور خلاف قانون
 انکوائری کرنے سائل ٹوٹی کی سے بہ خواست کیا ہے اور
 سائل کو حق دفاع و حقوق صفائی مہیا نہ کیے گئے ہمارے۔

9- یہ کہ مہینہ انکوائری متعلقہ جڈسڈ میں مہران انکوائری اور
 DEO (F) کی آریں، علی گڈت، سناڑ باڑ اور سازش
 کا نتیجہ ہے اور انہوں نے سائل کو یہ خواست ہی اس لئے کیا
 ہے کہ سائل کا جڈ وہ اپنے کسی شخص کو اس آسامی
 پر اقبیات کر سکیں۔

10- یہ کہ سائل کا دورانہ ڈیوٹی بلجوان چھٹی مئی 9-4843 بمقام
 DEO (M) آگے گئے متعلقہ و مقررہ ہیں جبکہ متعلقہ جڈسڈ میں
 سائل پر ناخوشگوار ڈیوٹی رہی ہے کہ سائل کی ڈیوٹی دورانہ
 42 گھنٹے ہے اور سائل کو 24 گھنٹے ڈیوٹی کرنے پر مجبور کر کے رہی (انور پٹیل نے دیکھا)

11- یہ کہ سائل کی ڈیوٹی بوقت رات ہوتی تھی جبکہ انکوائری آف ان بوقت
 دن آ کر انکوائری کرتے رہے ان کی آمد و انکوائری کا علم
 سائل کو کسی نہ سئلہ تھا کیونکہ سائل دن تو دن توڑ سکول میں آ
 موجود بھی تھے اور ما تھانڈ پر آل سکول میں CCTV کھدہ سات
 کہتے ہیں جن سے سائل کی جاغری و عنبر جاغری تھی
 بلکہ انکوائری سے آسامی کی جاغری تھی کہ سائل
 انکوائری آف ان کے پیشہ دورانہ عفتات کا خط بہہ کر کے
 پورے CCTV کیوں کہ کوئی اہمیت بھی نہ دی اور نہ
 ہی ان کا کوئی ذکر کیا ہے بلکہ سائل کی دن کی طرز جاغری

کاپی والا
 (M)

12- اساتذہ خلیفہ حضرت علیہ السلام نے فرمایا اور اساتذہ
اور سنی پر بدلتی ہیں۔ اور اساتذہ کا زین الزفات سے قطعاً
کوئی تعلق نہ ہے اور اساتذہ کے ساتھ ہے۔

13- یہ سیکولر مذکور سے متعلق جملہ پروسیس اساتذہ کے لئے لکھی
گئی ہیں۔ اور اساتذہ کے ساتھ کسی بھی طرح میں شہادت
دینے کو تیار نہیں ہیں۔ اور اساتذہ کے ساتھ کسی بھی طرح میں
14- یہ کہ انکو اس کی افسرین، افسلہ DEO اور تعلیمہ ہدایت
نے اساتذہ کا ناخواندگی، عزت اور بھاری کا استعمال
کئے ذاتی مفاد کی خاطر اساتذہ کو اس سے پرکھتے ہیں۔

15- یہ کہ حضرت علیہ السلام کا بیٹا اور خلیفہ صالح اور قانون ہے اور
حکم پر فاسقوں میں اساتذہ کو "فلذم" ٹھہرا کر عرف نوکری
سے نکال دیا ہے بلکہ معاشرہ میں اساتذہ کو بے عزت کرنے کی
کوشش میں ہے۔

16- یہ کہ اساتذہ کو انہی قانونی طور پر دفاع حاصل کرنا انکو اس کا اثر
نے بیوقوف فیصلہ رائے اساتذہ سے اس بنا پر اساتذہ کو لڑنے دیا گیا ہے جو
خلیفہ قانون دان ہیں۔

3925-27
18-10-18
اساتذہ کے لئے اساتذہ کے لئے اساتذہ کے لئے اساتذہ کے لئے
اساتذہ کے لئے اساتذہ کے لئے اساتذہ کے لئے اساتذہ کے لئے
اساتذہ کے لئے اساتذہ کے لئے اساتذہ کے لئے اساتذہ کے لئے

AT Test
111

22/18/10
عبدالرحیم ولد سید عبدالرحمن
سیکنڈ فلور طارق سائمنی محلہ لاہور
کھنڈ لاہور سائمنی محلہ لاہور (سائمنی)
296-9413-0324



SPECIAL ASSISTANT TO CHIEF MINISTER
ON INDUSTRIES AND COMMERCE,
KHYBER PAKHTUNKHWA,
PESHAWAR.

E-11

ABDUL KARIM TORDHER

No. SA/Ind-Com/2018/ ESE

Dated Peshawar the 10-12-2018

Subject:- APPEAL FOR RESTORATION IN SERVICE

I would like to enclose herewith a copy of appeal submitted by Mr. Abdul Rahim S/O Syed Arab Khan, Chowkidar GGCMS Lahor Swabi, which is self-explanatory on the subject noted above. The appellant has been dismissed from service on the charges of his willful absence from duty. However he has denied his absence stating that he has performed his duty regularly which can be verified from the CCTV Cameras installed in the school.

2. In view of the above you are requested to kindly examine appeal of the appellant and ensure justice in the matter as the appellant is low paid servant/disable.

Director Elementary & Secondary Education,
Khyber Pakhtunkhwa,
Peshawar.

(Abdul Karim Tordher)
[Signature]
10/12/18

A Tordher
[Signature]

1059 ADDS
11-12-18

A Tordher
[Signature]

DEPARTMENT CHIEF
Director (E&SE)
KPK Peshawar

NOTIFICATION.

F-12

WHEREAS, Mr. Abdur Rahim Chowkidar GGCMS Lahor Swabi was dismissal from service vide DEO (F) Swabi office order No. 3925-27 dated 18.10.2018 under E&D Rules-2011.

AND WHEREAS, the said aggrieved Chowkidar filed a departmental appeal received through Special Assistant to Chief Minister on Industries and Commerce Khyber Pakhtunkhwa Peshawar vide letter No. 2551 dated 19.12.2018 for redressal of his grievances/reinstatement in service.

AND WHEREAS, the appellate authority in pursuance of Section 17 read with sub rule (1) & (2) of the E&D Rules-2011 called for the record of the case and comments from the concerned DEO vide letter No. 10757 dated 31/10/2018 for consideration of the appeal.

AND WHEREAS, the DEO concerned provided the requisite record/comments accordingly vide his letter No. 65 dated 02/01/2018 merely describing the reason/circumstances under which the appellant was dismissed from service after fulfillment of codel formalities

AND WHEREAS, to know the factual position the Director E&SE (Appellate Authority) ordered an inquiry in the matter by appointing Mr. Muhammad Mukhtiar Principal GHSS Jehangira as Inquiry Officer vide Notification No. 8337-39 dated 30/01/2019.

AND WHEREAS, the concerned enquiry officer accordingly submitted enquiry report vide Endst No. 282 dated 28/02/2019 wherein the inquiry officer pointed out/recommended that major penalty of dismissal from service may be converted into minor penalty i.e stoppage of three annual increments. The period of absentee from 03-03-2017 onward may be converted in to earned leave / leave without pay keeping in view his leave account. He may be posted at male high or higher secondary school.

Now therefore, the Director E&SE Khyber Pakhtunkhwa Peshawar, the Appellant Authority, under section-17 read with rules 2(b) of E&D Rules-2011 has decided to convert the major penalty imposed by the DEO (F) Swabi vide Notification No. 3925-27 dated 18.10.2018 into minor penalty stoppage of annual increment for three years on non accumulative effect and reinstate Mr. Abdur Rahim Chowkidar, GGCMS, Lahor District Swabi in service w.e.f 03.03.2017. The absence period from 3.03.2017 onward is hereby converted in to Extra-ordinary / leave without pay.

8072 75

DIRECTOR
Elementary & Secondary Education
Khyber Pakhtunkhwa, Peshawar

Endst: No. _____ /F.No. /A-20/C-IV/Appeal/Swabi/Abdur Rahim- Dated Peshawar the 27/3/2019.

Copy of the above is forwarded for information and n/action to the:-

- 1- District Education Officer (Female) Swabi.
- 2- District Accounts Officer Swabi.
- 3- Appellant concerned.
- 4- PA to the Director E&SE Khyber Pakhtunkhwa Peshawar.

Assistant Director (Admn)
E&SE, Khyber Pakhtunkhwa, Peshawar

27/3/19

Alto

10/10/2019

شماره دستاویز 1000

9-17-2019

مختار علی صاحب (Release) کو ریٹائرمنٹ سے باخبر کرنا
Accumulative effect

(13-6)

ضار عالی صاحب
کو ریٹائرمنٹ سے باخبر کرنا
مختار علی صاحب (E&SE) کی ریٹائرمنٹ سے باخبر کرنا
27-03-2019 کو ملازمت سے باخبر کرنا
Endst. No. / F.No. 5072-75 / A-2019-11 / Appeal / Swabi / Abdul Rahim

1- مختار علی صاحب کی ریٹائرمنٹ سے باخبر کرنا
2- مختار علی صاحب کی ریٹائرمنٹ سے باخبر کرنا
3- مختار علی صاحب کی ریٹائرمنٹ سے باخبر کرنا
4- مختار علی صاحب کی ریٹائرمنٹ سے باخبر کرنا

5- مختار علی صاحب کی ریٹائرمنٹ سے باخبر کرنا
6- مختار علی صاحب کی ریٹائرمنٹ سے باخبر کرنا
7- مختار علی صاحب کی ریٹائرمنٹ سے باخبر کرنا

50/2019
22-04-2019

مختار علی صاحب کی ریٹائرمنٹ سے باخبر کرنا
22-04-2019

VAKALATNAMA

Before the KP Service Tribunal Peshawar

OF 2019

Abdur Rahim

(APPELLANT)
(PLAINTIFF)
(PETITIONER)

VERSUS

Educations Deptt.

(RESPONDENT)
(DEFENDANT)

I/We Abdur Rahim

Do hereby appoint and constitute **MUNFAT ALI, Advocate, Peshawar** to appear, plead, act, compromise, withdraw or refer to arbitration for me/us as my/our Counsel/Advocate in the above noted matter, without any liability for his default and with the authority to engage/appoint any other Advocate Counsel on my/our cost. I/we authorize the said Advocate to deposit, withdraw and receive on my/our behalf all sums and amounts payable or deposited on my/our account in the above noted matter.

Dated. 26 / 9 / 2019

Abdur Rahim
CLIENT(S)

ACCEPTED

MUNFAT ALI

ADVOCATE

16202-3021334-3

BC-14-4634

OFFICE:

Room No.32, 5th floor,
Bilour Plaza, Peshawar Cantt:
Mobile No.0344-9213367

BEFORE THE SERVICE TRIBUNAL K.P.K, PESHAWAR

Service Appeal No. 1198/2019

Abdur Rahim . Ex-Chowkidar GGCS Lahor Sharqi Swabi

Appellant

VERSUS

1. Government of Khyber Pakhtunkhwa through Secretary Elementary & Secondary Education Department, Civil Secretariat Peshawar.
2. Director Elementary & Secondary Education, Khyber Pakhtunkhwa, Peshawar.
3. District Education Officer (Female) Swabi...

Respondents

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**DISTRICT EDUCATION OFFICER
(FEMALE)SWABI**

D. trict Edu. Off.
(Female) Swabi

BEFORE THE SERVICE TRIBUNAL KHYBER PAKHTUNKHWA,
PESHAWAR.

Service Appeal No. 1198/2019

Abdur Raheem Chowkidar ,GGCMS Lahor Sharqi
Distric Swabi

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 (Female) Swab
4. The District Account Officer District Swabi .

..... **Respondents**

PARAWISE COMMENTS ON BEHALF OF THE RESPONDENTS No.1 to 4.

Respectfully Sheweth,

Preliminary Objections;

1. That, there is no departmental appeal filed against the impugned order, hence not maintainable.
2. That the departmental appeal is not availed, hence not maintainable.
3. That the instant appeal is badly time barred and hit by the principal of laches, hence not maintainable.
4. That, the appellant has no locus standi or cause of action to file the instant appeal.
5. That, the appellant has not come to the tribunal with clear hands, hence not maintainable.
6. That the appellant is estopped by his own conduct to file the instant appeal.
7. That, the instant appeal is against the prevailing laws and rules.
8. That the appeal is bad for misjoinder and non joinder of necessary party.

- 5
- (2)
9. That the appellant concealed the material facts from the honorable tribunal, hence not maintainable.

Facts

1. That the appellant is the employee of respondent department and it is obligatory for each and every servant to discharge his duties upto the entire satisfaction of his superiors and upto the best of his capabilities, because he is paid for his job, failing which is labelled to be treated under E&SE rules, 2011. He was dismissed from service due to willful unauthorized absence from duty on report of Independent Monitoring unit, which is annexed as C with the appeal.
2. Incorrect, hence denied, he did not submit any application for the period of two months. The application he annexed as A is without date, signature of the appellant and without forwarding signature of the headmistress concerned. This application is not an authentic documents. His stance is conjectural and ludicrous. This application is strongly denied, hence having no legal effect.
3. Incorrect, hence strongly denied, his stance is conjectural and ludicrous further no medical prescription annexed which would substantiate the place of the appellant. He is talking argy bargy and pressing the respondents to lead them by nose which is not acceptable and immoral too. He did not perform duty and was rightly dismissed from service.
4. Incorrect, hence denied proper inquiry has already been conducted. The dismissal order dated 18-10-2018 is self explanatory in this regard. After observing all the codel formalities he was dismissed from service (copy of inquiry Report is attached).
5. That in this para the appellant bluntly confessed that the appellant authority has taken lenient view on the departmental appeal and converted the major penalty of

dismissal from service into minor penalty of stoppage of increment for three years and also treated the absence period as extra ordinary leave without pay vide impugned order dated 27-03-2019 when the appellant himself admits that the appellant authority has taken lenient view on the departmental appeal, He is not an aggrieved person at all.

- 6. Incorrect, hence denied the appellant is not an aggrieved person at all, because he himself admitted that appellant authority has taken lenient view and issued the order dated 27-03-2019. Thus the appellant has no cause of action to file the instant appeal and the appeal in hand is liable to be dismissed inter alia the following grounds.

Grounds.

- A. Incorrect, hence Strongly denied, the appellant himself negates his statement, the appellate authority has taken lenient view and issued the order dated 27-03-2019. Thus order dated 27-03-2019 is in accordance with law, facts, norms of natural justice and materials on the record, hence tenable and laible to be maintained.
- B. Incorrect, hence strongly denied, the appellant has been treated by the respondents in accordance with law and rules. The violation of article 4 and article 25 of the constitution Islamic Republic of Pakistan 1973, at any stage, is out of question.
- C. That the respondents acted upon the laid down procedure and provided full opportunity of defense to the appellant, before issuing the impugned order dated 27-03-2019.
- D. Incorrect, hence strongly denied, the appellant, himself admitted the appellate authority has taken lenient view and issued the order dated 27-03-2019. His dismissal from

service was converted into minor penalty stoppage of increment.

- E. Incorrect, hence strongly denied, the dismissal from service was converted into minor penalty stoppage of increment.
- F. Incorrect, hence strongly denied, the impugned order dated 27-03-2019 is not violative of FR-29, hence tenable and liable to be maintained. The stance of the appellant is conjectural and ludicrous, because the major penalty of dismissal from service was converted into minor penalty stoppage of increment. If the appellant is not wiling and aggrieved of impugned order dated 27-03-2019 then this honorable tribunal is requested to convert back the impugned order dated 27-03-2019 into order dated 18-10-2018 issued by the respondents.
- G. Incorrect, hence strongly denied, the appellant did not perform duty but remained willful unauthorized absent. Therefore the appellant is not entitled for back benefits. The stance of the appellant is conjectural and ludicrous.
- H. That the respondents seek permission to raise/ argue other points at the time of hearing this case.

In view of the above stated submissions it is earnestly requested that the appeal may very graciously be dismissed with cost in favor of the respondents.

DISTRICT EDUCATION OFFICER
FEMALE SWABI

DISTRICT ACCOUNT OFFICER
SWABI
DISTRICT ACCOUNTS OFFICER
SWABI

SECRETARY
ELEMENTARY AND SECONDARY
EDUCATION DEPARTMENT
CIVIL SECRETARIAT
KHYBER PAKHTUN KHUWA
PESHAWAR

DIRECTOR
ELEMENTARY AND SECONDARY
EDUCATION KHYBER PAKHTUN KHUWA
PESHAWAR

5

BEFORE THE SERVICE TRIBUNAL K.P.K, PESHAWAR

Service Appeal No. 1198/2019 .

Abdur Rahim, Ex-Chowkidar... GGCS Lahor Sharqi...

Appellant

VERSUS

1. Government of Khyber Pakhtunkhwa through Secretary Elementary & Secondary Education Department, Civil Secretariat Peshawar.
2. Director Elementary & Secondary Education, Khyber Pakhtunkhwa, Peshawar.
3. District Education Officer (Female) Swabi...

Respondents

AFFIDAVIT

We do hereby solemnly affirm and declare on oath that the contents of the comments are true and correct to the best of our knowledge and belief, nothing has been concealed from this Honourable Tribunal .


**DISTRICT EDUCATION OFFICER
(FEMALE) SWABI**

District Education Officer
(Female) Swabi

Inquiry Report

Annex A

(6)

38

Title: Abdur-Raheem Chowkidar at GGCMS Lahor Reported as Habitual Absent

Reference:

Vide DEO (F) Swabi No. 4779/EMIS/IMU/ST 2017 Dated 01-11-2017, the undersigned committee was constituted to conduct impartial inquiry and to submit comprehensive report to DEC (F) Swabi to proceed further.

The two members committee visited GGCMS Lahor in the presence of ASDEO Local office on October 27, 2017 at 10:00am to prior information to all concerned. Due to unknown reasons, the reported Chowkidar could not present himself for his version before the inquiry team, though he was contacted on his cell by his colleague, Abdul Mastan class-IV but in vain.

Methodology

Questionnaires, statements, school record checking, and confirmation through our own sources.

Facts

Facts related to the issue are:

1. Reported Chowkidar Abdur Raheem CNIC No. 16201-2774130-9 r/o Lahor, entered into Govt. service on 01-03-2003 as Chowkidar. His current posting is w.e.f 01-03-2011. He has middle level education.
2. He is reluctant in discharging his duty as Chowkidar. He always shirks his duty on one pretext or the other. He has signed his duty schedule communicated to him vide no. 263 dated 22-03-2017 but badly failed to comply with duty assigned from 1:25pm to 7:30am.
3. According to staff attendance register, he is continuously absent from duty. The same has been reported by Head Mistress, IMU, and concerned circle officer but nothing could shake him from his unlawful position.
4. The Head Mistress is absolutely dissatisfied with the performance of the reported Chowkidar and does not hope any better change in his attitude in future.
5. The Chowkidar is quite cunning and talkative, he claims only 05 hours duty on different grounds and presses everybody that talks to him, the Headmistress disclosed.
6. Pay of the reported Chowkidar has been stopped w.e.f. July 2017 but the headmistress does not remember exactly.
7. There are incidents of minor thefts at the school only due to the reported Chowkidar, the headmistress said bluntly.
8. Show-cause notice issued to the reported Chowkidar has been replied by him without giving a concrete reason for his absence from the duty.

Head Mistress
GGCMS
Lahore Pore

0334-943296

- 9. The headmistress concerned reported everything about the reported Chowkidar in convenient manner and on time.
- 10. The reported Chowkidar has torn the pages of attendance register bearing notes against him duly reported by the Headmistress which shows his misconduct.

Conclusion

- 1. Will-full absence from his duty, defying his high-ups, not presenting himself before the committee shows his disinterest in Government service.
- 2. He is consistently committing disobedience and in-efficiency.

Recommendations

- 1. Under E & D rules, 2011, he deserves major penalty i.e. dismissal from the service.
- 2. Absentees reported is correct and deduction be made from his pay admissible under rules.



MLHAMMAD NAEEM

HEADMASTER

GHS GOHAR ABAD ISMAILA (SWABI)



LAIQ ZAMAN

ADEO (PRIMARY)

DISTRICT EDUCATION OFFICER

(MALE) SWABI

File No. 100/2012
Headmistress

0334-9413296



DISTRICT EDUCATION OFFICE (FEMALE) SWABI

(Office phone & Fax No 0938280339, emisfswabi@yahoo.com)

NOTIFICATION.

The Appellate Authority, Director Elementary & Secondary Education Khyber Pakhtunkhwa, Peshawar under section 17 read with rules 2 (b) of E & D Rules, 2011 converted major penalty dismissal from service imposed by District Education Officer (Female) Swabi vide notification No.3925-27 dated 18/10/2018 into minor penalty stoppage of Annual Increment for three (03) years on non accumulative effect and reinstated Mr.Abdur Rahim Chowkidar, GGCMS Lahor District Swabi in service w.e.f. 03/03/2017. The absence period from 03/03/2017 onward converted into Extra Ordinary Leave (EOL) with out pay vide Director E&SE, Khyber Pakhtunkhwa, Peshawar No. 8068-71 dated 27/03/2019 conveyed vide DEO (F) Swabi No.1968-71 dated 11/04/2019.

The Competent Authority, Sofia Tabassum, DEO(F) Swabi is pleased to restore the Annual Increment after completion the period of three (03) years in the best of public service.

(SOFIA TABASSUM)

DISTRICT EDUCATION OFFICER

(FEMALE) SWABI

Endst:No. 3544-47 /C-IV/ Re-instatement/Dated Swabi the 19/12/2022

Copy forwarded for information and n/action to the:-

1. Director E&SE, Khyber Pakhtunkhwa, Peshawar.
2. District Accounts Officer, Swabi.
3. Sub-Divisional Education Officer (Female), Lahor with the direction to make necessary entry in his Service Book.
4. Official concerned.


**DISTRICT EDUCATION OFFICER
(FEMALE) SWABI**

Inquiry Report

12
35

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Recommendations

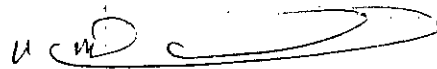
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MUHAMMAD NAEEM

HEADMASTER

GHS GOHAR ABAD ISMAILA (SWABI)



LAIQ ZAMAN

ADEO (PRIMARY)

DISTRICT EDUCATION OFFICER

(MALE) SWABI

کے ساتھ صاحب کمر عین صاحب کو اس کے پورے طور پر

عبدالرحمن بنام DEO

درخواست اعلیٰ دائرہ تبدیل

جی۔ اے۔

میں نے صدر جمہوریہ کے ساتھ اپنے نام کے ساتھ

صاحب کمر عین اور محمد عین صاحب کے ساتھ

صاحب کمر عین اور محمد عین صاحب کے ساتھ

صاحب کمر عین اور محمد عین صاحب کے ساتھ

صاحب کمر عین اور محمد عین صاحب کے ساتھ

عین کمر عین صاحب

8/10/20

عبدالرحمن
عبدالرحمن