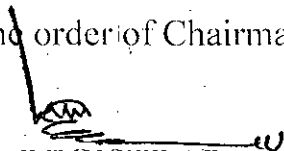


FORM OF ORDER SHEET

Court of _____

Case No.- 560/2023


S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	14/03/2023	<p>The appeal of Dr. Shagufta Naz resubmitted today by Akhunzada Syed Pervez Advocate. It is fixed for preliminary hearing before touring Single Bench at A.Abad on _____. Notices be issued to appellant and her counsel for the date fixed.</p> <p style="text-align: right;">By the order of Chairman</p> <p style="text-align: right;"> REGISTRAR</p>

The appeal of Dr. Shagufta Naz SST GHSS Khanpur District Haripur received today i.e. on 06.03.2023 is incomplete on the following score which is returned to the co Counsel for the appellant for completion and resubmission within 15 days.

- 1- Page no. 15, 17, 21, 21/A and 27 of the appeal are illegible which may be replaced by legible/better one.
- 2- Annexures of the appeal may be attested.
- 3- Certificate be furnished that whether any petition on the subject matter has earlier been filed in this court.


No. 889 /S.T,

Dt. 7/3 /2023


REGISTRAR
SERVICE TRIBUNAL
KHYBER PAKHTUNKHWA
PESHAWAR.

Mr. Akhunzada Syed Pervez Adv.
High Court Peshawar .

The said/above mentioned pages are Respondent's office record and the Serial Record is as it is, so, kindly consider/proceed the case in Rouds. Resubmitted.


13/03/2023

BEFORE THE KHYBER PAKHTUNKHWA SERVICES TRIBUNAL,
PESHAWAR

Service Appeal No. 560/2023

Dr. Shagufta Naz Appellant

VERSUS

~~Secretary~~
~~Director~~ Elementary & Secondary Education Respondents

INDEX

S.No	Description of Documents	Annex	Pages
1	Grounds of Service Appeal alongwith affidavit		1-5
2	Copy of commendation certificates/letters	A	6-13
3	Copy of applications for leave and NOC, etc	B	14-30
4	Copy of show cause notices and their replies and other relevant documents	C	31-32
5	Copy of Notification dated. 27.09.2022 issued by Respondent No. <u>2</u>	D	33
6	Copy of Ground of Appeal and order/Notification dated 17.02.2023 passed by Respondent No. <u>7</u>	E	34-37
7	WakalatNama		38

Appellant

Sh. Naz
Through

Dated: 04.03.2023

Akhunzada Syed Pervez
Akhunzada Syed Pervez

Advocate, High Court Peshawar

Cell#0300-3160098

①

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
PESHAWAR

Service Appeal No. 560 /2023

Dr. shagufta Naz SST(M/P) at GGHSS Khanpur, District Haripur.

..... Appellant

VERSUS

1. Secretary Elementary and Secondary Education, Khyber Pakhtunkhwa, Peshawar R/O Civil Secretariat, Peshawar.
2. Director Elementary and Secondary Education, Khyber Pakhtunkhwa, Peshawar R/O Firdous Chowk Peshawar.
3. Chief Secretary Elementary and Secondary Education, Khyber Pakhtunkhwa, Peshawar R/O Civil Secretariat, Peshawar.

..... Respondents

APPEAL UNDER SECTION 4 OF SERVICE TRIBUNAL
ACT, 1974 AGAINST THE IMPUGNED ORDERD
DATED 17.02.2023 PASSED BY RESPONDENT NO. 1
WHEREBY DEPARTMENTAL APPEAL /
REPRESENTATION OF APELLANT HAS BEEN
REJECTED WHEREAS THE ORDER OF RESPONDENT
NO. 2 I.E NOTIFICATION DATED. 27.09.2022
REMAINED INTACT.

Respectfully Sheweth:

The appellant submits as under:

1. That the appellant is SST(M/P) at GGHSS Khanpur, district Haripur.
2. That the appellant was performing her duties with dedication and commitment and remain loyal to her department throughout her entire service while performing her duties in various offices of KPK, and the department has also issued commendation

②

certificates/letters. (Copy of commendation certificates/letters are attached as Annexure "A")

3. That in year 2021 the appellant was performing her duty as ASDEO Haripur, and she applied for Ex-Pakistan leave, which was duly sanctioned by DEO (F) Haripur vide NOC No.8886 dated 04.12.2021 from 08.12.2021 to 08.01.2022, but due to COVID 19 restrictions the appellant could not availed the said leave, hence the appellant on 16.12.2021 submitted an application for cancellation of her ex-Pakistan leave/N.O.C to SDEO (F) Haripur and rejoined her duties regularly from 17.12.2021, and the appellant started visits attendance in the circle schools from 17.12.2021 and onward. (Copy of applications for leave and NOC, etc are attached as Annexure "B")
4. That on the back of appellant, the department initiated an illegal and unlawful, ex-parte formal inquiry against the appellant on illegal and unlawful allegation i.e absent from her service and the inquiry officer in fill-in-the-blank manner without providing opportunity to appellant for her defense or for explaining her position finalized the so-called proceedings, even no opportunity was given to the appellant to face and cross examine the witnesses etc, or to produce her witnesses along with documents etc in her defense. (Copy of show cause notices and their replies and other relevant documents are attached as Annexure "C")
5. That the Director Elementary & Secondary Education Khyber Pakhtunkhwa (Respondent No. 2) vide Notification dated. 27.09.2022 imposed minor penalty of "CENSURE". Which is illegal, unlawful and against the facts and record. (Copy of Notification dated. 27.09.2022 issued by Respondent No. 2 is attached as Annexure "D")
6. That it is worth to mention here that the department has also illegally and unlawfully withheld two months' salary of the appellant. which is also liable to be paid to the appellant.
7. That feeling aggrieved by the said Office Order/Notification dated 27.09.2022 the petitioner filed departmental appeal / Representation before Respondents No. 1, which was unlawfully and illegally rejected on 17.02.2023. (Copy of Ground of Appeal and order/Notification dated 17.02.2023 passed by Respondent No.1 is attached as Annexure "E")

3

8. That the appellant approached this Hon'ble Tribunal, having no other adequate remedy for the redressal of her grievance, hence the appeal on the following grounds amongst others:

GROUNDS

- A. That the impugned Notification/order dated 17.02.2023 & Notification/order dated 27.09.2022 passed/issued by Respondents are illegal, unlawful, arbitrary, without jurisdiction and lawful authority, hence not maintainable.
- B. That the above mentioned allegations are vague and groundless and the appellant never absent from her duties.
- C. That the show cause notice is not given to appellant as according to law.
- D. That the department initiated an illegal, unlawful, and ex-parte formal inquiry against the appellant and the inquiry officer in fill-in-the-blank manner has finalized the proceedings.
- E. That the appellant has committed no misconduct as prescribed under the E&D rules.
- F. That the said charge, show cause, absent report, transfer/relieving order and the impugned Notification dated 27.09.2022 have contradictions with each other and negate each other in regard of period of absentia of the appellant from her service/duty.
- G. That no inquiry as according to the prescribed rules has been conducted by the inquiry officer, and the appellant has been punished as a result of a summary trial without proving any allegation against the appellant as have been leveled in the show cause notice.
- H. That neither any witness has been produced against the appellant nor the appellant was allowed to cross examine any of the witnesses, hence the appellant has not been given a fair chance of hearing and he has been condemned unheard.
- I. That the appellant has conducted no misconduct and she is innocent, nothing has been proved against the appellant in the whole process/procedure under the E&D rules.

- (4)
- J. That no regular inquiry was conducted against the appellant before imposing penalty of CENSURE which is not permissible in law.
- K. That the attitude and conduct of the department shows that they were bent upon to punish the appellant for nothing at any cost.
- L. That the department has illegally and unlawfully withheld two month salary of the appellant that is also liable to be paid to the appellant.
- M. That the appellant has not been treated equally neither in accordance to law nor justly rather has been discriminated against, hence, the instant appeal.
- N. That the respondent No. 1 has not given a single ground for rejection of representation in his order/notification dated 17.02.2023.
- O. That the case of the appellant comes under the ambit of double jeopardy, hence, on this score the impugned orders/notifications are liable to be set-aside.
- P. That any other ground may be adduced with permission of this Hon'ble Tribunal at the time of arguments.

It is, therefore, humbly prayed that on acceptance of instant appeal the impugned Notification dated 17.02.2023 issued by Respondent No. 2 and Notification dated 27.09.2022 passed by Respondent No: 1 (wherein minor penalty of Censure is imposed on Appellant) may please be declared null and void and be set aside and the two month salary of the appellant may also be released with all consequential benefits.

Any other relief avail in the circumstances of the case may also be granted to the appellant.

Appellant

Through

Akhunzada Syed Pervez
Advocate, High Court Peshawar

Dated: 04.03.2023

CA

BEFORE THE KHYBER PAKHTUNKHWA SERVICES TRIBUNAL,
PESHAWAR

Service Appeal No. _____/2023

Dr. Shagufta Naz **Appellant**

VERSUS

Director Elementary & Secondary Education **Respondents**

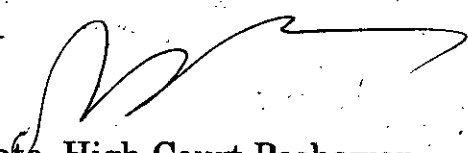
CERTIFICATE

As per instructions of client namely Dr. Shagufta Naz SST(M/P) at GGHSS Khanpur, district Haripur, do hereby certify that the appellant never file any petition / appeal on instant subjected matter in any court of law.

Appellant

Through

Akhunzada Syed Pervez


Advocate, High Court Peshawar

4-A

BEFORE THE KHYBER PAKHTUNKHWA SERVICES TRIBUNAL,
PESHAWAR

Service Appeal No. _____/2023

Dr. Shagufta Naz Appellant

VERSUS

Director Elementary & Secondary Education Respondents

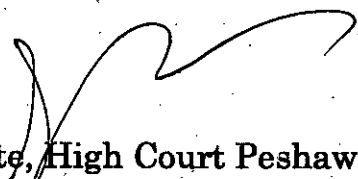
CERTIFICATE

As per instructions of client, namely Dr. Shagufta Naz SST(M/P) at GGHSS Khanpur, district Haripur, do hereby certify that the appellant never file any petition / appeal on instant subjected matter in any court of law.

Appellant

Through

Akhunzada Syed Pervez


Advocate, High Court Peshawar

5

BEFORE THE KHYBER PAKHTUNKHWA SERVICES TRIBUNAL,
PESHAWAR

Service Appeal No. _____/2023

Dr. Shagufta Naz Appellant

VERSUS

Secretary
Director Elementary & Secondary Education Respondents

AFFIDAVIT

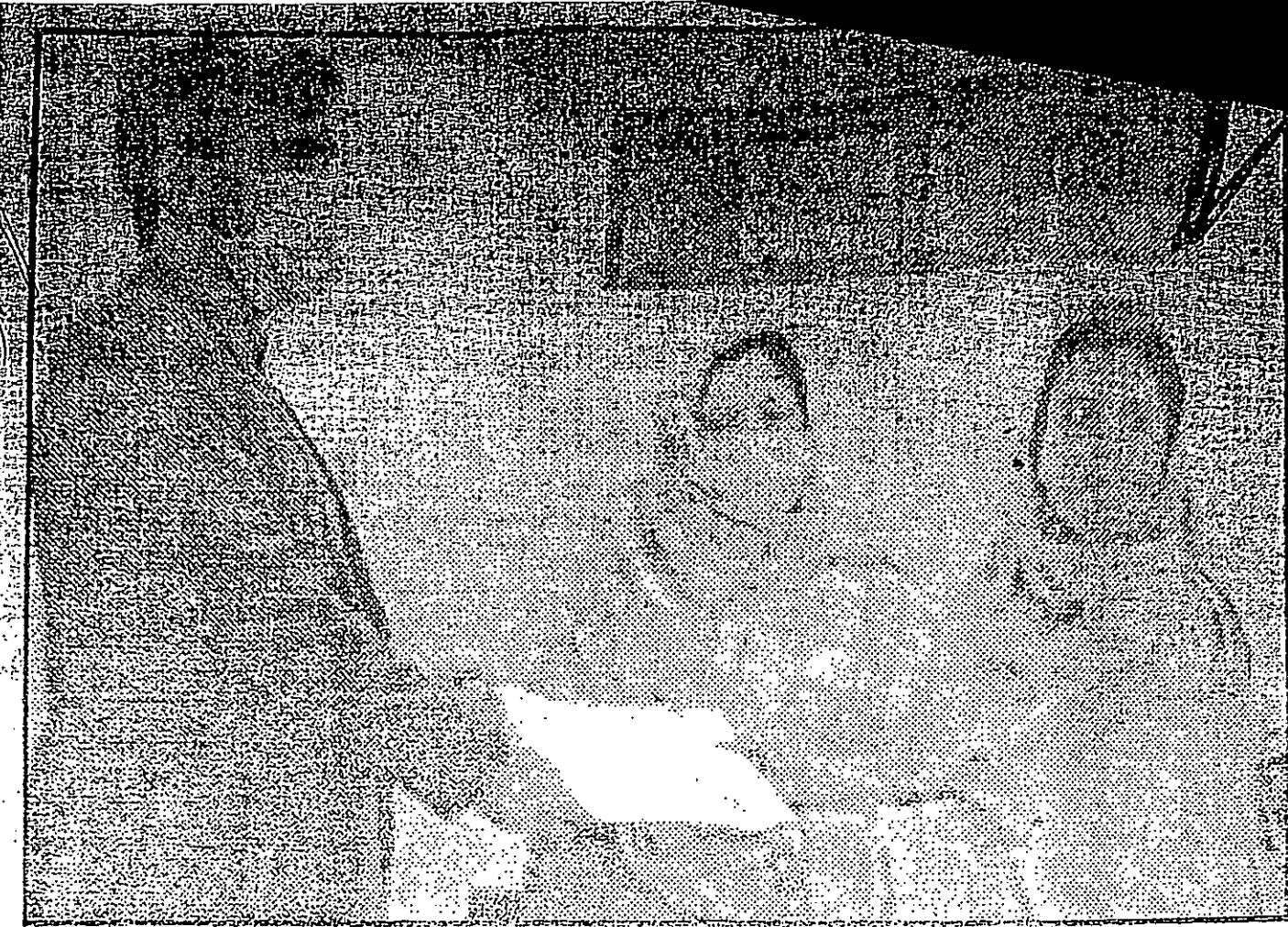
I, Dr. Shagufta Naz SST(M/P) at GGHSS Khanpur, district Haripur, do hereby solemnly affirm and declare that the contents of the attached Appeal are true and correct to the best of my knowledge and belief and that nothing has been concealed or withheld from this Honorable Tribunal/Court.



Dr. Naz
DEPONENT

6

ATTESTED Ansche Agha
to be true Cop)



طالع میں سرنگ ہر پورک کی پوزیشن پر اس کے لئے اس کا اور کل ٹھکانہ والا پتہ کسٹمر سے ملے گا کہ وہ کسی پریشانی سے متعلق ہوئے

Certificate of Recognition
INTRA-DISTRICT PERFORMANCE SCORECARD ACCESS
DISTRICT HARIPUR

Is hereby awarded for the month of August & September, 2021

Chula Haripur (Female)

For performance in improving education service delivery.

Date: 30th November, 2021

~~_____
Deputy Commissioner, Haripur~~



ELEMENTARY & SECONDARY
EDUCATION DEPARTMENT,
GOVERNMENT OF KHYBER
PAKHTUNKHWA

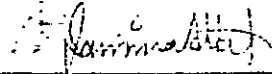
①
ATTESTED
to be true Copy

CERTIFICATE OF APPRECIATION

This certificate is awarded to:

MST. SHASULTA NAZ (AS DEO) HARIPUR

for his/her contribution in achieving the position in District
Performance Scorecard across the Province. He / She remained
Honest, Punctual and fully committed towards all assigned tasks
throughout entire period of undersigned. His / Her services are
valuable Assets to this office as well as E&SE Department.



(SAMINA ALTAF)

DISTRICT EDUCATION OFFICER
(FEMALE) HARIPUR

11

ATTES
19/09/2021



KPESED
Kyber Pakhtunkhwa Elementary & Secondary Education Department

CERTIFICATE

OF APPRECIATION

IS AWARDED TO

ASDEO Haripur

*in recognition of her excellent services & contribution in getting
the 3rd Position in 2019 and 1st Position 2020
2nd Position in 2021.*

*District Performance Score Card (DPS) in whole Kyber Pakhtunkhwa
on the occasion of Ceremony held on 3rd July 2021.*

Samina Altaf

Samina Altaf
DEO Female Haripur

13

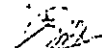
ATTESTED
to be true Copy




CERTIFICATE OF APPRECIATION

CamScanner

13
ATTESTED
to be true Copy
This certificate is awarded to Miss Dr. Shagufta Naz (SST M/Ph)
in recognition of applying best teaching strategies in class room
at school level.


Sadiqa Kiani
Principal
GGHSS Khanpur


Sadia Aziz
District Edu Officer (F)



(19)

ATTESTED
to be true Copy

Amroli (B) *[Signature]*

OFFICE OF THE SUB DIVISIONAL EDUCATION OFFICER FEMALE HARIPUR

NO 3165

DATED 16/12/21

To

The District Education Officer (Female)
Haripur.

Subject: - Application for Ex-Pakistan leave.

Memo,

Please find enclosed herewith an application for Ex-Pakistan leave without pay in r/o Shagufta Naz ASDEO(F) of this office for the favour of necessary sanction please.

Detail of leave and supporting documents are as under.

1. Leave admissibility report attached.

[Signature]
Sub Divisional Education
Officer(F) Haripur

16/12/21

8029
16-12-21

159

NO OBJECTION CERTIFICATE

Mst. Shagita Naz ASDTO, Female Guide, Hampur
District Hampur this office have No objection on visiting Mysore
Patel No. 813/12/2021 to 8/1/2022.


District Education Officer
Hampur

Better Copy

15-A

Office of the District Education Officer (Female) Haripur

No. 8886 Dated 04.12.2023

NO OBJECTION CERTIFICATE

ATTESTED

Mst: Shagufta Naz ASDEO Female Circle Haripur District Haripur this office have
No objection on visiting Visa to Qater w.e.f 8/12/2021 to 8/02/2022.

District Education Officer (F)

ATTESTED
to be true Copy
Relieving Chit

16

In compliance with Govt. of Khyber Pakhtunkhwa Elementary & Secondary Education Notification Endst.No.3681-85/A-17/PF/Shagufta Naz/SST/Haripur Dated: 19/04/2022.

Mst.Shagufta Naz ASDEO (F) Haripur(Circle Haripur) is hereby relieved from her duties today on.02/03/2022(forenoon) and directed to report her new station GGHS Khanpur District Haripur.

Sub:Divisional Education Officer (F)
Khanpur District

27/04/2022

Note: Item 9 must be filled in by all applicants. Item 12 applies only in case of temporary appointments of casual staff only.

STAFF PROMOTION

- 1. Name of applicant: Shahid Ali Khan NO 7276 R2
- 2. Leave line applicable: 13
- 3. Post held: Asst. Commr. (P&T)
- 4. Department of office: Directorate of P&T
- 5. Pay: 32000
- 6. House Rent Allowance, etc. allowance for other compensatory allowances: present pay 32000
- 7. (a) Name of leave applied for: 100 Days Leave
- (b) Period of leave in days: 100
- (c) Date of commencement: 03/12/2021 to 03/02/2022
- 8. Particular Rules/Rules under which leave inadmissible: PNL
- (a) Date of return from last leave: 03/12/2021
- (b) Name of leave: 100 Days Leave
- (c) Period of leave in days: 100

17

RECEIVED
DIRECTORATE OF P&T
12/12/2021

Dated: _____ 20__

Signature of Applicant: _____

10. Remark and Recommendation of the controlling Officer

11. Certified that leave applied for is admissible under Rule _____ and necessary conditions are fulfilled

Dated: _____ 20__

Signature: _____
Designation: _____

12. Report of Audit Officer

Dated: _____ 20__

Signature: _____
Designation: _____

13. Orders of the sanctioning authority that on the expiry of leave the applicant is liable to the same post carrying the compensatory allowances being drawn by him

NO. GAD/P/1 NO 7276 R2 E-1 Pakistan leave Dated: 12/12/2021
Certified that 30 days of Pakistan leave is due & admissible
to draw the same under the revised leave rule 1981

have advised the applicant by the office of the Director of P&T

Signature: _____
Designation: _____
14/12/21

18

ATTESTED
TO THE COPY



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

NOTIFICATION

Consequent upon approval by the Competent Authority, Mst Shagufta Naz SST-MP BPS-16 working as ASDEO (F) Circle Haripur District Haripur is hereby transferred to GCHSS Khanpur District Haripur on her own pay and DPs against the vacant post of SST-MP, in the best interest of public service with immediate effect.

Note:-

1. Charge report should be submitted to all concerned.
2. No TA/DA is allowed.

**Director
Elementary & Secondary Education
Khyber Pakhtunkhwa Peshawar**

Order No. 8681-85 /A-17/PE/Shagufta Naz/SST/Haripur

Dated Peshawar the 29/01/2022

Copy of the above is forwarded to the:-

1. District Education Officer (F) Haripur.
2. District Accounts Officer Haripur.
3. Principal GCHSS Khanpur Haripur.
4. Mst Shagufta Naz SST-MP working as ASDEO (F) Circle Haripur District Haripur.
5. PA to Director (E&SE) Local Office.
6. Master file.

**Deputy Director Establishment (F)
Elementary & Secondary Education
Khyber Pakhtunkhwa, Peshawar**

[Signature]
15/1/2022

(79)

ATTACHED
to be returned



Registered
DIRECTORATE OF ELEMENARY & SECONDARY EDUCATION
KHYBER PAKHTUNKHWA PESHAWAR

NO 2580 /A-17/PF/Shagufta Naz/SST/Haripur
Dated Peshawar the 11/05/2022

To
The District Education Officer,
(Female) Haripur.

SUBJECT:- APPLICATION FOR TRANSFER.

Memo:-
I am directed to refer to the subject cited above and to enclose herewith a copy of letter along with its enclosure received from Section Officer (Primary) vide No. SO (PE) E&SED/2-1/Gen-Misc/2022 dated: 10-05-2022 in respect of Ms. Shagufta Naz SST-M/P GGHS Khanpur Haripur for further necessary action under the relevant rules/policy.

I am further directed to ask you to treat the intervening period with effect from 08-03-2022 to 19-04-2022 as duty and release the pay for the said period under intimation to this office.

[Signature]
Deputy Director Establishment (F)
Elementary & Secondary Education
Khyber Pakhtunkhwa Peshawar
[Date: 11/05/2022]

Copy forwarded for information to the:-

- 1 Section Officer (Primary) E&SED w/r to his letter No. and date cited above.
- 2 Ms. Shagufta Naz SST-M/P GGHS Khanpur Haripur.
- 3 PA to Director E&SE Local Office.

[Signature]
Deputy Director Establishment (F)
Elementary & Secondary Education
Khyber Pakhtunkhwa Peshawar



20

GOVERNMENT OF KHYBER PAKHTUNKHWA
ELEMENTARY AND SECONDARY EDUCATION DEPARTMENT
Block "A" Opposite M PA's Hostel, Civil Secretariat Peshawar
Phone No. 091-9223587

No. SO(PE)/E&SED/5-1/Gen-Misc/2021-22
Dated Peshawar the 29-04-2022

To

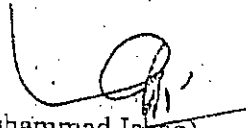
The District Education Officer (F),
Haripur.

Subject: - APPLICATION FOR PAY RELEASE.

I am directed to refer to the subject noted above and to enclose herewith a copy of self-explanatory application submitted by Dr. Shagufta Naz, with the request to issue pay purpose order/sanction for the period of last three months (Feb to April 2022), under intimation to this department.

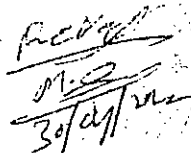
Encl: as above.

Yours faithfully,


(Muhammad Ishaq)
SECTION OFFICER (PE)

Copy forwarded to the PS to Secretary, E&SE Department Khyber Pakhtunkhwa.


SECTION OFFICER (PE)
29/4/22


30/4/22

(90 A)



Office of the Sub Divisional Education officer Female (Haripur)

Ph: No 920157

No: - 143 / 1

Dated: 16/12/2022

To:

The District Education Officer (Female)
Haripur

Subject: - REPLY OF EXPLANATION

Memo:-

An Explanation your good office No 1045 dated 10-02-2022 against Mst. Shagufta Naz ASDEO(F) Haripur.

It is stated that the above named ASDEO applied for Ex-Pakistan leave w.e.f. 08-12-2021 to 06-01-2022, some problem Ex-Pakistan leave not avail except 08-12-2021 to 16-12-2021 and apply for cancelation and join her duty on 17-12-2021 FN arrival report should be submitted District Account Office Haripur and my salary not inactive for the month of December 2021.

Case is submitted to your kind perusal for further necessary action please

Encs:L:

1. Application leave feasibility report. Verified by DAO Haripur.
2. Tour Programme 12/2021.

Sub Divisional Education Officer (Female)
Haripur

(21)

20/03/22



OFFICE OF THE
DISTRICT EDUCATION OFFICER (GENERAL)
HARIPUR

Office No. 1582 dated 07-03-2022

No. 21/2 Date 20/03/22

Ms. Shagufta Naz, SST (Maths/Physics)
Ex-ASDEO Circle Haripur.

Subject: Absent Report

Reference this office letter No. 1582 dated 07-03-2022 on the subject noted above.

Your services were placed at the disposal of Directorate of Elementary & Secondary Education Department Peshawar because you remain absent from duty since 01-03-2022. But today on 04-04-2022 you have attended the District Steering/Committee (DSC) & Intra-District Performance Scorecard (IDPS) meeting at the office of Deputy Commissioner Haripur though you are not part of the office of the undersigned anymore.

Besides of this, you have tampered the office attendance register and marked your attendance/present by overwriting absent, which is a serious misconduct. You are hereby directed to report to Directorate of Elementary & Secondary Education Department Peshawar for further adjustment because a new ASDEO takeover charge in circle Haripur.

Sd/-
District Education Officer (G)
Haripur

Encls: No.

Dated Haripur, the 20/03/2022

- 1. PA to Director Elementary & Secondary Education Department Peshawar
- 2. Office copy

Sd/-
District Education Officer (G)
Haripur

Better Copy

21A

OFFICE OF THE DISTRICT EDUCATION OFFICER FEMALE HARIPUR

No. 2307 Dated 10.04.2022

To,

Ms. Shagufta Naz, SST (Maths/Physics)

Ex-ASDEO Circle Haripur.

ATTESTED

Subject: Absent Report

Referency this office letter No. 1582 dated 07-03-2022 on the subject noted above.

Your services were placed at the disposal of Directorate of Elemeritary & Secondary Education Department Peshawar because you remain absent from duty since 01-03-2022.today on 04-04-2022 you have attended the District Streeing Committee (DSC) meeting at the office Depuy Commissioner Haripur though you are not part of the office of the undersigned anymore.

Besides of this, you have tempered the office attendance register and marked your attendance/present by overwriting absent, which is a serious misconduct.

You are hereby directed to report to Directorate of Elementary & Secondary Education Department Peshawar for further adjustment because a new ASDEO takeover charge in circle Haripur.

Sadia Aziz

District Education Officer (F)

Haripur.

Endst: No

Dated _____

Cc

1. PA to Director Elementary & Secondary Education Department Peshawar.
2. Office Copy

District Education Officer Female Haripur

21-B

OFFICE OF THE
DISTRICT EDUCATION OFFICER (FEMALE)

HARIPUR

(Office Phone No. 0995-920154 Fax No. 0995-920155)

No. 1582

Dated 27/03/2022

TO THE DISTRICT EDUCATION OFFICER (FEMALE) HARIPUR

To: The Director,
Elementary & Secondary Education Department,
Govt. of Khyber Pakhtunkhwa, Peshawar.

Subject: Absent Report.

Memo.

Kindly refer to the Sub-Divisional Education Officer (Female) Tehsil Haripur
letter No. 107 dated 05-02-22 on the subject cited in the copy enclosed.

It is submitted that Ms. Shagufta Naz, ASD/O Circle Haripur applied for leave
from 17-02-2022 to 27-02-2022 for medical treatment and assumed
responsibility of her duties. She was not present in the office during the period
mentioned above. She was not able to provide complete leave case of 15 days leave
as she had to attend to her family members and attend to the High School as she was back
to her home.

Ms. Shagufta Naz wanted to claim her Pension Leave and presented the
documentary evidence in support of her claim. She has not been able to provide the
documentary evidence of the District Hospital and the documents under her jurisdiction
to the District Hospital. She has not been able to provide the documents of the District
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Enclosures: As above

District Education Officer (Female)
Haripur
Dated 27/03/2022

Encl: No. _____

- For information to the:-
- 1. Secretary Elementary & Secondary Education Department, Govt. of Khyber Pakhtunkhwa, Peshawar
 - 2. District Secretary, Elementary & Secondary Education Department, Govt. of Khyber Pakhtunkhwa, Peshawar
 - 3. District Secretary, Elementary & Secondary Education Department, Govt. of Khyber Pakhtunkhwa, Peshawar
 - 4. District Secretary, Elementary & Secondary Education Department, Govt. of Khyber Pakhtunkhwa, Peshawar
 - 5. District Secretary, Elementary & Secondary Education Department, Govt. of Khyber Pakhtunkhwa, Peshawar
 - 6. District Secretary, Elementary & Secondary Education Department, Govt. of Khyber Pakhtunkhwa, Peshawar
 - 7. District Secretary, Elementary & Secondary Education Department, Govt. of Khyber Pakhtunkhwa, Peshawar
 - 8. District Secretary, Elementary & Secondary Education Department, Govt. of Khyber Pakhtunkhwa, Peshawar
 - 9. District Secretary, Elementary & Secondary Education Department, Govt. of Khyber Pakhtunkhwa, Peshawar
 - 10. District Secretary, Elementary & Secondary Education Department, Govt. of Khyber Pakhtunkhwa, Peshawar

S/-
District Education Officer (Female)
Haripur

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STATEMENT OF LEAVES TAKEN

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STATEMENT OF LEAVES TAKEN

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APPROVED
to be selected
copy

GAPS Gher Khan
visited by ASD EO
Haripur

~~11/12/2021~~
24/12/2021

Class room Observations

- 1) Lesson plan was available
- 2) Objectives were clear
- 3) Good feedback from the students

~~11/12/2021~~
24/12/2021

School winter journey

Res.

21/1/22

GAPS Gher Khan visited by
ASDEO (F) Haripur

~~11/12/2021~~
28/01/2022

GAPS Gher Khan visited by
ASDEO (F) Haripur

~~11/12/2021~~
29/01/2022

24

Handwritten signature and stamp

English - 6th Class

Final school for monthly paper

10/11/2021

10/11/2021

English - 6th Class

10/11/2021

10/11/2021

English - 6th Class

10/11/2021

Class was conducted in class 6th on 29/01/2022

for class assessment mostly students of the class gave good response for circle diagrams but some students were confused in English reading.

As a teacher you care and improve the students English

25

Handwritten signature and date stamp.

لو انجمنہ طالبان کراچی کے زیر اہتمام سکول بچہ ان کے لئے

ادارہ جیٹر حال سرائی پور اسلام آباد

بابت ماہ

شعبہ ابتدائی سیکولر											
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دستخط شخص ذیل

37510412 37317368 37358967

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رجسٹرڈ فاضلی برائے مظاہر

ایبٹ آباد

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ATTESTED
2022/02/28



Dist. Govt. KP-Provincial
District Accounts Office Haripur
Monthly Salary Statement (February-2022)

Personal Information of Miss SHAGUFTA NAZ d/w/s of MUHAMMAD RAMZAN

Personal Number: 00727682 CNIC: 1210159755464 NTN:
Date of Birth: 04.04.1984 Entry into Govt. Service: 29.05.2014 Length of Service: 07 Years 09 Months 002 Days

Employment Category: Active Temporary
Designation: ASSISTANT SUB DIVISIONAL 80002512-DISTRICT GOVERNMENT KHYBE
BDO Code: BR6381-SUB DIVISIONAL EDUCATION OFFICER(F) (F/P) HARIPUR
Payroll Section: 003 GPF Section: 001 Cash Center:
GPF A/C No: GPF Interest Free GPF Balance: 251,076.00 (provisional)
Vendor Number: 30482712 - SHAGUFTA NAZ
Pay and Allowances: Pay scale: BPS For - 2017 Pay Scale Type: Civil BPS: 16 Pay Stage: 4

Wage type	Amount	Wage type	Amount
0801 Basic Pay	24,990.00	1001 House Rent Allowance 45%	4,091.00
1210 Convey Allowance 2005	5,000.00	1644 Ph.d / M.Phil Allowance	2,500.00
1974 Medical Allowance 2011	1,500.00	2211 Adhoc Relief All 2016 10%	1,588.00
2224 Adhoc Relief All 2017 10%	2,499.00	2247 Adhoc Relief All 2018 10%	2,499.00
2264 Adhoc Relief All 2019 10%	2,499.00	2309 Adhoc Relief All 2021 10%	2,499.00
2315 Special Allowance 2021	3,500.00		0.00

Reductions - General

Wage type	Amount	Wage type	Amount
3016 GPF Subscription	-3,340.00	3501 Benevolent Fund	-1,500.00
3609 Income Tax	-177.00	3990 Emp Edu Fund KPK	-150.00
4004 R. Benefits & Death Comp.	-650.00		0.00

Reductions - Loans and Advances

Loan	Description	Principal amount	Deduction	Balance
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Reductions - Income Tax
Payable: 1,600.15 Recovered till FEB-2022: 893.00 Exempted: 0.21 Recoverable: 707.36

Gross Pay (Rs.): 53,165.00 Deductions: (Rs.): -5,817.00 Net Pay: (Rs.): 47,348.00

Payee Name: SHAGUFTA NAZ
Account Number: 2007569206
Bank Details: THE BANK OF KHYBER, 080019 G.T.ROAD HARIPUR G.T.ROAD HARIPUR, HARIPUR

Leaves: Opening Balance: Availed: Earned: Balance:

Permanent Address: City: DIKHAN Domicile: - Housing Status: No Official
Temp. Address: City: Email: shagandapur@gmail.com

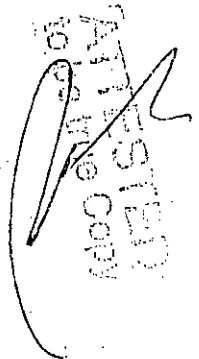
بخدمت میاب سیکریٹری ایجوکیشن 'E/S' پتھر کے لئے - 9/10/2022
Tehsil/2022

جنا - عالی

خودمانہ گزارش کی مافیہ میں سرکاری Transfer (AEO/CF) کو راجسٹر

سے (DEOLP) نے زائعات کی نام پر حدود روزانہ سے Tehsil/2022 میں کرنا ہے

تیک بھریاں روزانہ کے حصے میں ہر مسئلہ گنریٹا ایک - 1025 گنریٹا ڈی جاکا
اعد میں پورا ہے کہی -



یہاں سرٹیفکیشن فریڈیک ایک سکول ہے بائیک سکول کو راجسٹر کرنا پورا ہے
GGHSS-01 (30-11-2022)

ہے SST (M/P) جسکا نام بی نازش ارشد ہے - جو کے قلم آٹھ سالوں سے رہا ہے -

اپنی Duty کر رہی ہیں - جس کا 'Tenure' بنتا ہے - یہاں اگلیاں

سرٹیفکیشن اسکی قلم کرنا ہے تو یہاں ہے -

الغرض

ڈاکٹر شگفتہ ناز

SOCPE

Please forward to Director G.G.H.S. SST (M/P)
to G.G.H.S. to

to visit the direction of
Considered for posting of
School as per requirement 29-04-2022
as per procedure.

29-4-22

Govt. Girls Higher Secondary School Khanpur

For the month of August Year 2022

Name		14				15						
Desig.		Dr. SHARQUETA NAZ				Sr. CT						
ID #.		13302-5463469-4				13302-0370717-0						
Cell #.		0345-9689061				0335-5561838						
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**DIRECTORATE OF ELEMENTARY & SECONDARY
EDUCATION KHYBER PAKHTUNKHWA PESHAWAR**

No. /A-17/PF/Shagufta Naz/SST/Haripur

Dated Peshawar 18/08/2022

SHOW CAUSE NOTICE

Ammed C

I, Hafiz Muhammad Ibrahim, Director Elementary & Secondary Education Khyber Pakhtunkhwa as competent authority under the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011, do hereby serve upon you Mst. Shagufta Naz SST-M/P working as ASDEO Circle Haripur as follows:

- 1 That as per inquiry report of District Education Officer (Female) Swat vide No.5665 dated 13-06-2022, you have been remained absent from duty w.e.f. 16-12-2021 without any proper sanction /approval of the competent authority.
- 2 That after going through material on record under Rule-5 (i)(a) and to dispense with the formal inquiry in accordance with Rule 7 (b) of the aforementioned Rules, I, Director Elementary & Secondary Education Khyber Pakhtunkhwa, as the competent authority, am convinced that you have committed acts/omissions specified in Rule-3 (b) & (d) i.e.
 - i "Guilty of misconduct".
 - ii "Guilty of habitually absentsing yourself from duty without prior approval of leave".
- 3 That in exercise of powers conferred under the Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011, I the Director E&SED Khyber Pakhtunkhwa as, the Competent Authority have tentatively decided to impose upon you any of the major penalties mentioned in Rule-4 (b) of the ibid rules.
- 4 You are, therefore, required to show cause as to why the aforementioned penalty should not be imposed upon you and also intimate whether you desire to be heard in person.
- 5 If no reply to this show cause is received within 7 days of its receipt, it shall be presumed that you have no defense to put in and, in that case, an Ex-Parte decision will be taken against you.

RECEIVED
18/08/2022

Abdullah Rehman
18/8/22

3858
10/09/22

Director
Competent Authority
Elementary & Secondary Education
Khyber Pakhtunkhwa, Peshawar

431-33

Endst: of Even No. & Date.

Copy of the above is forwarded for information to the:-

1. District Education Officer (F) Haripur w/r to her letter No and date cited above.
2. Mst. Shagufta Naz SST-M/P working as ASDEO Circle Haripur / GHS Kampur
3. PA to Director E&SE, Peshawar.
4. Office Copy.

Director
Elementary & Secondary Education
Khyber Pakhtunkhwa, Peshawar

@15/8/22

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to be true Copy

IN REPLY OF THE SHOW CAUSE NOTICE
NO /A-17/PF/Shagufta Naz/SST/Haripur DATED 18/08/2022
ISSUED BY THE DIRECTOR E & S EDUCATION KPK.

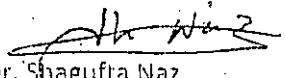
I totally disagree with the false and baseless allegations made by the inquiry officer DEO (F) Swat vide No 5665 dated 13-06-2022 that "I remained absence from the duty w.e.f 16-12-2021 without proper sanction of the competent authority."

The reasons and attachments of the disagreement with the above baseless allegation are as follow!

- 1- NOC NO-8886 duly signed and approved by the DEO (F) Haripur dated 04-12-2021 from 08-12-2021 to 08-01-2022 for Ex-Pak leave. The ex Pak leave application and the NOC were submitted to the SDEO (F) Haripur on 06-12-2021. Because of COVID-19 restrictions could not avail the leave and rejoined my duties regularly from 17-12-2021. The copy of above stated NOC and the application forwarded by the Sub Divisional Education Office (F) Haripur submitted to the District Account Office are attached.
- 2- After none availing of the Ex-Pak leave the cancellation of the leave also submitted by the Sub divisional education office (F) to the District Account Office Haripur and as a proof are attached here.
- 3- As a further proof my visits attendance in the circle schools are also attached here from 17-12-2021 to onward.

After my transfer to the GGHSS Khanpur now working as a SST (M/P) and attendance records are attached.

In light of above explanations and attached proofs neither I made any misconduct and I am hopeful it will clear the dusty environment made by the inquiry officer and the DEO (F) Haripur combinely in between me and the Directorate of E & S education KPK.


Dr. Shagufta Naz,

SST (M/P).

Dated: 22-08-2022.

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Amir D



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

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NOTIFICATION

1. WHEREAS, Mst: Shagufta Naz SST (M/P) working as ASDEO Circle Haripur was proceeded under Khyber Pakhtunkhwa Government Servant (Efficiency & Disciplinary rules 2011) for guilty of misconduct and habitual of absentecism as per the report of the DEO (F) Haripur vide letter No.4181 dated: 18-05-2022.
2. AND WHEREAS This office nominated Mst Shamin Akhtar DEO (Female) Swat as an inquiry officer to probe into the matter vide this office Endst no.79260-28/A-17/PF/Shagufta Naz/SST/Haripur Dated 14-04-2022.
3. AND WHEREAS the inquiry officer submitted his inquiry report vide no.6169 Dated 27-06-2022. In implementation of recommendations of the inquiry report.
4. AND WHEREAS, The Competent Authority served show cause notice to Mst: Shagufta Naz SST (M/P) working as ASDEO Circle Haripur vide this office letter No. 431-33 dated: 18-08-2022.
5. AND WHEREAS, Mst: Shagufta Naz SST (M/P) working as ASDEO Circle Haripur submitted reply to show cause notice.
6. AND WHEREAS, The Competent Authority, after having considered the charges, evidence on record, reply to show cause that charges against Mst: Shagufta Naz SST (M/P) working as ASDEO Circle Haripur has been Proved.

ATTENTION TO BE PAID TO THIS COPY

NOW THEREFORE, in exercise of power conferred by the Khyber Pakhtunkhwa Government Service (Efficiency & Discipline) Rules 2011; the competent authority is pleased to impose minor penalty of "Censure" specified in Rules 4(n) (i) of the ibid rules with immediate effect and in the interest of public service.

Director
Elementary & Secondary Education
Khyber Pakhtunkhwa, Peshawar

Endst: No. 5630-32 /A-17/PF/Shagufta Naz/SST/Haripur.

Dated Peshawar the 27/09/2022

1. Copy forwarded for information and necessary action to the District Education Officer (Female) Haripur with the remarks that adjust the SST concerned at the nearest station against the post of SST-M/P.
2. District Accounts officer Haripur.
3. Mst: Shagufta Naz SST (M/P) working as ASDEO Circle Haripur.
4. P.A to Director E&SED, Khyber Pakhtunkhwa.

Deputy Director Establishment (F)
Elementary & Secondary Education
Khyber Pakhtunkhwa Peshawar

4397
24/10/2022

To

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The Secretary Elementary & Secondary Education Department

Government of Khyber Pakhtunkhwa, Peshawar.

**SUBJECT:-DEPARTMENTAL APPEAL AGAINST NOTIFICATION DATED 27.09.2022
PASSED BY DIRECTOR ELEMENTARY & SECONDARY EDUCATION.**

Respectfully Sheweth,

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The appellant submits as under;

1. That the appellant Namely Dr.shagufta Naz SST(M/P) at GGHS Khanpur.
2. That the appellant was performing herduties with dedication and commitment and remain loyal to her department throughout her entire service while performing her duties in various offices of KPK, and the department has also issued commendation certificates/letters.
3. That in year 2021 the appellant was performing herduty as ASDEO Haripur, and she applied for Ex- Pakistan leave, which was duly sanction by DEO (F) Haripur vide NOC No.8886 dated 04.12.2021 from 08.12.2021 to 08.01.2022, but due to COVID 19 restrictions the appellant could not availed the said leave, hence the appellant on 16.12.2021 submitted her ex Pakistan application cancellation and N.O.C to SDEO (F) Haripur and rejoined her duties regularly from 17.12.2021, and the appellant visits attendance in the circle schools from 17.12.2021 and onward.
4. That on the back of appellant, the department initiated an illegal and unlawful, ex-parte formal inquiry against the appellant on illegal and unlawful allegation i.e absent from her service and the inquiry officer in fill-in-the-blank manner without providing opportunity to appellant for her defense or for explaining her position finalized the so-called proceedings, even no opportunity was given to the appellant to face and cross examine the witnesses etc, or to produce herwitnesses along with documents etc in herdefense.
5. That the Director elementary & Secondary Education Khyber Pakhtunkhwa vide Notification dated. 27.09.2022 imposed minor penalty of "CENSURE". Which is illegal, unlawful and against the facts and record.

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6. That it is worth to mention here that the department has also illegally and unlawfully withheld two month salary of the appellant. This is liable to be paid to the appellant.
7. That the appellant approached this respectable office, having no other adequate remedy for the redressal of her grievance, hence the appeal / representation on the following grounds amongst others;

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GROUNDS

- A. That the impugned Notification dated 27.09.2022 against the appellant is illegal, unlawful, arbitrary, without jurisdiction and lawful authority, hence not maintainable.
- B. That the above mentioned allegations are vague and groundless and the appellant never absent from her duties.
- C. That the show cause notice is not given to appellant as according to law.
- D. That the department initiated an illegal, unlawful, and ex-parte formal inquiry was against the appellant and the inquiry officer in fill-in-the-blank manner has finalized the proceedings.
- E. That the appellant has committed no misconduct as prescribed under the E&D rules.
- F. That the said charge, show cause, absent report, transfer/relieving order and the impugned Notification dated 27.09.2022 have contradictions with each other and negate each other in regard of period of absentia of the appellant from her service/duty.
- G. That no inquiry as according to the prescribed rules has been conducted by the inquiry officer, and the appellant has been punished as a result of a summary trial without proving any allegation against the appellant as have been leveled in the show cause notice.
- H. That neither any witness has been produced against the appellant nor the appellant was allowed to cross examine any of the witnesses, hence the appellant has not been given a fair chance of hearing and he has been condemned unheard.
- I. That the appellant has conducted no misconduct and she is innocent, nothing has been proved against the appellant in the whole process/procedure under the E&D rules.
- J. That no regular inquiry was conducted against the appellant before imposing penalty of **CENSURE** which is not permissible in law.

(36)

- K. That the attitude and conduct of the department shows that they were bent upon to punish the appellant for nothing at any cost.
- L. That the department has illegally and unlawfully withheld two month salary of the appellant that is also liable to be paid to the appellant.

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It is, therefore, humbly prayed that on acceptance of instant appeal / presentation the impugned Notification dated 27.09.2022 issued by Director Elementary & Secondary Education KP, (wherein minor penalty of Censure is imposed on Appellant) may please be declared null and void and be set aside and the two month salary of the appellant may also be released with consequential benefits.

Any other relief avail in the circumstances of the case may also be granted to the appellant.

Appellant

Dated 13.10.2022

Dr. Shagufta Naz

SST(M/P) at GGHSS Khanpur.

(37)

Amended E 3

GOVERNMENT OF KHYBER PAKHTUNKHWA
ELEMENTARY AND SECONDARY EDUCATION DEPARTMENT
Block "A" Opposite MPA's Hostel, Civil Secretariat Peshawar
Phone No. 091-9223587

NOTIFICATION

Dated Peshawar the 17th February, 2023

No.SO(PE)/5-1/Gen-Misc/Mst.Shagufta Naz SST(M/P) Haripur: -

WHEREAS, Mst. Shagufta Naz, SST(M/P) BS-16, was working as ASDEO (F) Circle Haripur and proceeded under Khyber Pakhtunkhwa Government Servants (E&D) Rules, 2011 being guilty of misconduct and habitual absentee as per report of DEO (F) Haripur.

2. AND, WHEREAS, the Directorate E&SE, Khyber Pakhtunkhwa nominated Mst. Shamim Akhtar DEO (F) Swat as Inquiry officer to probe into the matter. The Inquiry Officer submitted Inquiry Report with its recommendations.

3. AND, WHEREAS, the Competent Authority i.e Director Elementary & Secondary Education Khyber Pakhtunkhwa served Show Cause notice upon Mst. Shagufta Naz, SST (M/P) working as ASDEO (F) Circle Haripur. The appellant submitted reply to the show cause notice.

4. AND, WHEREAS, the Competent Authority, after having considered the charges, evidence on record, reply to the Show Cause notice came to the conclusion that the charges against Mst. Shagufta Naz, SST (M/P) working as ASDEO (F) Circle Haripur stand proved. Hence imposed minor penalty of "Censure" upon her.

5. AND, WHEREAS, the appellant submitted an appeal to Appellate Authority (Secretary E&SE Department Khyber Pakhtunkhwa). The Department afforded her an opportunity of personal hearing before the Committee chaired by Additional Secretary (Establishment) E&SE Department, however, she failed to justify her contentions.

7. NOW, THEREFORE, in exercise of the powers conferred under Rule 17 (2) (a) of Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011, the instant appeal is rejected.

SECRETARY
E&SE DEPARTMENT

Endst: No & date even:

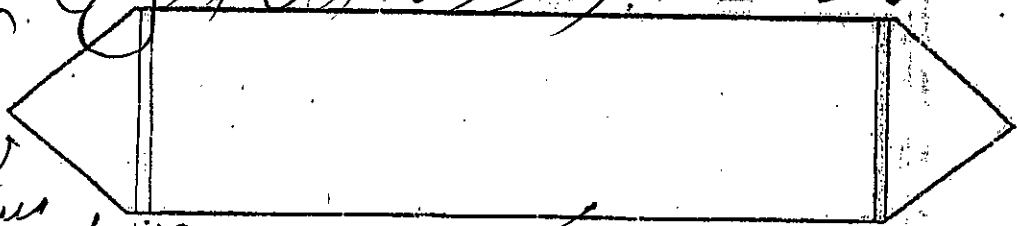
Copy forwarded to:

1. The Accountant General, Khyber Pakhtunkhwa Peshawar.
2. The Director, Elementary & Secondary Education, Khyber Pakhtunkhwa Peshawar.
3. The District Education Officer (F), Haripur.
4. The District Accounts Officer, Haripur.
5. The PS to Secretary, Elementary & Secondary Education Department.
6. The PA to Deputy Secretaries (A/B) Legal Elementary & Secondary Education Department
7. Mst. Shagufta Naz, SST(M/P) BS-16 GHSS Khanpur.

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(WASEEM YOUSAF)
SECTION OFFICER (PRIMARY)

بعدالت فیسبغ لکھنؤ کووان سرویس کے سبب لکھنؤ



مسائل اور مسائل

ڈاکٹر شفقت ناز 2 بجانہ نام سرور کے لئے سلفہ ناز SST کا شہور پہلو اور

موزخ	-----
مقدمہ	-----
دعویٰ	-----
پرم	-----

سند کے ذریعے اور لکھنؤ کے لئے لکھنؤ کے لئے

باعث تحریر آنگہ

مقدمہ میں مذکور عنوان بالا میں اپنی طرف سے واسطے پیروی اور جواب دہی اور کل کارروائی متعلقہ
 آج کے مقام کے لئے احوال اور اس کے لئے
 مقررہ کے اقرار کیا جاتا ہے۔ کہ صاحب موصوف کو مقدمہ کی کل کارروائی کا کامل اختیار ہوگا۔ نیز
 وکیل اور صاحب کو رضی نامہ کرنے کے وقت رفاہیت و فیصلہ برحلف دینے جواب دہی اور اقبال دعویٰ اور
 بلا دردت ڈگری کرنے کے اجراء اور وصولی چیک در و پیرا عرضی دعویٰ اور درخواست ہر قسم کی تصدیق
 زرائیں پر دستخط کرنے کا اختیار ہوگا۔ نیز صورت عدم پیروی یا ڈگری یکطرفہ یا اپیل کی برآمدگی اور منسوخ
 نیز دائر کرنے کے اپیل گمرانی و نظر ثانی و پیروی کرنے کا اختیار ہوگا۔ از بصورت ضرورت مقدمہ مذکور
 کے کل یا جزوی کارروائی کے واسطے اور وکیل یا مختار قانونی کو اپنے ہمراہ لیا اپنے بجائے تقرر کا اختیار
 ہوگا۔ اور صاحب مقرر شدہ کو بھی وہی جملہ مذکورہ باختیارات حاصل ہوں گے اور اس کا ساتھ
 پر واختم منظور قبول ہوگا۔ دوران مقدمہ میں جو خرچہ ہر جانش التوائے مقدمہ کے سبب سے ہوگا۔
 کوئی تاریخ پیشی مقام دورہ پر ہو یا حد سے باہر ہو تو وکیل صاحب پابند ہوں گے۔ کہ پیروی
 مذکور کریں۔ لہذا ادا کالت نامہ لکھنؤ یا کہ سند ہے۔

PC# 107738

dk. N. S.

البرقون 04 ماہ 2023

Accepted by S.D.

مقام
 Mob # 03003160098