

Sr. No	Date of order/proceedings	Order or other proceedings with signature of Judge or Magistrate
1	2	3
	06.02.2018	<p style="text-align: center;"><u>BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL</u></p> <p style="text-align: center;">Service Appeal No. 617/2015</p> <p style="text-align: center;">Date of Institution ... 04.06.2015 Date of Decision ... 06.02.2018</p> <p>Jehangir S/O Sher Muhammad, Ex-Constable No. 495, R/O Village Gujrat Mardan.</p> <p style="text-align: right;">Appellant</p> <p style="text-align: center;">Versus</p> <p>The Provincial Police Officer Khyber Pakhtunkhwa, Peshawar & 02 others.</p> <p style="text-align: right;">Respondents</p> <p>Mr. Khalid Rahman, Advocate --- For appellant.</p> <p>Mr. Muhammad Jan, Deputy District Attorney --- For respondents.</p> <p>MR. GUL ZEB KHAN --- MEMBER MR. MUHAMMAD HAMID MUGHAL --- MEMBER</p> <p style="text-align: center;"><u>JUDGMENT</u></p> <p><u>GUL ZEB KHAN, MEMBER:</u> - Learned counsel for the appellant present and Mr. Muhammad Jan, DDA alongwith Mr. Atta-ur-Rahman, S.I (Legal) for official respondent present.</p> <p>2. The appellant has filed the present appeal u/s 4 of the Khyber Pakhtunkhwa Service Tribunal Act, 1974 wherein he has impugned the office order dated 24.10.2014 passed by respondent No. 3,</p>

whereby the appellant was dismissed from service on the ground of absence from duty and the absence period was counted as leave without pay. The appellant has also made impugned the office order dated 24.11.2014, whereby his departmental appeal was rejected.

3. Learned counsel for the appellant argued that the impugned order of dismissal of service is illegal and void. That the impugned order was issued without observing the codal formalities. That the impugned order is also harsh. Further argued that vide the impugned order, the competent authority has also regularized the absence period of appellant as leave without pay hence the impugned order of dismissal from service is not tenable in the eyes of law, hence liable to be set aside.

4. On the other hand learned District Attorney while opposing the present appeal argued that the appellant remained willfully absent without any application or permission and codal formalities were also completed, as such the impugned order doesn't warrant any interference.

5. We have heard arguments of the learned counsel for the appellant and learned Deputy District Attorney for the respondents and have gone through the record available on file.

6. Perusal of the concluding Para of the impugned order dated 24.10.2014 would show that the competent authority (respondent No. 3), while awarding the major punishment of dismissal from service on the charge of absence from duties, has also treated the period of absence of appellant as leave without pay.

7. It is not disputed that the appellant remained absent without

permission, however the stance of the appellant is that the cause for his absence was his sickness (typhoid). In these circumstances the impugned punishment order appears to be harsh one and do not commensurate with the lapse/guilt on the part of the appellant and as such the present appeal is partially accepted and the punishment of dismissal from service of the appellant is converted into withholding of two annual increments for two years. The intervening period shall be treated as extra-ordinary leave without pay. Parties are left to bear their own costs. File be consigned to the record room.

ANNOUNCED

06.02.2018



(Muhammad Hamid Mughal)
MEMBER



(Gul Zeb Khan)
MEMBER

06.02.2018

Learned counsel for the appellant present. Mr. Muhammad Jan, DDA along with Mr. Atta-ur-Rahman, S.O. (Legal) for the respondents present. Vide separate judgment of today of this Tribunal placed on file, the impugned orders to the extent of dismissal from service of the appellant is reinstated. The intervening period shall be treated as extra-ordinary leave without pay. Parties are left to bear their own costs. File be consigned to the record room after its completion.

ANNOUNCED
06.02.2018

(Muhammad Hamid Mughal)
Member

(Gul Zeb Khan)
Member

06.02.2018

Learned counsel for the appellant present. Mr. Muhammad Jan, DDA for the respondents present. Vide separate judgment of today of this Tribunal placed on file, the present appeal is partially accepted and the punishment of dismissal from service of the appellant is converted into withholding of two annual increments for two years. The intervening period shall be treated as extra-ordinary leave without pay. Parties are left to bear their own costs. File be consigned to the record room.

ANNOUNCED
06.02.2018


(Muhammad Hamid Mughal)
Member

(Gul Zeb Khan)
Member

18.09.2017

Appellant with counsel present. Learned Deputy District Attorney Atta-ur Rahman, (SI) for the respondents present. Appellant seeks adjournment. Adjourned. To come up for arguments on 11.12.2017 before D.B.


Member
(Executive)


Member
(Judicial)

11.12.2017

Appellant with counsel and Mr. Muhammad Jan, Deputy District Attorney alongwith Attaur Rahman, S.I(Legal) for the respondents present. Arguments partly heard. To come up for further arguments on 13.12.2017 before this D.B.


Member


Chairman

13.12.2017

Counsel for the appellant and Asstt. AG alongwith Attaur Rahman, S.I (Legal) for the respondents present. The court time is over. To come up for arguments on 06.02.2018 before the D.B.


Member


Chairman

07.11.2016

Counsel for the appellant and Mr. Muhammad Ghani, SI alongwith Addl. AG for respondents present. Counsel for the appellant requested for adjournment. To come up for arguments on 8.3.17.


(PIR BAKHSH SHAH)
MEMBER


(MUHAMMAD AAMIR NAZIR)
MEMBER

08.03.2017

Counsel for the appellant and Ziaullah, GP alongwith Mr. Khalid Mehmood, H.C for respondents present. Counsel for the appellant requested for adjournment. To come up for arguments on 07.06.2017.


(MUHAMMAD AAMIR NAZIR)
MEMBER


(ASHFAQUE TAJ)
MEMBER

07.06.2017

Appellant in person present. Mr. Muhammad Adeel Butt, Additional AG for the respondents also present. Appellant requested for adjournment. Adjourned. To come up for arguments on 18.09.2017 before D.B.


(GUL ZEB KHAN)
MEMBER


(MUHAMMAD AMIN KHAN KUNDI)
MEMBER

24.11.2015

Appellant in person and Mr. Muhammad Ghani, S.I alongwith Addl. A.G for respondents present. Written statement submitted. The appeal is assigned to D.B for rejoinder and final hearing for 11.4.2016.


Chairman

11.04.2016

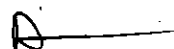
Clerk to counsel for the appellant and Mr. Muhammad Ghani, SI alongwith Mr. Usman Ghani, Sr. GP for respondents present. Rejoinder on behalf of the appellant submitted copy of which is placed on file. To come up for arguments on 11.08.2016



Member


Member

11.08.2016

Appellant in person and Mr. Muhammad Ghani, SI alongwith Additional AG for respondents present. Due to general strike of the Bar learned counsel for the appellant is not in attendance today before the Court, therefore, case is adjourned for arguments to 7-11-16 before D.B.


Member


Member

3

10.06.2015

Counsel for the appellant present. Learned counsel for the appellant argued that vide impugned order dated 24.10.2014 appellant was dismissed from service regarding which he preferred departmental appeal which was rejected on 24.11.2014 where-after the instant service appeal was instituted on 8.6.2015.

Appellant Deposited
Security & Process Fee



That the unauthorized absence is of three days and, furthermore, the appellant was recommended for minor punishment/censure and as such the impugned order is excessive and not tenable in the eye of law.

Points urged need consideration. Admit, subject to all legal exceptions. Subject to deposit of security and process fee within 10 days, notices be issued to the respondents for 2.9.2015 before S.B. Notice of application for condonation of delay be also issued for the date fixed.


Chairman

02.09.2015




Appellant in person and Addl: A.G for respondents present. Requested for adjournment. To come up for written reply/comments on 24.11.2015 before S.B.


Chairman

Form- A
FORM OF ORDER SHEET

Court of _____

Case No. 617/2015


S.No.	Date of order Proceedings	Order or other proceedings with signature of judge or Magistrate
1	2	3
1	08.06.2015	<p>The appeal of Mr. Jehangir resubmitted today by Mr. Khaled Rehman Advocate, may be entered in the Institution register and put up to the Worthy Chairman for proper order.</p> <p style="text-align: right;"> REGISTRAR</p> <p>This case is entrusted to S. Bench for preliminary hearing to be put up thereon <u>10-6-15</u></p> <p style="text-align: right;"> CHAIRMAN</p> 
2	9-6-15	

The appeal of Mr. Jehangir Ex-Constable No. 495 received to-day i.e. on 04.06.2015 is incomplete on the following scores which is returned to the counsel for the appellant for completion and resubmission within 15 days.

1- Copy of departmental appeal is not attached with the appeal which may be placed on it.

No. 869 /S.T,

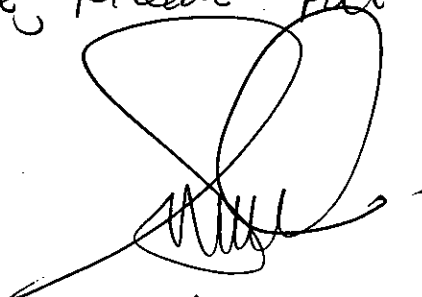
Dt. 5/6 /2015


REGISTRAR
SERVICE TRIBUNAL
KHYBER PAKHTUNKHWA
PESHAWAR.

Mr. Khaled Rehman Adv. Pesh.



① The departmental Appeal is not available, please put up before court.



3/8/15

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Service Appeal No. 617 /2015

Jehangir Appellant

Versus

The PPO KP and others..... Respondents

INDEX

S.No.	Description of Documents	Date	Annexure	Pages
1.	Memo of Service Appeal			1-5
2.	Application for condonation of delay with Affidavit			6-7
3.	Laboratory Report	18.08.2008	A	0-8
4.	OPD Chit		B	0-9
5.	Naqal Madd	20.08.2014	C	0-10
6.	OPD Chit		D	0-11
7.	OPD Chit		E	0-12
8.	OPD Chit	23.08.2014	F	0-13
9.	Charge Sheet	24.09.2014	G	0-14
10.	Inquiry Report		H	0-15
11.	Impugned order	24.10.2014	I	0-16
12.	Impugned appellate order	24.11.2014	J	0-17
13.	Application under RTI Act-2013		K	0-18
14.	Wakalat Nama			

[Signature]
Appellant

Through

[Signature]
Khaled Rahman
Advocate
Supreme Court of Pakistan
3-D, Haroon Mansion,
Khyber Bazar, Peshawar.
Cell # 0345-9337312
Off: Tel: # 091-2592458

Dated: ___/05/2015

condonance of delay 2/9
APP

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Service Appeal No. 617 /2015

Jehangir,
Ex-Constable No.495,
S/o Sher Muhammad,
R/o Village Gujrat Mardan *Appellant*

VERSUS

1. The Provincial Police Officer,
Khyber Pakhtunkhwa, Peshawar.
2. The Regional Police Officer,
Mardan Region, Mardan.
3. The District Police Officer,
District Mardan *Respondents*

SERVICE APPEAL UNDER SECTION 4 OF THE KHYBER PAKHTUNKHWA SERVICE TRIBUNALS ACT, 1974 AGAINST THE IMPUGNED APPELLATE ORDER DATED 24.11.2014 PASSED BY RESPONDENT NO.2 WHEREBY THE DEPARTMENTAL APPEAL OF THE APPELLANT, AGAINST THE IMPUGNED ORDER DATED 24.10.2014 PASSED BY RESPONDENT NO.3 WHEREBY APPELLANT WAS DISMISSED FROM SERVICE, WAS UNLAWFULLY REJECTED.

PRAYER:

On acceptance of the instant appeal, the impugned appellate order dated 24.11.2014 passed by Respondent No.2 and the original order dated 24.10.2014, passed by Respondent No.3 may graciously be set aside and appellant be reinstated into service with all back benefits.

Respectfully Sheweth,

Facts giving rise to the present appeal are as under:-

IN THE SUPREME COURT OF PAKISTAN
(APPELLATE JURISDICTION)

PRESENT:

MR. JUSTICE DOST MUHAMMAD KHAN
MR. JUSTICE QAZI FAEZ ISA
MR. JUSTICE FAISAL ARAB

CIVIL PETITION NO. 455-P OF 2016

(On appeal against the judgment dated
17.06.2016 passed by the KPK Service Tribunal,
Peshawar in Service Appeal No. 1200/2014)

Deputy Inspector General of Police, Mardan Region-I, Mardan and
another

... Petitioners

VERSUS

Aziz ur Rehman

... Respondent

For the Petitioners: Mr. Umer Farooq, Addl. A.G, KPK
Mian Saadullah Jandoli, AOR (Absent)

For the Respondent: N.R.

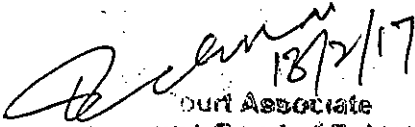
Date of Hearing: 03.02.2017

ORDER

DOST MUHAMMAD KHAN, J.- Petitioners have filed
this petition, under Article 212(3) of the Constitution, against the
judgment of the KPK Service Tribunal, Peshawar dated 17.06.2016,
whereby, the respondent was restored as Constable in the District
Police, Mardan, who was earlier dismissed from service in the
departmental proceedings due to absence from duty.

2. We have gone through the record and the only point
which was stressed before us by the learned Additional Advocate
General, KPK is that the appeal before the Tribunal was barred by
time but when he was asked to lay hand on any document from
which we may count the period of limitation, he was unable to
point out any such date because the documents on record are not

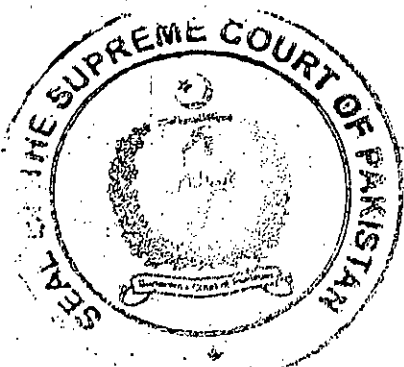
ATTESTED


18/2/17
Court Associate
Supreme Court of Pakistan
Islamabad

to the effect that any order in original or the appellate authority was communicated to the respondent as required under the rules.

3. We have come across another aspect of the matter, which has been also considered by the Tribunal that on one hand the absence of the respondent was held to be a leave without pay, which was a type of penalty imposed, therefore, dismissing him from service amounts to double punishment on the same charge, therefore, it was entirely illegal and against the canons of justice.

4. Besides the above, no law point of public importance as essentially required under Article 212(3) of the Constitution has been raised before us where the Court is required to consider it, therefore, this petition is found bereft of all legal merits and is dismissed, leave to appeal is declined.



Sd/- Dost Muhammad Khan, J
Sd/- Qazi Faez Isa, J
Sd/- Faisal Arab, J
Certified to be True Copy

Islamabad, the
3rd of February, 2017
Not Approved For Reporting

Khuram

amoh
06/2/17

[Signature]
13/2/17
Court Associate
Supreme Court of Pakistan
Islamabad

2394/17
Date of Presentation 13-02-17
No of Words 600
No of Pages 6
Registration Fee 5.00
Copy Fee 3.72
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13/2/17
13-2-17
[Signature]

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Service Appeal No. 617 /2015

A.W.F. Province
Service Tribunal

Diary No. 642

Dated 04-6-2015

Jehangir,
Ex-Constable No.495,
S/o Sher Muhammad,
R/o Village Gujrat Mardan *Appellant*

VERSUS

1. The Provincial Police Officer,
Khyber Pakhtunkhwa, Peshawar.
2. The Regional Police Officer,
Mardan Region, Mardan.
3. The District Police Officer,
District Mardan *Respondents*

SERVICE APPEAL UNDER SECTION 4 OF THE KHYBER PAKHTUNKHWA SERVICE TRIBUNALS ACT, 1974 AGAINST THE IMPUGNED APPELLATE ORDER DATED 24.11.2014 PASSED BY RESPONDENT NO.2 WHEREBY THE DEPARTMENTAL APPEAL OF THE APPELLANT, AGAINST THE IMPUGNED ORDER DATED 24.10.2014 PASSED BY RESPONDENT NO.3 WHEREBY APPELLANT WAS DISMISSED FROM SERVICE, WAS UNLAWFULLY REJECTED.

PRAYER:

On acceptance of the instant appeal, the impugned appellate order dated 24.11.2014 passed by Respondent No.2 and the original order dated 24.10.2014, passed by Respondent No.3 may graciously be set aside and appellant be reinstated into service with all back benefits.

Respectfully Sheweth,

Facts giving rise to the present appeal are as under:-

re-submitted to the
and filed.

Registrar

8/6/15

1. That appellant joined the Police Force, Mardan as Constable on 25.07.2007 and since then had been performing his duties regularly, dedicatedly and to the entire satisfaction of the high-ups.
2. That while posted at Police Station Rustam, Mardan, on 18.08.2008, appellant was diagnosed with Typhoid disease vide Laboratory Report (*Annex:-A*) and accordingly started medical treatment through the authorized Medical Officer who advised him 03 days bed-rest vide OPD Chit (*Annex:-B*). Appellant, however, remained on duty but his condition worsened on 20.08.2014 and hence was referred to Rustam Hospital for medical treatment under the escort of Kazim HC vide Naqal Madd dated 20.08.2014 (*Annex:-C*).
3. That on reaching the Rustam Hospital, appellant was referred to DHQ Hospital Mardan once again and thus the authorized Medical Officer advised him bed-rest for 02 days vide OPD Chit (*Annex:-D*). During this period, the appellant caught eye infection and also started treatment for that at the Mardan Medical Complex vide OPD Chit (*Annex:-E*), where too appellant was advised bed-rest for 03 days. Appellant was again advised bed-rest w.e.f. 23.08.2014 to 28.08.2014 as he was unable to move due to ailment vide OPD Chit dated 23.08.2014 (*Annex:-F*). On recovery, appellant re-joined the duty.
4. That later on, appellant was Charge Sheeted vide Charge Sheet dated 24.09.2014 (*Annex:-G*) for deliberately absenting himself w.e.f. 20.08.2014 till 03.09.2014 without any leave/permission and Inquiry Officer was appointed to conduct the inquiry into the matter. In response to the Charge Sheet and Statement of allegations appellant explained his position to the Inquiry Officer that he was not deliberately absent but it was due to unavoidable circumstances. The appellant also produced the medical record as a proof to the Inquiry Officer. The Inquiry Officer submitted his findings wherein he recommended minor punishment/censure for the appellant vide

Inquiry Report (*Annex:-H*).

5. That vide impugned order dated 24.10.2014 (*Annex:-I*), instead appellant was imposed upon the major penalty of dismissal from service against which appellant submitted a departmental appeal to Respondent No.2 but the same was rejected vide order dated 24.11.2014 (*Annex:-J*).
6. That since appellant was not in possession of the requisite record including the impugned appellate order and Inquiry Report, therefore, he time and again approached Respondent No.2&3 for the record but the same was not provided. As a last resort, appellant submitted an application (*Annex:-K*) to Respondent No.3 under Section-7 of the Right To Information Act-2013 for the needful with a copy to Chief Information Commissioner and only thereafter, the record was provided and hence the instant appeal inter-alia on the following grounds:-

Grounds:

- A. That Respondents have not treated appellant in accordance with law, rules and policy on subject and acted in violation of Article 4 of the Constitution of Islamic Republic of Pakistan, 1973 and unlawfully issued the impugned orders, which are unjust, unfair and hence not sustainable in the eye of law.
- B. That the absence of the appellant was neither willful nor deliberate but it was due to the circumstances beyond the reach of the appellant. Appellant was confined to bed due to Typhoid disease and could not move. He remained under the medical treatment of authority Medical Officer who advised him bed-rest. The high-ups were well aware of the entire position, therefore, the imposition of penalty is unjustified.

- C. That even otherwise, the absence period of appellant is very short and keeping in view the reasons, the Inquiry Officer recommended minor penalty/censure but instead the competent authority imposed major penalty of dismissal from service.
- D. That no Show Cause Notice was issued to the appellant which was mandatory requirement of law particularly when the competent authority did not agree with the recommendations of the Inquiry Officer.
- E. That Police Rules, 1975 as amended in 1976 have wrongly been applied to the appellant as the same have no statutory backing, while the relevant rules applicable, were ignored, therefore, the impugned orders are not legally correct.
- F. That it is a settled law that where major penalty is to be imposed then regular enquiry is necessary but no such regular enquiry was conducted, therefore, the impugned major penalty is unwarranted in law.
- G. That no opportunity of personal hearing was afforded to the appellant, which is also the mandatory requirement of law as well as the principle of natural justice. Thus appellant was condemned unheard and accordingly the impugned orders are void, ab-initio, arbitrary and hence not sustainable.
- H. That appellant would like to offer some other grounds during the course of arguments.

It is, therefore, humbly prayed that the instant appeal may graciously be accepted as prayed for above.

Any other relief as deemed appropriate in the circumstances of case not specifically asked for, may also be granted to appellant.


Appellant

Through


Khaled Rahman,
Advocate
Supreme Court of Pakistan

Dated: ___/05/2015

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Service Appeal No. _____/2015

Jehangir Appellant

Versus

The PPO KP and others..... Respondents

Application for condonation of delay (if any) in filing the instant Service Appeal.

Respectfully Sheweth,

1. That the titled appeal is being filed in this Hon'ble Tribunal which is yet to be fixed for hearing.
2. That the appellant before approaching the Hon'ble Tribunal was not in possession of the relevant record including the impugned appellate order and Inquiry Report for which he repeatedly approached Respondents No.2&3 but they were reluctant. Finally, the Chief Information Commissioner, Khyber Pakhtunkhwa Peshawar was approached for the needful and thereafter the entire record was provided enabling the appellant to prepare the accompanying appeal for filing before the Hon'ble Tribunal, therefore, some delay has occurred in filing the appeal which is condonable in the interest of justice.
3. That valuable rights of the appellant are involved in the case as his entire career and that of his large family and their bread and butter are attached to the service of the appellant, therefore, it is highly in the interest of justice to condone the delay otherwise, the appellant and his big family will be put to dire troubles.

4. That it has become a settled legal principle that technicalities including limitation are to be avoided for the safe administration of justice.

It is, therefore, humbly prayed that the delay (if any) caused in filing the instant appeal may graciously be condoned.

Through

Jehangir
Applicant/Appellant

Khaled Rahman,
Advocate, Peshawar.

Dated: ___/11/2014

Affidavit

I, Jehangir, Ex-Constable No.495, S/o Sher Muhammad, R/o Village Gujrat Mardan, do hereby affirm and declare on oath that the contents of this application are true and correct to the best of my knowledge and belief and nothing has been concealed from this Hon'ble Tribunal.

Jehangir
Deponent

ATTESTED



Answer A (8)

STAR CLINICAL LABORATORY

(opposite D.H.Q. Hospital Shamsi Road Mardan.)
TEL. NO. 0957 861340

TYPHEDOT

Patient Name.	Jehagir Ahmad.
Advised By.	Dr.
Test Advised:	Typhidot.
Date.	18.8.2014
IGG.	=NEGATIVE.
IGM	=POSITIVE.
IMPRESSION-	=POSITIVE.

~~Certified to be
True Copy
Attached to be
True Copy~~


MUNTAZIR SHAH.
Medical Technologist.

A

ANNEX B

9

No.	Rs. 5
OUT PATIENTS DEPARTMENT	
NAME	<i>[Handwritten Name]</i>
YEARLY NO	<i>4231</i>
DATE	<i>[Handwritten Date]</i>
DISEASE	<i>DUP</i>

FACE VALUE RUPEES 5

Dr. M. P. [unclear]
[unclear] 14/11/54

Ref. to med. OPD

R. [unclear] 5/11/54

OK - [unclear]

[unclear]

Dr. B. [unclear]

[unclear]

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B

صوبہ خیبر پختونخوا

تاریخ 27 مارچ 2014ء

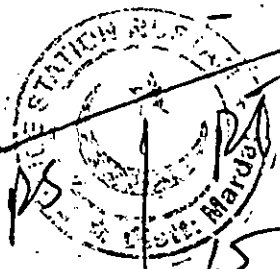
10

کام

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کو خارج سمن کے ذریعہ فراہم کیا گیا ہے
مقامی طور پر 15:10 بجے 20/03/14ء کو 495

مقامی طور پر
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FORWARDED
SHO PS Rustan
29-03-15

True Copy

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True Copy

ANNEX D

(11)

No. _____ Rs. 5

OUT PATIENTS DEPARTMENT

NAME Jehangir

YEARLY NO 9447

DATE 20/10/11

DISEASE _____

PAGE VALUE RUPES

APR

[Signature]

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(2)

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D

ANNEX

12

102



MARDAN MEDICAL COMPLEX

Teaching Hospital Mardan KPK

OUTPATIENTS DEPARTMENT

READ

Name: Jehanzeer Nigla

Department: ENT Address: Mardan

OPD No: 102 Date: AUG-2014

History Entered by: NAVEED 10:30 5 AM

Clinical Examination

Provisional Diagnosis

Investigations Requested

Signature of Officer Mardan

Signature of Patient

Signature of Doctor

Certified to be True Copy

69
60
④

Attached to be
True Copy
Certificate to be
True Copy

5-6-2014
Tory

Mr. M. Tariq Khan
P.M.O. Host
Vc Typed Host
Shehar East

MMPs
24.6

Handwritten notes:
Certificate from ...
and a ...
Here a ...
period of ...

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Stamp: RAJASTHAN DEPARTMENT OF ...
1368
23-08-14
P.O.
GATEWAY TO ...
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ANNEX F

13

CHARGE SHEET UNDER NWFP POLICE RULES 1975

ANNEX G

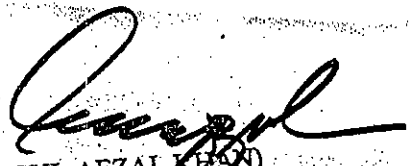
14

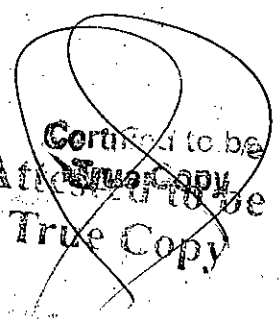
I, Gul Afzal Khan District Police Officer, Mardan as competent authority hereby charge you Constable Jehangir No.495, as follows.

That you, while posted at Police Station Rustam Mardan, deliberately absented yourself from the lawful duty vide DD No.39 dated 20.08.2014 to DD No. 26 dated 03.09.2014 without any leave/permission of the competent authority.

This amounts to grave misconduct on your part, warranting departmental action against you, as defined in section - 6 (1)(a) of the NWFP Police Rules 1975.

1. By reason of the above, you appear to be guilty of misconduct under section - 02 (iii) of the NWFP Police Rules 1975 and has rendered yourself liable to all or any of the penalties as specified in section - 04 (i) a & b of the said Rules.
2. You are therefore, directed to submit your written defense within seven days of the receipt of this charge sheet to the enquiry officer.
3. Your written defence if any, should reach to the enquiry officer within the specified period, failing which, it shall be presumed that you have no defense to put-in and in that case, an ex-parte action shall follow against you.
4. Intimate whether you desired to be heard in persons.


(GUL AFZAL KHAN)
District Police Officer,
Mardan


Certified to be
True Copy

ENQUIRY REPORT AGAINST CONSTABLE JEHANGIR NO. 495

ALLEGATION:-

Constable Jehangir No. 495 while posted at Police Station Rustam deliberately absented himself from the lawful duty vide DD No. 39 dated 20/08/2014 without any leave/permission of the competent authority. He was recommended for departmental enquiry to scrutinize the conduct of said official with reference of above allegation. Charge sheet with statement of allegation were issued and served upon the alleged official and the enquiry was entrusted to the undersigned.

PROCEEDINGS:-

Inquiry proceeding were initiated, the defaulter constable was summoned and copy of the charge sheet and statement of allegation were delivered to him. Beside copies of relevant daily diaries were requisitioned from PS Rustam and placed on enquiry file.

The defaulter constable on his reply stated that on 28-08-2014 he was suffering from severe fever, so he made entry vide DD No. 27 dated 20-08-2014 for proceeding to hospital, where the on-duty doctor advise him some medicine and two days bed rest. On the end of his bed rest he again went to hospital where the doctor again advises him some medicine and six days rest. After that he once again went to the hospital and the doctor again advises him three days bed rest and some medicine. On getting health he reported to his posting place.

FINDINGS:-

The defaulter Constable has remained absent from the lawful duty with effect from 20-08-2014 to 03-09-2014 (total 14 days). The defaulter constable has got total eleven days bed rests which were verified from the concerned medical officers. Service Record of the defaulter Constable revealed that he has earned (22) bad entries with no good entry while remain 60 days absent.

Keeping in view of the above facts and circumstance, it is recommended that a minor punishment/censure may be given to the defaulter constable.

Submitted please.

Dy. Superintendent of Police
Katlang Circle

No _____ /St/KTG, dated ____ / ____ /2014

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15

ANNEX H

11

ORDER.

ANWJ 17

This order will dispose off the appeal preferred by Ex-Constable Jehangir No. 495 of Mardan District Police against the order of District Police Officer, Mardan wherein he was dismissed from service vide District Police Officer, Mardan OB No. 2150 dated 24.10.2014.

Brief facts of the case are that, he while posted at Police Station Rustam Mardan, deliberately absented himself from the lawful duty vide daily diary No. 5 dated 11.09.2014 to daily diary No. 32 dated 16.09.2014 (his pervious absence period was 71 days). In this connection he was charge sheeted and proceeded him against departmentally through RI Police Lines, Mardan, who after fulfilling necessary process, submitted his findings to District Police Officer, Mardan and the allegation was established against him, therefore he was dismissed from service.

I have perused the record and also heard the appellant in Orderly Room held in this office on 19.11.2014, but he failed to justify his absence and could not produce any cogent reason about his absence period. Therefore, I MUHAMMAD SAEED Deputy Inspector General of Police, Mardan Region-I, Mardan in exercise of the powers conferred upon me reject the appeal and do not interfere in the order passed by the competent authority, thus the appeal is filed.

ORDER ANNOUNCED.

(Signature)
(MUHAMMAD SAEED) PSF
Deputy Inspector General of Police,
Mardan Region-I, Mardan.

No. 7676 /ES, Dated Mardan the 24-11- /2014.

Copy to District Police Officer, Mardan for information and necessary action w/r to his office Memo: No. 940/EB dated 12.11.2014. His service record is returned herewith.

(*****)

~~Certified to be
True Copy~~

J

The Worthy District Police Officer,
District Mardan.

18

ANNEX K

Subject: Request under Section-7 of the Right to Information Act-2013.

Respected Sir,

1. That the applicant was serving under your command and was dismissed from service on 27.10.2014. His appeal also was rejected on 24.11.2014.
2. That the applicant is a poor person with a large family and the service was his sole means of livelihood, therefore, he wants to prefer Service Appeal before the Khyber Pakhtunkhwa Service Tribunal but the same can only be filed if the required documents are annexed with the appeal.
3. The following documents are required for which applicant repeatedly approached this office but the documents could not be obtained viz:-
 - i) The Charge Sheet with Statement of Allegations vide office No.715/R dated 24.09.2014.
 - ii) The Reply submitted to the Charge Sheet.
 - iii) The Inquiry Report conducted by Inspector Hayatullah Khan.
 - iv) The Final Show Cause Notice (if any).
 - v) The dismissal order dated 27.10.2014.
 - vi) The order of the learned D.I.G. dated 24.11.2014.
4. That it would be an act of grace if your good-self kindly provide the applicant the above mentioned documents as early as possible.

Yours faithfully

Jehangir Ahmad

Jehangir Khan
Ex-Constable No.495
R/o Village Gujrat,
Tehsil & District Mardan

Dated: 16/04/2015

Copy to:

- The Chief Information Commissioner, Right to Information Commission, 7th Floor, Tasneem Plaza, 6th Saddar Road, Peshawar Cantt, Khyber Pakhtunkhwa, Pakistan

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WAKALAT NAMA

IN THE COURT OF

K.P.C. Peshawar Tribunal

Jehangir

Appellant(s)/Petitioner(s)

VERSUS

Govt

Respondent(s)

I/We Jehangir do hereby appoint
Mr. Khaled Rehman, Advocate in the above mentioned case, to do all or
any of the following acts, deeds and things.

1. To appear, act and plead for me/us in the above mentioned case in this Court/Tribunal in which the same may be tried or heard and any other proceedings arising out of or connected therewith.
2. To sign, verify and file or withdraw all proceedings, petitions, appeals, affidavits and applications for compromise or withdrawal or for submission to arbitration of the said case, or any other documents, as may be deemed necessary or advisable by them for the conduct, prosecution or defence of the said case at all its stages.
3. To receive payment of, and issue receipts for, all moneys that may be or become due and payable to us during the course of proceedings.

AND hereby agree:-

- a. That the Advocate(s) shall be entitled to withdraw from the prosecution of the said case if the whole or any part of the agreed fee remains unpaid.

In witness whereof I/We have signed this Wakalat Nama hereunder, the contents of which have been read/explained to me/us and fully understood by me/us this _____

Attested & Accepted by

Khaled Rehman,
Advocate, Peshawar.

Jehangir
Signature of Executants

C

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

Service Appeal No. 617/2015.

Jehangir Ex-Constable No. 495

s/o Sher Muhammad, r/o Village Gujar Garhi MardanAppellant.

VERSUS.

District Police Officer, Mardan & others.....Respondents.

Respectfully Sheweth:

PRELIMINARY OBJECTIONS:-

1. That the appellant has not come to this Honourable Tribunal with clean hands.
2. That the appellant has got no cause of action.
3. That the appellant has concealed material facts from this Honourable Tribunal.
4. That the appellant is estopped by his own conduct, by law to bring the instant appeal.
5. That the present appeal is bad in its present form hence not maintainable and liable to be dismissed.
6. That the appeal is bad due to non-joinder and mis-joinder of unnecessary parties.

REPLY ON FACTS:-

1. Pertains to record, hence, no comments.
2. Incorrect. The appellant, if was suffered by typhoid, was required to have applied for proper medical leave before the competent authority.
3. Incorrect. The two cited diseases were not as such accidental and severe that the appellant was unable to have conveyed the leave application or otherwise to the competent authority. Besides, availing medical chits by either means has now become a regular practice by the delinquent Govt. officials. This illegal practice provide grounds of discharge or other relief under legal umbrellas.
4. Correct to the extent of charge sheet & enquiry, however, the enquiry officer just inquire into the matter. The competent authority is not bound to comply with the recommendations of the enquiry officer, so, he may proceed to his satisfaction as well.
5. Pertains to record, hence, no comments.
6. Incorrect. The appellant has not applied for any documents and if he had done so, certainly, he would have been provided the documents requested of.

REPLY TO THE GROUNDS:-

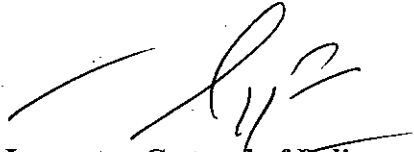
- A) Incorrect. The respondents have acted in accordance with law, rules & policy on the subject. There is no violation of any Article of the Constitution of Pakistan. So, the impugned orders are just, fair & sustainable in the eyes of law.
- B) Incorrect. The appellant was required to have properly applied for medical leave before the competent authority. His absence was deliberate and unreasonable, so, punished as such.
- C) Incorrect. The Police is a disciplined force and shoulder responsibility of the security/protection, both of soul & property, the citizens. The absence/negligence of a Police official for a single moment could cause a huge mishape to a person or the


Public in general. The appellant has also absented for a couple of days without permission of the seniors and, therefore, committed misconduct.

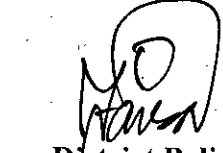
- D) Incorrect. All codal formalities have been complied with.
- E) Incorrect. The appellant was proceeded against departmentally & punished under the relevant rules.
- F) Correct, however, proper enquiry was conducted against the appellant under the rules/law.
- G) Incorrect. The appellant was provided opportunity of defence at all forums but he could not present cogent reasons in his defence. So, the impugned orders are legal & sustainable in the eyes of law. **(Copy of order by DIG Mardan is attached herewith).**
- H) The respondents also seek permission of this Hon;able Court to submit, if any, other documents etc at the time of arguments.

PRAYER:-

It is, therefore, respectfully prayed that the appellant's case is baseless and devoid of merits, so, may be dismissed accordingly.


**Inspector General of Police,
Khyber Pakhtunkhwa, Peshawar.**
(Respondent No. 01)


**Dy: Inspector General of Police,
Mardan Region-I, Mardan.**
(Respondent No. 02)


**District Police Officer,
Mardan.**
(Respondent No. 03)

OFFICE OF THE DISTRICT POLICE OFFICER, MARDAN

No. 715 /R/D.A-P.R-1975.

Dated 24-9- /2014

DISCIPLINARY ACTION UNDER NWFP POLICE RULES - 1975

I, **Gul Afzal Khan** District Police Officer, Mardan as competent authority am of the opinion that **Constable Jehangir No.495**, has rendered himself liable to be proceeded against as he committed the following acts/omission within the meaning of section-02 (iii) of NWFP Police Rules 1975.

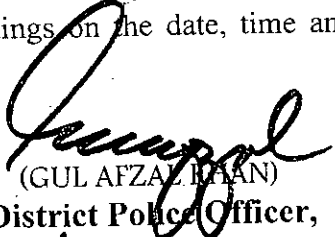
STATEMENT OF ALLEGATIONS

That **Constable Jehangir No.495**, while posted at Police Station Rustam Mardan, deliberately absented himself from the lawful duty vide DD No.05 dated 11.09.2014 to-date without any leave/permission of the competent authority.

2. For the purpose of scrutinizing the conduct of the said official with reference to the above allegations **Inspector Hayat Ullah Khan RI/Police Lines: Mardan** is appointed as Enquiry Officer without any permission/leave.

3. The enquiry officer shall conduct proceedings in accordance with provisions of Police Rules 1975 and shall provide reasonable opportunity of defense and hearing to the accused official, record its findings and make within twenty five (25) days of the receipt of this order, recommendation as to punishment or other appropriate action against the accused officer.

4. The accused officer shall join the proceedings on the date, time and place fixed by the Enquiry Officer.


(GUL AFZAL KHAN)
District Police Officer,
Mardan

OFFICE OF THE DISTRICT POLICE OFFICER, MARDAN.

No. 715 /R, dated Mardan the 24-9- /2014.

Copy of above is forwarded to the:

1. RI/Police Lines: Mardan for initiating proceedings against the accused official / Officer namely **Constable Jehangir No.495**, under Police Rules, 1975.
2. **Constable Jehangir No.495** with the directions to appear before the Enquiry Officer on the date, time and place fixed by the enquiry officer for the purpose of enquiry proceedings.

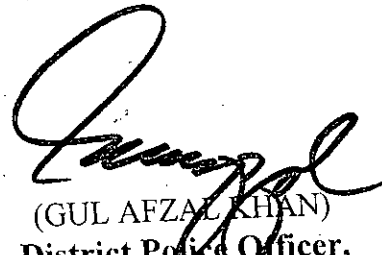
CHARGE SHEET UNDER NWFP POLICE RULES 1975

I, **Gul Afzal Khan** District Police Officer, Mardan as competent authority hereby charge you **Constable Jehangir No.495**, as follows.

That you, while posted at Police Station Rustam Mardan, deliberately absented yourself from the lawful duty vide DD No.05 dated 11.09.2014 to-date without any leave/permission of the competent authority.

This amounts to grave misconduct on your part, warranting departmental action against you, as defined in section - 6 (1) (a) of the NWFP Police Rules 1975.

1. By reason of the above, you appear to be guilty of misconduct under section - 02 (iii) of the NWFP Police Rules 1975 and has rendered yourself liable to all or any of the penalties as specified in section - 04 (i) a & b of the said Rules.
2. You are therefore, directed to submit your written defense **within seven days** of the receipt of this charge sheet to the enquiry officer.
3. Your written defence if any, should reach to the enquiry officer within the specified period, failing which, it shall be presumed that you have no defense to put-in and in that case, an ex-parte action shall follow against you.
4. Intimate whether you desired to be heard in persons.


(GUL AFZAL KHAN)
District Police Officer,
Mardan

hereby charge you Cor

absented you
leave/perr

act

میانہ نامہ

ال
مستطابہ نامہ نمبر 445 مقصدہ فار اسم

12-10-14

فرد

03449575011

مباشرتہ

جناب عالی

حوالہ چارج شیٹ نمبری R/715 مورثہ $\frac{59}{014}$ 24 محاریرہ جناب DPO

صاحب مردان مفروض خدمت ہوں کہ میں ڈیوٹی پر موجود تھا کہ اس دوران گھر سے فون آیا کہ میری ماں بیمار تھی اور گھر میں کوئی دوسرا نارینہ فرد نہیں اسلئے لغیر پوچھے گھر خود چلا گیا۔ اس بار غلطی ہو گئی آئندہ کیلئے محتاط رہوں گا۔

استدعا ہے کہ چارج شیٹ ہذا لغیر کسی کاروائی کے فائل کی حالت

تأصیات دماغی رہوں گا۔

جی۔ پلیر احمد

المنشی جی۔ پلیر احمد نمبر 495 قلعہ کمانہ سیم۔

فائل انکوائری اذان کنشیل جہانگیر نمبر 495 متعینہ تھانہ رستم

جناب عالی!

بجوالہ چھٹی انگریزی نمبری 715/R مورخہ 24-09-1014 کنشیل جہانگیر نمبر 495 کیخلاف انکوائری کاغذات موصول ہو کر جس میں کنشیل مذکورہ کیخلاف الزام لگایا گیا ہے۔ کہ جب وہ تھانہ رستم میں تعینات تھا۔ تو بجوالہ 05 روز نامچہ 11.09.14 سے غیر حاضر ہو کر بجوالہ 32 روز نامچہ 16.09.14 تک کل 05 یوم غیر حاضر ہوا ہے۔

کنشیل جہانگیر نمبر 495 پر نقل چارج شیٹ تقسیم ہو کر واپسی پر مورخہ 15.10.2014 کو اپنا جواب داخل دفتر کر کے اسکے بیان کے مطابق کہ میں تھانہ رستم میں ڈیوٹی پر تھا کہ اس دوران گھر خود سے موبائل فون پر کال آئی کہ اسکی ماں سخت بیمار ہے۔ اور گھر کو جاتے ہوئے کسی کے نوٹس میں لائے بغیر گھر خود چلا گیا۔ کنشیل مذکورہ نے اپنی چارج شیٹ کو بلا کسی کارروائی کے داخل دفتر کرنے کی استدعا کی ہے۔

دوران انکوائری کنشیل جہانگیر نمبر 495 کو دفتر طلب کر کے اس پر جرح کیا گیا۔ اور ساتھ میں اسکا سروس ریکارڈ چیک کر کے 22 Bad Entries جبکہ کوئی Good Entry نہیں پائی گئی۔ سروس ریکارڈ سے پتہ چلتا ہے کہ مذکورہ کنشیل ایک عادی غیر حاضر باش ہے۔ اور اس بار بھی اپنی ماں کی بیماری کا بہانہ بنا کر قضا اعدا غیر حاضر رہ چکا ہے۔ کیونکہ دریافت پر مذکورہ کنشیل نے اپنی ماں کی بیماری کے کوئی میڈیکل کاغذات پیش نہیں کئے۔

لہذا کنشیل جہانگیر نمبر 495 کی 05 یوم غیر حاضری کی بنا پر بلا تنخواہ کرنے کی سفارش کی جاتی ہے۔

He is habitual absentee.
Therefore, he is dismissed
from service. (7)
24.10
کل قطعات (7)

رہزرو انسپکٹر پولیس لائن

مردان

one
put up his
absence record
21.10

date. Pi-516

21-10-14

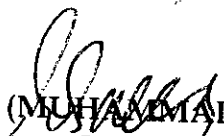
ORDER.

This order will dispose-off the appeal preferred by Ex-Constable Jehangir No. 495 of Mardan District Police against the order of District Police Officer, Mardan wherein he was dismissed from service vide District Police Officer, Mardan OB No. 2150 dated 24.10.2014.

Brief facts of the case are that, he while posted at Police Station Rustam Mardan, deliberately absented himself from the lawful duty vide daily diary No. 5 dated 11.09.2014 to daily diary No. 32 dated 16.09.2014 (his pervious absence period was 71 days). In this connection he was charge sheeted and proceeded him against departmentally through, RI Police Lines, Mardan, who after fulfilling necessary process, submitted his findings to District Police Officer, Mardan and the allegation was established against him, therefore he was dismissed from service.

I have perused the record and also heard the appellant in Orderly Room held in this office on 19.11.2014, but he failed to justify his absence and could not produce any cogent reason about his absence period. Therefore, I **MUHAMMAD SAEED** Deputy Inspector General of Police, Mardan Region-I, Mardan in exercise of the powers conferred upon me reject the appeal and do not interfere in the order passed by the competent authority, thus the appeal is filed.

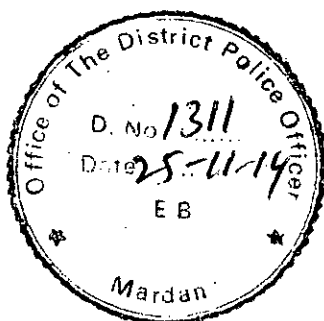
ORDER ANNOUNCED.



(MUHAMMAD SAEED)PSP
Deputy Inspector General of Police,
Mardan Region-I, Mardan.

No. 7676 /ES, Dated Mardan the 24-11- /2014.

Copy to District Police Officer, Mardan for information and necessary action w/r to his office Memo: No. 940/LB dated 12.11.2014. His service record is returned herewith.

(*****)



OB/OASi/ee
For copy

DPO, Mardan

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

Service Appeal No. 617/2015.

Jehangir Ex-Constable No. 495

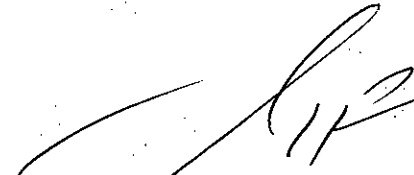
s/o Sher Muhammad, r/o Village Gujar Garhi MardanAppellant.

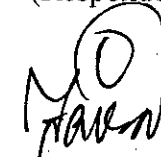
VERSUS.

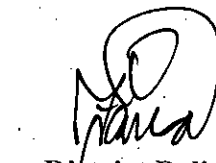
District Police Officer, Mardan & others.....Respondents.

COUNTER AFFIDAVIT.

We, the respondents do hereby declare and solemnly affirm on oath that the contents of the Para-wise comments in the service appeal cited as subject are true and correct to the best of our knowledge and belief and nothing has been concealed from this Honourable Tribunal.


**Inspector General of Police,
Khyber Pakhtunkhwa, Peshawar.**
(Respondent No. 01)


**Dy: Inspector General of Police,
Mardan Region-I, Mardan.**
(Respondent No. 02)


**District Police Officer,
Mardan.**
(Respondent No. 03)

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

Service Appeal No. 617/2015.

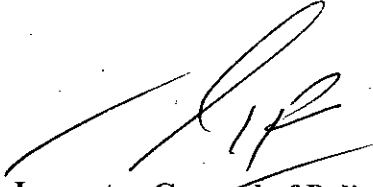
Jehangir Ex-Constable No. 495
s/o Sher Muhammad, r/o Village Gujar Garhi MardanAppellant.


VERSUS.

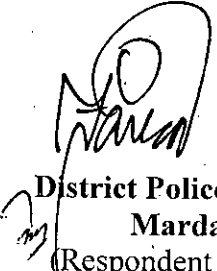
District Police Officer, Mardan & others.....Respondents.

AUTHORITY LETTER.

Mr. Muhammad Shafiq Inspector Legal, (Police) Mardan is hereby authorized to appear before the Honourable Service Tribunal, Khyber Pakhtunkhwa, Peshawar in the above captioned service appeal on behalf of the respondents. He is also authorized to submit all required documents and replies etc. as representative of the respondents through the Addl: Advocate General/Govt. Pleader, Khyber Pakhtunkhwa Service Tribunal, Peshawar.


**Inspector General of Police,
Khyber Pakhtunkhwa, Peshawar.**
(Respondent No. 01)


**Dy: Inspector General of Police,
Mardan Region-I, Mardan.**
(Respondent No. 02)


**District Police Officer,
Mardan.**
(Respondent No. 03)

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Service Appeal No. 617 /2015

Jehangir Ahmad..... Appellant

Versus

The PPO and others..... Respondents

REJOINDER ON BEHALF OF APPELLANT IN RESPONSE TO REPLY FILED BY RESPONDENTS.

Respectfully Sheweth,

Preliminary Objections:

Preliminary objections raised by answering respondents are erroneous and frivolous. The appellant has got cause of action. The Tribunal has got jurisdiction in the matter. The estoppel has no relevance in the instant issue and moreover, the appellant has approached the Hon'ble Tribunal with a bonafide claim. All the necessary parties have been arrayed as Respondents. The appeal is in its correct form and shape.

Facts:

1. Para-1 of the appeal being not replied hence admitted.
2. Reply to Para-2 of the appeal is misconceived. The appellant was unable to perform the duty, therefore, could not attend to it on the advice of authorized Medical Officers.
3. Reply to Para-3 of the appeal is incorrect hence denied. The appellant remained confined to bed due to his disease and was advised bed-rest by the Medical Officer. The answering Respondents were required to have properly inquired into the illness as well as the Certificates issued to the appellant by the Medical Officer but in vain.
4. Reply to Para-4 of the appeal is incorrect hence denied. The inquiry was conducted in stereotype manner without providing proper opportunity of defence, however, the Inquiry Officer minor penalty for the appellant.
5. Para-5 of the appeal being not replied hence admitted.
6. Reply to Para-6 of the appeal is incorrect. The appellant applied for the requisite documents but was refused and was finally applied under Section-7 of the Right

to Information Act-2013 and only thereafter certain documents were provided whereafter the appeal was filed.

Grounds:

- A. Reply to Ground-A of the appeal is incorrect. The appellant was not treated according to law and rules.
- B. Reply to Ground-B of the appeal is incorrect. The concerned staff of the Police Station including the Incharge were well aware of the status of the appellant.
- C. Reply to Ground-C of the appeal is incorrect hence denied. The absence period of the appellant was quite short and keeping in view other allied circumstances of the case only a minor penalty was recommended by the Inquiry Officer but to the contrary, the competent authority dismissed the appellant from service which is illegal.
- D. Ground-D of the appeal has been admitted as correct hence needs no rejoinder.
- E. Reply to Ground-E of the appeal is incorrect hence denied.
- F. Reply to Ground-F of the appeal is incorrect. The inquiry was conducted irregularly but still minor penalty was proposed.
- G. Reply to Ground-G of the appeal is incorrect.
- H. Reply to Ground-H of the appeal needs no rejoinder.

It is, therefore, humbly prayed that the reply of answering Respondents may graciously be rejected and the appeal as prayed for may graciously be accepted with costs.

Through

Appellant

Khaled Rahman
Advocate, Peshawar

Dated: 11/04/2016

Verification

Verified as per instructions of my client, that the contents of this rejoinder are true and correct to the best of my knowledge and belief and nothing has been concealed from this Hon'ble Tribunal.

Counsel

KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

No 489 /ST

Dated 06 /03/2018


To

The District Police Officer,
Government of Khyber Pakhtunkhwa,
Mardan.

Subject: **ORDER/JUDGEMENT IN APPEAL NO. 617/2015, MR. JEHANGIR.**

I am directed to forward herewith a certified copy of Judgment/Order dated 06/02/2018 passed by this Tribunal on the above subject for strict compliance.

Encl: As above


REGISTRAR
KHYBER PAKHTUNKHWA
SERVICE TRIBUNAL
PESHAWAR.

o/c

KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

No 436 /ST

Dated 01/03/2018

To

The Secretary Education Department (E&S Edu),
Government of Khyber Pakhtunkhwa,
Peshawar.

Subject: ORDER/JUDGEMENT IN APPEAL NO. 391/2016, MR. AHMAD
(Copy of records of ~~HUSSAIN~~ present case are also attached)

I am directed to forward herewith a certified copy of Judgment/Order dated 06/02/2018 passed by this Tribunal on the above subject for strict compliance.

Encl: As above

REGISTRAR
KHYBER PAKHTUNKHWA
SERVICE TRIBUNAL
PESHAWAR.