

KHYBER PAKHTUNKWA

SERVICE TRIBUNAL, PESHAWAR

No. 1075 /ST

Dated 5 / y /2023

All communications should be addressed to the Registran KPK Service Tribunal and no any official by name.

Ph:- 091-9212281 Fax:- 091-9213262

To:

The Associate Hospital Director

Lady Reading Hospital Peshawar

SUBJECT:- JUDGMENT IN SERVICE APPEAL NO. 77/2019, TITLED MUHAMMAD SALEEM VERSUS HEALTH DEPARTMENT

I am directed to forward herewith a certified copy of judgment dated 13.12.2022, passed by this Tribunal in the above mentioned appeal for strict compliance.

Encl. As above.

ASEEM AKHTAR)

REGISTRAR KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR.

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Service Appeal No.77/2019

Date of Institution 17.01.2019 Date of Decision 13.12.2022

Muhammad Saleem, S/O Muqarab Khan R/O Class -IV Association Office LRH, Peshawar.

VERSUS

The Government to Khyber Pakhtunkhwa through Secretary Health Department, Peshawar and two others.

(Respondents)

(Appellant)

Ibrahim Khan Afridi Advocate

Naseer Ud Din Shah Assistant Advocate General

Mrs. Rozina Rehman

For appellant

For respondents

Miss Fareeha Paul

Member (J) Member (E)

JUDGMENT

ROZINA REHMAN, MEMBER (J): The appellant has invoked the jurisdiction of this Tribunal through above titled appeal with the prayer as copied below:

"On acceptance of the instant service appeal, the impugned order dated 22.02.2018 may please be set aside/turned down and the deducted salary of the appellant may kindly be reimbursed back to the appellant."

Brief facts of the case are that appellant is provincial civil 2. servant who was performing his duties in Leady Reading Hospital Peshawar as ward orderly. His salary was withheld without any reason



and plausible explanation which was released vide order dated 22.02.2018, while respondents deducted salary of 127 days. He then submitted an application/departmental appeal on 05.04.2018 regarding deduction of his salary but the same was not responded to, hence the present service appeal.

3. We have heard Ibrahim Khan Afridi, Advocate learned counsel for the appellant and Naseer Ud Din Shah learned Assistant Advocate General for respondents and have gone through the record and the proceedings of the case in minute particulars.

4. Ibrahim Khan Afridi, Advocate learned counsel for the appellant submitted that the impugned order is against law and facts as the appellant was not treated according to law, rather he was treated in a discriminatory manner which was not warranted in the eyes of law. He submitted that the appellant was not treated at par with his colleagues as envisaged in Article 4 of the Constitution of Islamic Republic of Pakistan. That as per Article 25 of Constitution of Islamic Republic of Pakistan there shall no discrimination but in the instant case whole process was done partially according to the will of the respondent No. 2. Learned counsel further contended that well settled principle of law "Audi alteram partem" was violated and that appellant was not given an opportunity before issuance of impugned order. He, therefore, requested for acceptance of the instant service appeal.

5. Conversely, learned Assistant Advocate General submitted that the salary of the appellant was withheld due to non-performance of his duty. He submitted that appellant was transferred to the office of

Assistant Director (Legal) vide office order dated 09.10.2017 but he failed to join his duty, therefore, explanation was called but no response was tendered, therefore, show cause notice was issued for his long absence on 15.01.2018 but he failed to submit any reply. He resumed his duty on 10.01.2018. In consequence respondent No. 2 issued letter dated 22.02.2018 vide which salary for the period of absence from duty i.e 127 days was ordered to be deducted. Lastly, he submitted that there was no discrimination and that appellant was treated in accordance with law and procedure.

From the record it is evident that the appellant was provincial 6. civil servant who was performing his duties in Leady Reading Hospital Peshawar as ward orderly. Allegations against the present appellant are that he remained absent for 127 days, therefore, salary for the said period was ordered to be deducted and after fulfillment of all requirements his salary was released which had already been stopped. Record shows that the respondents blatantly violated the set norms and rules and conducted the proceedings in an authoritarian manner. No proper procedure as envisaged in E&D Rules, 2011 was followed. No charge sheet alongwith statement of allegations was issued to the appellant. No proper inquiry was conducted in order to bring on record the absence of the appellant without the permission of the competent authority. It is astonishing as to why the department kept mum for a long period of 127 days without initiating proper proceedings against the appellant. Absence for 127 days was not proved through cogent evidence. The appellant was discriminated which is evident from the

record that one Muhammad Waris, ward orderly was also charged for 43 days of absence and his salary was accordingly deducted. Reportedly he filed service appeal which was later on withdrawn because his salary for the said period was refunded vide office order dated 18.01.2019. No cogent reason was shown as to why the appellant was discriminated and why his salary was not refunded.

7. For the above mentioned facts and circumstances, this appeal is allowed as prayed for. Parties are left to bear their own costs. File be consigned to the record room.

ANNOUNCED 13.12.2022

(Faiteha Paul) Member (E)

(Rozina Rehman) Member (J)

ORDER 13.12.2022

Appellant present through counsel.

Naseer Ud Din Shah learned Assistant Advocate General for respondents present. Arguments heard. Record perused.

Vide our detailed judgment of today of this Tribunal place on file, instant service appeal is accepted as prayed for. Parties are left to bear their own costs. File be consigned to the record room.

<u>ANNOUNCED</u> 13.12.2022

(Farecha Paul) Member (E)

(Rozina R hman) Member (J)

27th July 2022

Learned counsel for the appellant present. Mr. Kabirullah Khattak, Additional Advocate General for respondents present.

Learned counsel for the appellant seeks adjournment in order to properly assist the court on the next date. Adjourned. To come up for arguments on 23.09.2022 before the D.B.



(Kalim Arshad Khan) Chairman

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23.09.2022

Mr. Nadeem Khan, Advocate, junior of learned counsel for the appellant present. Syed Naseer-ud-Din Shah, Assistant Advocate General for the respondents present.

Junior of learned counsel for the appellant requested for adjournment on the ground that learned counsel for the appellant is not available today due to some domestic engagement. Adjourned. To come up for arguments on 13.12.2022 before the D.B.

(Mian Muhammad) Member (Executive)

(Salah-Ud-Din) Member (Judicial)

03.01.2022

Clerk of counsel for the appellant and Mr. Kabirullah Khattak, Addl.AG for the respondents present.

Former requests for adjournment due to engagement of learned senior counsel for the appellant before the Honourable High Court today. Request accorded. Case to come up for arguments on 15.02.2022 before the D.B.

(Atig-ur-Rehman Wazir) Member(E)

15.02.2022

Due to retirement of the Worthy Chairman the Tribunal is defunct, therefore, case is adjourned to 13.05.2022.for the same as before.

haliman

13.05.2022

Appellant in person present.

Muhammad Rasheed learned Deputy District Attorney alongwith Sabira Naz Qureshi Legal Officer for respondents present.

Former requested for adjournment due to nonavailability of his counsel. Request is acceded to and case is adjourned to 27.07.2022 with direction to make sure presence of his counsel on the next date positively, before D.B.

(Fareeha Paul) Member(E) (Rozina Rehman) Member (J) 11.03.2021

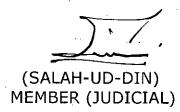
Due to non availability of Bench, the case is adjourned to 14.06.2021 for arguments before D.B

REA

14.06.2021

Appellant alongwith his counsel present. Mr. Javed Ullah, Assistant Advocate General for respondents No. 1 & 2 present. Mr. Hamza Bangash, Assistant Director (Legal) for respondent No. 3 present and requested for adjournment on the ground that Legal Advisor for respondent No. 3 has proceeded to Karachi in connection with some domestic engagement. Adjourned. To come up for arguments before the D.B on 04.10.2021.

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



04.10.2021

Learned counsel for the appellant present. Mr. Kabirullah Khattak, Additional Advocate General for respondent No.1 and Mr. Majid Masoom Khattak, Advocate Associated of counsel for respondents No. 2 and 3 are present.

Due to non-availability of learned counsel respondent No. 2 and 3, adjournment has been sought. Accorded. To come up for arguments on 03.01.2022 before the D.B.

Chairman

(Mian Muhammad) Member(E)

15.04.2020

Due to public holidays on account of Covid-19, the case is adjourned. To come up for the same on 13.07.2020 before D.B.

ader

13.07.2020

Due to COVID-19, the case is adjourned to 12.10.2020

before D.B.

12.10.2020

Due to incomplete Bench, the case is adjourned. To come up for the same on 18.12.2020 before D.B.

Reader

18.12.2020

Counsel for appellant and Mr. Kabir Ullah Khattak learned Additional Advocate General for respondents present.

Due to COVID-19, case is adjourned to 11.03.2021 for the same as before.

13.12.2019

Appellant in person present. M/S Hazrat Shah, Superintendent on behalf of respondent No. 1 and Khial Mohammad, Legal Advisor on behalf of respondent No. 2 alongwith Mr. Kabirullah Khattak, Additional AG present. Representatives of respondents No. 1 & 2 requested for further time to file written reply/comments. None present on behalf of respondent No. 3 therefore, notice be issued to respondent No. 3 with the direction to direct the representative to attend the court and submit written reply on the next date positively. Adjourned to 14.01.2020 for written reply/comments before S.B.

(MUHAMMAD AMIN KHAN KUNDI) MEMBER

14.01.2020

Appellant in person. Mr. Khial Muhammad, Legal Officer for respondents No. 1 & 3 present. Mr. Ibrahim Khan, Advocate submitted Wakalantma in his favour executed by respondent No. 2, which isplaced on record. Respondents seek further time. Last opportunity is granted. To come up for written reply/comments on 24.02.2020 before S.B.

24.02.2020

Appellant alongwith counsel present. Mr. Kabirullah Khattak, Addl. AG alongwith Saleem Javed, Litigation Officer for respondent No. 3 and Barrister Ibrahim, Legal Advisor for respondent No. 2 present. Written reply on behalf of respondent No. 2 submitted which is placed on record. Representative of respondent No. 3 relies on the written reply of respondent No. 2. To come up for rejoinder and arguments on 15.04.2020 before the D.B.

(Hussain Shah) Member

Chairma

SA 77/19

Appellant Deposited

Process Fae

19.08.2019

Counsel for the appellant present.

Learned counsel for the appellant states that security and process fee have not been deposited within due time due to unavoidable circumstances and submitted an application for extension of time to deposit the same.

The application is allowed and the appellant is required to make the requisite deposit within next three days. Thereafter notices be issued to the respondents for submission of written reply/comments on $\cancel{12.09}$.2019 before the S.B.

14.10.2019

Counsel for the appellant and Khial Muhammad, Legal Advisor alongwith Jaffar Ali, Assistant for the respondents present.

Chairman

Chairmar

Chairma

Legal Advisor of the respondents requests for time to submit the requisite reply/comments. To come up for reply/comments on 14.11.2019 before S.B.

14.11.2019

Counsel for the appellant and Addl. AG alongwith Saleem Javed Litigation Officer for the respondents No. 1 & 3 and junior to counsel for respondent No. 3 present.

Representatives of the respondents seek time. Adjourned to 13.12.2019 on which date the requisite reply/comments shall positively be submitted.

20.06.2019

Counsel for the appellant Muhammad Saleem present. Mr. Khalilullah Khalil, learned counsel for respondent No. 2 also present. Preliminary arguments heard. It was contended by learned counsel for the appellant that the appellant is serving as Civil Servant in Health Department. It was further contended that the respondent-department has ordered for deduction of 127 days salary of the appellant vide order dated 22.02.2018 without any reason. It was further contended that the appellant filed departmental appeal on 15.03.2018 but the same was not responded hence, the present service appeal. It was further contended that the appellant has regularly performed his duty but the respondent-department has passed illegal order for deduction of 127 days salary of the appellant without any inotice.

On the other hand, Mr. Khalilullah Khalil, learned counsel for respondent No. 2 opposed the contended of learned counsel for the appellant.

Perusal of the record reveals that deduction of 127 days salary of the appellant was ordered without any notice and reason therefore, the impugned order is illegal and liable to be set-aside.

The contentions raised by the learned counsel for the appellant need consideration. The appeal is admitted for regular hearing subject to all legal objections. The appellant is directed to deposit security and process fee within 10 days, thereafter, notice be issued to the respondents for written reply/comments for 19.08.2019 before S.B.

(Muhammad Amin Khan Kundi) Member 06.05.2019

Appellant alongwith his counsel and Mr. Kabirullah Khattak, Additional AG alongwith Mr. Mir Wali, Assistant Legal Advisor for the respondents present. Representative of the department namely Mr. Mir Wali requested for adjournment. Adjourned. To come up for preliminary hearing on 21.05.2019 before S.B.

(MUHAMMÁD AMIN KHAN KUNDI) **MEMBER**

21.05.2019

Learned counsel for the appellant present. Mir Wali Advocate junior to counsel for respondent No.2 present and seeks adjournment. Adjourn. To come up for preliminary hearing on 20.06.2019 before S.B.

Member

Learned counsel for the appellant present. Heard.

Through the present service appeal the appellant has made impugned the order dated 22.02.2018 of the Associate Hospital Director Lady Reading Hospital MTI Peshawar regarding deduction of 127 days salary of the appellant. The appellant has also addressed his departmental appeal/representation to the Associate Director Lady Reading Hospital MTI Peshawar. Plea of the appellant is that he is a civil servant.

In the interest of justice pre-admission notice be issued to the respondents. To, come up for reply of the respondent department and preliminary hearing on 04.04.2019 before S.B.

Member

0**4**:04.2019

None for the petitioner present. Addl: AG for respondents present. Due to general strike of the bar, the case is adjourned. Case to come up for further proceedings on 06.05.2019 before S.B.

(Ahma'd Hassan) Member

Form- A

FORM OF ORDER SHEET

Court of Case No._ 77/2019 S.No. Date of order Order or other proceedings with signature of judge proceedings 1 2 3 ×. The appeal of Mr. Muhammad Salem presented today by Mr. 1-17/1/2019 Mufariq Shah Advocate, may be entered in the Institution Register and put up to the Worthy Chairman for proper order please. REGISTRAR 17 11 15 18-1-19 This case is entrusted to S. Bench for preliminary hearing to be 2put up there on 18 - 2 - 19. CHAI ΜAΝ •

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL

PESHAWAR.

Service Appeal No: _____/2019

Muhammad Saleem

Verses.

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Government of KPK and others

INDEX

S.No	Description	Annexure	Page No.
1	Appeal		1-4
2.	affidavit		5-6
3.	Copy of the service card of the	"A"	
	appellant		1-8
4 .	Copy of impugn order & Pay	"B"	0.10
· · · · ·	roll		9-17
5.	Copy of	"C"	
	application/department		IR IR
	appeals		
6.	Copy of biometric attendance	"E"	19-24
7.	Wakalatnama.		25

Appellants (m. saleer

Dated: 14-01-2019

Through

Mufariq Shah Advocate High Court, Peshawar. Office No. 15, Hazrat Shah Plaza, Shoba Bazar, Peshawar. Mobile No: 0314-9175656 E-mail: mufariq_shah@hotmail.com

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR. Khyber Pakhtukhwa Service Tribunal

Service Appeal No_____/2019

Muhammad Saleem S/O Muqarab Khan Association Office LRH Peshawar

(Appellant)

R/O

Diary No. 76

Class-IV

VERSUS

- 1. Government of Khyber PukhtunKhwa through Secretary Health Department, Peshawar.
- 2. Leading Reading Hospital Peshawar through its Director Hospital.
- 3. Director General Health Services Khyber PukhtunKhwa, Peshawar.

(Respondents

SECTION OF THE APPEAL UNDER 4 **KHYBER** PAKHTUNKHWA SERVICES TRIBUNAL ACT 1974 AGAINST ORDER, REF NO. 1034/AHD/PA/LRH, THE IMPUGN DATED 22/02/2018. WHEREBY THE APPELLANT'S 127 DAYS SALARY IS DEDUCTED WITHOUT ANY PLAUSIBLE EXPLANATION AND TILL YET THE DEPARTMENTAL APPEAL HAS NOT BEEN DECIDED. Filedto-day

Registrar

1] 1] 19

On acceptance of the instant service appeal in hand the impugn order, Ref no 1034/AHD/PA/LRH, dated 22-02-2018 may please be set aside / turn down and the deducted salary of the appellants may kindly be reimbursed back to the appellants. Respectfully Sheweth;

The facts giving rise to the instant appeal:

ON FACTS:

- 1. That the appellant is the provincial civil servant performing his duties in LRH hospital, Peshawar. Appellant no. 1 is as orderly ward duties. (Copy of the service cards of the appellant is attached as 'A')
- 2. That the respondent no. 2 withheld the salary of the appellant and then with his own sweet ill will released the under order, ref no. 1034/AHD/PA/LRH on dated 22-02-2018, while deducted 127 days of salary and consequently the same started deducting monthly from his pay roll. (Copy of impugn order & Pay roll is attached as 'B')
- 3. That consequently on dated 05-04-2018 the appellant duly submitted an application/departmental appeal for initiating departmental inquiry regarding the deduction of their salary. (Copy of applications/department appeal attached as annexure 'C')
- 4. That during all this time, for which the salary of the appellant is deducted, he is in full attendance and no reason for the deduction of pay has ever been given to the appellant. (Copy of biometric attendance attached as 'D')
- 5. That feeling aggrieved by the impugn order as mentioned in the heading of this appeal, against which departmental appeals were filed by the appellants but till date no plausible explanation or order has been made, hence the instant appeal on the following grounds amongst others:

GROUNDS:

- A. The illegal and malafide act of the respondent no. 2, loudly speaks that he treats the petitioner as according to his ill will, in a very discriminating manner, which is not warranted in the eyes of law, also the constitution doesn't permit such discrimination.
- A. That the appellants have not been treated at par with the rest of the candidates as envisaged in article 4 of the constitution, hence the respondent no. 2 knowingly and willfully abrogated the constitution.
- B. That as per Article 25 of the constitution of 1973 of Islamic republic of Pakistan, there shall be discrimination in between the citizen of Pakistan but in here the whole process was done partially and according to the will of the respondent no. 2.
- C. That no charge sheet and statement of allegation and final show cause notice was issued to the appellant.
- D.That respondent no. 2 has not treated the appellants in accordance with Law, rules, and policy on subject and acted in violation of the article 4 of the constitution of 1973 of the Islamic republic of Pakistan.
- E. That a well settled principle of law "Audialtram Partem" has been violated, this principle of law was always deemed to have embodied in every statute even though there was no express or specific provision in this regard. An adverse order passed against a person without affording him an opportunity of personal hearing was to be treated as void order reliance is placed on 2006 PLC (CS) 1140. As no proper hearing has been afforded to the appellant before issuing of the impugned order therefore on this score the said order is to be considered null and void.

F. That the appellant would like to seek the permission of the honorable Tribunal to add more grounds at the time of arguments.

While considering the above submission the appeal in hand may please be accepted /allowed and the deducted salary of the appellants may kindly be reimbursed.

Appellant Hcc -

Dated: 14.01.2019

Through 🕔

MUFARIQ SHAH Advocate High Court, Peshawar. Office No. 15, Hazrat Shah Plaza, Shoba Bazar, Peshawar. Mobile No: 0314-9175656 E-mail: mufariq_shah@hotmail.com



BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR.

Service Appeal No____/2019

Muhammad Saleem

(Appellant)

(Respondents)

VERSUS

Government of KPK and Others

Affidavit

I, Muhammad Saleem S/O Muqarab Khan R/O Class-IV Association Office LRH Peshawar, do hereby solemnly affirm and declare on oath, that the contents of this service appeal is correct to the best of my knowledge and belief and nothing has been concealed from this honorable Service Tribunal.



DEPONENT CNIC NO: 13101-6939835-1



OFFICE OF THE ASSOCIATE HOSPITAL DIRECTO

LADY READING HOSPITAL, MEDICAL TEACHING INSTITUTION, PESHAWAR Phone # +92-91-9211430 Ext: 185 Facsimile: 0092-919211401 www.lrh.gov.pk

Ref No1 39 /AHD/PA/LRH

Dated: 22/02/2018

To,

The Hospital Director Lady Reading Hospital, MTI Peshawar

Subject: RELASE OF SALARY OF CLASS-IV

It is for your information that the requirements are fulfilled by Mr. Muhammad Saleem S/O Muqarab Khan Ward Orderly has given his arrival report.

tteste

Therefore, his salary may please be released after deduction of 127 days.

1035 - 1040 No. /AHD/PA/LRH

Copy forwarded to information and necessary action:

- 1. Director Human Resource
- 2. Director Finance
- 3. Assistant Director Legal
- 4. Budget & Accounts Officer
- release his salary after deduction of 127 days. 5. PA to Associate Hospital Director
- 6. Dealing Assistant Class-IV
- 0. Dealing Assistant, Class-IV

ASSOCIATE HOSPITAL DIRECTOR L'ady Reading Hospital, MTI Peshawar Dated: 22/02/2018

:Sd:----

LRH, MTI, Peshawar LRH, MTI, Peshawar LRH, MTI, Peshawar LRH, MTI, Peshawar

LRH, MTI, Peshawar LRH, MTI, Peshawar

ASSOCIATE HOSPHTAL/DIRECTOR Lady Reacting Ho MPI Peshawar

Lady Reading Hospital Peshawar 777-01-000062 March, 2018 MUHAMMAD SALTM Ward Orderly Birth 15 APR 1978 D 105 N.T DAVMENT 001 Substantive Pay 17260 00 131 Conveyance Allowance 1932.00 134 House Allowance . 1503.00 154 Ad-hoc Rel. Allow. (2013) 392.00 163 Ad-hoc Rel. Allow. (2015) 277.00 164 Ad-hoc Allowance (2016) 1405.00 166 Ad-hoc Allowance (2017) 1726.00 175 Medical Allowance 1500.00 DEDUCTIONS/RECOVERIES TOTAL 25,995 334 XLVI Misc. /Rec **** 717 8.000.00 335 CP Fund 1730116939835 Balance 414.00 381 Benevolent Fund 600.00 QUALIFYING SERVICE TOTAL *** 9014 12 YRS NET AMOUNT PAYABLE 9 MON 16,981 BANK MCB نوت: ستخوادین خکطی کی صورت بیل وایع م ک اندر اکاونت شیکشن سند راها کریں ! BRANCE 0958 LRH

مورت دیگر توادر ست انسور کی جائے تک جی بی فنڈ کی معلومات اے جی افس ،

ACCOUNT 0095802010036954

Attested

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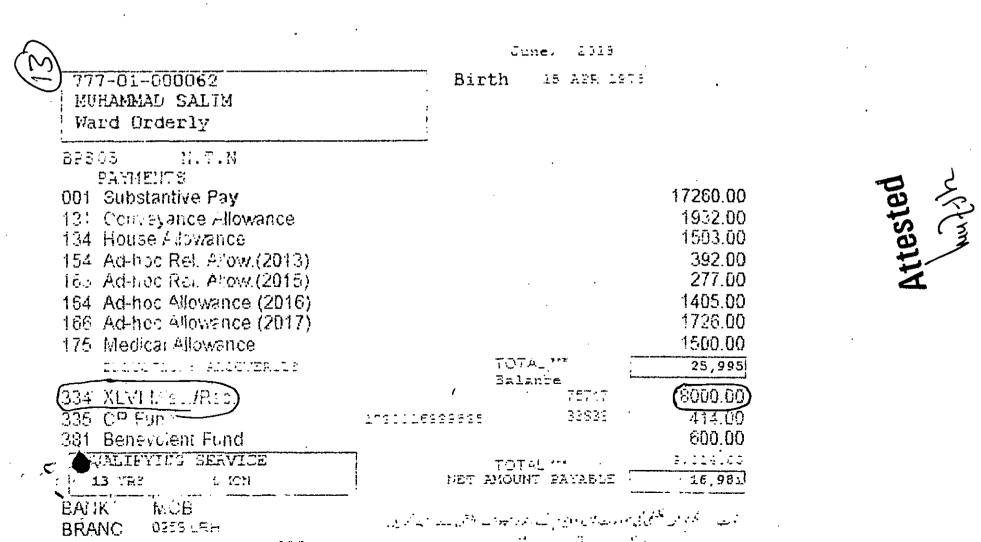
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May, 2019

Attested

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ACCOUNT 0095802010036954			. مت أتسور في جاستاني	ر. ریستان قرار کرد کرد کرد. ریستان قرار کرد کرد کرد کرد.			

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Mr.J.Mr

عديد، ما سبل د اس مر لدري درد رف سبدل ابم - في - آدکم منه ب قالی ! وزان مرائع 127 د نول کا تحو ان میں سے لیونی کے احما مات مشرح کی دائر من بن احدر ام کے ساتھ درخو است شر ہے كرآب ماديان كاران مع مورضہ فے دو موالد در 1035-1040 کا مراسلہ میں سائل سے 127 دن کٹوئی کا ذکر ہے ۔ المذا آم مداديان مع عادران الم ار سائل این دود موش اسلون سے المام دی سائل كريب خاردان سے تعلق رونا بن الدرسانل کے قور نے قور نے نج یس اور آمنی و کلیے میں اپنی دودی اعبار آری سے جاری رکھے م لی ایر آب مراحبان کو کور دی دی لی شعارت ماروشع بنی دے گا۔ 127 2 y 2 10 ju p - 12 0 10 2 0 m ون ی کدوی دری جانے سائل آدیا س شدر از اربو کا -عمن بدار مس مر 8 Marine Pulles in Ster hutsh (15-2-18) tested Carrent Press لوست واردارزل (rijius das

Lady Reading Hospital, MTI Peshawar

Lady Reading Hospital, MTI Peshawar. Phone: 091-9211430, Fax: -Email: info: 'h.gov.pk, Website: www.lrh.gov.pk ATTENDAL_E_SHEET_MONTH_WISE

From Date: 26-OCT-17 To Date: 25-NOV-17

Facilities Management-LRH

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Department: Facilities Management-LRH

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Grand Total :



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Lady Reading Hospital, MTI Peshawar

Lady Reading Hospital, MTI Peshawar. Phone: 091-9211430, Fax: -Email: info@lrh.gov.pk, Website: www.lrh.gov.pk ATTENDANCE_SHEET_MONTH_WISE



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From Date: 26-DEC-17

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لعراله Before The Honorable Services Tribuial, KPK, Peshawar منوزخير محمد عمم بنام تويمند كال المعام والمرو مقدمه دعوى جرم باعث تحريراً نكه مقدمه مندرجه عنوان بالامين ابني طرف سے واميطے بيردي دجواب دہي دکل کا ردائي متعلقہ تن يقام <u>ليشاوم كي صفرق ميثراه الغرونيك</u> مقرركر کے اقراركميا جاتا ہے ۔ كدصا حب موصوف كومقدمہ كىك كاروائى كاكال اختيار ، وگا۔ نيز وسیل صاحب کورامنی نامه کرنے وتقرب ثالمت د فیصلہ برحلف دیسیج جواب دہیں اررا قبال دعوی اور بسورت ذکری کرنے اجراءا درص کی جنب در و پیدار عرضی دعوی اور درخواست ہر شم کی تقیدیق زرایس پردستخط کرانے کا اختیار ہوگا 🕴 مورت عدم ہیروی یا ڈگری کیطرفہ یا اپیل کی برامدگی ادرمنسوخی سیز دائر کرنے اپیل تکرانی دنظر ثانی د ، پر ی کرنے کا اختیار ہوگا۔ از بصورت خرورت مقد مہ ند کور کے کل پاجز دی کاردائی کے داسط،اورو بیل پامخنار قانونی کوامینے ہمراہ پاایے بنبائے تقرر کا اختیار هوگا _ا درمها حب مقرر شده کویمی دای جمله مذکور، با اختیارات حاصل موں مے ارداس کا ساختہ بر داخته منظور قبول ہوگا۔ دوران مقدمہ میں جوخر چہ دہر جانبہ التوائے مقدمہ کے بیب سے دہوگا۔ کوئی تاریخ بیشی مقام دورہ پر ہویا عدے باہر ہوتو وکیل صاحب پابند ہوں صربے کہ بیردی مدکور میں بے لہذا وکا لت نا مہ کہمدیا کہ سدر ہے۔ 14. 19 10 14 - 19 10 - 2019 , 2019 , 2019 , بتقام لنبش ور کے لیے منظور مذہ ۔ Accepted uy)

وس مرجبوس م مرجفة في الساور لا المنعم ال م بنا مر مال الم ج ، منجاب (منا مر مال الم M Ose مقدمه دعوكن - 7. باعث تريرياً تك مقدمه مندرجة عنوان بالامين ابن طرف سے داسطے بيردي وجواب دہي دکل کا ردائي متعلقه أن مقام ليشام من من الله علي الله علي الله عليه من مد مقرركر _ اقراركيا حاينا _ كه صاحب موصوف كومقدمه كم كار داك كاكام اختيار ، وكا _ نيز وسیل صاحب کوراضی نامه کرنے ونقرر مثالت ہ فیصلہ مرحلف دیتے جواب دہی ادرا قبال دعویٰ ادر بسورت ذکری کرنے اجراءآ درصولی چیک درویہ پارعرضی دعوی اور درخواست ہرشم کی تصدیق زرای برد سخند کرانے کا اختیار ہوگا۔ نیز صورت عدم بیروی یا ڈگری یکطرفہ یا ایل کی برایدگی ادر منسوخی نیز دانز کرنے ایپل نگرانی دنظر ثانی دیپیروی کرنے کا اختیار ہوگا۔از بصورت ضردرت مقد مہ مذکور کے کل پاجز دی کاردائی کے داسطے اور دکیل پامختار قانونی کواپنے ہمراہ پااپنے بجائے تقرر کا اختیار ہوگا۔ادرمیا حب مفٹررشدہ کوہمی دہی جملہ مذکورہ باا نقنیا رات حاصل ہوں کے ادراس کا ساختہ مِردا خسنه منذاد رقبول مولكا _ دوران منغد مه بین جونتر چه د بهر میانیه التوابیة متذرمه کے سبب ست د ہوگا ۔ کوئی تاریخ بیشی مقام دورہ پر ہویا جدے باہر، ونو وکیل ساحب یا بند ہوں گے۔ کیہ پیر دی ىلىكۈزكرىي _ لېدادكالت نامەكىھدىيا كەسندر ب ب الرتوم _____ in the .2019 بمقام ليراو **TOSPITAL DIRECTOR** Lady Reading Hospital-MTIPeshawar...

OFFICE OF THE CHIEF EXECUTIVE GOVT. LADY READING HOSPITAL, PESHAWAR

OFFICE ORDER

In pursuance of Govt. of NWFP Health Department No SO(ME)H-I/1-1/2001 dated 18/11/2001, Para 9 Mr/ Muhammad Salim Khan S/O Muqarab Khan is hereby appointed as Ward Orderly BPS 02 plus all usual allowances on contract basis for a period of one year on the following terms and conditions from the date of joining.

1. His appointment is subject to Medical fitness certificate by the Civil Surgeon Peshawar,

2. He will not be considered as Government Servant but will be treated as employees of Lady Reading Hospital, Peshawar to be Governed by the rules notified by Government,

3. His Services can be terminated at any time without assigning any reason, however if he wish to resign then he will have to give a notice of 30 days or in liou thereof will forfeit an amount equivalent to his thirty day salary.

4. His appointment will be subject to verification of his character.

10820-/LAH

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Medical Superintendent Govt. Lady Reading Hospital, Peshawar Dated /2002

Copy for information to the: The Director Finance Govt. LRH, Peshnwar. DMS (Admn) Govt. LRH, Peshawar PA to Chief Executive Govt. LRH, Peshawar

Mr/ Muhammad Salim Khan S/O Mugarab Khan, Vill: & P/O Sambly, Teh: & Distt: Abbottabad.

> Medical SuperIntendent Govt. Lndy Reading Hospital Poshawar

olo M.Sabir/R

Before The Horiable Services Foiburnel, Peshawar Kpk
Myhannad Saleen Appellant VERSUS
Director Health & others Respondents
Application for Extending of hearing
derte in order to Subwit the Process fee.
Respectfully Shewerk,
- That in the above mentioned titled appeal, today's
date i.e. 19-08-2019 is fixed for hearing.
- That on previous date the oppeal in hand was
admithed and notice to respondants for reply
was to be issued after submitting of
Process Jee.
- That the process fee was not submitted
within due time, hence this application
to exercise of hearing date as well es to submitte the process fee.
to subwitt the process fee.
Appellant
Dates 19-08-2019 Through hint
Mutarial Shaly
Advocate

لا المسمون فروني ف Service Appel neo, 77/19 Mar Andrew مروز فتهر بنام حدمت ونه متقلهم دعوكى ج.م بايوت تر بر آ ک م مفدمه مندرجه عنوان بالامیں اپنی طرف سے داسطے ہیروی د جواب دہی دکل کا ردائی متعلقہ ان متام المراجع طنا فرمبر منفر رکرے افرار کیا جاتا ہے۔ کہ ساحب موصوف کو منفد مسک کل کار دائی کا کامل اُختیار ، وگا۔ نیز م الم ما حدبه اوراضی نا مه کرنے ونقرر مثالت ہ نیصلہ مرحلف دیتے ہوا ہے دہی اورا قبال دیموتک اور لاسورت ذکری کرنے اجراء آدرم ولی چیک در دیسیار عرضی دعوی ادر درخواست ہر شم کی تفسلہ یق ذرای برد بخدا کرانف اختیار و گابه نیز صورت عدم بیروی یا د کری یک شرفه یا بیل کی برالدگ ادرمنسونی لجیز دانز کر نے ایبل نگرانی دنظر ثانی دیبیر**دی کر**نے کا انفتیار ہوگا۔از ^یصورت مشردرت مقد مکہ مذکور الم یاجز دی کاردائی کے داسطے اور دکیل یا مختار قانونی کوابیخ ہمراہ باا بینے بجائے تقرار کا اختیار ا وگا ا در مها حدب منفر رشده کوجهی و بی مسله ند کور ه با انتنبا رات حاصل سول شیم ا در اس کا سا ختنه المردا فننذم الدرقبول ودكار دوران متغد مسبيس جوتنر بندد جرميا شدالنواسة متغدمه سيسب سليه ومودكا -کوئی تاریخ بیشی منفام دورہ پر ہو یا حد ۔۔۔ باہر ، دنو دکیل ساحب یا ہند ہوں سے ۔ کہ بیر وی فرکور میں بے لہلہ او کالسن نا مدکنہ مدیا کہ سند رہے ۔ . 20 20 Line ,1 الرتوم <u>13</u> _ لت منظور ب je C.M. n laire BENGO 17-7838-HOSPITAL DIRECTOR Nono-310-546000-Lady Reading Hospital-MTT ...Peshawar...

BEFORE THE

KHYBER PAKHTUNKHWA SERVICE TRIBUNAL.

PESHAWAR

Service Appeal No.77/2019

Muhammad Saleem

Versus

...Petitioner

WRITTEN REPLY FOR AND ON BEHALF

OF THE RESPONDENT NO.02

Preliminary Objections:

Respectfully Sheweth;

1. That the instant service appeal as laid down is bad in both law and facts, hence not tenable.

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2. That the Appellant has no locus standi against the answering respondents.

3. That the Appellant has not come to this august court with clean hands and has

concealed material facts from this august court.

4. **That** the instant service appeal is frivolous in nature and is only meant for the purpose of harassing and pressurizing the Respondents.

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Correct to the extent that the Appellant was appointed as a ward orderly.

On Facts:

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Completely false and incorrect. The salary of the Appellant has been withheld due to the non-performance of his duty. The Appellant was transferred to the Assistant Director (Legal) Office vide Office Order No.493/AHD/LRH-MTI dated 09.10.2017 but failed to join his assigned place of duty. The Appellant was issued Notice No.32417-29/AHD/PA/LRH dated 10.11.2017 calling for an explanation within three (03) days regarding his absence from duty but no response was tendered. In pursuance, another Notice No.33101-10/AHD/PA/LRH dated 16.11.2017 was sent demanding explanation from the Appellant regarding his sustaining absence from duty but, as previously, no response was received. The Respondents, left with no other resort, decided vide Letter No.0667-062 dated 20.12.2017 to issue Show Cause Notice to the Appellant for his long absence from duty. Finally, after deliberate and repeated avoidance to submit an explanation, Show Cause Notice vide Letter No.1489-91/LRH/E-IV dated 15:01.2018 was issued to the Appellant, also warning him of the consequences of not responding to the same. No response was received. The Appellant had resumed his duty on 10.01.2018. In consequence, the Respondents issued Letter No.1035-1040/AHD/PA/LRH dated 20.02.2018 wherein the salary for the period of absence from duty i.e. seventy-one (127) days.

(True copies of the Notices & Letters are marked as Annexures – A)

Completely incorrect. The application mentioned in the plaint is misleading. The application annexed is dated 15.03:2018 whereas the application mentioned in the plana is said to be dated 05:04.2018.

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Incorrect, hence denied.

Grounds:

5.

a)

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Grossly incorrect, hence, denied. There has been no discrimination against the Appellant. The Appellant deliberately avoided responding to the notices issued by the Respondent and failed to justify his absence or clarify his position.

entirety. As explained in the above paras.

- b) colligGrossly incorrect, hence, denied. The Appellant has been proceeded against in accordance with the law, following due procedure as explained in Para "2".
- c) Correct to the extent that Article 25 of the Constitution of the Islamic Republic of Pakistan, 1973 (hereinafter referred to as "Constitution") provides for the equality of citizens. The Appellant has been treated in accordance with the law and procedure which applies equally to all. The Respondents have in no way, shape or form "abrogated" the Constitution.

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- d) Grossly incorrect, hence, denied. Detailed explanation is provided in Para "2".
- e) Grossly incorrect, hence, denied. As explained in Para "b". A construction of the ofference of 1973 (thereinables a charted to an Polasse leader of the second second to the first of the ofference, denied. Detailed explanation is provided in Para "2".
 f) Grossly incorrect, hence, denied. Detailed explanation is provided in Para "2".
- g) Incorrect, hence, denied. The Appellant can only rely on valid grounds.
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 - One dynamics such as any dynamics of must be such as a long of the such as a function

In view of the above, it is most humbly prayed that the instant service appeal, having no legal ground, be dismissed with costs. February 24th, 2020 **Respondent No.2** ĺ. Throug Advocate High Court(s) 1.1 Legal Advisor Lady Reading Hospital (1,1,1)1: Daw 60-C, 2nd Street, Defence Officers Colony, Khyber Road, Peshawar 医氯酚 经汇分符 de Charles **AFFIDAVIT** الجيد ي S/o I, Khyber Pakhtunkhwa do hereby R/o h dig na kata da ka solemnly declare and affirm on oath that the contents of the accompanied Written Statement are true and correct to the best of my knowledge and belief and nothing material has been concealed therein. Deponent Identified by: rrister Ibrahim hañ Advocate High Court(s) 51 Legal Advisor reb Adi Lady Reading Hospital ing the nonlineling of the liter 2 Jath Ų., .4551011 &_______ Session 2 Test field by: <u>1998 - Hinney Brand</u>an Alfred tha Ost 10

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CE OF THE ASSOCLATE HOSPI LADY READING HOSPITAL MEDICAL TEACHING INSTITUTION, PERHAWAR Phone # +92-91-9211430 Ext: 185 Facsimile: 0092-919211401 www.lrh.gov.nk Ref No1 99 /AHD/PA/LRH Dated: 22/02/2018 To. The Hospital Director Lady Reading Hospital, MTI Peshawar Subject: RELASE OF SALARY OF CLASS-IV It is for your information that the requirements are fulfilled by Mr. Muhammad Saleem S/O Muqarab Khan Ward Orderly has given his arrival report. Therefore, his salary may please be released after deduction of 127 days. No. 1035 - 1040 ····Sd···· ASSOCIATE HOSPITAL DIRECTOR Lady Reading Hospital, MTI Peshawar /AHD/PA/LRH Dated: 22/02/2018 Copy forwarded to information and necessary action:-Director Human Resource 1. LRH, MTI, Peshawar 2. Director Finance LRH, MTI, Peshawar Assistant Director Legal 3. LRH, MTI, Peshawar Budget & Accounts Officer 4. LRH, MTI, Peshawar release his salary after deduction of 127 days. 5. PA to Associate Hospital Director LRH, MTI, Peshawar Dealing Assistant Class-IV б. LRH, MTI, Peshaw DIRECTOR ASSOCIATE Lady Readin 71 Peshawar

	M	arch, 2010	•
777-01-000062 MUHAMMAD SALIM	Birth	15 APR 1978	
, Ward Orderly	· · · ·		
BPS05 N.T.N	-		
PAYMENTS		•	· ·
001 Substantive Pay			17260.00
131 Conveyance Allowance	· · ·	•	1932.00
134 House Allowance	<i>.</i>		1503.00
154 Ad-hoc Rel. Allow.(2013)	,		392.00
163 Ad-hoc Rel. Allow.(2015)		N.	277.00
164 Ad-hoc Allowance (2016) 166 Ad-hoc Allowance (2017)			1405.00
175 Medical Allowance	· · ·		1726.00
			1500.00
DEDUCTIONS/RECOVERIES			25,995
334 XLVI Misc /Rec.		. 99717	8000.00~
335 CP Fund	1780116929835	32596	414.00
381 Benevolent Fund	· .	•	600.00
QUALIFYING SERVICE	тот	TAL ***	9,014.00
12 YR3 9MON		WT PAYABLE	16,981
BANK MCB		• • •	
BRANC 0958 LRH	San an shares in the second	في معد منه أنها المين أسبوا عن	المستعمان الجومج المن المعجود

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÷ *	April, 2018	
<pre>> 777-01-000062 MUHAMMAD SALIM</pre>	Birth 15 APR 1978	
, Ward Orderly		1
BPS05 N.T.N PAYMENTS 001 Substantive Pay		17000 00
131 Conveyance Allowance 134 House Allowance		17260.00 1932.00 1503.00
154 Ad-hoc Rel. Allow.(2013) 163 Ad-hoc Rel. Allow.(2015) 164 Ad-hoc Allowance (2016)		392.00 277.00
166 Ad-hoc Allowance (2017) 175 Medical Allowance		1405.00 1726.00 1500.00
BEBUCTIONS/RECOVERIES	TOTAL *** Balance	25,995
324 Trade & Prof. Tax. 334 XLVI Misc./Rec. 335 CP Fund 381 Bénevolent Fund	91717 1720116339835 33010	100.00 8000.00 - 414.00 600.00
OD Adj. LRH Other Deduction QUALIFYING SERVICE 12 YR3 10MON	TOTAL *** NET AMOUNT PAYABLE	873.00 9,987.00 16,008
BANK MCB BRANC 0853 LRH ACCOUNT 0095802010036954	مىلىيىلىغا ئىلىلىغىنى ئەرىپىلىغان ئەرىپى ئەتتىنى ئەتتىنى ئىلىلىغان ئىلىپى بىلىغان ئەربىيە ئىلىپى ئەتتىنى ئەرتى ئىلىغان ئىلىغان ئەربىيە ئىلىپى ئىلىپى ئەربىلىغان ئىلىپى ئەتتىپى ئەتتىن ئىلىپى ئەتتىپى ئەتتىپى ئەتتىپى ئەتتىپى ئە ئىلىغان ئەتتىن ئەتتىپى ئەتتىپى ئەتتىپى ئەتتىپىغان ئەتتىپى ئەتتىپى ئەتتىپى ئەتتىپى ئەتتىپى ئەتتىپى ئەتتىپى ئەتتى	

	May, 2018	
-777-01-000062 MUHAMMAD SALIM	Birth 15 APR 1978	
Ward Orderly		
BPS05 N.T.N PAYMENTS		
001 Substantive Pay		17260.00
131 Conveyance Allowance		1932.00
134 House Allowance	_	1503.00
154 Ad-hoc Rel Allow (2013)		392.00
163 Ad-hoc Rel. Allow (2015)		277 00
164 Ad-hoc Allowance (2016)		1405.00
166 Ad-hoc Allowance (2017)		1726.00
175 Medical Allowance	· · ·	1500.00
DEDUCTIONS/RECOVERIES	TOTAL ***	25,995
334 XLVI Misc./Rec.	Balance	0000 00
335 CP Fund	1730116939835 33424	4 00.000
381 Benevolent Fund	7.90110808080	414.00
QUALIFYING SERVICE		600.00
12 YR3 11MON	NET AMOUNT PAYABLE	9,014.00
	MET MAUDINT PATABLE	16,981
BANK MCB BRANC 0958 LRH	می که محمد مصادر معلوم المسروف المحمولات المحمول معد المسالح بران ا	ين بجو د
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Lady Reading Hospital

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	June, 2010	· ;
777-01-000062	Birth 15 APR 1978	
MUHAMMAD SALIM	· · · · ·	-
Ward Orderly		i i.
BPS05 N.T.N	11997 - 2017 - 2017 - 2017 - 2017 - 2017 - 2017 - 2017 - 2017 - 2017 - 2017 - 2017 - 2017 - 2017 - 2017 - 2017	
PAYMENTS		
001 Substantive Pay		17260.00
131 Conveyance Allowance		1932.00
134 House Allowance		1503.00
154 Ad-hoc Rel. Allow.(2013)		392.00
163 Ad-hoc Rel. Allow (2015)		277.00
164 Ad-hoc Allowance (2016)		1405.00
166 Ad-hoc Allowance (2017)		1726.00
175 Medical Allowance		1500.00
DEDUCTION3/RECOVERIES	TOTAL ***	25,995
334 XLVI Misc./Rec.	Balance	
335 CP Fund	75717	8000.00
381 Benevolent Fund	1730116939825 33838	414.00
QUALIFYING SERVICE		600.00
13 YRS OMON	TOTAL ***	9,014.00
	MET AMOUNT PAYABLE	16,981
BANK MCB		4
BRANC 0958 LRH	انگی کو موجود مند مشرق هوان مراکند از کند افتران مسلم ^{مراک} ری مسلم از کود کند کرد. مراک	الانتها المحاجي

BRANC 0958 LÊH ACCOUN 0095802010036954

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	Lady Reading H	ospital	
		July, 2018	
777-01-000062 MUHAMMAD SALIM Ward Orderly		Birth 15 AFR 1975	~
BPS:05 N.T.N PAYMENTS 001 Substantive Pay 131 Conveyance Allowar	nce		17260.00 1932.00
134 House Allowance 154 Ad-hoc Rel. Allow.(2 163 Ad-hoc Rel. Allow.(2 164 Ad-hoc Allowance (2	2015) 2016)		2254.00 392.00 277.00 1405.00
166 Ad-hoc Allowance (2 167 Ad-hoc Allowance (2 175 Medical Allowance DEDUCTIONS/RECOVER	2018)	TOTAL ***	1726.00 1726.00 1500.00 28,472
334 XLVI Misc /Rec. 335 CP Fund 381 Benevolent Fund	1730116:	Balance L	8000.00 414.00 600.00

 QUALIFYING SERVICE

 13 YR3

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BANK MCB

BRANC 0956 LRH ACCOUNT 0095802010036954 انوین - الوادی بی کنی کارمون <u>بودن و دوم بند</u> و موجود بند الله می مدینه از این ا است الله المی ماله الموکور المین کومونکی بودیندکی

TOTAL *** NET AMOUNT PAYABLE 9,014.00

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19,458

Lady Reading Hospital

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ант - с Е	2	
702 01 0000	August, 2018	
777-01-000062	Birth 15 APR 1978	: .
MUHAMMAD SALIM		
Ward Orderly	· · · · · ·	
BPS05. N.T.N		
PAYMENTS		· ·
001 Substantive Pay		
131 Conveyance Allowance	· · ·	17260.00
134 House Allowance		1932.00
		2254.00
154 Ad-hoc Rel. Allow (2013)		392.00
163 Ad-hoc Rel. Allow. (2015)	,	277.00
164 Ad-hoc Allowance (2016)		1405.00
166 Ad-hoc Allowance (2017)		1726.00
167 Ad-hoc Allowance (2018)		1726.00
175 Medical Allowance		1500.00
DEDUCTIONS/RECOVERIES	TOTAL ***	28,472
224 VINLAGER ID.	Balance	20, 372
334 XLVI Misc./Rec. 335 CP Fund	59717	~ 00.008
	1720116939835 34666	414.00
381 Benevolent Fund		600.00
QUALIFYING SERVICE	TOTAL ***	9,014.00
13 YR3 2MON	NET AMOUNT PAYABLE	19,458
BANK MCB		· · · · · · · · · · · · · · · · · · ·
BRANC 0958 LRH	ی کی الادر <u>مدارس مارس ک</u> الاند ولکان مد ^{ر تک} شن مدر الاند کند.	
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ACCOUN 0095802010036954

تولید از اکر ورکن المجلی که مورد بیدان معلوم بیک المورد که از مورد که درگاه المحلوم ارورد محلوم کا بود المحل

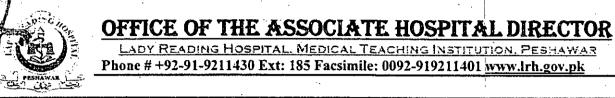
Lady Reading Hospital

•		September,	2019	· .
777-01-000062 MUHAMMAD SALIM Ward Orderly	Birt	th 15 Apr	1973	
BPS05 N.T.N PAVMENTS	:			
001 Substantive Pay				17260.00
131 Conveyance Allowance				1932.00
134 House Allowance				2254.00
154 Ad-hoc Rel. Allow.(2013)		· •		392.00
163 Ad-hoc Rel. Allow.(2015)		·	•	277.00
164 Ad-hoc Allowance (2016)			÷ .	1405.00
166 Ad-hoc Allowance (2017)	• •			1726.00
167 Ad-hoc Allowance (2018)				1726.00
175 Medical Allowance				1500.00
DEDUCTIONS/RECOVERIES	•	TOTAL *** Balance		28,472
334 XLVI Misc./Rec.		5171	7	8000.00 ~
335 CP Fund	1730116929935	35080	ŗ	414.00
381 Benevolent Fund			•	600.00
QUALIFYING SERVICE	******	TOTAL ***		9,014.00
13 TR3 3MON		MOUNT PAYABL	E.	19,458
BANK MCD	···· * .		•••••	
D m A L C	· · · ·			

BRANC 0958 LRH ACCOUNT 0095802010036954

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	October, 2013	
777-01-000062 MUHAMMAD SALIM Ward Orderly	Birth 15 APR 1975	
BPS 05 N.T.N PAYMENT 5 001 Substantive Pay 131 Conveyance Allowance 134 House Allowance 154 Ad-hoc Rel. Allow (2013) 163 Ad-hoc Rel. Allow (2015) 164 Ad-hoc Allowance (2016) 166 Ad-hoc Allowance (2017) 167 Ad-hoc Allowance (2018) 175 Medical Allowance DEDUCTIONS/RECOVERIES	TOTAL ***	17260.00 1932.00 2254.00 392.00 277.00 1405.00 1726.00 1726.00 1500.00 28,472
334 XLVI Misc./Rec. 335 CP Fund 381 Benevolent Fund QUALIFYING SERVICE 13 YR3 4MON BANK MCB BRANC 0953 LRH ACCOUNT 0095802010036954	Balance 43717 1730116929335 35494 TOTAL *** NET AMOUNT PAYABLE	8000.00 ~ 414.00 600.00 9,014.00 19,458



Ref No: 1541 /AHD/PA/LRH Dated: 29/04/2018

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Mr. Saleem S/O Mukarab Khan, Ward orderly Lady Reading Hospital, MTI, Peshawar.

Subject: EXPLANATION

To

It has come to the notice if undersigned that you illegally gathered in the hospital premises and conducted illegal general body meeting on 11.04.2018, which is against the rules and regulation.

You are directed to explain your position within three (03) days otherwise strict disciplinary action will be taken against you.

No. 154 /AHD/PA/LRH Copy forwarded to:-

- 1. Hospital Director
- 2. Director Finance

with the request to stop his salary until settlement of this issue

- 3. Director Human Recourse
- 4. Secretary BoG
- 5. P.A to Associate Hospital Director
- 6. Dealing Assistant Class-IV

Rutin PIFilm h.

LRH, MTI, Peshawar LRH, MTI, Peshawar LRH, MTI, Peshawar LRH, MTI, Peshawar

Dated: 29/04/2018

LRH, MTI, Peshawar

LRH, MTI, Peshawar

----Sd-----

ASSOCIATE HOSPITAL DIRECTOR Lady Reading Hospital, MTI Peshawar

ASSOCIATE HOSPITAL DIRECTOR Lady Reading Hospital, MTI Peshawar

OFFICE OF THE ASSOCIATE HOSPI **AL DIRECTOR** PESHIWAR

MEDICAL TEACHING INSTITUTION OSPITAL Phone # +92-91-9211430 Ext: 185 Facsimile: 0092-919211401 www.lrh.gov.pk

Ref No: 183 /AHD/PA/LRH Dated: 30/05/2018

File-rio

Τo

Mr. Muhammad Saleem S/O Mukarab Khan, Ward Orderly Lady Reading Hospital, MTI, Peshawar.

Subject: WARNING

Reference to letter No. 1541/AHD/PA/LRH dated 29.04.2018.

Your reply to the explanation is not satisfactory you are hereby strictly warned to

be careful in future and avoid such illegal gathering/activities.

No. 1826-1832 /AHD/PA/LRH

Copy forwarded to:-

- 1. Hospital Director
- 2. Director Human Resource
- 3. Director Finance
- 4. Secretary BoG
- 5. P.A to Associate Hospital Director
- 6. Dealing Assistant Class-IV
- 7. Personal File
- LRH, MTL, Peshawar With the request to release salary of Mr. Muhammad Saleem S/O Mukarab Khan Ward orderly LRH, MTI, Peshawar LRH, MTI, Peshawar

Dated: 30/05/2018

LRH, MTI, Peshawar

LRH, MTI, Peshawar

-----Sd-----

ASSOCIATE HOSPITAL DIRECTOR

Lady Reading Hospital, MTI Peshawar

LRH, MTI, Peshawar PTPAL DIRECTOR ASSOCIATE Lady Reading Hos Peshawar

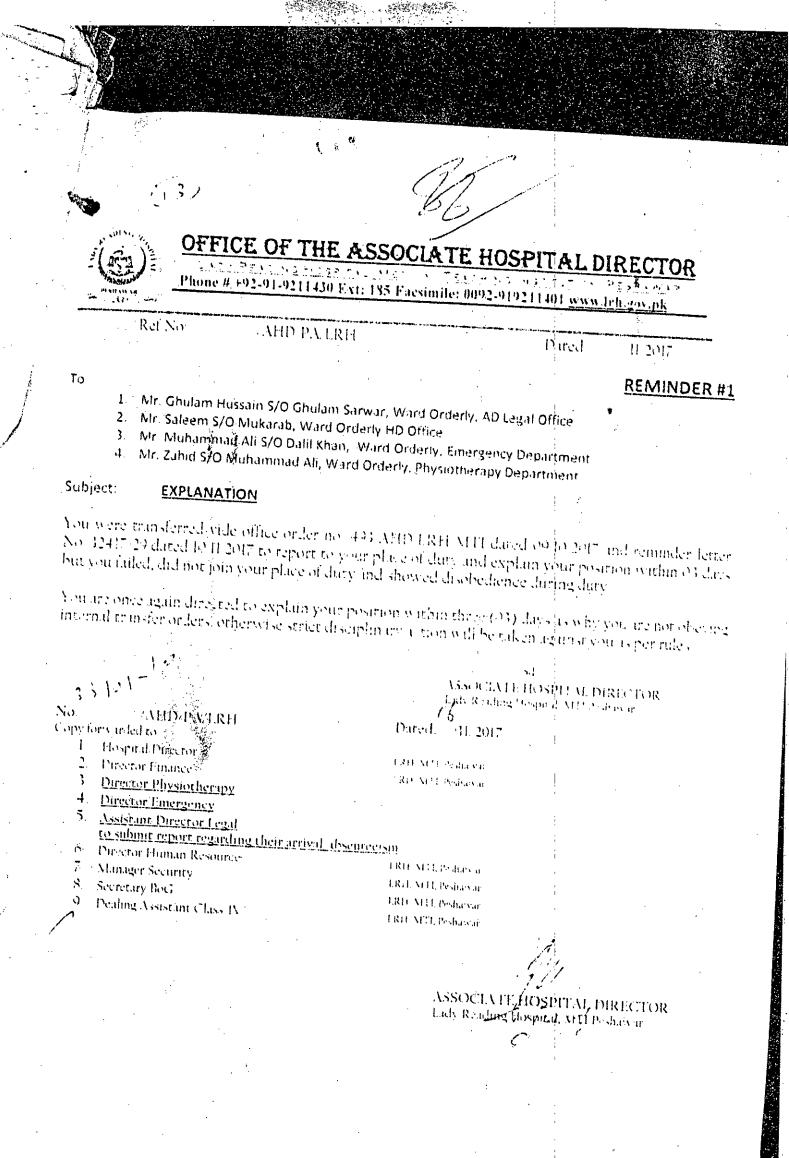
H 85 D. برزمن جناب AHD فرعب ایم- فی آفی تورفت البرمی دندند دست ل الموان ، دردو ست مرائع الحرار الحيسار وحوم جواب طلب مرامسور عن 1541/AHD/PA/L-R-H بناب افرار وديامة "زررس كى جاتى في مراس كومراميم بن R·H - 1541/AHD/PA/L-R.H وصول مواقع. د ونکس مامل اینی دیوی نے قد المص صن طرابتے سے ادا کر طبعے رکسی عبی طبیر مانونی سرمونیوں میں طوت نيس مرد مان ملد فور مدر مدر من خير دختور الما حيوم في عبد مدر ه - جوم دمين دود ي ال ما دو ملاس فور ملازمین نے جا نیز سائل دولی است حقوق نے حصول کی آجوز زیخا نا ج من و توانون کی بیاتی در بی زمیرر بی ج معدس فور مدر مین نے جار حقوق نے حصول کی ضافوس مینا برنس و خانون نے عنافی سے - اکر میں نے دہنی وقوقی میں غطف کی ما غیر خانونی م مرسوں میں فایا بیا قواری صاحبان کو اختسار صاصل چے م وسیطروں ما فون کا روان کی جائے ليزا آب صاحبان فرقت مين عرض في جاني في مراحب معادمان في قلم مح ذير مايد مليس فور مدرزمين ۲. ۲۰ ۲۰ و جا نز وطالبات میں انگو صل از من فز معاد میں کی فر حقق مودی بے جیسی ختیم امر سر وضی ما دوان تو والی اور شنو اد میں ی متی متوقی دالی مرمند متنا اور میں ی متی متوقی دالی مرمند متحول محد مر المسكامات والاترا مرام كما موقع «س -D.No. 8453 Date 415/18 معالی الدای میں محمد محمد معترب وارد اس موارد میں وارد میں محمد ور محمد و محمد ور محمد ور

عد مد مندب دا سهل د اس در ادر مر) ، در دف رسه ل ام - ی - ای المالي ب وزان رائے 127 دول کا تعد ان میں سے لدونی کے احما مات مشوح کیے ال ما بد ام برا که سا او در در است . بسر ، ج لد آب رادیان کا در بن سے مورض <u>2</u> دو. ور الردز 1040-2501 مراسلم ورو سان سے 127 دن کشو فی کا دند بے ۔ المذا آم الماديان مع عاد أنه إس له سان و ابني د دو شراسلوي م المار د ماج سان يرب خاردان سے تحفلو، روونا بے اور سامل تے جو نے تعد مربع یس اور آست و ۵ کیلیے میں اپنی دودوی اعادرآری سے ماری رکھے الماليد آب مداديان كد تعبر، دور كسى منعات ماروش بيد، دي ما سان تر مال ایر مم مز ما نے سر خر 127 و ن کو کو کا در کا ما نے سائل آ دکھا سٹ شکر کر اربو ما -عمر، دو ار سر، سو ک الصرار فردة دوا لعدار فا محدد 1. 5105 1. 5105 لوست وارداردل

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OFFICE OF THE ASS	OCIATE HOSPITA	L DIRECTOR	, ; ,
LADY READING HOSPITAL, M Phone # +92-91-9211430 Ext: 185	EDICAL TEACHING INSTITUT	IDN. PESHAWAR	· ·
Phone # +92-91-7211450 FAR 10.			
Ref No: 5666/AHD/PA/LRH	Datec	l: 20/12/2017	
То			
The Hospital Director,			
Lady Reading Hospital, MTI Peshawar			
*	· •		1
Subject: SHOWCAUSE NOTICE	•		
reply or report even after verbal negotiations 1. Mr. Muhammad Iqbal S/O Sarfaraz, Wai 2. Mr. Liaqat Ali Khan S/O Jamil Khan, Wa 3. Mr. Ghulam Hussain S/O Ghulam Sarwar, W 4. Mr. Saleem S/O Muqarab, Ward orderly, He	d Orderly, Emergency De rd orderly, Emergency De Vard orderly, AD Legal Off	partment 🗄 🧠	
You are requested issue them show cause no	Sd		
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No. 6 to /AHD/PA/LRH Copy forwarded to:	Dated: 20/12/2017	•	
1. Director Human Resource	LRH, MTI; Peshawar	I	
 Director Emergency Assistant Director Legal 	LRH, MTI, Peshawar LRH, MTI, Peshawar		
4. Manager Security	LRH, MTI, Peshawar		
 5. PA to Associate Hospital Director 6. Secretary to Hospital Director 	LRH, MTI, Peshawar LRH, MTI, Peshawar		
 Dealing Assistant Class-IV 	LRH, MII, Peshawar		
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1. Mr. 2 Mr.	Ghulam Hussain 3/0 Gr Saleem S/O Mukarab, V	Vard Orderly HD O	ffice Lady Emorrancy Di	martment				
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LADY READING HOSPITAL, PESHAWAR MEDICAL TEACHING INSTITUTION. No. 19 87- 88/LRH/E-IV Dated 18-01/20

Dated 15-01/2018.

To,

. Mr. Ghulam Hussain S/O Ghulam Sarwar (Cook) Mr. Muhammad Saleem S/O Muqarab Khan (W/Orderly) LRH/MTI Peshawar.

SHOW CAUSE Subject:

Memó:

I Dr. Khalid Masud, Hospital Director Lady Reading Hospital MTI Peshawar as competent authority, am of the opinion that you rendered yourself liable to be proceeded against you.

You committed the following acts/omissions, further your service falls under the essential service Act of 1958.

Explanation were called from them but they not bother to reply i). or report even after verbal negotiations.

You are directed to show cause for the above stated allegation. Your reply must reach to the undersigned within Five (05) days of the issuance of this letter; otherwise strict disciplinary action would be taken against you as prescribed by law, failing which an ex-parte action will be taken against you.

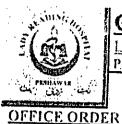
ita Director LRII/MT Peshawar. no1 - 12018 Dated:

tal Directo l'I Peshhwar

No.1485-/LRH/E-IV Copy forwarded to:-

Associate Hospital Director, LRH/MTI Peshawar. 1.

- Pa to Hospital Director, LRII/MTI Peshawar. 2.
 - Supervisor Class-IV, LRH/MTI Peshawar.
- 2. For information and necessary action.



OFFICE OF THE HOSPITAL DIRECTOR Lady Reading Hospital, Medical Teaching Institution, Peshawar

Phone # 0092-919211402 Fax: 0092-919211401 www.lrh.gov.pk

In response to Director General Health Services Khyber Pakhtunkhwa letter No.686-709/Personnel dated 5/01/2018 and endorsement No.1898-912/E-V dated 29-01-2018, salary

of Mr. Muhammad Salum So Mugarab Khan ward order LRH-MTI is hereby released with the condition that;

a) He should be bound to Join his place of duty immediately

b) The offices illegally occupied should be vacated immediately

- c) An affidavit should be signed regarding his non-involvement in illegal activities.
 - (These conditions may be verified and endorsed by concerned Head of Deptt to Director Finance for release of his salary).

12-11-3118

4352-56 No HD LRH

HOSPITAL DIRECTOR Lady Reading Hospital, MTI Peshawar

Sd/-

Dated \$ 202/2018

1 allach

Copy forwarded for information and necessary action to:-L. Associate Hospital Director, LRH-MTI

2. Director HR LRH-MTI

3. Budget & Accounts Officer LRH-MTI

. Superintendent Establishment LRH-MTI Peshawar.

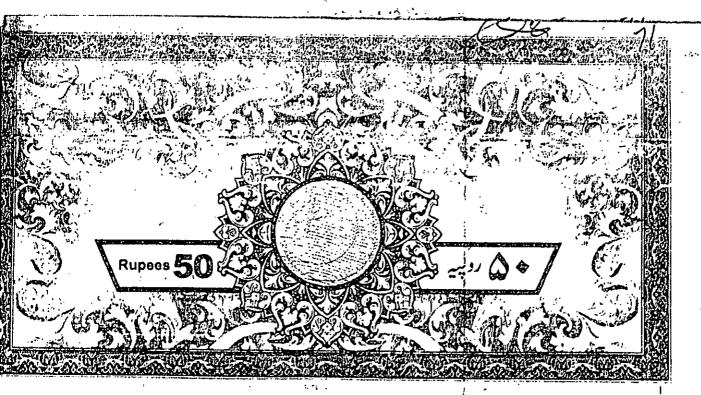
5. Official concerned.

6. Secretary to Hospital Director, LRH, MTI

ASSOCIATE PHAL DIRECTOR Lady Reading Tospinit: MTI- Peshawar.

HOSPITAL DIRECTOR

Lady Reading Hospital, MTI Peshawar



AFFIDAVIT

1 Mr Mohd Salacom s/o MUKARAB Kham permanent resident of Abbat Abad Tondy fy serving as <u>Word order fy</u> in the Ludy Reading Hospital, MTI (Medical Teaching Institution) Peshawar. do hereby selemnly affirm on oath at Peshawar that I would follow the rules, regulations and timely instructions issued by the Lady Reading Hospital, MTI Administration and my conduct would not be against the available general and special laws for protection of health services available to general public in this Hospital. Otherwise if found / involved in criminal activities or those acts which may be against the interests of the Hospital (LRH, MTI) or its premises or any staff/ official member of the hospital and directly or indirectly involved in obstructing health services. Hospital Administration may avail any legal remedy available and disciplinary action may be initiated taken against me. I would also follow the code of ethics/conduct issued time to time by the Hospital Administration issued for the conduct of the employees and abide by the code.

I will not participate in any illegal activities which would be against the interests of this Hospital and overall general public.

Forwo

Deponent

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Lady Reading Hospital MTI Perhaware Plane 091-021400 For --Email: info@bia.gov.jd, Website: www.bia.gov.pk ATTENDANCE_SHEET_MONTH_WISE



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From Dat	te:	26-SEP-17	Ta	Date +	25-OCT-17
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LADY READING HOSPITAL MEDICAL TEACHING INSTITUTION PESHAWAR

OFFICE ORDER.

Sanction is hereby ordered to the grant of 14 days Medical leave in favour of Mr. Muhammad Saleem S/O Muqarab Khan Ward Orderly of this hospital w.e.f 02.03.2018 to 15/03/2018 on full pay as admissible under the rules.

Sd/-Hospital Director LRH/MTI Peshawar.

No. LRH/E-IV

7300

14 / • 3/2018. Dated:

Copy forwarded to the:

- 1. Associate Hospital Director LRH/MTI, Peshawar.
- 2. Budget & Account Officer MTI/LRH, Peshawar.
- 3. Supervisor Class-IV, LRH/MTI, Peshawar.

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Official Concerned.

For information and necessary action.

Hospital Director LRH/MTIPeshawar.