

BEFORE THE SERVICE TRIBUNAL KPK PESHAWAR

Service Appeal No 4984 /2021

Mumtaz Ali Khan.....Appellant

V E R S U S

KP PSC and Others.....Respondents

I N D E X

S.No	Description of Documents	Annexure	Pages
1.	Service Appeal		1-4
2.	Copy of Notification dated 17-07-2020	A	5
3.	Copy of Application dated 09-10-2002 & letters	B	6-10
4.	Copy of Charge Sheet & reply	C & D	11-15
5.	Copy of Inquiry Report	E	16-27
6.	Copy of Show Cause Notice & reply	F & G	28-30
7.	Copy of Order dated 08-03-2021	H	31
8.	Copy of departmental appeal & Letter dated 09-04-2021	I & J	32-33
9.	Copies of file work	K	34-55
10.	Copy of Agreement dated 11-02-2021	L	56
11.	Copy of ACR	M	57-59
12.	Vakalat Nama		60

Dated:-30-04-2021

Through


Appellant


FAZAL SHAH MOHMAND
ADVOCATE,
SUPREME COURT OF PAKISTAN.

OFFICE:- Cantonment Plaza Flat 3/B Khyber Bazar Peshawar Cell# 0301 8804841
Email:- fazalshahmohmand@gmail.com

-1-

BEFORE THE SERVICE TRIBUNAL KPK PESHAWAR

Service Appeal No. _____/2021

Mumtaz Ali Khan Ex, Assistant, Khyber Pakhtunkhwa Public Service Commission, 2-Forte Road Peshawar Cantt. Peshawar.

.....Appellant

V E R S U S

1. Khyber Pakhtunkhwa Public Service Commission, through its Chairman, 2-Forte Road Peshawar Cantt. Peshawar.
2. Secretary, Khyber Pakhtunkhwa Public Service Commission, 2-Forte Road Peshawar Cantt. Peshawar.
3. Govt. of Khyber Pakhtunkhwa through Secretary Establishment Department, Civil Secretariat Peshawar.....Respondents

APPEAL U/S 4 OF THE KPK SERVICE TRIBUNAL ACT 1974 AGAINST THE LETTER DATED 09-04-2021 WHEREBY DEPARTMENTAL APPEAL OF THE APPELLANT FILED AGAINST THE ORDER DATED 08-03-2021, HAS BEEN REJECTED.

PRAYER:-

On acceptance of this appeal the impugned Order of respondent No 1 communicated to the appellant vide Letter dated 09-04-2021 and order dated 08-03-2021 of respondent No 2 may kindly be set aside and the appellant may kindly be ordered to be reinstated in service with all back benefits.

Respectfully Submitted:-

1. That the appellant was appointed as Daftari on 08-12-1994, was promoted as Junior Clerk, thereafter he was promoted as Senior Clerk and was lastly promote das Assistant (BPS-16). Since appointment the appellant performed his duties with honesty and full devotion and to the entire satisfaction of his high ups.
2. That the appellant was elected as General Secretary of the All Pakistan Clerks Association (hereinafter referred to as Association) in the year 2012 and in the year 2020 was unanimously elected as the Provincial President of APCA. **(Copy of Notification dated 17-07-2020 is enclosed as Annexure A).**
3. That soon after being elected as President, the appellant approached respondent No 2 with request to seek permission

for carrying out activities of the Association within the frame work of law and Constitution vide Application dated 09-10-2020, where after the Association continued its struggle for the rights of its members with the said frame work, regarding which information in advance was duly communicated to respondents. **(Copy of Application dated 09-10-2002 & letters are enclosed as Annexure B).**

4. That on 15-10-2020 charge sheet with stamen of Allegations was issued to the appellant on four allegations which the appellant replied refuting the allegations. **(Copy of Charge Sheet & reply is enclosed as Annexure C & D).**
5. That there after an illegal inquiry was conducted wherein the appellant was not provided opportunity of cross examination. **(Copy of inquiry report is enclosed as Annexure E).**
6. That the appellant was issued Show Cause Notice on 04-02-2021 which was also replied by the appellant in detail denying the allegations and bringing true facts in detail. **(Copy of Show Cause Notice & reply is enclosed as Annexure F & G).**
7. That finally the appellant was awarded the penalty of Compulsory Retirement by respondent No 2 vide Office Order dated 08-03-2021. **(Copy of Order dated 08-03-2021 is enclosed as Annexure H).**
8. That the appellant filed departmental appeal before respondent No 2 on 22-03-2021 which was finally rejected and order communicated to the appellant vide Letter dated 09-04-2021. **(Copy of departmental appeal & Letter dated 09-04-2021 is enclosed as Annexure I & J).**
9. That the impugned order of respondent No 1 communicated to the appellant vide Letter dated 09-04-2021 whereby departmental appeal of the appellant has been rejected and order dated 08-03-2021 of respondent No 2 is against the law, facts and principles of justice on grounds inter alia as follows:-

GROUND S:-

- A. That the impugned orders are illegal and void ab-initio.
- B. That mandatory provisions of law and rules have badly been violated by the respondents and the appellant has not been treated according to law and rules and the appellant did nothing that amounts to misconduct.
- C. That the allegations leveled against the appellant were never substantiated during inquiry. The appellant never

remained absent from duty nor ever violated the KP Govt. Servants (Conduct) Rules nor attended the alleged procession/meeting at Abbottabad, thus is not guilty of misconduct.

- D. That the entire proceedings and action is based on malafide, as prior to the appellant respondent No 2 also dismissed the previous President of the Association on the same very charges and had also threatened the appellant of dire consequences.
- E. That all the record regarding attendance of the appellant was provided to the inquiry committee by the branch concerned except during Covid-19 when the offices were closed and biometric attendance was also banned. It is also pertinent to note that the appellant proved his attendance from the file work as well of the period, record of which was not found. **(Copies of file work are enclosed as Annexure K).**
- F. That even after the agreement of the employee's representatives and the Govt. on 11-02-2021, all the legal proceedings against the protestors was withdrawn while the appellant was subjected to major penalty on the same very allegations. **(Copy of Agreement dated 11-02-2021 is enclosed as Annexure L).**
- G. That the impugned orders are not tenable as there is contradiction regarding absence in the Charge Sheet, Show Cause Notice and impugned order dated 08-03-2021. Even the ACR/PER of the appellant for the year 2017 was recorded excellent by one member of the inquiry committee namely Abdul Latif, Accounts Officer, as such the impugned orders smacks malafide. **(Copy of ACR is enclosed as Annexure M).**
- H. That no proper inquiry was conducted in the matter, no witness was examined in presence of the appellant nor was the appellant provided opportunity of cross examination.
- I. That the appellant was not afforded opportunity of meaningful personal hearing.
- J. That the appellant did nothing that amounts to misconduct.
- K. That the appellant has about 26 years of service with unblemished service record with no previous complaint of the sort and is jobless since his illegal Compulsory Retirement from service.

-4-

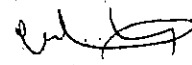
L. That the appellant seeks the permission of this honorable tribunal for further/additional grounds at the time of arguments.

It is therefore prayed that appeal of the appellant may kindly be accepted as prayed for in the heading of the appeal.

Dated:-30-04-2021

Through

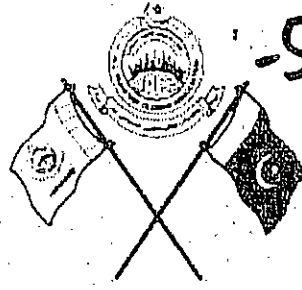

Appellant


FAZAL SHAH MOHMAND
ADVOCATE,
SUPREME COURT OF PAKISTAN

ALL PAKISTAN CLERKS ASSOCIATION

(CENTRAL EXECUTIVE BODY PAKISTAN)

➤ Banaras Khan Jadoon
Central President
Forest Department Abbottabad
Cell # 0346-9535521, 0336-8834606
Email # jadoon1262@gmail.com
Camp Office Jail Road, Abbottabad.



➤ Ch. Khalid Javed Singhera
Central Secretary General
District Education Office Mullan,
Cell # 0300-6346574

In accordance with the article-17(a) of constitution of the Islamic Republic of Pakistan and recognized by the Government of Pakistan
Cabinet Secretariat (Establishment Division) vide No.16/17/72-F-19, 15-12-1972 and No.16/17/73-F-1 dated 9.4.74 Islamabad

Ref. 1376/CP/APCA

Date: 17/7/2020

NOTIFICATION

As decided by the Provincial Council APCA KP in his meeting held on 15.07.2020 at Peshawar, Mr. Mumtaz Khan Ex Additional General Secretary APCA KP, is hereby declared as Provincial President APCA KP with immediate effect till further order.

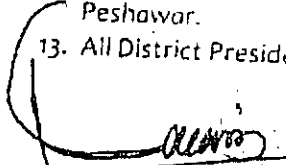
Sd/-

(Banaras Khan Jadoon)
Central President APCA

Pakistan

Copy for favour of information to:

1. Chief Minister KP Peshawar.
2. Chief Secretary KP Peshawar
3. Secretary Establishment KP Peshawar
4. All Administrative Secretaries Govt. of KP Peshawar
5. All Provincial Head of Department at Peshawar
6. Senior Member Board of Department at Peshawar
7. Chairman Public Service Commission KP Peshawar
8. All Commissioners in KP
9. All Deputy Commissioners in KP
10. Registrar KP Service Tribunal
11. Mr. Khalid Javed Singhera Central Secretary General APCA Pakistan Multan
12. Mr. Mumtaz Khan; President APCA KP c/o Chairman Public Service Commission KP, Peshawar.
13. All District President APCA KP.


Central President APCA
Pakistan

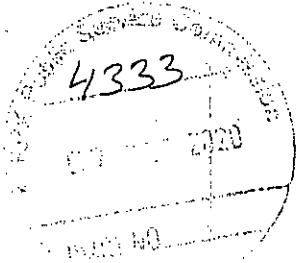
"B" -6-

بخدمت جناب سیکرٹری خیبر پختونخوا پبلک سروس کمیشن پشاور

عنوان :- اجازت نامہ ویونٹ بحالی

گزارش کی جاتی ہے، کہ جب 2012 میں دفتر ہذا میں کلرکس برادری کی تنظیم سازی کی گئی تو سائل کو شو آف ہینڈ کے ذریعے تنظیم کا جنرل سیکرٹری منتخب کیا گیا۔ اور اسی طرح سائل دفتری امور کے ساتھ ساتھ تنظیم کا کام بھی خوش اسلوبی سے سرانجام دیتا رہا جب 2015 میں ضلعی سطح پر الیکشن کا اعلان ہو گیا تو ہماری پینل نے پورے ضلع میں واضح برتری حاصل کر کے سائل کو ضلع کی سطح پر تنظیم کا معاون خصوصی مقرر کر دیا گیا اور 2018 میں سائل کو تنظیم کا ضلعی صدر پشاور مقرر کر دیا گیا سائل اپنے دفتری ڈیوٹی کے ساتھ ساتھ برادری کو درپیش مسائل کو حکومت وقت اور افسران بالا کیساتھ گفت و شنید اور خط و کتابت کے ذریعے حل کراتا رہا لیکن 2019 میں پبلک سروس کمیشن انتظامیہ کی طرف سے دفتر کی یونٹ کو ختم کر دیا گیا جو کہ تا حال ختم ہے۔ جب 2020 میں تنظیم کی صوبائی صدر کی خالی نشست پر مجلس عاملہ کی اجلاس بلائی گئی تو سائل کو مجلس عاملہ نے متفقہ طور پر صوبائی صدر منتخب کر دیا گیا۔

سائل استدعا کرتا ہے، کہ بطور صوبائی صدر تنظیم مجھے آئین و قانون کے دائرے اختیار میں رہتے ہوئے کام کرنے کی اجازت اور یونٹ کی فعالی کا حکم صادر فرمادیں جس کے لئے سائل تاحیات آپ کے لئے دعا گو رہے گا۔



العارض

مستار علی خان

اسٹنٹ دفتر ہذا

GOVERNMENT EMPLOYEES GRAND ASSOCIATION KHYBER PAKHTUNKHWA



Haji Islam uddin
Chairman
0344-9736802
0313-9530720
0300-5985956

-7-

Ref: 30 AGEGAKP

Dated: 29-09-2020

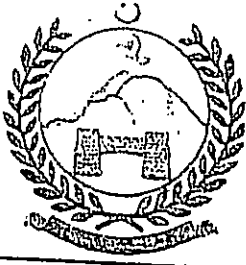
ذبحر کوا سلام آباد میں دوام دست ظہور ہو گیا ہے تمام اراکین کا ایک اجتماع اسلام آباد میں منعقد ہوئی

دو سٹو کے تمام محکموں کے ملازمین 16 اکتوبر کو اپنے حقوق کے حصول تک اسلام آباد میں دھرنا دیں گے۔

خیبر پختونخوا کے سرکاری محکموں کے ملازمین 16 اکتوبر کو اسلام آباد پریس کلب کے سامنے موجودہ حکومت کی ظالمانہ پالیسیوں اور موجودہ دھرنا دیں گے۔ ان خیالات کا اظہار آل گورنمنٹ اسپتال گریڈ لائسنس خیبر پختونخوا کے صوبائی چیئرمین اسلام الدین بٹکزی نے گذشتہ دن کے ایک اعلیٰ سطحی اجلاس سے خطاب کرتے ہوئے کیا۔ انہوں نے کہا کہ موجودہ حکومت نے سرکاری ملازمین کو دیوار سے لگانے کی نیت کامیاب نہیں ہونے دیا جائے گا سرکاری ملازمین جاگ رہے ہیں اور وہ موجودہ حکومت کو آئی ایم ایف کے ہاتھوں سرکاری ملازمین 55 سالہ سردس اور دیگر ناجائز مطالبات ہرگز قبول کرنے کی اجازت نہیں دیں گے۔ اجلاس کے موقع پر دیگر سکول آفیسرز ایسوسی ایشن، مزادہ ریاض بہار، مسیح اللہ خلیل، حافظ زبیر احمد، اکرام باجا، محمد شاد باجا، عزیز اللہ خان، امجد خان تراکی، وہاب منصور، محمد شیر خان، شاد خان، عبدالستار ہوتی، انسر خان خورشیدی، وزیر زادہ، ممتاز خان، بنارس خان جدون، خورشید اقبال، طارق خورشید، ورد دیگر مقررین نے بھی خطاب کیا۔ مقررین نے موجودہ حکومت کی ظالمانہ اور مزدور کش پالیسیوں کی شدید الفاظ میں مذمت کی۔ انہوں نے اطلاع کے تمام سرکاری محکموں کے ملازمین کو ہدایات دیں کہ وہ 16 اکتوبر کو 11 بجے تک اسلام آباد پریس کلب کے سامنے پہنچیں۔ دست کو ہٹ نامہ دینے کے لئے جی گا، ڈی چوک اور پارلیمنٹ ہاؤس کے سامنے بالترتیب احتجاج کیا جائے گا۔ انہوں نے کہا کہ ایف ایم کے لئے نکلیں اور ایم ایف کے ایجنڈے کو ناکام بنائیں۔ صورت دیگر موجودہ حکومت مسلم ارادہ کر چکی ہے کہ وہ ملازمین کی پیش قدمی سے متاثر ہو کر سرکاری ملازمین سے مل جائے۔ حکومت کے مذموم ارادوں کو برسرِ دست ناکام بنانے کے لئے اتحادی تنظیمیں اور اتحادی تنظیمیں مل کر احتجاج کر رہی ہیں۔ ہر ممکن تعاون کا یقین دلایا۔

اسلام الدین بٹکزی

ALL GOVERNMENT EMPLOYEES GRAND ALLIANCE
KHYBER PAKHTUNKHWA



Haji Islam uddin
Chairman
0344-9736802
0313-9530720
0300-5985956

-8-

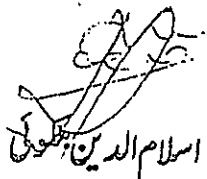
Ref: GAREGN KP.

Date: 21-09-2020



شماره:-

- (1) جناب عارف علی صاحب، صدر پاکستان، اسلام آباد
- (2) جناب عمران خان صاحب، وزیر اعظم پاکستان، اسلام آباد
- (3) جناب محمد خان صاحب، وزیر اعلیٰ خیبر پختونخوا، پشاور
- (4) جناب شاہ فرید صاحب، گورنر خیبر پختونخوا، پشاور
- (5) ڈاکٹر کاظم نیاز صاحب، چیف سیکرٹری خیبر پختونخوا، پشاور
- (6) جناب کورنل شہباز شہت سول سیکرٹری خیبر پختونخوا، پشاور
- (7) سیکرٹری صاحبان سول سیکرٹری، خیبر پختونخوا، پشاور
- (8) جناب وزیر اعلیٰ پشاور ہائی کورٹ خیبر پختونخوا
- (9) ڈویژنل انچارج صاحبان، خیبر پختونخوا
- (10) سربراہ ایف جی ایچ ڈی پی انس اخوندخارا ایم خود مختار ادارہ جات خیبر پختونخوا
- (11) انسپکٹر جنرل خیبر پختونخوا، پشاور
- (12) معزز چیف ایف جی ایچ ڈی پی انس ایسٹ ایسٹ گریڈ انس خیبر پختونخوا
- (13) پرنسپل ایف جی ایچ ڈی پی انس ایسٹ ایسٹ گریڈ انس خیبر پختونخوا



اسلام الدین
چیئرمین

آل گورنمنٹ ایسپلائز گریڈ انس خیبر پختونخوا

ALL GOVERNMENT EMPLOYEES GRAND ALLIANCE KHYBER PAKHTUNKHWA



Haji Islam uddin
Chairman
0344-9736802
0313-9530720
0300-5985956

Ref: 05 AGEGAKP
Dated: 21-09-2020



24 ستمبر کو صوبے بھر کے تمام سرکاری دفاتر اور تعلیمی اداروں میں قلم چھوڑ ہڑتال ہوگی۔ اسلام الدین بنگلوی

سرکاری ملازمین اور سرکاری اداروں کے اتحاد اور اتحادیوں کے ساتھ اتحاد سے نجات کی راہ

پشاور (_____) 16 اکتوبر 2020ء کو ملک بھر کے ملازمین اپنے حقوق کے حصول کے لئے اسلام آباد میں احتجاجی مظاہرہ اور عہدوں کے جس میں ملک بھر کے لاکھوں ملازمین شرکت کریں گے ان خیالات کا اظہار آل گورنمنٹ ایسوسی ایشن خیبر پختونخوا کے صوبائی چیئرمین اسلام الدین بنگلوی نے گذشتہ روز پشاور میں منعقدہ ملازمین کے ایک بڑے اجتماع سے خطاب کرتے ہوئے کیا۔ انہوں نے کہا کہ 24 ستمبر کو صوبے بھر کے اضلاع میں تمام سرکاری ملازمین دفاتر اور تعلیمی اداروں میں قلم چھوڑ ہڑتال کریں گے اور دن 11 بجے اپنے اضلاع میں پریس کلبوں کے سامنے اور بعد ازاں اہم شاہراہوں کو بند کر کے احتجاج ریکارڈ کرائیں گے۔ انہوں نے کہا کہ موجودہ حکومت نے مہنگائی اور اقربا پروری کے تمام سابقہ ریکارڈ توڑ دیئے ہیں جس کی وجہ سے ملازمین آج احتجاج پر مجبور ہیں، ملازمین کو زیوارت لگا دیا گیا ہے، کرتب بازی کی بجائے ملازمین خود کشیوں پر مجبور ہوں گے۔ انہوں نے کہا کہ ملازمین نے تنگ آ کر سڑکوں پر نکلنے کا فیصلہ کر لیا ہے جس کی تمام تر ذمہ داری وفاقی اور صوبائی حکومتوں پر عائد ہوتی ہے۔ سرکاری ملازمین کے اجتماع سے سکول آفسرز ایسوسی ایشن کے صوبائی چیئرمین سید اللہ ظہیر، ڈیڑی ایسوسی ایشن خیبر پختونخوا کے صدر حیدر علی استازئی اور اعلیٰ گورنمنٹ ایسوسی ایشن کے صوبائی صدر شوکت علی انجم نے بھی خطاب کیا۔ مقررین نے موجودہ حکومت کی مزدور اور ملازمین دشمن پالیسیوں کی شدید الفاظ میں مذمت کی۔ انہوں نے کہا کہ پاکستان کی تاریخ میں پہلی بار ملازمین اور مزدوروں کی تحریکوں میں کوئی اضافہ نہیں ہوا جبکہ آئے روز حکومت کی جانب سے پشیم رسالات انگریزوں کے خاتمے اور نوکریوں کو 55 سالہ کرنے کی انوائس گردش کر رہی ہیں جس سے ملازمین میں سخت اضطراب اور جھنجھالی پائی جاتی ہے۔ انہوں نے کہا کہ حکومت واضح طور پر ان باتوں کی وضاحت کرنے تاکہ ملازمین میں بے چینی کا خاتمہ ہو سکے۔ انہوں نے کہا کہ 24 ستمبر کو صوبے بھر میں قلم چھوڑ ہڑتال ہر صورت کامیاب بنایا جائے گا جبکہ 16 اکتوبر سے اسلام آباد میں ملک بھر کے ملازمین اپنے جائز حقوق کے لئے دھرنا اور احتجاج ریکارڈ کرائیں گے جو کہ اس وقت تک جاری رہے گا جب تک ملازمین کے تمام مطالبات منظور نہیں ہو جاتے۔ انہوں نے کہا کہ پی ٹی آئی حکومت IMF کے اشاروں پر تپیں کر ملک کو تباہی کی طرف دھکیل رہی ہے جس کی وجہ سے موجودہ حکومت کی مقبولیت کا گراف مزید گر گیا ہے اور تمام خصوصاً سرکاری ملازمین میں موجودہ حکومت کی IMF پالیسیوں کے خلاف شدید غم و غصہ پایا جاتا ہے۔ اجتماع کے آخر میں موجودہ حکومت سے نجات کی دعا مانگی گئی۔

اسلام الدین بنگلوی
چیئرمین آل گورنمنٹ ایسوسی ایشن
خیبر پختونخوا

GOVERNMENT EMPLOYEES GRAND ALLIANCE

KHYBER PAKHTUNKHWA



Haji Islam uddin
Chairman
0344-9736802
0313-9530720
0300-5985956

-10-


Ref: 05 AREGA KP.

Dated: 21-09-2020



اطلاع برائے:-

- (1) جناب عارف علوی صاحب، صدر پاکستان، اسلام آباد
- (2) جناب عمران خان صاحب، وزیر اعظم پاکستان، اسلام آباد
- (3) جناب محمود خان صاحب، وزیر اعلیٰ خیبر پختونخوا، پشاور
- (4) جناب شاہ فرمان صاحب، گورنر خیبر پختونخوا، پشاور
- (5) ڈاکٹر کاظم نیاز صاحب، چیف سیکرٹری خیبر پختونخوا، پشاور
- (6) جناب سیکرٹری سٹیٹسٹ سول سیکرٹریٹ خیبر پختونخوا، پشاور
- (7) سیکرٹری صاحبان سول سیکرٹریٹ خیبر پختونخوا، پشاور
- (8) جناب رجسٹرار پشاور ہائی کورٹ خیبر پختونخوا
- (9) ڈویژنل کمشنر صاحبان، خیبر پختونخوا
- (10) سربراہان صاحبان ایچ ڈی پی آر سٹیشن / خود مختار / نیم خود مختار ادارہ جات خیبر پختونخوا
- (11) انسپکٹر جنرل خیبر پختونخوا، پشاور
- (12) معزز ممبران صاحبان، آل گورنمنٹ اسپالاز گرینڈ الائنس خیبر پختونخوا
- (13) پرنٹ / الیکٹرانک میڈیا خیبر پختونخوا


اسلام الدین اٹکوی

چیئرمین

آل گورنمنٹ اسپالاز گرینڈ الائنس خیبر پختونخوا



-11- "C"

KHYBER PAKHTUNKHWA PUBLIC SERVICE COMMISSION

CHARGE SHEET

1. Fareeha Paul, Secretary Khyber Pakhtunkhwa Public Service Commission, Competent Authority, hereby charge you, Mr. Mumtaz Ali, Assistant (BPS-16) Khyber Pakhtunkhwa Public Service Commission as follows:-

2. That you, while working as Assistant Khyber Pakhtunkhwa Public Service Commission committed the following irregularities:-

- a) You violated Khyber Pakhtunkhwa Government Servants (Conduct) Rules, as adopted by the KP Public Service Commission and participated in APCA activities/demonstrations without permission of the competent authority.
- b) You participated in APCA meeting/ procession in Abbottabad and left station on 03.10.2020 without approval of competent authority.
- c) Your attendance record through the biometric machine indicates that you remained absent during the year 2017, 2018, 2019 whereas in the year 2020 (till March when the biometric attendance was discontinued due to Corona lockdown) you marked your attendance only ten times.
- d) Misconduct.

3. By reasons of the above, you appear to be guilty of misconduct, habitually absenting from duty and leaving station without prior approval of competent authority as provided under Rule 3 (a), (c),(d) & (e) of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011 and have rendered yourself liable to all or any of the penalties specified in Section-4 of the rules ibid.

4. You are, therefore, required to submit your written defence within seven (07) days of the receipt of this charge sheet to the Inquiry Committee.

5. Your written defence, if any, should reach the Inquiry Officer within the specified period, failing which it shall be presumed that you have no defence to put in and in that case ex-parte action shall be taken against you.

6. You must also intimate whether you desire to be heard in person or otherwise.

7. A statement of allegations is enclosed.

(FAREEHA PAUL)
SECRETARY PSC
COMPETENT AUTHORITY


KHYBER PAKHTUNKHWA PUBLIC SERVICE COMMISSION

DISCIPLINARY ACTION

1. I, Fareeha Paul, Secretary Khyber Pakhtunkhwa Public Service Commission as Competent Authority, am of the opinion that Mr. Mumtaz Ali, Assistant (BPS-16), Khyber Pakhtunkhwa PSC, has rendered himself liable to be proceeded against as he committed the following acts of omissions/commission within the meaning of Section-3 of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011.

STATEMENT OF ALLEGATIONS

- a) He violated Khyber Pakhtunkhwa Government Servants (Conduct) Rules as adopted by the KP Public Service Commission and participated in APCA activities/demonstrations without permission of the competent authority.
 - b) He participated in APCA meeting/ procession in Abbottabad and left station on 03.10.2020 without approval of competent authority.
 - c) His attendance record through the biometric machine indicates that he remained absent during the year 2017, 2018, 2019 whereas in the year 2020 (till March when the biometric attendance was discontinued due to Corona lockdown) he marked his attendance only ten times.
 - d) Misconduct.
2. For the purpose of inquiry against the said accused with regard to the above allegations an inquiry committee comprising Mr. Ghulam Dastagir Ahmed Director Examinations and Mr Abdul Latif Controller Examination is appointed under the provisions of Rule 10 (1) (a) of Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011.
 3. The Inquiry Committee shall, in accordance with the provisions of the rules ibid, provide reasonable opportunity of hearing to the accused, record his findings and make within thirty (30) days of the receipt of this order, recommendations as to the punishment or other appropriate action against the accused.
 4. The accused official as well as conversant representative of the department shall join the proceedings on the date, time and place fixed by the Inquiry Officer.


(FAREEHA PAUL)
SECRETARY PSC
COMPETENT AUTHORITY

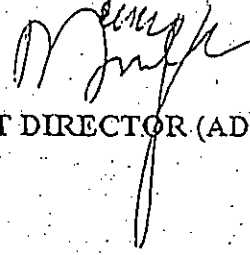
-13-

No.KP/PSC/Admn/ 010482

Dated: 15-10-2020

A copy of above is forwarded to:-

1. The Director Examinations and Controller Examination (Conduct), Khyber Pakhtunkhwa Public Service Commission for initiating proceedings against the accused under Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011.
2. Mr. Mumtaz Ali, Assistant, Khyber Pakhtunkhwa Public Service Commission with the directions to appear before Inquiry Committee, on the date, time and place fixed by Inquiry Committee, for the purpose of inquiry proceedings.
3. Mr. Kashif Adnan, Assistant Admn Branch, Khyber Pakhtunkhwa Public Service Commission with the direction to assist the inquiry committee during the inquiry proceedings and provide the relevant record.



ASSISTANT DIRECTOR (ADMN)

8. That the allegations of absence during 2017, 2018 and 2019 are concerned, the same is also false and baseless because I duly marked the biometric machine by attendance and in the attendance register also which fact can even be verified. There are many officials who have marked sometimes biometric machine and sometimes remain unattended. Furthermore, initiating action against me on the alleged absence of 2017, 2018 & 2019 after three / four years speaks of anything but not fair and bonafide. It is pertinent to note that the incumbent competent Authority / Secretary PSC has been posted on her post in November 2018 but till date the undersigned were never proceeded allegation of absence.
9. That so far the charge of misconduct concerned, the same is denied as I did nothing that would amount to misconduct, the undersigned was proceeded on the same very charges earlier by the Secretary and proceeding me against on the same very charges is anything but not fair and bonafide. My good conduct may kindly be verified from Admin Section.
10. That since the undersigned is performing his duties since 1994 with unblemished service record having 26 years of spotless service carrier.

It is therefore, requested that the departmental proceeding may kindly be filed and I may be acquitted of the charges leveled against me.

Yours faithfully,

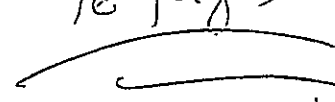


Mumtaz Ali
Assistant

Khyber Pakhtunkhwa
Public Service Commission

Dated: 21.10.2020

18 pages



ENQUIRY REPORT

"E"

Subject: - ENQUIRY INTO THE CHARGES/ALLEGATION LEVELLED AGAINST MR.MUMTAZ ALI ASSISTANT KP PSC IN THE CHARGE SHEET.

-16-

The Secretary KP PSC constituted a committee comprising the following vide Office Order No.KP/PSC/Admn 010482 dated 15.10.2020 (Annex-I):-

1. Mr. Ghulam Dastagir Director Examination KP PSC..
2. M.rAbdul Latif Controller Examinations now Accounts Officer KP PSC.

02- First meeting of the Committee was held on 06.01.2021 at 11:30 am in the Office of Director Examination Khyber Pakhtunkhwa KP PSC The accused Mr. Mumtaz Ali Assistant KP PSC, Mr.Sher Ajmal Assistant Director KP PSC, Mr. Fazal Qayyum Assistant Director KP PSC and Mr.Muhammad Aslam Superintendent KP PSC were asked to appear before the inquiry Committee on 07/01/2021. (Annex-II) The above Officers and accused Mr. Mumtaz Ali KP PSC attended the proceeding. They were asked to record their statement and reply to the questionnaire. The Director Recruitment KP PSC was asked to provide attendance record of Mr.Mumtaz Ali Assistant KP PSC for the year 2017, January 2018 to July 2018 and August 2019 to October 2019 (Annex-III). The accused was also called for personal hearing on 14/01/2021.

STATEMENT OF MR. SHER AJMAL ASSISTANT DIRECTOR KP PSC

03- In his statement at Annex-IV, Mr. Sher Ajmal Assistant Director KP PSC stated that Mr. Mumtaz Ali Assistant KP PSC has worked with him from 11.9.2018 to 29.07/2019. In the branch attendance register his name is mentioned in which he made attendance. No complaint about absentee of Mr. Mumtaz Assistant KP PSC was reported by the Branch. In accordance with the rules maintenance of attendance register is the responsibility of Branch Superintendent. In the attendance register he marked his attendance. Photo copies of attendance register from August 2018 to July 2019 wherein the accused has marked his attendance at Annex-V.

STATEMENT OF MR. FAZAL QAYYUM ASSISTANT DIRECTOR KP PSC.

04- In his statement at Annex-VI, Mr Fazal Qayyum Assistant KP PSC stated that being in charge of the concerned Branch he cannot comment on bio metric machine report about 04 years absentees of Mr. Mumtaz Ali Assistant KP PSC as the bio metric machine is within the domain of Administration Wing. Over all he is satisfied from his attendance. Mostly he was present in the Office He does not know about the absentee of Mr. Mumtaz Ali Assistant KP PSC. He always treated him like other staff. He attended Office regularly. As he was not noticed as absent that was why he did not report against his absence. In the year 2017 remarks were given in the ACR of Mr. Mumtaz Ali that he is fit for promotion and also needs further improvement.

STATEMENT OF MR.MUHAMMAD ASLAM SUPERINTENDENT KP PSC.

05- In his statement at Annex-VII, Mr. Muhammad Aslam Superintendent stated that according to his knowledge Mr.Mumtaz Ali Assistant KP PSC was present in the Branch during the period and worked with him as subordinate. According to his knowledge he was present. The Branch attendance was maintained either by the Branch or it was maintained by the Director Recruitment KP PSC himself. Attendance was marked with the Director Recruitment KP PSC. At that time the transfer of staff members of Recruitment

wing were constantly made. During Corona lock down he mostly performed duty with him.

STATEMENT OF MR. ILYAS SHAH DIRECTOR RECRUITMENT KP PSC - 17-

06- In his statement at Annex-VIII Mr. Ilyas Shah Director Recruitment KP PSC stated that Mr. Mumtaz Ali Assistant KP PSC was almost present during the year i.e 2017, January 2018 to July 2018 and August 2019 to October 2019 and M/S Kausar Ali, Muhammad Rafi and Mr. Abdul Latif AD were his seniors. Attendance Register of that period could not be traced in Branches.

STATEMENT OF ACCUSED MR. MUMTAZ ALI ASSISTANT KP PSC

07- In his statement at (Annex-IX), Mr. Mumtaz Ali Assistant KP PSC stated that a meeting with regard to Association was conducted with Secretary KP PSC and Deputy Director Admn KP PSC on 31.01/2020. Secretary KP PSC directed him to prepare a memorandum within three to four months for reorganization of the Association. Due to corona pandemic all the offices were closed on 22/03/2020. When the Offices were re-opened on 09/10/2020 he submitted an application to Secretary KP PSC for permission on 09/10/2020 (Annex-X). In pursuance of such application he was issued charge sheet on 15/10/2020. In the charge sheet an allegation about participation in APCA activities/demonstrations on 03/09/2020 at Abbottabad without permission of the competent authority has been leveled against him. He did not attend APCA activities at Abbottabad on 03/09/2020 or 03/10/2020. He was present at Peshawar. It is an allegation only against him. As he is a Clerk and Clerk Association has a plate form which makes efforts for protection of the rights of clerk's community. Therefore on 24/09/2020 opposite to press club and on 6th October 2020 at Islamabad he participated in the processions of clerk association. The Government was accordingly intimated through news paper that all the Government Servants will record peaceful protest. After recording protest the administration of the Government did not take any action against the Association. Moreover, under supervision of Deputy Secretary Provincial Assembly Khyber Pakhtunkhwa the reservations of Government Servants were also removed. He was present in the Office with effect from 2017 to 2020. He always marked his attendance through bio metric machine. In the attendance register he also mark attendance like other staff. His 60 % attendance is available in the record of biometric machine while the remaining attendance which had been left due to break down of electricity. As the Office was closed in the month of March 2020 and he was transferred from Recruitment Section KP PSC to Accounts Section KP PSC on 24/08/2020 and thereafter his attendance is available in the attendance register of Accounts Section Khyber Pakhtunkhwa Public Service Commission.

FINDINGS:-

8. From the foregoing the enquiry committee arrived at the following conclusion: -

- a) Regarding participation of the accused Official namely Mr. Mumtaz Ali Assistant KP PSC in APCA activities, the evidence in shape of pictures at Annex-XI provided by the Administration Wing shows that the accused Official has participated in the APCA activities/demonstration. He could not produce any proof with regard to not participation in APCA activities/demonstration. Therefore, the charge of allegation is proved.
- b) The evidence in shape of pictures at Annexure-XII provided by the Administration Wing of KP PSC shows that the accused participated in APCA activities/demonstration at Abbottabad on

03/09/2020 but he refused to accept the allegation. However, he could not provide any proof against the allegation regarding his presence at Peshawar on 03/09/2020 and absence in APCA activities at Abbottabad. Moreover, in the Attendance register he has also not marked his attendance on 03/09/2020 (Annexure-XIII). The accused Official has also himself accepted about his participation in the APCA activities/demonstration opposite to Peshawar Press club and at Islamabad on 24/10/2020 and 6th October 2020 respectively. He could not provide any proof about getting permission of the competent authority for participation in APCA activities/demonstration. Therefore, the charge with regard to participation of accused in APCA activities/demonstration without permission of the competent authority stands proved.

c) Regarding attendance of the accused Official in Recruitment Wing the immediate Supervisors/Officers of the accused gave positive report. They provided attendance record of the accused for the period i.e. from August 2018 to July 2019 wherein he marked attendance. Photo copies of attendance for the said period are at Page-45-63. They also provided two attendance register maintained by the section under the Supervision of Deputy Director I and II. The attendance register maintained under supervision of DD-II indicated his attendance from 29th October 2019 to 21st January 2020. The attendance register maintained under supervision of DD-I indicating his attendance from 22nd January 2020 to 18th March 2020 and thereafter the Offices were closed due to corona lock down. The Recruitment Wing could not provide the remaining attendance record of the accused for the year 2017 to July 2018 and August 2019 to 28th October 2019. The attendance of Mr. Mumtaz Ali Assistant KP PSC was verified by the Director Recruitment KP PSC stating that he almost remained present during the year i.e. 2017, January 2018 to July 2018 and August 2019 to October 2019 However, he could not provide documentary proof of his attendance.

Moreover, in the statement the accused has stated that he marked 60% attendance through bio metric machine, but he failed to provide any proof about his attendance through bio metric machine. As per report of the bio metric machine provided by the Administration Wing he made attendance through bio metric machine only on 27/01/2020, 28/01/2020, 29/01/2020, 06, 07, 10, 11, 13, 14 and 17/02/2020. As per attendance record and statement of the accused he relinquished the charge of his duties of the Recruitment Wing on 24/08/2020 and taken over the charge in Accounts Section KP PSC on 04/09/2020. He has not marked his attendance from 25/08/2020 to 03/09/2020. In the attendance record of Accounts Section he marked attendance from 4th September 2020 to 14th October 2020 regularly and after that he was transferred to Administration Wing. As per attendance record of Accounts Section Mr. Mumtaz Ali Assistant KP PSC was on leave on 11th, 25th September 2020, 2nd, 6th and 7th October 2020. There is no complaint or report about absence of the accused on the record.

Though the Recruitment Wing Officers gave positive statement regarding attendance of the accused in Recruitment Wing, however, they failed to produce attendance register of the

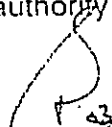
[Handwritten signature]

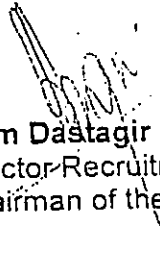
period for the period i.e. 2017, January 2018 to July 2018 and August 2019 to 28th October 2019. Therefore, attendance of the accused of that period could not be verified. Moreover, the bio metric attendance record shows that the accused has not marked his attendance through bio metric machine for a long period. Therefore, the charge is partially proved to the extent that he did not marked his attendance through bio metric machine and attendance registers for the entire period could not be produced before the enquiry committee.

d) As charges at (a) and (b) have been proved and (C) partially proved, therefore, the charge of misconduct also stands proved.

RECOMMENDATIONS:-

9. Keeping in view the statements and evidence on record, the competent authority may decide the case as deemed appropriate.


(Abdul Latif)
Accounts Officer
Member of the I.C.


(Ghulam Dastagir Ahmed)
Director-Recruitment
Chairman of the I.C.

سوئالنامہ برائے ممتاز علی، اسٹنٹ پی ایس سی

1. چارج شیٹ مورخہ 15.10.2020 جو باقاعدہ آپ کو موصول ہوئی ہے کے مطابق آپ پر الزام ہے کہ آپ نے خیر بچھوٹو کو ادھر سرکاری ملازمین کنڈکٹ رولز کی خلاف ورزی کی ہے اور ایپکا سرگرمیوں / مظاہروں میں بغیر کسی اجازت نامہ کے شریک ہونے ہیں۔ آپ اس بارے میں کیا کہنا چاہتے ہیں؟ اس بارے میں آپ اپنے دفاع میں کوئی ثبوت پیش کر سکتے ہیں؟
2. چارج شیٹ میں آپ پر یہ الزام بھی لگایا گیا ہے کہ آپ نے مورخہ 03.09.2020 کو افسر مجاز کی منظوری کے بغیر سٹیشن چھوڑ کر ایٹ آباد گئے اور ایپکا کے اجلاس / جلوس میں شرکت کی ہے۔ ایڈمن ڈنگ نے اس بارے میں انکو آئری کمیٹی کو چند تصاویر بھی دی ہیں جس سے یہ ظاہر ہوتا ہے کہ آپ ایٹ آباد میں مورخہ 03.09.2020 کو ایپکا کی سرگرمیوں میں شریک ہوئے ہیں۔ یہ تصاویر آپ خود دیکھ بھی سکتے ہیں۔ اس بارے میں آپ کیا کہنا چاہتے ہیں؟
3. جو تصاویر ایڈمن ڈنگ نے بطور ثبوت انکو آئری کمیٹی کو دی ہیں۔ ان تصاویر سے یہ ظاہر ہوتا ہے کہ آپ نے مورخہ 24 ستمبر 2020 پشاور پریس کلب اور 06 اکتوبر 2020 کو اسلام آباد میں ایپکا کی سرگرمیوں میں حصہ لیا ہے۔ اس بارے میں آپ کیا کہنا چاہتے ہیں؟
4. ایڈمن ڈنگ کی مہیا کردہ Biometric Machine Attendance کی رپورٹ کے مطابق آپ عرصہ تین سال چند مہینے یعنی 2017 سے مارچ 2020 تک غیر حاضر ہیں۔ اور اس کے علاوہ کرونا کی وجہ سے Biometric Attendance بند ہونے یعنی مارچ 2020 کے بعد آپ نے حاضری رجسٹر میں صرف 10 بار حاضری لگائی ہے۔ اس بارے میں آپ کیا کہنا چاہتے ہیں؟
5. آپ نے جو عرصہ ریکورڈ ٹینٹ ونگ میں گزارا ہے۔ اس دوران آپ کو اپنے آفیسر سے غیر حاضری کے متعلق کوئی advice ملتا ہوئی ہے؟

نام:

عہدہ:

دستخط:

سیکشن:

تاریخ:

مذا - عالی

گورنمنٹ ہائیڈرو گریڈنگ

ممبر 2020-21-01 کو سیکرٹری ہائیڈرو گریڈنگ اور ڈیمنگ ڈیپارٹمنٹ

سڈیو ایسی اسٹیٹس کے حوالے سے شیڈ میٹنگ کے سیکرٹری ہائیڈرو گریڈنگ اور ڈیمنگ ڈیپارٹمنٹ

ایسی اسٹیٹس کے حوالے سے Memorandum تیار کرنے کا فیصلہ کیا گیا ہے۔

تہہ آپ شیڈ میٹنگ کے حوالے سے تیار کردہ حوالے کے 15 تاریخ 2020-21-01

اور 2020-21-01 کو سیکرٹری ہائیڈرو گریڈنگ اور ڈیمنگ ڈیپارٹمنٹ کے حوالے سے

میں 2 سیکرٹری ہائیڈرو گریڈنگ اور ڈیمنگ ڈیپارٹمنٹ کے حوالے سے

حوالے سے جواب میں 2020/10/15 کو تاریخ شیڈ میٹنگ کے حوالے سے

جانچ کیے گئے ہیں جو کہ ایسے ایسے حوالے کے 2020/11/03 کو تاریخ شیڈ میٹنگ کے حوالے سے

سے حوالے کیے گئے ہیں اور 2020/11/03 کو تاریخ شیڈ میٹنگ کے حوالے سے

اور 2020/11/03 کو تاریخ شیڈ میٹنگ کے حوالے سے

یہ سب کے حوالے ایسے ایسے حوالے کے 2020/11/03 کو تاریخ شیڈ میٹنگ کے حوالے سے

جو کہ ایسے ایسے حوالے کے 2020/11/03 کو تاریخ شیڈ میٹنگ کے حوالے سے

اور 2020/11/03 کو تاریخ شیڈ میٹنگ کے حوالے سے

یہ سب کے حوالے ایسے ایسے حوالے کے 2020/11/03 کو تاریخ شیڈ میٹنگ کے حوالے سے

اور 2020/11/03 کو تاریخ شیڈ میٹنگ کے حوالے سے

یہ سب کے حوالے ایسے ایسے حوالے کے 2020/11/03 کو تاریخ شیڈ میٹنگ کے حوالے سے

جناب عالی! بحوالہ سوالنامہ

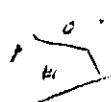
1- جب 31/01/2020 کو سیکرٹری صاحبہ اور ڈپٹی ڈائریکٹر ایڈمن کو ساتھ ایسوسی ایشن کے حوالے سے میٹنگ ہوئی تو سیکرٹری صاحبہ نے ایسوسی ایشن کے حوالے Memorandum تیار کرنے کا حکم دیا تھا کہ آپ تین یا چار مہینے بعد تیار کر کے حکام بالا سے اجازت نامہ حاصل کریں چونکہ 22/03/2020 کو کورونا کی وجہ سے تمام دفاتر بند ہو گئے اور جب ستمبر 2020ء کو دفتر دوبارہ کھل گئے تو 09/10/2020 کو میں نے سیکرٹری صاحبہ کو اجازت نامہ کیلئے درخواست جمع کرائی تو اس کے جواب میں مجھے 15/10/2020 کو چارج شیٹ جاری کرایا گیا۔

2- چارج شیٹ میں مجھے پر الزام لگایا تھا کہ میں 03/10/2020 کو ایبٹ آباد میں حکام بالا کے اجازت کے بغیر گیا تھا جناب عالی! میں 03/10/2020 اور نہ 03/09/2020 کو ایبٹ آباد آیا د گیا ہوں میں پشاور ہی میں موجود تھا یہ مجھ پر صرف الزام ہیں۔

3- چونکہ میں ایک کلرک ہوں اور کلرکس ایسوسی ایشن ہی میرا پلیٹ فارم ہے جو کہ کلرکس برادری کے حقوق کے تحفظ اور بہترین مراعات کیلئے جدوجہد کر رہی ہے ای وجہ سے 24/09/2020 کو پریس کلب کے سامنے اور 16 اکتوبر کو اسلام آباد میں جلسے میں شرکت کی تھی جس کی باقاعدہ حکومت وقت کو بذریعہ اخبار مطلع کیا تھا کہ تمام ملازمین اپنا پرامن احتجاج ریکارڈ کرائی گی احتجاج ریکارڈ کرانے کے سوا حکومت وقت نے ایسوسی ایشن کے خلاف کوئی کارروائی نہیں کی تھی لہتہ ڈپٹی سپیکر قومی اسمبلی کی سربراہی میں ملازمین کے تحفظات بھی دور کروائی تھی۔

(4) صواب عالی 2017 سے 2020 تک سے منظور شدہ تمام قسطوں اور
 کے عینے یا سٹیو میٹرک سٹیٹس میں اپنا انکم ٹیکس ادا کیا تھا۔ اور اس کے
 اور اہلیہ اور سٹاف کی طرح میسر (میں) ماہری رجسٹر سے اپنا ماہری
 ڈیڑھ مہینے کیلئے یا سٹیو میٹرک سٹیٹس میں اپنا انکم ٹیکس ادا کیا
 موجود ہے۔ جو رہ گئی ہے۔ وہ اکثر علی بیٹم سے لیا گیا ہے۔ وہ
 اور چونکہ بارگاہی سے دہشتہ سٹیٹس ہوا تھا اور 29/8/2020 کو میرا ماہری
 ریگورڈسٹ ہے اکاؤنٹس سٹیٹس کردی گئی۔ ہذا کے میسر ماہری
 اکاؤنٹس سٹیٹس کے دہشتہ سٹیٹس موجود ہے۔

(5) لیس

مختار علی خان
 ایف ڈی

 ایف ڈی
 12/01/2021

4- جناب عالی! 2017ء سے 2020ء تک میں دفتر میں حاضر تھا اور میں نے ہمیشہ بائیومیٹرک مشین میں اپنا انگوٹھا لگایا تھا اور دفتر کے اور آفیسر اور سٹاف کی طرح میرا بھی حاضر رجسٹر میں اپنا حاضری لگانی تھی لیکن بائیومیٹرک مشین میں بھی میرا تقریباً 60% حاضری موجود ہے جو رہ گئی ہے وہ اکثر بجلی بند ہونے کی وجہ سے رہ گئی ہے اور چونکہ مارچ کے بعد دفتر بند ہوا تھا اور 24/08/2020 کو میرا ٹرانسفر ایکروٹمنٹ سے اکاؤنٹس سیکشن کروائی تھی جو کہ پھر میرا حاضری اکاؤنٹس سیکشن کے رجسٹر میں موجود ہے۔

5- نہیں۔

منتاز علی خان
اسٹنٹ

ایڈمن

12/01/2021

سوالنامہ برائے فضل قیوم صاحب، اسٹنٹ ڈائریکٹر پی ایس سی

1. چارج شیٹ مورخہ 15.10.2020 میں ممتاز علی اسٹنٹ KPPSC پر انضمام ہے کہ وہ عرصہ 4 سال یعنی 2017 تا 2020 تک غیر حاضر رہا ہے جسکی تصدیق Biometric Machine Attendance کی رپورٹ سے ہوئی ہے۔ آپ ہنسیت انچارج متعلقہ برانچ اسکی غیر حاضری کے بارے میں کیا کہنا چاہتے ہیں؟
2. ممتاز اسٹنٹ PSC جتنا عرصہ آپ کے ماتحت Rectt: Section میں رہا تھا کیا اس دوران آپ کو ممتاز علی غیر حاضری کے بارے میں کوئی علم تھا؟ اگر وہ واقعی غیر حاضری کرتا رہا تو آپ نے اس کی غیر حاضری کے متعلق رپورٹ اپنے سینئرز کو کی تھی؟
3. آپ باقاعدہ اپنی برانچ حاضری رجسٹر برقرار رکھتے تھے؟ جس میں ممتاز علی اسٹنٹ اپنی حاضری لگاتا تھا؟ اس کا ریکارڈ انکوائری کمیٹی کو جلد از جلد مہیا کیا جائے۔ اور ساتھ یہ بھی بتایا جائے کہ ممتاز نے کس تاریخ سے کس تاریخ تک آپ کی زیر نگرانی کام کیا ہے؟

نام: _____

عہدہ: _____

رہنمائی: _____

مکین: _____

تاریخ: _____

15/11/20

-24-

(1) کثرتِ اخراجِ قنطاریہ ہر ایک ہفت روزہ کے شمارے میں شامل ہے۔ ہفت روزہ کے متعلق
 میں کوئی شک نہیں ہے۔ کون سا ہفت روزہ ہے جس کے شمارے
 دفتر کے آگے ہیں ہر ایک کے دفتر میں آتے ہیں اور
 کثرتِ قنطاریہ ہفت روزہ کے متعلق ہفت روزہ کے
 اور شمارے میں کوئی شک نہیں ہے۔

(2) اسکی ہفت روزہ کے متعلق مجھے کوئی علم نہیں
 تھا۔ اور اسکو ہمیشہ میں نے اپنے دفتر کے شمارے
 کے ساتھ ہر ایک کے ساتھ ہر ایک کے ساتھ
 اسکو ہمیشہ ہفت روزہ اور ہفت روزہ ہفت روزہ
 اگر ہفت روزہ ہفت روزہ میں کوئی شک نہیں ہے۔ دفتر
 اسکو میں ہفت روزہ کے ساتھ اسکو 2017 کے ACR
 میں لکھا تھا کہ ہفت روزہ کے ساتھ ہے۔ لیکن اسکو
 ساتھ ہفت روزہ کے ساتھ ہے۔

3 - ہفت روزہ ہفت روزہ میں ہفت روزہ کے ساتھ ہے جو
 نہیں ہوتا تھا۔ ہفت روزہ ہفت روزہ کے ساتھ ہے
 ہفت روزہ کے ساتھ ہے اور زیادہ ہفت روزہ کے ساتھ ہے
 کے ساتھ ہے اسکو 2017 کے ساتھ ہے۔ ہفت روزہ کے ساتھ ہے
 اور 29/7/19 سے ہفت روزہ 2020 کے ساتھ ہے۔

Date: _____

S M T W T F S


کرونا کے دہانے میں مارچ 2020ء سے لے کر
 2020ء تک قاضی کے پاس ہونے والے تمام
 قیامات کا حوالہ دینا اور باقیہ امور کے لئے
 یہ قاضی کے پاس پہنچانے کے لئے
 آج کے لئے

فضل منعم

اسسٹنٹ ڈائریکٹر

ریگولیشن برانچ

دہلی



11/11/2020

Assistant Director
 Public Service Commission
 Khyber Pakhtunkhwa

سوالنامہ برائے محترم صاحب، سپرنٹنڈنٹ پی ایس سی -26-

1. چارج شیٹ مورے 15.10.2020 میں ممتاز علی اسسٹنٹ KPPSC پر الزام ہے کہ وہ عرصہ 4 سال یعنی 2017:

2020 تک غیر حاضر رہا ہے جسکی تصدیق Biometric Machine Attendance کی رپورٹ سے ہوئی ہے۔

آپ بحیثیت انچارج متعلقہ برانچ اسکی غیر حاضری کے بارے میں کیا کہنا چاہتے ہیں؟

2. ممتاز اسسٹنٹ PSC جتنا عرصہ آپ کے ماتحت Rect: Section میں رہا تھا کیا اس دوران آپ کو ممتاز کی غیر حاضری

کے بارے میں کوئی علم تھا؟ اگر وہ واقعی غیر حاضری کرتا رہا تو آپ نے اس کی غیر حاضری کے متعلق رپورٹ اپنے سینئر

کوئی تھی؟

3. آپ باقاعدہ اپنی برانچ حاضری رجسٹر برقرار رکھتے تھے؟ جس میں ممتاز علی اسسٹنٹ اپنی حاضری لگا کرتا تھا؟ اس کا ریکارڈ

انکوائری کمیٹی کو جلد از جلد مہیا کیا جائے۔ اور ساتھ یہ بھی بتایا جائے کہ ممتاز نے کس تاریخ سے کس تاریخ تک آپ کی

زیر نگرانی کام کیا ہے؟

P
2021

نام: _____

عہدہ: _____

دستخط: _____

سیکشن: _____

تاریخ: _____

حضرت علیؑ کی سند سے حضرت سیدنا ابوبکرؓ سے
 25/7/2018 تک قریباً ہر ایچ بی اے کی تصدیق میں حضرت سیدنا ابوبکرؓ
 کا عہد شکنی میں اس کا نام لیا گیا ہے اور اس کا نام لیا گیا ہے

یہ سب کچھ اس لیے ہے کہ اس کا نام لیا گیا ہے
 اور اس کا نام لیا گیا ہے

حضرت سیدنا ابوبکرؓ کی تصدیق میں حضرت سیدنا ابوبکرؓ سے
 حضرت سیدنا ابوبکرؓ کی تصدیق میں حضرت سیدنا ابوبکرؓ سے
 حضرت سیدنا ابوبکرؓ کی تصدیق میں حضرت سیدنا ابوبکرؓ سے

حضرت علیؑ کی سند سے حضرت سیدنا ابوبکرؓ سے
 25/7/2018 تک قریباً ہر ایچ بی اے کی تصدیق میں حضرت سیدنا ابوبکرؓ
 کا عہد شکنی میں اس کا نام لیا گیا ہے اور اس کا نام لیا گیا ہے

حضرت سیدنا ابوبکرؓ کی تصدیق میں حضرت سیدنا ابوبکرؓ سے
 حضرت سیدنا ابوبکرؓ کی تصدیق میں حضرت سیدنا ابوبکرؓ سے

Shes Pyra
 A. M. S.
 Khati
 11/11/2018

جوابات

1- ممتاز علی اسٹنٹ پی ایس سی 11/09/2018 سے لے کر 29/07/2019 تک میرے برانچ میں تعینات رہا ہے حاضری کی رجسٹرڈ میں اس کا نام ہے جس میں وہ حاضری لگاتا رہا۔

2- برانچ سے کبھی اس کی غیر حاضری کی رپورٹ مجھے موصول نہیں ہوئی۔

3- قانوناً رجسٹرڈ Put up کرنا برانچ سپرنٹنڈنٹ کا کام ہوتا ہے جس میں حاضری رجسٹرڈ میں ممتاز علی اسٹنٹ حاضری لگاتا تھا اس پر ہر کے حاضری کارڈ ساتھ لگایا ہے۔

ممتاز علی اسٹنٹ پی ایس سی مورخہ 11/09/2018 سے لیکر 29/07/2019 تقریباً 10 مہینے میرے برانچ میں رہا ہے۔

عبدالمطیف صاحب

انکوائری آفیسر

KP PSC

AD-I

Rectt: Wing

11/01/2021



-28-

No - 000415

Dated: 04-02-2021

KHYBER PAKHTUNKHWA PUBLIC SERVICE COMMISSION

SHOW CAUSE

I, Fareeha Paul, Secretary Khyber Pakhtunkhwa Public Service Commission as competent authority, under the Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011, do hereby serve you Mr. Mumtaz Ali Assistant, as follows:-

1. (i) that consequent upon the completion of inquiry conducted against you by the inquiry committee consisting of Mr. Ghulam Dastagir Ahmad Director Recruitment PSC and Mr. Abdul Latif Accounts Officer PSC for which you were given opportunity of hearing; and
- (ii) on going through the findings and recommendations of the inquiry committee, the material on record and other connected papers including your defence before the inquiry committee:-

I am satisfied that you have committed the following acts/omissions specified in Sub Rule (b) & (d) of Rule 3 of the said rules:

- (i) You violated Khyber Pakhtunkhwa Government Servants (Conduct) Rules, as adopted by the Khyber Pakhtunkhwa Public Service Commission and participated in APCA activities/demonstrations without permission of the competent authority.
- (ii) You participated in APCA meeting/procession in Abbottabad and left station on 03.09.2020 without approval of competent authority.
- (iii) You did not bother to mark attendance through biometric for a long period and remained absent in 2017, January 2018 to July 2018 and August 2019 to 28th October 2019.
- (iv) Guilty of misconduct.

2. As a result thereof, I, as competent authority, have tentatively decided to impose upon you the penalty of "Removal from Service" under Rule 4(1)(b)(iii) of the said rules.

3. You are, therefore, required to show cause as to why the aforesaid penalty should not be imposed upon you and also intimate whether you desire to be heard in person.

4. If no reply to this notice is received within seven days of its delivery, it shall be presumed that you have no defence to put in and in that case an ex-parte action shall be taken against you.

5. The copy of the findings of the inquiry committee is enclosed.

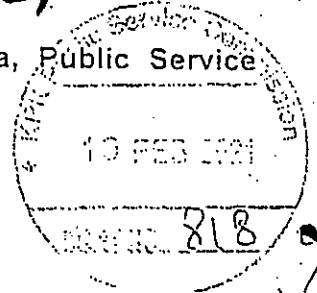

SECRETARY P.S.C.

Mr. Mumtaz Ali Assistant,
Khyber Pakhtunkhwa PSC.

-29- "G" A

Before Honorable Secretary Khyber Pakhtunkhwa, Public Service Commission, Peshawar.

Subject: REPLY TO SHOW CAUSE NOTICE.



Respected Madam,

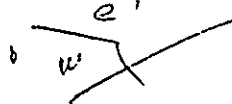
1. That I have already submitted detail reply to the charge sheet regarding the same allegations which is on record and the same is my reply to the show cause notice, however copy of the same is enclosed for perusal as Annexure-A.
2. That I would like to add that I did nothing that amongst to misconduct, as a meeting of the Association was held with your Honor and the Deputy Director Admin and it was during the said meeting dated 31.01.2020 wherein your Honor directed to prepare the memorandum of the association within three / four months for getting permission of the competent authority. In the meanwhile the offices were closed due to Covid-19 and finally on 09.10.2020 I approached your Honor vide application for permission of even date for permission to continue struggle for the welfare of clerks community within the frame work of constitution and law copy of applicant is Annexure-B.
3. That in response to the application dated 09.10.2020 department action initiated against me and Charge Sheet was accordingly issued to me on vague allegation, the allegation were refuted accordingly that an ill-legal inquiry was conducted wherein no one was examined nor I was given opportunity to cross examination any witness. Even then the allegations against me were not proved but even then the inquiry was not filed.
4. That I have never violated any law or rules and always performed my duties with honesty and full devotion.
5. That the biometric attendance would show that I was on leave and was present at my home on 03.09.2020 and even during the alleged period I was duly present in my office and performed my duties by preparing the interview schedule, Scrutiny/Eligibility/Descriptive etc while on 03.10.2020 it was leave being Saturday. Copy of interview schedule, Biometric attendance is enclosed as Annexure- C & D.
6. That the allegation of absence during January 2017 to July 2018 and August 2019 to 28 October 2019 is also baseless because during the said period I marked my attendance registers as well as through biometric however as per the statement of Director Recruitment the attendance register is missing. It is worth mentioning that Inquiry Committee did not ask any question regarding my attendance for the period of August 2019 to October 2019 from Mr Masroof Gul and Mr. Muhammad Iqbal the then Assistant Director and Superintendent respectively.
7. That even in 2017-18 both the Honorable Members Inquiry Committee were posted as Assistant Director while the other was posted as Director Recruitment

-30-

under whom Supervision I performed duties in 2017-18 and the said Honorable Members granted me ACRs of the said period as "Good" and even nothing adverse have been brought by them regarding my absence or otherwise illegal activities.

Keeping in view the above facts and circumstances, the Show Cause Notice may kindly be withdrawn and I may be acquitted of the Charges leveled against me. I further request that I may kindly be heard in person please.

Yours obediently,



Mumtaz Ali
Assistant
Khyber Pakhtunkhwa
Public Service Commission

Dated: 10/02/2021

ajc



KHYBER PAKHTUNKHWA PUBLIC SERVICE COMMISSION

OFFICE ORDER

"H"
-31-

WHEREAS Mr. Mumtaz Ali Assistant (BPS-16), Khyber Pakhtunkhwa Public Service Commission (hereinafter referred to as Accused) was served with charge sheet under Rule-3 of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011 for the acts / omissions mentioned in statement of allegations;

AND WHEREAS, an Inquiry Committee comprising of Mr. Ghulam Dastagir Ahmad Director Examination PSC and Mr. Abdul Latif Accounts Officer PSC was constituted to investigate into the charges;

AND WHEREAS, the Inquiry Committee submitted its report stating therein that accused is guilty of misconduct, habitually absenting himself from duty and participation in APCA activities without permission of the competent authority and they as such recommended for further action as deemed appropriate by the competent authority;

AND WHEREAS, the Competent Authority (Secretary PSC) while exercising powers conferred under Rule 14(4) of the Khyber Pakhtunkhwa Government Servant (Efficiency & Discipline) Rules, 2011 served the accused with a Show Cause Notice bearing No. 000419 dated 04.02.2021, conveying therein award of tentative penalty of removal from service as provided in Rule 4(1)(b)(iii) of Khyber Pakhtunkhwa Government Servant (Efficiency & Discipline) Rules, 2011;

AND WHEREAS, the accused submitted reply in writing to the Show Cause Notice on 10.02.2021 which was found unconvincing; he also requested to be heard in person;

AND WHEREAS, the accused was heard in person by the Secretary PSC (Competent Authority), Khyber Pakhtunkhwa PSC on 26.02.2021 at 10:30 (a.m.) in presence of Deputy Director (Admn) PSC and Assistant Director (Admn) PSC but he could not produce any solid proof to prove him innocent.

THEREFORE the Secretary Khyber Pakhtunkhwa Public Service Commission being competent authority, in exercise of powers conferred upon her under Rule 14 (5)(ii) of Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011 is pleased to award major penalty of "compulsory retirement" as provided in Rule 4(1)(b)(ii) of the rules ibid with immediate effect.

--sd/--

Secretary PSC

002516

Dated: 8/03/2021

No.KP/PSC/Admn/GF-622/

Copy to: -

1. The Accountant General, Khyber Pakhtunkhwa.
2. PS to Chairman, Khyber Pakhtunkhwa PSC.
3. PS to Secretary, Khyber Pakhtunkhwa PSC.
4. PA to Deputy Director (Admn), Khyber Pakhtunkhwa PSC.
5. The Accounts Officer, Khyber Pakhtunkhwa PSC.
6. The Cashier, Khyber Pakhtunkhwa PSC.
7. Official concerned.
8. Personal file of official.
9. Office Order file.
10. Master file.

Assistant Director (Admn)

To

The Chairman Public Service Commission,
Khyber Pakhtunkhwa

Through proper Channel

SUBJECT: APPEAL FOR WITHDRAWAL OF MAJOR PENALTY (COMPULSORY RETIREMENT)

Dear Sir,

With reference to office order KP/PSC/Admn/GF-622 dated: 08-03-2021 to the undersign, I Mr. Mumtaz Ali Khan Assistant, Public Service Commission, here by submitted my appeal for withdrawal of the said office order and reinstate my services on the following grounds.

I being the Provincial President of APCA, perform my official duties (Annex-A) along with the responsibilities of President APCA. Being the representative of my employees, I participated in the meeting of AGEGA (All Government Employees Grand Alliance) on dated: 03-08-2020 held in Govt Hasnain Sharif Shaheed Higher Secondary School No.1 Peshawar City. AGEGA is the legal constitutional body formed under the minutes properly issued to press and all head of the attached Departments / Autonomous bodies. (Annex-B) It is therefore requested, that the undersign as member of the AGEGA / APCA already communicated the information about the protests.

The allegation under clause 3 on the undersign as "the inquiry Committee submitted its report stating therein that accused is guilty of misconduct, habitually absenting himself from duty and participation in APCA activities without permission of the competent authority and they as such recommended for further action as deemed appropriate by the competent authority." Annex-C

Under the APCA Constitution Act, 2014 and Article- 16 "Freedom of Assembly" and Article 17 "Freedom of Association of the Constitution of Pakistan, It is the legal right of the undersign as citizen of Pakistan to have fundamental rights of assembly and association".

On dated 11-02-2021, after the successful negotiation with the Federal Ministers Mr. Sheikh Rasheed (Minister for Interior), Ali Muhammad Khan (Minister of State for Parliamentary Affairs) and Mr. Pervez Khattak (Minister for Defense), the AGEGA's Chair mans' signed an agreement in which they agreed on the withdrawal of any legal proceedings against the protestors. And thus all govt departments withdrawn all proceedings against the protestors. But unfortunately process dings against undersign was carried out and issued compulsory retirement order of the under sign.

It is therefore requested that Proper information was communicated to all Head of attach / Autonomous bodies about the protests call of AGEGA / APCA on dated : 21-09-2020 & 29-09-2020 Annex-D.

It is stated that I am sole guardian of my family, and have no other source of income, having family of seven (7) persons. It is therefore humbly requested that compulsory retirement order of the undersign please be withdrawn on humanitarians basis and relief the under sign from utmost mental pressure and dis-compart.

Thanks and obliged.

Yours Sincerely

Mumtaz Ali Khan Assistant,
Public Service Commission

Copy for Information :

1. The Sectary Public Service Commission,
Khyber Pakhtunkhwa.

Mumtaz Ali Khan Assistant,
Public Service Commission



KHYBER PAKHTUNKWA
PUBLIC SERVICE COMMISSION

2-Fort Road Peshawar Cantt.

Tele No: 091-9214131

No.KP/PSC/Admn/GF-622

Date: 09/04/2021

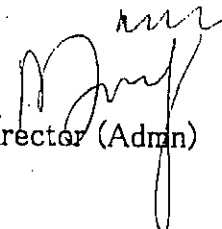
"J"
-33-

To

Mr. Mumtaz Ali Khan,
Ex-Assistant PSC,
Address: Village Khweshki Bala, Tehsil & District Nowshera.

Subject: APPEAL FOR WITHDRAWAL OF MAJOR PENALTY (COMPULSORY RETIREMENT)

I am directed to refer to your appeal dated 22.03.2021 on the subject noted above and inform that the Chairman Khyber Pakhtunkhwa PSC being Appellate Authority has rejected your appeal and upheld the penalty conveyed to you vide this Office Order No.KP/PSC/Admn/GF-622/002516 dated 08.03.2021.


Assistant Director (Admn)

Copy to:

1. PS to Chairman, Khyber Pakhtunkhwa PSC.
2. PS to Secretary, Khyber Pakhtunkhwa PSC.
3. PA to Deputy Director (Admn), Khyber Pakhtunkhwa PSC.

Assistant Director (Admn)

File work duly assigned above

INTERVIEW DATE: 12 TO 26 MARCH 2018

110 of ... 146

SUBJECT:

VETERINARY OFFICER (BPS-17) IN AGRICULTURAL LIVESTOCK AND COOPERATIVE DEPARTMENT (ADVERTISEMENT NO 06/2016 S.NO 01)

26/3 "K"

① In the Subject cited case the Commission conducted Ability Test on 06-12-2017. As a result the Commission fixed short listing marks against merit seat and zonal seat for the candidate vide Flage "A"

② The branch has now scrutinized applications of following short listed candidates which are Re-submitted for order please

-34-

S. No	Roll No	Name	Father Name	Domicile/Zone	Marks
TARGET FOR Zone-4 IS: 125					
1	262	FASIH UDDIN QURESHI	MUHAMMAD NAZIR QURESHI	BANNU/4	135
TARGET FOR Zone-5 IS: 90					
2		MUHAMMAD AZAM KHAN	KHAISTA KHAN	MANSEHRA/5	120

Assistant Signature:

[Handwritten Signature]
25/3

SR-I Signature:

[Handwritten Signature]
25/3

Assistant Director-III:

DD-II Signature:

[Handwritten Signature]
25/3

DD-II

[Handwritten Signature]
25/3

[Handwritten Signature]
25/3



BETTER COPY OF THE PAGE NO. 34

INTERVIEW DATE: 12 TO 26 MARCH, 2018

Subject: **VETERINARY OFFICER (BPS-17) IN AGRICULTURAL LIVESTOCK AND COOPERATIVE DEPARTMENT (ADVERTISMENT NO. 06/2016 S.NO 01)**

1 In the subject cited case the commission conducted ability test on 06-12-2017. As a result the commission fixed short listing marks against merit seat and zonal seat for the candidate vide Flage "A".

2 The branch has now scrutinized applications, of following short listed candidates which are **Re-Submitted** for order please.

S.No	Roll No	Name	Father Name	Domiclie/zone	Marks in A/T
------	---------	------	-------------	---------------	--------------

TARGET FOR Zone-4 IS: 125

1.	262	FASIH UDDIN QURESHI	MUHAMMAD NAZIR QURESHI	BANNU/4	135
----	-----	------------------------	------------------------------	---------	-----

TARGET FOR Zone-5 IS: 90

2.		MUHAMMAD AZAM KHAN	KHAISTA KHAN	MANSEHRA/5	120
----	--	-----------------------	-----------------	------------	-----

Assistant Signature: SD/-

SR-I Signature: SD/-

Assistant Director: SD/-

DD-II Signature: SD/-

INTERVIEW DATE: 12 TO 26 MARCH 2018
 VETERINARY OFFICER (BPS-17) IN AGRICULTURAL LIVESTOCK AND
 COOPERATIVE DEPARTMENT (ADVERTISEMENT NO 06/2016 S.NO.01)

In the Subject cited case the Commission conducted Ability Test on 06-12-2017. As a result the Commission fixed short listing marks against merit seat and zonal seat for the candidate vide Flage 'A'

The branch has now scrutinized applications, of following short listed candidates which are Re-submitted for order please

No	Roll No.	Name	Father Name	Domicile/Zone	Marks in A/T
TARGET FOR Zone-1 IS: 124					
106		AMIN ULLAH			
127		ZAMEEN ALI	ABDULLAH		
256		FARMAN ULLAH KHAN	AMEEN ALI	BAJAUR AGY/A	199
			MUHAMMAD AYAZ KHAN	ORAKZAI AGY/1	177
				NW AGY/1	133
TARGET FOR Zone-3 IS: 130					
383		IHSAN ULLAH KHAN	ABDUR REHMAN		
832		NASRULLAH	MUHAMMAD SHAH	SWAT/3	160
136		ARSHAD JAFAR	WAZIR KHAN	DIR LOWER/3	169
			JAFAR ALI KHAN	CHITRAL	131
TARGET FOR Zone-4 IS: 125					
01		AAMIR AZIM	AZIM KHAN		
814		NAILA BIBI	MUHAMMAD ZEBAL KHAN	KARAK/4	142
672		MUHAMMAD IZHAR UL HAQ		KOHAT/4	141
808		NAEEM ULLAH	LIAQAT KHAN	Husband	
			ASLAM KHAN	KARAK/4	162
				KARAK/4	161

Assistant Signature: _____

SR-I Signature: _____

Assistant Director-III: _____

DD-II Signature: _____

Please add recent copy of A/Test. Also record marks of the candidate in candidates as per application.

Shah P

The result file is put up. All marks the obtained marks is recorded in every application. Submitted and how to submit marks please.

Shah P

BETTER COPY OF THE PAGE NO.35

INTERVIEW DATE: 12 TO 26 MARCH, 2018

Subject: **VETERINARY OFFICER (BPS-17) IN AGRICULTURAL LIVESTOCK AND COOPERATIVE DEPARTMENT (ADVERTISMENT NO. 06/2016 S.NO 01)**

1 In the subject cited case the commission conducted ability test on 06-12-2017. As a result the commission fixed short listing marks against merit seat and zonal seat for the candidate vide Flage "A".

2 The branch has now scrutinized applications, of following short listed candidates which are **Re-Submitted** for order please.

S.No	Roll No	Name	Father Name	Domicile/zone	Marks in A/T
------	---------	------	-------------	---------------	--------------

TARGET FOR Zone-1 IS: 124

1.	108	AMIN ULLAH	ABDULLAH	BAJAUR AGY/1	199
2.	1070	ZAMEEN ALI	AMEEN ALI	ORAKZAI AGY/1	177
3.	256	FARMAN ULLAH KHAN	MUHAMMAD AYAZ KHAN	NW AGY/1	133

TARGET FOR Zone-3 IS: 130

4.	383	IHSAN ULLAH KHAN	ABDUR REHMAN	SWAT/3	160
5.	832	NASRULLAH	MUHAMMAD WAZIR KHAN	DIR LOWER/3	164
6.	136	ARSHAD	JAFFAR ALI KHAN	CHITRAL	131

TARGET FOR Zone-4 IS: 125

7.	01	AAMIR AZIM	AZIM KHAN	KARAK/4	142
8.	814	NAILA BIBI	MUHAMMAD ZEBAL KHAN	KOHAT/4 HUSBAND	141
9.	672	MUHAMMAD IZHAR UL HAQ	LIAQAT KHAN	KARAK/4	162
10.	808	NAEEM ULLAH	ASLAM KHAN	KARAK/4	161

Assistant Signature: SD/-

SR-I Signature: SD/-

Assistant Director: SD/-

DD-II Signature: SD/-

PUC:-

Pages:-

From:-

No:-

Subject:-

203-2647C (Letter) PUC

Section Officer Livestock Fishers & Cooperative Agriculture Department.

SO(LFC)AD-E-[324]2016 Dated: 23-05-2018

RECRUITMENT OF VETERINARY OFFICER (HEALTH) (BPS-17) IN LIVESTOCK AND DAIRY DEVELOPMENT DEPARTMENT (EXTENSION) ADVT. NO. 02/2017. S.NO.1

RECRUITMENT OF ELEVEN POSTS OF RESEARCH OFFICER / FARM MANAGER (BPS-17) (RESEARCH) IN LIVESTOCK AND DAIRY DEVELOPMENT DEPARTMENT (EXTENSION) ADVT. NO. 02/2017 S.NO.1

-36- ~~115~~

241

PUC Is submitted by the Section Officer (LFC) Livestock Fishers and Cooperative Department in which he stated that the Commission recommends Ninety Four (94) candidates for appointment against the post of Veterinary Officer (BPS-17) in Directorate General in L&DD (Extension). Furthermore stated that one candidate namely Inam Ullah Wazir S/O Mirza Ali Khan of District FR Bannu is submitted a written refusal vide page 263 in which he stated that he is recommended in two different posts i.e. Veterinary Officer and Research Officer / Farm Manager and he want to join the post of Research Officer / Farm Manager (BPS-17) instead of Veterinary Officer (BPS-17).

242

In view of the above, if agreed we may recommend the next candidate from the top of merit list namely Anwar Ul Haq S/O Mulana Gul Dad of District Bajaur Agy/1 at merit order No.99 to Government for appointment.

243

Submitted for perusal / order please.
(Muntaz Khan)
Assistant
SRH
AD-11

244

ppm 244/N 5
Hm

By *[Signature]*

[Signature]
05/06/18

30/5

DR

Pl. note the date of notification and also check the case whether it is with the time or time based
D/11 246-AS *[Signature]*

PUC: - 1
Pages: - 263-264/C... (Letter)..... PUC
From: - Section Officer Livestock Fishers & Cooperative
Agriculture Department.
No: - SO(LFC)AD-E-I(324)2016 Dated:23-05-2018

Subject: - RECRUITMENT OF VETERINARY OFFICER (HEALTH) (BPS-17) IN LIVESTOCK AND DIARY DEVELOPMENT DEPARTMENT (EXTENSION) ADVT: NO 02/2017. S.NO 1

RECRUITMENT OF ELEVEN POSTS OF RESEARCH OFFICER/ FARM MANAGER (BPS-17) (RESEARCH), IN LIVESTOCK AND DIARY DEVELOPMENT DEPARTMENT (EXTENSION) ADVT: NO. 02/2017 S.NO.1

241. **PUC** is submitted by the Section Officer (LFC) Livestock Fishers and Cooperative Department in which he stated that the Commission recommends Ninety-Four (94) Candidates for appointment against the post of Veterinary Officer (BPS-17) in Directorate General in L&DD (Extension). Furthermore stated that one candidate namely Inam Ullah Wazir S/O Mirza Ali Khan of District FR Bannu/I is submitted a written refusal vide pages.263 in which he stated that he is recommended in two different posts i.e Veterinary Officer / Farm Manager (BPS-17) instead of Veterinary Officer (BPS-17).

242. In view of the above, if agreed we may recommend the next candidate from the top of merit list namely Anwar Ul Haq S/O Mulana Gul Dad of District Bajaur Agy/1 at merit order No.99 to Government for appointment.

243. Submitted for Perusal/order please.

SD/-
(Mumtaz Khan)
Assistant

... 23.5.2018. which request that
The request of the deptt is in Annex.

948. Para 241 & 242/N is desubmitted for PUC

Order PUC

[Handwritten signature]

[Handwritten initials]

[Handwritten signature]

07/06

Reference Para 245/N

247. The request of livestock department vide PUC for recommendation of another candidate from the waiting list for the post of Veterinary Officer (BPS-17) in place of non joiner namely Inam Ullah Wazir S/O Mirza Ali Khan merit No.40 (Para 232/N) is within prescribed 3 months period of non joiner policy. The dates of recommendation of Public Service Commission and request of the department can be pursued in para 247/N.

248. In view of the above, if agreed the next candidate namely Mr. Anwar Ullah Haq S/O Moulana Gu. Dad of Bajaur A-61/1 at merit No.99 may be recommended to the Government for appointment to the post of Veterinary Officer (BPS-17) in Livestock Department subject to all required documents before is non-inaction.

249. Para 248/N is submitted for approval / orders please

[Handwritten signature]

11/6/2018

BETTER COPY OF THE PAGE NO.37

Reference Para 245-246/N

247. Our recommendation letter is issued to deptt on 23-04-2018 and the deptt is requested for another candidate vide PUC (Vide p.261) on 23-05-2018 which second that the request of the deptt is in time.

248. Para 241-242/N is resubmitted for Perusal/order plz.

SD/- 7/6

SR-II

AD/

SD/- dated 07/06

Reference Para 245/N

249. The request of livestock department vide PUC for recommendation of another candidate from the waiting list for the post of Veterinary Officer (BPS-17) in place of non-joiner namely Inam Ullah Wazir S/O Mirza Ali Khan merit No.40 (Para 232/N) is within prescribed 3 months period of non joiner policy. The dates of recommendation of public service Commission and request of the department can be pursued in Para 247/N.

250. In view of the above, if agreed the next candidate namely Anwar Ul Haq S/o Moulana Gul Dad of Bajaur Agency/1 at merit No 99 may be recommended to the Government for appointment to the post of Veterinary Officer (BPS-17) in Livestock Department subject to all required documents before is nomination.

251. Para 248/N is Submitted for approval/order please.

SD/-

Dated. 11/06/

Reference Para No.252/N

253. Recommendation letter to Secretary Agriculture Livestock and Cooperative deptt is Place before for Signature.

SD/- dated 21/6

Reference Para No.252/N

254. Fair recommendation letter is placed before for Signature plz.

SD/-

Dated 22/6

BETTER COPY OF THE PAGE NO.39

255. Successful letter to Candidate is placed before for Signature pls.

SD/-

Dated. 28/6

256. Signed, please issue.

SD/-

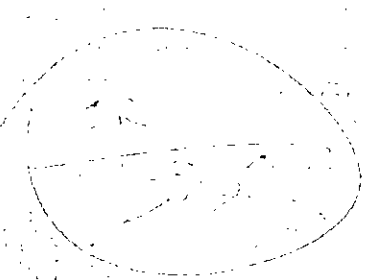
Dated.2/7

Handwritten notes at the top of the page, including the number '40'.

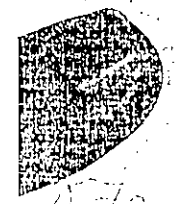
Handwritten notes on the left side of the page.

Handwritten notes on the right side of the page.

Handwritten notes in the middle section of the page.



Handwritten notes on the right side, below the middle section.



Handwritten notes in the lower middle section of the page.

Handwritten notes at the bottom left of the page.

Handwritten notes at the bottom center of the page.

Handwritten notes at the bottom right of the page.

BETTER COPY OF THE PAGE NO.40

Reference Para 267/N

268.. Needful done and resubmitted for Signature pls.

SD/-

Dated.27/7

269. How the needful is done which about para 267/N and pls discuss today immediately.

SD/-

Dated 27/7/18

270. Sorry sir, this is needful done with open eyes, resubmitted for Signature pls.

SD/-

Dated 30/7

AD-III 15/11/18

- 50 -
- 41 -

215

Checked and found correct.

216

Re-submitted for perusal / approval Pkg

15/11/18

S2
AD-III

15/11/18

15/11

317

447 Candidates Security Screening

marks not against merit seats

and final seats may be called

for merit against 24 posts V.O. in

live stream the detail is

explained in para-21/18

my notes

15/11

Para 21/18 is for details

447 candidates may be called for

interview as per detail given in para 21/18.

As proposed

18/11/18

AD-III

BETTER COPY OF THE PAGE NO.41

Reference Para 214/N

215. checked and found correct Re-submitted for perusal/approval pls.

SD/-

15/1/18

217. 447 candidates securing shortlisting marks, noted against merit seats and zonal seats may be called for interview against 94 posts V.V.O in Livestock the dated as explained in para 211/N.

SD/-

Dated. 15/1

Para 217/N is for order Pls.

SD/-

447 candidates may be called for interview as the detail given in Para 211/N.

SD/-

Dated 16/1/18

-42-

INTERVIEW DATE: 17 TO 26 MARCH 2018

VETERINARY OFFICER (BPS-17) IN AGRICULTURAL LIVESTOCK AND COOPERATIVE DEPARTMENT (ADVERTISEMENT NO 06/2016 S.NO 01)

In the Subject cited case the Commission conducted Ability Test on 06-12-2017. As a result the Commission fixed short listing marks against merit seat and zonal seat for the candidate vide Page 'A'.

The branch has now scrutinized applications, of following short listed candidates which are Re-submitted for order please.

Sl. No	Roll No	Name	Father Name	Domicile/Zone	Marks in A/T
TARGET FOR Zone-1 & 4 IS: 124 & 125					
1	106	FARZAN ULLAH KHAN	MUHAMMAD AYAZ KHAN	NW AGY/1	138
2	103	SADIK ULLAH SHAH	MUHAMMAD NAZIR SHAH	ARK/4	151

Assistant Signature: _____

SR-I Signature: _____

Assistant Director-III: _____

DD-II Signature: _____

[Handwritten signature]

[Handwritten signature]
28/3/18

INTERVIEW DATE: 12 TO 26 MARCH, 2018

Subject: VETERINARY OFFICER (BPS-17) IN AGRICULTURAL LIVESTOCK AND COOPERATIVE DEPARTMENT (ADVERTISMENT NO. 06/2016 S.NO 01)

1 In the subject cited case the commission conducted ability test on 06-12-2017. As a result the commission fixed short listing marks against merit seat and zonal seat for the candidate vide Flage "A".

2 The branch has now scrutinized applications, of following short listed candidates which are **Re-Submitted** for order please.

S.No	Roll No	Name	Father Name	Domiclie/zone	Marks in A/T
------	---------	------	-------------	---------------	--------------

TARGET FOR Zone-1 & 4 IS: 124 & 125

1.	256	FARMAN ULLAH KHAN	MUHAMMAD AYAZ KHAN	NW AGY/1	133
2.	1005	SAMI ULLAH SHAH	MUHAMMAD NAZIR SHAH	LAKKI/4	151

Assistant Signature:

SD/-

SR-I Signature:

SD/-

Assistant Director:

SD/-

DD-II Signature:

SD/-

INTERVIEW DATE: 12 TO 26 MARCH, 2018

Subject: VETERINARY OFFICER (BPS-17) IN AGRICULTURAL LIVESTOCK AND COOPERATIVE DEPARTMENT (ADVERTISEMENT NO. 06/2016 S.NO 01)

1 In the subject cited case the commission conducted ability test on 06-12-2017. As a result the commission fixed short listing marks against merit seat and zonal seat for the candidate vide Flage "A".

2 The branch has now scrutinized applications, of following short listed candidates which are **Re-Submitted** for order please.

S.No	Roll No	Name	Father Name	Domiclie/zone	Marks in A/T
------	---------	------	-------------	---------------	--------------

TARGET FOR Zone-1 & 4 IS: 124 & 125

1.	661	MUHAMMAD IQBAL	SARDAR ALI KHAN	KARAK/4	160
----	-----	-------------------	--------------------	---------	-----

Assistant Signature: SD/-

SR-I Signature: SD/-

Assistant Director: SD/-

DD-II Signature: SD/-

-44-


Subject: - RECORD NOTE OF THE MEETING HELD ON 31.01.2020 IN
THE OFFICE OF SECRETARY P.S.C.

Meeting was held on 31.01.2020 at 11:00 am under the Chairmanship of Secretary PSC to discuss the matters relating to Clerks of KP Public Service Commission and their association. The following attended:-

- i) Mr Hayat Hussain, Deputy Director Admn., PSC.
- ii) Mr Mumtaz Ali Representative of the Clerks of PSC.

2. The chair asked Mr Mumtaz Ali the representative of the Clerks of the Public Service Commission as to why they were issuing letters in the name of so called APCA PSC putting irrational and unjustified demands to the Provincial Government and the PSC authorities. The chair apprised the representative of the clerks that under the Khyber Pakhtunkhwa Government Servants (Conduct) Rules, 1987 adopted by the KP PSC, they were required to take proper permission from their competent/ appointing authority in writing in shape of a memorandum for establishing an association, and it had not been done. Therefore, all their activities under the current Association or APCA PSC were illegal.

3. The chair directed the representative of Clerks of PSC to put up memorandum of association of clerks of PSC in the light of KP Government Servants (Conduct) Rules, 1987 for approval of the competent authority. Till such time that the association got recognition by the competent authority the clerks of PSC would not involve themselves in any such activity (of forming an association) otherwise disciplinary action would be initiated against them. The representative of the Clerks agreed to it and asked for sufficient time to prepare and submit the memorandum to the competent authority.


Deputy Director Admn: 7/2/2020



~~Work~~ -45-1

INTERVIEW PROGRAMME FOR THE MONTH OF JANUARY, 2017

PANEL - I

(Muhammad Shafi + Muhammad Hamayun)
Member-III + Member-VIII

JANUARY, 2017					Time	No. of Post(s)	Nomenclature of Post(s)	Advt. No.	Candidates	Dealing Supt.
M	T	W	TH	F						
16	17	18	19	20	09:00	3266	Medical Officers In Health Department. (BPS-17)	04/2016	15 daily 10 on Friday	Tanveer Musharraf
23	24	25	26	27						
30	31	-	-	-						

(Continued)

PANEL - II

(Khalid Masood)
Member-IV

JANUARY, 2017					Time	No. of Post(s)	Nomenclature of Post(s)	Advt. No.	Candidates	Dealing Supt.
M	T	W	TH	F						
23	-	-	-	-	09:00	13	Office Assistant in Industries Department. (BPS-8) (Both Sexes)	08/2015 S.No.27	12 daily 08 on Friday Total = 68	Musharraf
-	24	25	26	27						
30	31	-	-	-	09:00	13	Computer Operator in Establishment Department. (BPS-12) (Both Sexes)	01/2016 S.No.12	13 daily 08 on Friday Total = 73	Rizwan Ullah

PANEL - III

(Prof: Muhammad Farooq Swati + Muhammad Ishfaq Khan)
Member-V + Member-IX

JANUARY, 2017					Time	No. of Post(s)	Nomenclature of Post(s)	Advt. No.	Candidates	Dealing Supt.
M	T	W	TH	F						
16	17	18	19	20	09:00	3266	Medical Officers in Health Department. (BPS-17)	04/2016	15 daily 10 on Friday	Tanveer Musharraf
23	24	25	26	27						
30	31	-	-	-						

(Continued)

PANEL - IV

(Prof: Dr. Yar Muhammad Maghmoom + Engineer Javaid Ihsan)
Member-VI + Member-X

JANUARY, 2017					Time	No. of Post(s)	Nomenclature of Post(s)	Advt. No.	Candidates	Dealing Supt.
M	T	W	TH	F						
16	17	-	-	-	09:00	04	Assistant Engineer Civil in C&W Department. (Both Sexes) (BPS-17)	03/2016 S.No.04	10 daily Total = 20	Muhammad Rafi
-	-	18	19	20						
23	24	25	26	27	09:00	3266	Medical Officers in Health Department. (BPS-17)	04/2016	15 daily 10 on Friday	Tanveer Musharraf
30	31	-	-	-						

(Continued)

PANEL - V

(Prof: Dr. Zia Muhammad + Prof: Dr. Rukhsana Javed)
Member-VII + Member-XI

JANUARY, 2017					Time	No. of Post(s)	Nomenclature of Post(s)	Advt. No.	Candidates	Dealing Supt.
M	T	W	TH	F						
16	17	18	19	20	09:00	3266	Medical Officers in Health Department. (BPS-17)	04/2016	15 daily 10 on Friday	Tanveer Musharraf
23	24	25	26	27						
30	31	-	-	-						

(Continued)

Due to PMS Exam w.e.f. 29.12.2016 to 14.01.2017 the interviews of Medical Officers and Assistant Engineers already scheduled on 28th to 30th December, 2016 are hereby postponed and adjusted accordingly.

BY ORDER OF CHAIRMAN

No. PSC/Int.DR/4709

Dated: 01.12.2016

Copy to the:-

- Secretary, PSC.
- Director Examination, PSC.
- Senior Psychologist, PSC.
- Deputy Director-I & II, PSC.
- Psychologist, PSC.
- Assistant Director-I, II & Lit., PSC.
- Computer Programmer, PSC.
- Assistant Director (Admin.), PSC.
- Accounts Officer, PSC.
- Controller Secrecy, PSC.
- Controller Conduct, PSC.
- Registrar Exam, PSC.
- Private Secretary to Chairman, PSC.
- All Private Secretaries to Members.
- All dealing Superintendents
- All dealing Assistants.
- Librarian, PSC.
- Web Administrator, PSC.
- Statistical Investigator, PSC.
- Cashier, PSC.
- Notice Board, PSC.
- Office Orders File.

Note:- i. No change in dates / programmes will be made without approval of Honorable Chairman, PSC.

ii. Concerned Assistants and Superintendents are directed to issue the interview call letters to all eligible candidates, 15 days before the interview as per our Regulation 28(a) and no excuse will be accepted in this regard.

(GHULAM DASTAGIR AHMAD)
DIRECTOR RECRUITMENT

**INTERVIEW PROGRAMME FOR THE MONTH OF FEBRUARY, 2017****PANEL - I**

Muhammad Shaif (Member-II)

-46-

FEBRUARY, 2017					Time	No. of Post(s)	Nomenclature of Post(s)	Advt. No.	Candidates	Dealing Suptt.
M	T	W	TH	F						
-	-	01	02	03	09:00	3266	Medical Officers In Health Department. (BPS-17)	04/2016	15 daily 10 on Friday	Tanveer Musharraf
06	07	08	09	10						
13	14	15	16	17						
20	21	22	23	24						
27	28	-	-	-						

(Continued)

PANEL - II

Mr. Khalid Masood (Member- III) + Engineer Javald Ihsan (Member-IX)

FEBRUARY, 2017					Time	No. of Post(s)	Nomenclature of Post(s)	Advt. No.	Candidates	Dealing Suptt.
M	T	W	TH	F						
-	-	01	02	-	09:00	04	Assistant Engineer Civil in C&W Department. (Both Sexes) (BPS-17)	03/2016 S.No.04	10 daily Total = 20	Muhammad Rafi
-	-	-	-	03	09:00	09	Sub-Engineers Civil in Public Health Engineering Department. (BPS-12)	03/2016 S.No.49	12 daily 05 on Friday Total = 53	Muhammad Rafi
06	07	08	09	-	09:00	03	Office Assistant In Establishment Department. (BPS-16) (Minority Quota)	01/2016 S.No.11	10 daily 06 on Friday Total = 16	Rizwan Ullah
-	-	-	-	10						
13	-	-	-	-	09:00	01	Junior Scale Stenographer In Provincial Public Safety & Police Complaint Commission. (BPS-14) (Both Sexes)	01/2016 S.No.36	02 in all	Rizwan Ullah
-	14	-	-	-						
-	-	-	-	-	09:30	01	Office Assistant In Establishment Department. (BPS-16) (Disabled Quota)	01/2016 S.No.09	05 In all	Rizwan Ullah
-	-	15	-	-	09:00	01	Draftsman in C & W Department. (BPS-11)	04/2016 S.No.13	05 In all	Muhammad Rafi
-	-	-	-	-	10:00	01	Veterinary Officer (Health) In Livestock & Dairy Development Deptt: (Extension) (BPS-17) (Minority Quota)	04/2016 S.No.02	05 In all	Muhammad Rafi
-	-	-	16	-	09:00	01	Social Case Worker In Zakat, Usher & Social Welfare Department. (BPS-16)	01/2016 S.No.50	05 In all	Atlas Khan
-	-	-	-	17						
20	21	22	23	24	09:00	12	Soil Conservation Assistant in Soil Conservation. (BPS-17) (Women Quota)	01/2016 S.No.02	05 in all	Muhammad Rafi
-	-	-	-	-	09:00	12	Soil Conservation Assistant in Soil Conservation. (BPS-17)	01/2016 S.No.01	12 daily 06 on Friday Total = 60	Muhammad Rafi
27	28	-	-	-						
-	-	-	-	-	09:00	33 + 25	Female Charge Nurses in Health Department. (BPS-16) (Disable + Minority Quota)	08/2015 S.No.18&19	Total = 02 + 15	Tanveer Musharraf

PANEL - III

Prof: Muhammad Farooq Swati (Member- IV) + Prof: Dr. Rukhsana Javed (Member- X)

FEBRUARY, 2017					Time	No. of Post(s)	Nomenclature of Post(s)	Advt. No.	Candidates	Dealing Suptt.
M	T	W	TH	F						
-	-	01	02	03	09:00	3266	Medical Officers in Health Department. (BPS-17)	04/2016	15 daily 10 on Friday	Tanveer Musharraf
06	07	08	09	10						
13	14	15	16	17						
20	21	22	23	24						
27	28	-	-	-						

(Continued)

PANEL - IV

Prof: Dr. Yar Muhammad Maghmoom (Member- V) + Muhammad Ishtaq Khan (Member- VIII)

FEBRUARY, 2017					Time	No. of Post(s)	Nomenclature of Post(s)	Advt. No.	Candidates	Dealing Suptt.
M	T	W	TH	F						
-	-	01	02	03	09:00	3266	Medical Officers in Health Department. (BPS-17)	04/2016	15 daily 10 on Friday	Tanveer Musharraf
06	07	08	09	10						
13	14	15	16	17						
20	21	22	23	24						
27	28	-	-	-						

(Continued)

PANEL - V

Muhammad Hamayun (Member-VII)

FEBRUARY, 2017					Time	No. of Post(s)	Nomenclature of Post(s)	Advt. No.	Candidates	Dealing Suptt.
M	T	W	TH	F						
-	-	01	-	-	09:00	01	Microbiologist In Health Department. (BPS-17) (Both Sexes)	08/2015 S.No.10	07 in all	Tanveer Musharraf
-	-	-	02	03	09:00	3266	Medical Officers in Health Department. (BPS-17)	04/2016	15 daily 10 on Friday	Tanveer Musharraf
06	07	08	09	10						
13	14	15	16	17						
20	21	22	23	24						
27	28	-	-	-						

(Continued)

BY ORDER OF CHAIRMAN

Dated: 26.12.2016

No. PSC/Int.DRI/4717

Copy to the:-

- Secretary, PSC.
- Director Examinations, PSC.
- Senior Psychologist, PSC.
- Deputy Director-I & II, PSC.
- Psychologist, PSC.
- Assistant Director-I, II & I/Lt, PSC.
- Computer Programmer, PSC.
- Assistant Director (Admin), PSC.
- Accounts Officer, PSC.
- Controller Secrecy, PSC.
- Controller Conduct, PSC.
- Registrar Exam, PSC.
- Private Secretary to Chairman, PSC.
- All Private Secretaries to Members.
- All dealing Superintendents.
- All dealing Assistants.
- Librarian, PSC.
- Web Administrator, PSC.
- Statistical Investigator, PSC.
- Cashier, PSC.
- Notice Board, PSC.
- Office Orders File.

- Note:-
- No change in dates / programmes will be made without approval of Honorable Chairman, PSC.
 - Concerned Assistants and Superintendents are directed to issue the interview call letters to all eligible candidates, 15 days before the interview as per our Regulation 28(a) and no excuse will be accepted in this regard.

(GHULAM DASTAGIR AHMAD)
DIRECTOR RECRUITMENT



-47-

INTERVIEW PROGRAMME FOR THE MONTH OF MARCH, 2017

PANEL - I

(Muhammad Shafi + Muhammad Hamayun)
(Member-I till 12-03-2017) + Member-VI

MARCH, 2017					Time	No. of Post(s)	Nomenclature of Post(s)	Advt. No.	Candidates	Dealing Suptt.
M	T	W	TH	F						
-	-	01	02	03	09:00	3266	Medical Officers in Health Department. (BPS-17)	04/2016	15 daily 10 on Friday	Tanveer Musharraf
06	07	08	09	10						
13	14	15	16	17						
20	21	22	—	24						
27	28	29	30	31						

(Continued)

PANEL - II

(Khalid Masood + Muhammad Ishfaq Khan)
(Member-II till 16-03-2017) + Member-VII

MARCH, 2017					Time	No. of Post(s)	Nomenclature of Post(s)	Advt. No.	Candidates	Dealing Suptt.
M	T	W	TH	F						
-	-	01	02	03	09:00	3266	Medical Officers in Health Department. (BPS-17)	04/2016	15 daily 10 on Friday	Tanveer Musharraf
06	07	08	09	10						
13	14	15	16	17						
20	21	22	—	24						
27	28	29	30	31						

(Continued)

PANEL - III

(Prof: Muhammad Farooq Swati + Prof: Dr. Rukhsana Javed)
Member-III + Member-IX

MARCH, 2017					Time	No. of Post(s)	Nomenclature of Post(s)	Advt. No.	Candidates	Dealing Suptt.
M	T	W	TH	F						
-	-	01	02	03	09:00	3266	Medical Officers in Health Department. (BPS-17)	04/2016	15 daily 10 on Friday	Tanveer Musharraf
06	07	08	09	10						
13	14	15	16	17						
20	21	22	—	24						
27	28	29	30	31						

(Continued)

PANEL - IV

(Prof: Dr. Yar Muhammad Maghmoom + Engineer Javaid Ihsan)
Member-IV + Member-VIII

MARCH, 2017					Time	No. of Post(s)	Nomenclature of Post(s)	Advt. No.	Candidates	Dealing Suptt.
M	T	W	TH	F						
-	-	01	02	03	09:00	3266	Medical Officers in Health Department. (BPS-17)	04/2016	15 daily 10 on Friday	Tanveer Musharraf
06	07	08	09	10						
13	14	15	16	17						
20	21	22	—	24						
27	28	29	30	31						

(Continued)

BY ORDER OF CHAIRMAN

Dated: 02.02.2017

No. PSC/Int.DR/4728

Copy to the:-

- Secretary, PSC.
- Director Examination, PSC.
- Senior Psychologist, PSC.
- Deputy Director-I & II, PSC.
- Psychologist, PSC.
- Assistant Director-I, II & Lt., PSC.
- Computer Programmer, PSC.
- Assistant Director (Admin.), PSC.
- Accounts Officer, PSC.
- Controller Secrecy, PSC.
- Controller Conduct, PSC.
- Registrar Exam, PSC.
- Private Secretary to Chairman, PSC.
- All Private Secretaries to Members.
- All dealing Superintendents
- All dealing Assistants.
- Librarian, PSC.
- Web Administrator, PSC.
- Statistical Investigator, PSC.
- Cashier, PSC.
- Notice Board, PSC.
- Office Orders File.

Note:- I. No change in dates / programmes will be made without approval of Honorable Chairman, PSC.

II. Concerned Assistants and Superintendents are directed to issue the interview call letters to all eligible candidates, 15 days before the interview as per our Regulation 28(a) and no excuse will be accepted in this regard.

(GHULAM DASTAGIR AHMAD)
DIRECTOR RECRUITMENT



-48-

INTERVIEW PROGRAMME FOR THE MONTH OF APRIL, 2017

PANEL - I

(Prof: Muhammad Farooq Swati)
Member-III

APRIL, 2017					Time	No. of Post(s)	Nomenclature of Post(s)	Advt. No.	Candidates	Dealing Suppt.
M	T	W	TH	F						
03	04	05	06	07	09:00	3266	Medical Officers in Health Department. (BPS-17)	04/2016	15 daily 10 on Friday	Tanveer Musharraf
10	11	12	13	14						
17	18	19	20	21						
24	25	26	27	28						

PANEL - II

(Prof: Dr. Yar Muhammad Maghmoom + Engineer Javaid Ihsan)
Member-IV + Member-VIII

APRIL, 2017					Time	No. of Post(s)	Nomenclature of Post(s)	Advt. No.	Candidates	Dealing Suppt.
M	T	W	TH	F						
03	04	05	06	07	09:00	3266	Medical Officers in Health Department. (BPS-17)	04/2016	15 daily 10 on Friday	Tanveer Musharraf
10	11	12	13	14						
17	18	19	20	21						
24	25	26	27	28						

PANEL - III

(Muhammad Hamayun)
Member-VI

APRIL, 2017					Time	No. of Post(s)	Nomenclature of Post(s)	Advt. No.	Candidates	Dealing Suppt.
M	T	W	TH	F						
03	04	05	06	07	09:00	3266	Medical Officers in Health Department. (BPS-17)	04/2016	15 daily 10 on Friday	Tanveer Musharraf
10	11	12	13	14						
17	18	19	20	21						
24	25	26	27	28						

PANEL - IV

(Muhammad Ishfaq Khan + Prof: Dr. Rukhsana Javed)
Member-VII + Member-IX

APRIL, 2017					Time	No. of Post(s)	Nomenclature of Post(s)	Advt. No.	Candidates	Dealing Suppt.
M	T	W	TH	F						
03	04	05	06	07	09:00	3266	Medical Officers in Health Department. (BPS-17)	04/2016	15 daily 10 on Friday	Tanveer Musharraf
10	11	12	13	14						
17	18	19	20	21						
24	25	26	27	28						

BY ORDER OF CHAIRMAN

No. PSC/Int.DR/4744

Dated: 28.02.2017

Copy to the:-

1. Secretary, PSC.
2. Directress Examination, PSC.
3. Senior Psychologist, PSC.
4. Deputy Director-I & II, PSC.
5. Psychologist, PSC.
6. Assistant Director-I, II & Lit., PSC.
7. Computer Programmer, PSC.
8. Assistant Director (Admin.), PSC.
9. Accounts Officer, PSC.
10. Controller Secy, PSC.
11. Controller Conduct, PSC.
12. Registrar Exam, PSC.
13. Private Secretary to Chairman, PSC.
14. All Private Secretaries to Members.
15. All dealing Superintendents
16. All dealing Assistants.
17. Librarian, PSC.
18. Web Administrator, PSC.
19. Statistical Investigator, PSC.
20. Cashier, PSC.
21. Notice Board, PSC.
22. Office Orders File.

Note:- i. No change in dates / programmes will be made without approval of Honorable Chairman, PSC.

ii. Concerned Assistants and Superintendents are directed to issue the interview call letters to all eligible candidates, 15 days before the interview as per our Regulation 28(a) and no excuse will be accepted in this regard.

(GHULAM DASTAGIR AHMAD)
DIRECTOR RECRUITMENT



-49-

INTERVIEW PROGRAMME FOR THE MONTH OF MAY, 2017

PANEL - I

(Prof: Muhammad Farooq Swati + Prof: Dr. Rukhsana Javed)
Member-I + Member-VI

MAY, 2017					Time	No. of Post(s)	Nomenclature of Post(s)	Advt. No.	Candidates	Dealing Suptt.
M	T	W	TH	F						
-	02	03	-	-	09:00	04	Female Lecturer Home Economics in Higher Education Department. (B-17)	01/2016 S.No.28 (x)	10 daily Total = 20	Iftikhar Bangash
-	-	-	04	05	09:00	05	Female Lecturer Geography in Higher Education Department. (B-17)	01/2016 S.No.28 (viii)	12 daily 08 on Friday Total = 20	
08	-	-	-	-	09:00	02	Female Lecturer Political Science in Higher Education Department. (B-17)	01/2016 S.No.28 (xviii)	11 in all	
-	09	10	-	-	09:00	04	Female Lecturer Law in Higher Education Department. (BPS-17)	01/2016 S.No.28 (xiii)	11 daily Total = 21	
-	-	-	11	12	09:00	03	Female Lecturer Pak-Study in Higher Education Department. (BPS-17)	01/2016 S.No.28 (xvi)	12 daily 06 on Friday Total = 18	
15	-	-	-	-	09:00	02	Female Lecturer Statistics in Higher Education Department. (BPS-17)	01/2016 S.No.28 (xxi)	12 in all	
-	16	17	18	-	09:00	07	Female Lecturer Physics in Higher Education Department. (BPS-17)	01/2016 S.No.28 (xvii)	12 daily Total = 36	
-	-	-	-	19	09:00	04	Female Lecturer Botany in Higher Education Department. (BPS-17)	01/2016 S.No.28 (ii)	13 daily 08 on Friday Total = 21	
22	-	-	-	-						
-	23	-	-	-	09:00	02	Female Lecturer Zoology in Higher Education Department. (BPS-17)	01/2016 S.No.28 (xxiv)	11 in all	
-	-	24	-	-	09:00	02	Female Lecturer Economics in Higher Education Department. (B-17)	01/2016 S.No.28 (v)	10 in all	
-	-	-	25	-	09:00	01	Female Lecturer Pashto in Higher Education Department. (BPS-17)	01/2016 S.No.28 (xv)	05 in all	
-	-	-	-	26	09:00	05	Female Lecturer History in Higher Education Department. (BPS-17)	01/2016 S.No.28 (ix)	10 daily 06 on Friday Total = 36	
29	30	31	-	-						

PANEL - II

(Prof: Dr. Yar Muhammad Maghmoom + Muhammad Ishfaq Khan)
Member- II + Member-IV

MAY, 2017					Time	No. of Post(s)	Nomenclature of Post(s)	Advt. No.	Candidates	Dealing Suptt.
M	T	W	TH	F						
-	02	03	-	-	09:00	04	Male Lecturer Law in Higher Education Department. (BPS-17)	01/2016 S.No.25 (xiv)	12 daily Total = 24	Iftikhar Bangash
-	-	-	04	05	09:00	04	Male Lecturer Geography in Higher Education Department. (BPS-17)	01/2016 S.No.25 (viii)	13 daily 08 on Friday Total = 21	
08	-	-	-	-	09:00	02	Male Lecturer Microbiology in Higher Education Department. (BPS-17)	01/2016 S.No.25 (xvi)	11 in all	
-	09	-	-	-	09:00	02	Male Lect: Information Technology in Higher Edu: Deptt. (B-17)	01/2016 S.No.25 (xi)	11 in all	
-	-	10	11	-	09:00	03	Male Lecturer Health & Physical Edu: in Higher Edu: Deptt. (B-17)	01/2016 S.No.25 (ix)	10 daily Total = 20	
-	-	-	-	12	09:00	06	Male Lecturer Pak Study in Higher Education Department. (BPS-17)	01/2016 S.No.25 (xviii)	10 daily 06 on Friday Total = 36	
15	16	17	-	-						
-	-	-	18	-	09:00	02	Male Lecturer Pashto in Higher Education Department. (BPS-17)	01/2016 S.No.25 (xvii)	10 in all	
-	-	-	-	19	09:00	09	Male Lecturer Statistics in Higher Education Department. (BPS-17)	01/2016 S.No.25 (xxii)	11 daily 06 on Friday Total = 56	
22	23	24	25	26						
29	-	-	-	-	09:00	02	Male Lecturer International Relation in Higher Education Deptt. (BPS-17)	01/2016 S.No.25 (xii)	12 in all	
-	30	31	-	-	09:00	03	Male Lecturer History in Higher Education Department. (BPS-17)	01/2016 S.No.25 (x)	11 daily Total = 23	

PANEL - III
(Muhammad Hamayun + Engineer Javaid Ihsan.)
Member-III + Member-V

-50-

MAY, 2017					Time	No. of Post(s)	Nomenclature of Post(s)	Advt. No.	Candidates	Dealing Suptt.
M	T	W	TH	F						
-	02	03	-	-	09:00	01	Assistant Psychologist in Public Service Commission. (BPS-17)	02/2014 S.No.40	08 dally Total = 16	Muhammad Rafi
-	-	-	04	-	09:00	02	Excise & Taxation Inspector in Excise & Taxation Department. (BPS-15) (Disables Quota)	03/2016 S.No.18	10 in all	Muhammad Rafi
08	-	-	-	05	09:00	03	Excise & Taxation Inspector in Excise & Taxation Department. (BPS-15) (Women Quota)	03/2016 S.No.17	10 dally 05 on Friday Total = 15	Muhammad Rafi
-	09	-	-	-	09:00	02	Excise & Taxation Inspector in Excise & Taxation Department. (BPS-15) (Minorities Quota)	03/2016 S.No.19	11 in all	Muhammad Rafi
-	-	10	-	-	09:00	04	Sub Engineer Civil in C&W Deptt. (BPS-11) (Minorities Quota)	04/2016 S.No.09	10 in all	Muhammad Rafi
-	-	-	11	-	09:00	03	Sub Accountant in Finance Department. (B-14) (Minority Quota)	05/2016 S.No.08	13 in all	Atlas Khan
-	-	-	-	12	09:00	02	Senior Scale Stenographer in Advocate General Office. (BPS-16)	01/2016 S.No.43	01 in all	Rizwan Ullah
-	-	-	-	12	10:00	02	Sub Engineer Civil in C&W Deptt. (BPS-11) (Women Quota)	04/2016 S.No.08	02 in all	Muhammad Rafi
15	16	-	-	-	09:00	02	Veterinary Officer (Health) in Livestock & Dairy Dev. Deptt. (Extension) (Women Quota) (B-17)	06/2016 S.No.02	12 dally Total = 24	Muhammad Rafi
-	-	17	18	-	09:00	02	Veterinary Officer (Health) in Livestock & Dairy Dev. Deptt. (Extension) (Disables Quota) (B-17)	06/2016 S.No.03	10 dally Total = 20	Muhammad Rafi
-	-	-	-	19	09:00	01	Photographer Cum-Cameraman in Info: Deptt. (BPS-12) (Male)	05/2016 S.No.24	05 in all	Rizwan Ullah
22	-	-	-	-	09:00	03	Veterinary Officer (Health) in Livestock & Dairy Dev. Deptt. (Minorities Quota) (BPS-17)	06/2016 S.No.04	03 in all	Muhammad Rafi
-	-	-	-	-	10:00	01	Junior Analyst in Environmental Protection Agency. (BPS-11)	06/2016 S.No.15	03 in all	Muhammad Iqbal
-	23	-	-	-	09:00	02	Computer Operator in Inspectorate of Prisons. (BPS-16) (Female Quota)	06/2016 S.No.18	10 in all	Rizwan Ullah
-	-	24	-	-	09:00	01	Computer Operator in Police Deptt. (BPS-16) (Female Quota)	06/2016 S.No.31	05 in all	Rizwan Ullah
-	-	-	25	26	09:00	03	Female Subject Specialist Statistics in Elementary & Secondary Edu: Deptt. (BPS-17)	01/2016 S.No.19	10 dally 06 on Friday Total = 16	Muhammad Aslam Mir
29	-	-	-	-	09:00	01	Female Subject Specialist History Cum Civics in Elementary & Secondary Edu: Deptt. (BPS-17)	01/2016 S.No.17	07 in all	Muhammad Aslam Mir
-	30	31	-	-	09:00	04	Female Subject Specialist Maths in E & S Edu: Deptt. (BPS-17)	01/2016 S.No.20	10 dally Total = 20	Muhammad Aslam Mir

BY ORDER OF CHAIRMAN

No. PSC/Int.DR/4749

Dated: 31.03.2017

Copy to the:-

- | | | | |
|--|--------------------------------------|---|------------------------------------|
| 1. Secretary, PSC. | 7. Computer Programmer, PSC. | 13. Private Secretary to Chairman, PSC. | 19. Statistical Investigator, PSC. |
| 2. Director Examinaton, PSC. | 8. Assistant Director (Admin.), PSC. | 14. All Private Secretaries to Members. | 20. Cashier, PSC. |
| 3. Senior Psychologist, PSC. | 9. Accounts Officer, PSC. | 15. All dealing Superintendents | 21. Notice Board, PSC. |
| 4. Deputy Director-I & II, PSC. | 10. Controller Secrecy, PSC. | 16. All dealing Assistants. | 22. Office Orders File. |
| 5. Psychologist, PSC. | 11. Controller Conduct, PSC. | 17. Librarian, PSC. | |
| 6. Assistant Director-I, II & Lit., PSC. | 12. Registrar Exam, PSC. | 18. Web Administrator, PSC. | |

Note:- i. No change in dates / programmes will be made without approval of Honorable Chairman, PSC.

ii. Concerned Assistants and Superintendents are directed to Issue the interview call letters to all eligible candidates, 15 days before the interview as per our Regulation 28(a) and no excuse will be accepted in this regard.

Sd/-
(GHULAM DASTAGIR AHMAD)
DIRECTOR RECRUITMENT



-51-

94

INTERVIEW PROGRAMME FOR THE MONTH OF JUNE, 2017

PANEL - I

(Prof: Muhammad Farooq Swati + Kamran Zeb Khan)

Member-I + Member-X

JUNE, 2017					Time	No. of Post(s)	Nomenclature of Post(s)	Advt. No.	Candidates	Dealing Suptt.
M	T	W	TH	F						
-	-	-	01	02	09:00	84	Dental Surgeons in Health Department. (BPS-17)	04/2016	12 daily 08 on Friday Total = 1290	Tanveer Musharraf
05	06	07	08	09						
12	13	14	15	16						
19	20	21	22	-						

(Continued)

PANEL - II

(Prof: Dr. Yar Muhammad Maghmoom + Hifz-ur-Rahman)

Member-II + Member-VII

JUNE, 2017					Time	No. of Post(s)	Nomenclature of Post(s)	Advt. No.	Candidates	Dealing Suptt.
M	T	W	TH	F						
-	-	-	01	02	09:00	05	Female Lecturer Chemistry in Higher Education Department. (BPS-17)	01/2016 S.No.28 (III)	11 daily 07 on Friday Total = 29	Masroof Gul
05	-	-	-	-						
-	06	07	08	-	09:00	06	Female Lecturer Urdu in Higher Education Department. (BPS-17)	01/2016 S.No.28 (xxiii)	11 daily Total = 34	
-	-	-	-	09	09:00	04	Female Lecturer Textile & Clothing in Higher Education Deptt. (BPS-17)	01/2016 S.No.28 (xxii)	01 in all	
-	-	-	-	-	10:00	01	Female Lecturer Computer Science in Higher Education Deptt. (BPS-17)	01/2016 S.No.28 (iv)	06 in all	
12	13	-	-	-	09:00	04	Female Lecturer Maths in Higher Education Department. (BPS-17)	01/2016 S.No.28 (xiv)	11 daily Total = 22	
-	-	14	15	-	09:00	04	Female Lecturer Psychology in Higher Education Deptt. (BPS-17)	01/2016 S.No.28 (xix)	12 daily Total = 23	
-	-	-	-	16	09:00	09	Female Lecturer English in Higher Education Department. (BPS-17)	01/2016 S.No.28 (vi)	12 daily 06 on Friday Total = 54	
19	20	21	22	-						

PANEL - III

(Muhammad Hamayun + Qudrat Ullah Khan)

Member-III + Member-VIII

JUNE, 2017					Time	No. of Post(s)	Nomenclature of Post(s)	Advt. No.	Candidates	Dealing Suptt.
M	T	W	TH	F						
-	-	-	01	02	09:00	84	Dental Surgeons in Health Department. (BPS-17)	04/2016	12 daily 08 on Friday Total = 1290	Tanveer Musharraf
05	06	07	08	09						
12	13	14	15	16						
19	20	21	22	-						

(Continued)

PANEL - IV

(Muhammad Ishfaq Khan + Prof: Dr. Rukhsana Javed)

Member-IV + Member-VI

JUNE, 2017					Time	No. of Post(s)	Nomenclature of Post(s)	Advt. No.	Candidates	Dealing Suptt.
M	T	W	TH	F						
-	-	-	01	02	09:00	20	Male Lecturer Economics in Higher Education Department. (BPS-17)	01/2016 S.No.25 (v)	12 daily 08 on Friday Total = 113	Masroof Gul
05	06	07	08	09						
12	13	14	-	-						
-	-	-	15	16	09:00	06	Male Lecturer Electronics in Higher Education Department. (BPS-17)	01/2016 S.No.25 (vi)	13 daily 08 on Friday Total = 34	
19	-	-	-	-						
-	20	21	22	-	09:00	07	Male Lecturer Urdu in Higher Education Department. (BPS-17)	01/2016 S.No.25 (xiii)	13 daily Total = 39	

PANEL - V
(Engineer Javaid Ihsan + Manzoor-ul-Haq)
Member-V + Member-IX

-52-



JUNE, 2017					Time	No. of Post(s)	Nomenclature of Post(s)	Advt. No.	Candidates	Dealing Suptt.
M	T	W	TH	F						
-	-	-	01	-	09:00	01	Assistant Director Labour In Labour Department. (BPS-17)	01/2016 S.No.44	05 in all	Atlas Khan
-	-	-	-	-	10:00	01	Planning Officer In Mines & Minerals Dev. Department. (BPS-17)	01/2016 S.No.46	05 in all	Atlas Khan
-	-	-	-	02	09:00	01	Assistant Director in CD, E & GAD Directorate. (Forest) (BPS-17)	01/2016 S.No.05	07 in all	Alamzeb
05	-	-	-	-	09:00	01	Assistant Director in Directorate of Culture (Sports Deptt) (BPS-17)	01/2016 S.No.48	05 in all	Muhammad Asim
-	-	-	-	-	10:30	01	Research Officer in Industries & Commerce Deptt. (BPS-17)	04/2016 S.No.42	05 in all	Atlas Khan
-	06	-	-	-	09:00	01	Transmission Engineer In Information Deptt. (BPS-17) (Male)	03/2016 S.No.36	09 in all	Rizwan Ullah
12	13	14	15	16	09:00	21	Veterinary Officer (Health) In Livestock & Dairy Development Department (Extension). (BPS-17)	04/2016 S.No.05	12 daily 06 on Friday Total = 108	Muhammad Rafi
19	20	21	22	-	09:00	03	Monitoring Inspector In E.P.A. (Environment Department.) (BPS-14)	01/2016 S.No.07	09 daily Total = 17	Alamzeb

BY ORDER OF CHAIRMAN

No. PSC/Int.DR/4754

Dated: 08.05.2017

Copy to the:-

- | | | | |
|--|--------------------------------------|---|------------------------------------|
| 1. Secretary, PSC. | 7. Computer Programmer, PSC. | 13. Private Secretary to Chairman, PSC. | 19. Statistical Investigator, PSC. |
| 2. Director Examination, PSC. | 8. Assistant Director (Admin.), PSC. | 14. All Private Secretaries to Members. | 20. Cashier, PSC. |
| 3. Senior Psychologist, PSC. | 9. Accounts Officer, PSC. | 15. All dealing Superintendents | 21. Notice Board, PSC. |
| 4. Deputy Director-I & II, PSC. | 10. Controller Secrecy, PSC. | 16. All dealing Assistants. | 22. Office Orders File. |
| 5. Psychologist, PSC. | 11. Controller Conduct, PSC. | 17. Librarian, PSC. | |
| 6. Assistant Director-I, II & Lit., PSC. | 12. Registrar Exam. PSC. | 18. Web Administrator, PSC. | |

Note:- I. No change in dates / programmes will be made without approval of Honorable Chairman, PSC.

II. Concerned Assistants and Superintendents are directed to issue the interview call letters to all eligible candidates, 15 days before the interview as per our Regulation 28(a) and no excuse will be accepted in this regard.

(GHULAM DASTAGIR AHMAD)
 DIRECTOR RECRUITMENT



-53-

98

INTERVIEW PROGRAMME FOR THE MONTH OF JULY, 2017

PANEL - I

(Prof: Muhammad Farooq Swati + Kamran Zeb Khan)

Member-I + Member- X

JULY, 2017					Time	No. of Post(s)	Nomenclature of Post(s)	Advt. No.	Candidates	Dealing Suppt.
M	T	W	TH	F						
03	04	05	06	07	09:00	84	Dental Surgeons In Health Department. (BPS-17)	04/2016	15 daily 10 on Friday Total = 1290	Tanveer Musharraf
10	11	12	13	14						
17	18	19	20	21						
24	25	26	27	28						
31	-	-	-	-						

PANEL - II

(Prof: Dr. Yar Muhammad Maghmoom + Hifz-ur-Rahman)

Member-II + Member-VII

JULY, 2017					Time	No. of Post(s)	Nomenclature of Post(s)	Advt. No.	Candidates	Dealing Suppt.
M	T	W	TH	F						
03					09:00	01	Male Assistant Professor English in Higher Education Deptt. (BPS-18)	04/2016 S.No.34(III)	06 in all	Musarrat Shah
					10:30	04	Female Lecturer Arts & Design in Higher Education Department. (B-17)	01/2016 S.No.28 (I)	06 in all	
-	04	-	-	-	09:00	03	Female Lecturer Islamiyat In Higher Education Department. (BPS-17)	01/2016 S.No.28 (xii)	17 in all	Masroof Gul
		05			09:00	01	Female Lecturer English in Higher Education Department (BPS-17) (Minorities Quota)	05/2016 S.No.16	06 in all	
					10:30	01	Female Lecturer Computer Science in Higher Education Department. (BPS-17) (Minorities Quota)	05/2016 S.No.15	06 in all	
-	-	-	06	-	09:00	02	Male Lecturer Information Technology in Higher Education Department. (BPS-17)	01/2016 S.No.25 (xi)	10 in all	
10	11	12	13	14	09:00	40	Male Lecturer English in Higher Education Department. (BPS-17)	01/2016 S.No.25(vii)	15 daily 10 on Friday Total = 230	
17	18	19	20	21						
24	25	26	27	28						
31	-	-	-	-						

PANEL - III

(Muhammad Hamayun + Qudrat Ullah Khan)

Member-III + Member- VIII

JULY, 2017					Time	No. of Post(s)	Nomenclature of Post(s)	Advt. No.	Candidates	Dealing Suppt.
M	T	W	TH	F						
03	04	05	06	07	09:00	84	Dental Surgeons In Health Department. (BPS-17)	04/2016	15 daily 10 on Friday Total = 1290	Tanveer Musharraf
10	11	12	13	14						
17	18	19	20	21						
24	25	26	27	28						
31	-	-	-	-						

PANEL - IV

(Muhammad Ishfaq Khan + Prof: Dr. Rukhsana Javed)

Member- IV + Member-VI

JULY, 2017					Time	No. of Post(s)	Nomenclature of Post(s)	Advt. No.	Candidates	Dealing Suppt.
M	T	W	TH	F						
03	04	05	06	07	09:00	24	Male Lecturer Zoology in Higher Education Department. (BPS-17)	01/2016 S.No.25 (xxlv)	15 daily 10 on Friday Total = 135	Masroof Gul
10	11	12	13	14						
17	-	-	-	-	09:00	03	Male Lecturer Sociology in Higher Education Department. (BPS-17)	01/2016 S.No.25 (xxi)	15 in all	
-	18	-	-	-	09:00	02	Male Lecturer Bio Informatics in Higher Education Deptt. (BPS-17)	01/2016 S.No.25 (ii)	10 in all	
-	-	19	20	21	09:00	21	Male Lecturer Botany in Higher Education Department. (BPS-17)	01/2016 S.No.25 (I)	15 daily 10 on Friday Total = 120	
24	25	26	27	28						
31	-	-	-	-						

PANEL - V
(Engineer Javaid Ihsan + Manzoor-ul-Haq)
Member-V + Member-IX

-54-

JULY, 2017					Time	No. of Post(s)	Nomenclature of Post(s)	Advt. No.	Candidates	Dealing Suptt.
M	T	W	TH	F						
03	-	-	-	-	09:00	03	Computer Operator in SBI Conservation (BPS-12)	01/2016 S.No.03	15 in all	Muhammad Rafi
-	04	05	06	07	09:00	09	Forest Ranger In the Office of Chief Conservator of Forests.(B-16) (Male)	01/2016 S.No.06	14 daily 08 on Friday Total = 50	Alam Zaib
10	11	-	-	-	09:00	06	Sub-Engineer Civil in C&W Department. (BPS-11)	03/2016 S.No.05	15 daily Total = 31	Muhammad Rafi
-	-	12	-	-	09:00	01	Computer Operator in Directorate of Prosecution. (B-12) (Female Quota)	04/2016 S.No.39	05 in all	Rizwan Ullah
-	-	-	-	-	10:00	01	Computer Operator In Prisons Deptt. (BPS-12)	04/2016 S.No.40	05 in all	Rizwan Ullah
-	-	-	13	-	09:00	01	Assistant in Botany Deptt. (B-17)	03/2016 S.No.01	05 in all	Muhammad Rafi
-	-	-	-	-	10:00	01	Librarian in Mines & Minerals Dev. Department. (BPS-16) (Male)	03/2016 S.No.44	05 in all	Atlas Khan
-	-	-	-	14	09:00	02	Office Assit. in Directorate of Higher Edu. (BPS-16) (Female Quota)	04/2016 S.No.36	11 in all	Musarrat Shah
15	-	-	-	-	09:00	01	Office Assistant in the Office of Chief Conservator of Wildlife (BPS-16)	03/2016 S.No.11	05 in all	Alam Zaib
-	-	-	-	-	10:00	01	Assistant in Khyber Pakhtunkhwa Service Tribunal. (BPS-16)	03/2016 S.No.56	06 in all	Alam Zaib
-	16	-	-	-	09:00	01	Assistant in Agriculture Engineering Wing (BPS-16)	04/2016 S.No.03	05 in all	Muhammad Rafi
-	-	-	-	-	10:00	01	Office Assistant in Pann Water Management (BPS-16)	04/2016 S.No.04	05 in all	Muhammad Rafi
-	-	-	-	-	11:00	01	Assistant in C&W Department. (BPS-16)	04/2016 S.No.11	05 in all	Muhammad Rafi
-	-	19	-	-	09:00	01	Office Assistant in Directorate of Archives & Libraries. (BPS-16)	04/2016 S.No.37	05 in all	Musarrat Shah
-	-	-	-	-	10:00	01	Preservation Assistant in Directorate of Archives & Libraries. (BPS-11)	04/2016 S.No.38	05 in all	Musarrat Shah
-	-	-	20	-	09:00	01	Office Assistant in Board of Revenue. (BPS-16)	06/2015 S.No.03	05 in all	Rizwan Ullah
-	-	-	-	-	10:00	01	Office Assistant in Police Deptt. (BPS-16) (Minorities Quota)	04/2016 S.No.46	05 in all	Rizwan Ullah
-	-	-	-	21	09:00	04	Office Assistant in Police Deptt. (BPS-16) (Female Quota)	04/2016 S.No.45	12 daily 08 on Friday Total = 20	Rizwan Ullah
24	-	-	-	-						
-	25	26	27	-	09:00	09	Sub-Engineer Civil In Irrigation Department. (BPS-11)	01/2016 S.No.42	16 daily Total = 47	Muhammad Rafi
-	-	-	-	28	09:00	01	Computer Operator in Establishment Deptt. (BPS-12) (Disabled Quota)	01/2016 S.No.13	06 in all	Rizwan Ullah
-	-	-	-	-	10:00	02	Computer Operator In Directorate of Higher Education. (BPS-12)	03/2016 S.No.33	10 in all	Musarrat Shah
31	-	-	-	-	09:00	03	Deputy Director Sports in Directorate of Sports (B-16)	03/2016 S.No.59	15 in all	Muhammad Rafi

BY ORDER OF CHAIRMAN

No. PSC/Int.DR/4832

Dated: 06.06.2017

Copy to the:-

- | | | | |
|---|-------------------------------------|---|------------------------------------|
| 1. Secretary, PSC. | 7. Computer Programmer, PSC. | 13. Private Secretary to Chairman, PSC. | 19. Statistical Investigator, PSC. |
| 2. Directress Examination, PSC. | 8. Assistant Director (Admin), PSC. | 14. All Private Secretaries to Members. | 20. Cashier, PSC. |
| 3. Senior Psychologist, PSC. | 9. Accounts Officer, PSC. | 15. All dealing Superintendents | 21. Notice Board, PSC. |
| 4. Deputy Director-I & II, PSC. | 10. Controller Secrecy, PSC. | 16. All dealing Assistants. | 22. Office Orders File. |
| 5. Psychologist, PSC. | 11. Controller Conduct, PSC. | 17. Librarian, PSC. | |
| 6. Assistant Director-I, II & LII, PSC. | 12. Registrar Exam, PSC. | 18. Web Administrator, PSC. | |

Note:- i. No change in dates / programmes will be made without approval of Honorable Chairman, PSC.

ii. Concerned Assistants and Superintendents are directed to issue the interview call letters to all eligible candidates, 15 days before the interview as per our Regulation 28(a) and no excuse will be accepted in this regard.

(GHULAM DASTAGIR AHMAD)
DIRECTOR RECRUITMENT



-55-

INTERVIEW PROGRAMME FOR THE MONTH OF AUGUST, 2017

PANEL - I

(Prof: Muhammad Farooq Swati + Prof: Dr. Rukhsana Javed)
Member-I + Member- V)

AUGUST, 2017					Time	No. of Post(s)	Nomenclature of Post(s)	Advt. No.	Candidates	Dealing Suptt.
M	T	W	TH	F						
-	01	-	-	-	09:00	03	Female Assistant Professor Law In Higher Education Department. (B-18)	02/2017 S.No.29	15 in all	Sajida Parveen
-	-	02	-	-	09:00	04	Female Assistant Professor Pak Study in Higher Education Department. (BPS-18)	02/2017 S.No.29	12 in all	
-	-	-	03	-	09:00	02	Female Assistant Professor Geography in Higher Education Department. (BPS-18)	02/2017 S.No.29	11 in all	
-	-	-	-	04	09:00	02	Female Assistant Professor Pashto in Higher Education Department. (BPS-18)	02/2017 S.No.29	12 in all	
07	-	-	-	-	09:00	02	Female Assistant Professor Psychology in Higher Education Department. (BPS-18)	02/2017 S.No.29	12 in all	
-	08	09	-	-	09:00	04	Female Assistant Professor Physics in Higher Education Department. (BPS-18)	02/2017 S.No.29	14 daily Total = 28	
-	-	-	10	11	09:00	05	Female Assistant Professor Statistics in Higher Education Department. (BPS-18)	02/2017 S.No.29	13 daily 09 on Friday Total = 22	
-	15	16	-	-	09:00	05	Female Assistant Professor History-Cum-Civics in Higher Education Department. (BPS-18)	02/2017 S.No.29	11 daily Total = 22	
-	-	-	17	18	09:00	04	Female Assistant Professor Political Science in Higher Education Department. (BPS-18)	02/2017 S.No.29	12 daily 08 on Friday Total = 32	
21	-	-	-	-	09:00	04	Female Assistant Professor Computer Science in Higher Education Department. (BPS-18)	02/2017 S.No.29	12 daily 08 on Friday Total = 40	
-	22	23	24	25	09:00	05	Female Assistant Professor Health & Physical Education in Higher Education Department. (B-18)	02/2017 S.No.29	12 daily Total = 24	
28	29	-	-	-	09:00	08	Female Assistant Professor Health & Physical Education in Higher Education Department. (B-18)	02/2017 S.No.29	12 daily Total = 24	

PANEL - II

(Prof: Dr. Yar Muhammad Maghmoom + Hifz-ur-Rahman)
Member-II + Member-VII

AUGUST, 2017					Time	No. of Post(s)	Nomenclature of Post(s)	Advt. No.	Candidates	Dealing Suptt.
M	T	W	TH	F						
-	01	02	03	04	09:00	36	Male Lecturer Chemistry in Higher Education Department. (BPS-17)	01/2016 S.No.25 (iv)	14 daily 08 on Friday Total = 214	Masroof Gul
07	08	09	10	11						
-	15	16	17	18						
21	22	23	24	-						
-	-	-	-	25	09:00	01	Librarian in Saidu Medical College, Swat. (BPS-16)	05/2013 S.No.11	15 daily 10 on Friday Total = 40	Rizwan Ullah
28	29	-	-	-	09:00	01	Librarian in Saidu Medical College, Swat. (BPS-16)	05/2013 S.No.11	15 daily 10 on Friday Total = 40	Rizwan Ullah

PANEL - III

(Muhammad Hamayun + Qudrat Ullah Khan)
Member-III + Member- VIII

AUGUST, 2017					Time	No. of Post(s)	Nomenclature of Post(s)	Advt. No.	Candidates	Dealing Suptt.
M	T	W	TH	F						
-	01	-	-	-	09:00	03	Pharmacists in Health Department. (BPS-17) (Women Quota)	03/2016 S.No.29	16 in all	Rizwan Ullah
-	-	02	03	04	09:00	28	Pharmacists in Health Department. (BPS-17) (General Quota)	03/2016 S.No.28	15 daily 10 on Friday Total = 155	
07	08	09	10	11						
-	15	16	17	-						
-	-	-	-	18	09:00	01	Chemist in Health Department. (BPS-17)	04/2016 S.No.31	05 in all	
-	-	-	-	-	10:00	01	Drug Inspectors in Health Deptt. (BPS-17) (Women Quota)	04/2016 S.No.30	05 in all	

The following conditions shall be applicable to the above mentioned staff members:-

1. The staff members shall be recruited on the basis of merit and shall be appointed on the basis of the following conditions:-

2. Staff members appointed on the basis of merit shall be recruited on the basis of the following conditions:-
3. Staff members appointed on the basis of merit shall be recruited on the basis of the following conditions:-
4. Staff members appointed on the basis of merit shall be recruited on the basis of the following conditions:-
5. Staff members appointed on the basis of merit shall be recruited on the basis of the following conditions:-

6. Any final proceedings against the professions are hereby withdrawn including against employees of Radio Pakistan.

Signed on 11 February 2021 by

Minister for Interior

[Signature]

Minister of State for Parliamentary Affairs

[Signature]

Minister for Defense

[Signature]

Minister for Health

[Signature]

Minister for Education

[Signature]

BETTER COPY OF THE PAGE NO. 56

Subject: Agreement with -----Salary increase

In pursuance of the directions invited by the Honorable Prime Minister a committee was constituted under the Minister for Defence, Interior and Parliamentary Affairs to deal with the issues of All Government Employees Grand Alliance (AGEGA) Pakistan along with traders of government organizations. The matter was raised in the Federal Cabinet and Finance Division was directed to change with the protesting employees to process the revision of pay package of Federal Government Employees. After due deliberations and a number of various negotiations with the 11 representatives of AGEGA (Annexure-I) following commitments are being made subjects as conformance of Law and Policy.

1. Disparity reduction allowance @ 25% of Basic pay of BPS - 2017 shall be allowed to those civil employees in BPS 1-19 of Federal Government (including employees of Federal Secretariat and attached departments) who never been allowed additional salary equal to or more than 100% of the basic pay (whether frozen or not) or performance allowances.
2. The posts from BPS 1-16 or equivalent will be upgraded on the pattern of Government of KPK.
3. The time-scale promotion will also be equivalent will be upgrade on the pattern in the next budget.
4. Ad Hoc relief will be considered to be made part of the basic salary w.e.f July, 2021.
5. The above package is also recommended to provinces for adoption from their own funds. This will also be included in the notification to be issued by the Federal Government.
6. Any legal proceedings against the protestors are hereby withdrawn inducing against employees of Radio Pakistan.

Singed on 11th February, 2021 by

Minister of Interior

Minister for Defence

Minister of State for parliamentary Affairs.

Islam ud Din	SD	Rahman Bajwa	SD
--------------	----	--------------	----

AA

-57- "M"

APPENDIX 'F' vide 3.1 (i)
Form for
Assistant and Clerks

RESTRICTED

GOVERNMENT OF KHYBER PAKHTUNKHWA

P.S.C. DEPARTMENT

PERFORMANCE EVALUATION REPORT

For the period from 1-1-2017 to 31-12-2017

PART-I

1. Name (in block letters) MUMTAZ ALI (a) Father Name P. HULAM HABIB
2. Designation Accountant
3. Date of Birth: 10-02-1975 (a) Qualification BA
4. Date of Entry into Government Service: 8-12-1994
5. Branches/Sections in which employed during the year, with period Recruitment

PART-II

A PERFORMANCE		A1	A	B	C	D
(1)	Reference, paging of notes correspondence			1		
(2)	Movement of files and record of suspense causes		1			
(3)	Keeping files and papers in tidy condition		1			
(4)	Promptness and accuracy in disposing of work.		1			
(B) PERSONAL TRAITS						
(5)	Intelligence			1		
(6)	Knowledge of procedure and regulations			1		
(7)	Punctuality			1		
(8)	Cooperation and tact			1		
(9)	Amenability to discipline			1		
(10)	Skill in drawing			1		

-58-

11. Integrity.

Assessment

- (I) Incorruptible
- (II) Reported to be corrupt
- (III) Believed to be corrupt, because of:
 - (a) Monetary consideration
 - (b) Other considerations
- (12) Knowledge of Typing / Computer YES NO
- (13) Trust worthiness in confidential and secret matters.
- (14) Any disciplinary action taken during the period under report.

PART-III

- | | By Reporting Officer | By Countersigning Officer |
|---|-------------------------------------|---------------------------|
| (a) Recommended for accelerated promotion. | <input type="checkbox"/> | <input type="checkbox"/> |
| (b) Fit for promotion. | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| (c) Recently promoted/appointed - consideration for promotion pre-mature. | <input type="checkbox"/> | <input type="checkbox"/> |
| (d) Not yet fit for promotion. | <input type="checkbox"/> | <input type="checkbox"/> |
| (e) Unfit for further promotion. | <input type="checkbox"/> | <input type="checkbox"/> |

PART-IV

General Assessment	By Reporting Officer	By Countersigning Officer
(I) Very Good		
(II) Good	<input checked="" type="checkbox"/>	
(III) Average		
(IV) Below Average		
(V) Poor		

His work and conduct during the year under report was good

Reporting Officer's Signature

[Signature]

Name (in Block Letters)

Muhammad Rizvi

Designation

Superintendent

Date

6/9/08

General Remarks by Higher Officers.

I agreed with reporting officer.

Countersigning Officer's Signature

[Signature]

Name (in Block Letters)

ABDUL LATIF

Designation

Assistant

Date

- 60 -

VAKALATNAMA
BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
PESHAWAR.

Service Appeal No. _____/2021

Mumtaz Ali KhanAppellant

V E R S U S

KP PSC & othersRespondent(s)

I, the undersigned, do hereby appoint and constitute,
FAZAL SHAH MOHMAND Advocate Supreme Court. To act, appear and plead in the above-mentioned matter and to withdraw or compromise the said matter or submit to arbitration any differences or dispute that shall arise touching or in any manner relating to the said matter and to receive money and grant receipts therefore and to do all other acts and things which may be necessary to be done for the progress and the course of the prosecution of the said matter.


1. To draft and sign files at necessary pleadings, applications, objections, affidavits or other documents as shall be deemed necessary and advisable for the prosecution of the said matter at all its stages.
2. To employ any other Legal Practitioner, authorizing him to exercise the power as conferred on the undersigned Advocate, wherever he may think fit to do so.

AND I hereby agree to ratify whatever the Advocate or his substitute shall do in the above matter. I also hereby agree not to hold the Advocate or his substitute responsible for the result of the said matter in consequence of his absence from the Court when the said matter is called up for hearing. I further hereby agree that in the event for the whole or any part of the fee to be paid to the Advocate remaining unpaid, he shall be entitled to withdraw from the above matter.

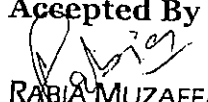
Received by me on 27-7-21


CLIENT(S)
Mumtaz Ali Khan

ACCEPTED BY:


FAZAL SHAH MOHMAND
ADVOCATE,
SUPREME COURT OF PAKISTAN.

&

Accepted By :

RABIA MUZAFFAR
ADVOCATE PESHAWAR

OFFICE:-Cantonment Plaza Flat 3/B Khyber Bazar Peshawar Cell# 0301 8804841
(Clerk) Cell# 03339214136

Email: - fazalshahmohmand@gmail.com.

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Service Appeal No. 4984/2021

Mumtaz Ali Khan Appellant

VERSUS

Khyber Pakhtunkhwa Public
Service Commission & others Respondents

INDEX

S.NO.	PARTICULARS	ANNEXURE	PAGE NO
1.	Joint Para-wise Comments of the Respondents		1-4
2.	Affidavit		5
3.	Copy of KP Government Servant (conduct) Rules, 1987	"A"	6-11
4.	Copy of Charge Sheet & Statement of Allegations	"B"	12-13
5.	Copy of Reply to Charge Sheet,	"C"	14-15
6.	Copy of Full Inquiry Report	"D"	16-226



**Senior Law Officer
Khyber Pakhtunkhwa
Public Service Commission Peshawar**

UMS89389202

Dated

25-10-2021

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Service Appeal No. 4984/2021

Mumtaz Ali Khan Appellant

VERSUS

**Khyber Pakhtunkhwa Public
Service Commission & others..... Respondents**

JOINT PARA WISE COMMENTS ON BEHALF OF (RESPONDENT NO.01, 02 & 03)

Respectfully Sheweth:

PRELIMINARY OBJECTIONS

1. That the appellant has rightly been awarded the punishment of compulsory retirement from service strictly in accordance with Khyber Pakhtunkhwa (Efficiency and Discipline) Rules, 2011.
2. That the appellant has got no locus standi or cause of action against the replying respondents.
3. That the appellant has not approached this Honorable Tribunal with clean hands.
4. That the appellant is estopped by his own conduct to file the instant appeal.
5. That no discrimination / injustice have been done to the appellant.
6. That the appeal is not based on facts, is unjustified and based on illegal demand against the lawful authority of the Commission.

ON FACTS

1. Correct to the extent that the appellant was appointed as Daftari in the Khyber Pakhtunkhwa Public Service Commission and subsequent promotions. However, the rest of the para is denied in view of the established misconduct and official delinquency.
2. That it is pertinent to mention that the appellant did not take any permission from the Competent Authority (Appointing Authority) while joining Association and violated Rule 32 of the Khyber Pakhtunkhwa Government Servant (Conduct) Rules, 1987 (Copy of Rules Annex-A).

3. That appellant's election as president was also void ab initio as he participated in the same election without prior permission of the competent authority (appointing authority). Therefore, his mentioned application was not entertainable per law.
4. Pertains to the record. However, refuting the allegations by the appellant is his misconception as his replies were found unsatisfactory by the competent authority. Charge Sheet, statement of allegations (**Annex-B**) and reply to Charge Sheet (**Annex-C**).
- 5-6. That the appellant was provided with each and every opportunity with respect to Inquiry proceedings and all codal formalities were fulfilled. Inquiry Report (**Annex-D**).
7. That all the allegations and charges were proved against the appellant and he deserved exemplary punishment but the Competent Authority took lenient view by ordering his retirement from service compulsorily.
8. That the departmental appeal was duly examined in light of the material available on record by the competent authority and was found unsatisfactory. It was therefore rejected.
9. The appellant is not an aggrieved person as the competent authority after complying with all the legal, codal and procedural formalities punished him in accordance with law.

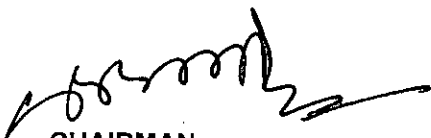
GROUND:


- A. Incorrect. Appellant was awarded punishment in light of the material available on record and per law on the issue, hence no illegality was committed.
- B. This Para, as framed, is vague. The allegedly violated provisions of law and rules have not been mentioned. Through a properly appointed inquiry committee and properly conducted proceedings the appellant was found guilty of misconduct for habitually absenting himself from duty, violation of Khyber Pakhtunkhwa Government Servants Conduct Rules and participation in APCA meetings / processions without the approval of the Competent Authority (Record already annexed).

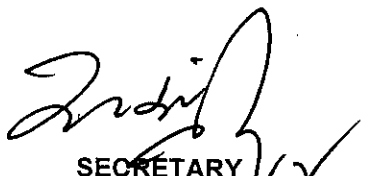
- C. Incorrect. A proper inquiry was conducted and the appellant was found guilty. He availed every opportunity to defend himself before the committee. The Inquiry report is a proof to the fact and is further proved from his reply to show cause notice and appearance before the Inquiry Committee.
- D. Incorrect. The appellant was awarded the punishment by the competent authority on the basis of charges proved against him beyond any shadow of doubt. So far the case of Ex-President APCA is concerned, he too was proceeded against strictly in accordance with the law. Threatening to the appellant by the Administration of Khyber Pakhtunkhwa Public Service Commission is denied, being not proved.
- E. Incorrect. The entire evidence so collected and available on the record, proved the appellant as guilty beyond any shadow of doubt as he joined the APCA (All Pakistan Clerks Association) without prior approval of the Competent Authority. Similarly his absentees is also proved from the available record.
- F. Incorrect. The appellant joined APCA (All Pakistan Clerks Association) and its procession at Abbottabad without the prior approval of the Competent Authority and this allegation proved against with documentary evidence. Moreover, the referred agreement is neither relating to Khyber Pakhtunkhwa Public Service Commission nor binding on the replying respondents.
- G. Incorrect. The final Inquiry Report and its findings supplant former ACRs / PERs of the appellant as his delinquency has been clearly established on the strength of ocular and documentary evidence.
- H. Incorrect. Disciplinary proceedings against the appellant were conducted strictly in accordance with the prescribed procedure by giving all opportunity of hearing to the appellant available to him under the law.
- I. Incorrect. Appellant was afforded opportunity of personal hearing on his request on 26.02.2021, wherein he failed to provide anything new in his defense to the Competent Authority.
- J. Incorrect. Charge of misconduct has been duly proved against the appellant.

- K. Incorrect. The misconduct of the Appellant proved against him as per available record. He is compulsorily retired from service and certainly he is entitled to the perks and privileges available to a government servant under the law.
- L. The appellant being not aggrieved person may not be allowed to raise any further grounds before this August Tribunal.

It is therefore humbly prayed, that on acceptance of this reply / submissions made herein above, the instant appeal may kindly be dismissed.

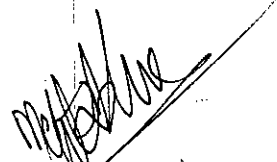
Jay

 CHAIRMAN
 KHYBER PAKHTUNKHWA
 PUBLIC SERVICE COMMISSION
 PESHAWAR
 (RESPONDENT NO.01)


 SECRETARY
 KHYBER PAKHTUNKHWA
 PUBLIC SERVICE COMMISSION
 PESHAWAR
 (RESPONDENT NO.02)


 SECRETARY
 ESTABLISHMENT DEPARTMENT
 KHYBER PAKHTUNKHWA
 PESHAWAR
 (RESPONDENT NO.03)

AFFIDAVIT

Stated on oath that the contents of this Para wise comments are true and correct & nothing has been concealed from this Honorable tribunal.

DEPONENT

**MEHTAB GUL
LAW OFFICER
KP PUBLIC SERVICE COMMISSION
PESHAWAR
CNIC:17301-1972107-9
MOBILE: 0332-9920894**

(6)

Annex - A

The ¹[Khyber Pakhtunkhwa] Government Servants (Conduct) Rules, 1987.

1. **Short title and commencement.** (1) These rules may be called the ²[Khyber Pakhtunkhwa] Government Servants (Conduct) Rules, 1987.³

(2) They shall come into force at once.

2. **Extent of application:-** These rules apply to every person, whether on duty or on leave within or without the ⁴[Khyber Pakhtunkhwa] serving in connection with the affairs of the ⁵[Khyber Pakhtunkhwa], including the employees of the Provincial Government deputed to serve under the Federal Government or with a statutory Corporation or with a non-Government employer, but excluding:-

- (a) members of an All-Pakistan Service serving in connection with the affairs of the Province;
- (b) employees of the Federal Government or other authority deputed temporarily to serve under the Provincial Government; and
- (c) holders of such posts in connection with the affairs of the ⁶[Khyber Pakhtunkhwa] as the Provincial Government may, by a notification in the official Gazette, specify in this behalf.

3. **Definitions:-** (1) In these rules, unless there is anything repugnant in the subject or context;

- (a) "Government" or "Provincial Government" means the Government of the ⁷[Khyber Pakhtunkhwa];
- (b) "Government Servant" means a person to whom these rules apply;
- (c) "member of a Government Servant's family" includes:-
 - (i) his wife, children and step children, parents, sisters and minor brothers, residing with and wholly dependent upon the Government Servant; and
 - (ii) any other relative of the Government servant or his wife when residing with and wholly dependent upon him; but does not include a wife legally separated from the Government servant or a child or step-child who is no longer in anyway dependent upon him, of whose custody the Government servant has been deprived by law;

¹ Substituted vide Khyber Pakhtunkhwa Act No. IV of 2011.

² Substituted vide Khyber Pakhtunkhwa Act No. IV of 2011.

³ Published in the Khyber Pakhtunkhwa Government Gazette, Extraordinary, dated 10.2.88.

⁴ Substituted vide Khyber Pakhtunkhwa Act No. IV of 2011.

⁵ Substituted vide Khyber Pakhtunkhwa Act No. IV of 2011.

⁶ Substituted vide Khyber Pakhtunkhwa Act No. IV of 2011.

⁷ Substituted vide Khyber Pakhtunkhwa Act No. IV of 2011.

- (d) "Province" means the ⁸[Khyber Pakhtunkhwa].
- (2) Reference to a wife in clause(c) sub-rule (i) shall be construed as reference to the husband where the Government servant is a woman.

4. **Repeal:-** The West Pakistan Government Servants (Conduct) Rules, 1966, are hereby repealed, but such repeal shall not affect anything duly done or suffered under those rules.

⁹4A **No Government Servant shall-**

- (a) accept or obtain or agree to accept or attempt to obtain from any person for himself or for any other person, any gratification (other than legal remuneration) as a motive or reward such as is mentioned in section 161 of the Pakistan Penal Code; or
- (b) do or forbear to do any official act or show or forbear to show, in the exercise of his official functions, favour or disfavour to any person or render or attempt to render any service or disservice to any person, in violation or contravention of any provision of any law for the time being in force, or of rules made under Article 119 or 139 of the Constitution of the Islamic Republic of Pakistan, or the ¹⁰[Khyber Pakhtunkhwa] Civil Servants Act, 1973 or any other law for the time being in force, including the ¹¹[Khyber Pakhtunkhwa] Government Rules of Business, 1985 in a manner which may appear to facilitate acceptance or obtaining or agreeing to accept or attempting to obtain from any person for himself or for any other person any gratification, whatsoever, other than the legal remuneration, as a motive or reward; or
- (c) accept or obtain or agree to accept or attempt to obtain for himself or for any other person, any valuable thing without consideration or for a consideration which he knows to be inadequate, from any person whom he knows to have been, or to be likely to be, concerned in any proceedings or business transacted or about to be transacted by him, or having any connection with the official functions of himself or of any Government servant to whom he is subordinate, or from any person whom he knows to be interested in or related to the person so concerned; or
- (d) misappropriate, dishonestly or fraudulently, or otherwise convert for his own use or for the use of any other person any property entrusted to him or under his control as a Government servant or willfully allow any other person to do so; or
- (e) obtain, by corrupt, dishonest, improper or illegal means, or seek for himself or for any other person, any property, valuable thing, pecuniary advantage or undue favour; or
- (f) possess, directly or through his dependents or benamidars, any movable or immovable property or pecuniary resources, disproportionate to his known sources of income, which he cannot reasonably account for".

⁸ Substituted vide Khyber Pakhtunkhwa Act No. IV of 2011.

⁹ Rule 4A inserted by Notification No.SOR.II(S&GAD)5(2)/79(C), dated 27.1.1997.

¹⁰ Substituted vide Khyber Pakhtunkhwa Act No. IV of 2011.

¹¹ Substituted vide Khyber Pakhtunkhwa Act No. IV of 2011.

8

(4) No Government servant shall allow any member of his family dependent on him to indulge in any political activity, including forming a political association and being its member, or to act in a manner in which he himself is not permitted by sub-rule(3) to act.

(5) A Government servant who issues an address to electors or in any other manner publicly announces himself or allows himself to be publicly announced as a candidate or prospective candidate for election to a legislative body shall be deemed for the purpose of sub-rule(3) to have taken part in an election to such body.

(6) The provisions of sub-rule(3) and (5) shall, so far as may be, apply to elections to local authorities or bodies, save in respect of Government servants required or permitted by or under any law or order of Government, for the time being in force, to be candidates at such election.

(7) If any question arises whether any movement or activity falls within the scope of this rule, the decision of Government thereon shall be final.

28. Propagation of Sectarian Creeds, etc:- No Government servant shall propagate such sectarian creeds or take part in such sectarian controversies or indulge in such sectarian partiality and favouritism as are likely to affect his integrity in the discharge of his duties or to embarrass the administration or create feelings of discontent or displeasure amongst the Government servants in particular and amongst the people in general.

29. Government servants not to express views against the ideology of Pakistan:- No Government servant shall express views detrimental to the ideology or integrity of Pakistan.

30. Nepotism, favouritism and victimization, etc:- No Government servant shall indulge in provincialism, parochialism, nepotism, favouritism, victimization or willful abuse of office.

31. Vindication by Government servants of their public acts or character:- (1) A Government servant shall not, without the previous sanction of Government have recourse to any Court or to the press for the vindication of his public acts or character from defamatory attacks. When Government grants sanction to a Government servant to have recourse to a court, Government will ordinarily bear the cost of the proceedings, but may leave the Government servant to institute them at his own expense. In the latter case, if he obtains a decision in his favour, Government may reimburse him to the extent of the whole or any part of the cost.

(2) Nothing in this rule limits or otherwise affects the right of a Government servant to vindicate his private acts or character.

32. Membership of service Association:- (1) No Government servant shall be a member, representative of office bearer of any association representing or purporting to represent Government servants, unless such association satisfies the following conditions, namely:-

- (a) Membership of the Association and its office bearers shall consist of persons in one and the same "functional unit" and if there is no such functional unit, it may be formed by persons borne on a specific single cadre in or under a Department;
- (b) Office-bearers of the Association shall be elected from amongst members of the Association actually serving. Persons who have retired or have been dismissed or removed from service shall cease to be members of such Association;

- (c) The Association shall neither affiliate nor associate with any other body or Association belonging to any other cadre;
- (d) The Association shall confine its representations to matters of general interest of Government servants whom it represents and shall not involve itself in individual cases of its members. Also the office bearers and members of the Association shall not participate in the activities of the Association at the cost of their official duties;
- (e) The Association shall not engage in any activity or pursue a course of action which its members are individually prohibited to engage in or pursue under these rules or the instructions issued by Government, from time to time, concerning conduct of Government servant and service discipline;
- (f) The Association shall not, in respect of any election to legislative body, or to a local authority or body, whether in Pakistan or elsewhere-
 - (i) pay or contribute towards any expenses incurred in connection with the candidature for such election.
 - (ii) support in any manner the candidature of any person for such election; or
 - (iii) undertake or assist in the registration of a candidate for such election;
- (g) The Association, shall not-
 - (i) issue or maintain any periodical publication except in accordance with any general or special order of Government; and
 - (ii) publish, except with the previous sanction of Government, any representation on behalf of its members, whether in the press or otherwise;
- (h) The Association shall get its bye-laws or rules approved by the Appointing Authority, who may at any time require any modification therein or propose rules or bye-laws, in a particular manner; and
 - (i) the Association shall submit annual statement of its accounts and lists of its members and office bearers to the Appointing Authority. Such statement and lists shall be submitted before 1st September every year;
 - (ii) the Association shall not represent or purport to represent Government servants unless it is recognized by the competent authority;
 - (iii) the appointing authority in respect of a cadre shall be the authority competent to recognize the Association of that cadre;

Provided that where the cadre consists of higher and lower grades, the authority competent to recognize the Association shall be the appointing authority in respect of the highest post in the cadre;

- (iv) a Government servant who deals with the Association of a particular cadre and is also member of that cadre shall not become office bearer of such Association nor shall he take part in any activity of the Association;
- (v) Government in its discretion may withdraw recognition of an Association, if in its opinion, such Association has violated any of the conditions of recognition.

33. Restriction on acceptance of membership of certain association:- No Government servant shall accept membership of any association or organization whose aims and objects, nature of activities and memberships are not publicly known.

34. Use of political or other influence:- No Government servant shall bring or attempt to bring political or other outside influence directly or indirectly, to bear on Government or any Government servant in support of any claim arising in connection with his employment as such.

35. Approaching Foreign Mission and Aid-Giving Agencies:- (1) No Government servant shall approach, directly or indirectly a Foreign Mission in Pakistan or any foreign aid-giving agency in Pakistan or abroad to secure for himself invitations to visit a foreign country or to elicit offers of training facilities abroad.

- (2) Government servants should exercise great caution and restraint in the matter of social contacts with members of foreign missions working in Pakistan. They should also avoid casual remarks and observations on official matters in social gathering where foreigners are present.
- (3) Officials of the level of Additional Secretary and below should not receive officials of foreign missions, except with the express permission of the Secretary.
- (4) Government Servants are prohibited from contacting or making direct approaches to foreign missions in Pakistan in connection with their private business. All such approaches should be made through proper channel i.e through Chief of Protocol of the Ministry of Foreign Affairs.
- (5) Invitations extended by Foreign Missions on the occasions of their National days to officers below the status of Secretaries may be accepted after obtaining permission from the Chief Secretary.
- (6) The participation of officers below the status of Secretary in private functions arranged by foreign diplomats should generally be discouraged. Secretaries and officers of equivalent status, will, however, do so with prior approval of the Chief Secretary
- (7) Repeated and frequent attendance by officers at private functions held by the same foreign diplomat must be avoided.
- (8) As a general rule, only those officers who come into official contact with the foreign diplomat concerned should accept invitations.

36. Delegation of powers:- Government may, by general or special order, delegate to any officer or authority subordinate to it all or any of its powers under these rules and may, by such



order, prescribe the channel through which reports shall be made to Government and the officers the receipt by whom such reports shall be regarded as receipts of the reports by Government within the meaning of these rules.

37. Rules not to be in derogation of any law etc:-Nothing in these rules shall derogate from the provisions of any law, or of any order of any competent authority, for the time being in force, relating to the conduct of Government servants.



Annex-B

12

KHYBER PAKHTUNKHWA PUBLIC SERVICE COMMISSION

CHARGE SHEET

I, Fareeha Paul, Secretary Khyber Pakhtunkhwa Public Service Commission, Competent Authority, hereby charge you, **Mr. Mumtaz Ali, Assistant (BPS-16)** Khyber Pakhtunkhwa Public Service Commission as follows:-

2. That you, while working as Assistant Khyber Pakhtunkhwa Public Service Commission committed the following irregularities:-

- a) You violated Khyber Pakhtunkhwa Government Servants (Conduct) Rules, as adopted by the KP Public Service Commission and participated in APCA activities/demonstrations without permission of the competent authority.
- b) You participated in APCA meeting/ procession in Abbottabad and left station on 03.09.2020 without approval of competent authority.
- c) Your attendance record through the biometric machine indicates that you remained absent during the year 2017, 2018, 2019 whereas in the year 2020 (till March when the biometric attendance was discontinued due to Corona lockdown) you marked your attendance only ten times.
- d) Misconduct.

3. By reasons of the above, you appear to be guilty of misconduct, habitually absenting from duty and leaving station without prior approval of competent authority as provided under Rule 3 (a), (c),(d) & (e) of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011 and have rendered yourself liable to all or any of the penalties specified in Section-4 of the rules ibid.

4. You are, therefore, required to submit your written defence within seven (07) days of the receipt of this charge sheet to the Inquiry Committee.

5. Your written defence, if any, should reach the Inquiry Officer within the specified period, failing which it shall be presumed that you have no defence to put in and in that case ex-parte action shall be taken against you.

6. You must also intimate whether you desire to be heard in person or otherwise.

7. A statement of allegations is enclosed.

(FAREEHA PAUL)
SECRETARY PSC
COMPETENT AUTHORITY


13

KHYBER PAKHTUNKHWA PUBLIC SERVICE COMMISSIONDISCIPLINARY ACTION

1. I, Fareeha Paul, Secretary Khyber Pakhtunkhwa Public Service Commission as Competent Authority, am of the opinion that Mr. Mumtaz Ali, Assistant (BPS-16), Khyber Pakhtunkhwa PSC, has rendered himself liable to be proceeded against as he committed the following acts of omissions/commission within the meaning of Section-3 of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011.

STATEMENT OF ALLEGATIONS

- a) He violated Khyber Pakhtunkhwa Government Servants (Conduct) Rules as adopted by the KP Public Service Commission and participated in APCA activities/demonstrations without permission of the competent authority.
 - b) He participated in APCA meeting/ procession in Abbottabad and left station on 03.09.2020 without approval of competent authority.
 - c) His attendance record through the biometric machine indicates that he remained absent during the year 2017, 2018, 2019 whereas in the year 2020 (till March when the biometric attendance was discontinued due to Corona lockdown) he marked his attendance only ten times.
 - d) Misconduct.
2. For the purpose of inquiry against the said accused with regard to the above allegations an inquiry committee comprising Mr. Ghulam Dastagir Ahmed Director Examinations and Mr Abdul Latif Controller Examination is appointed under the provisions of Rule 10 (1) (a) of Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011.
3. The Inquiry Committee shall, in accordance with the provisions of the rules *ibid*, provide reasonable opportunity of hearing to the accused, record his findings and make within thirty (30) days of the receipt of this order, recommendations as to the punishment or other appropriate action against the accused.
4. The accused official as well as conversant representative of the department shall join the proceedings on the date, time and place fixed by the Inquiry Officer.


 (FAREEHA PAUL)
 SECRETARY PSC
 COMPETENT AUTHORITY

Annex-C

(14)

**Before the Honorable Members Inquiry Committee Khyber
Pakhtunkhwa, Public Service Commission,
Peshawar.**



Subject: **REPLY TO CHARGE SHEET.**

R/Sir,

Kindly refer to the charge sheet issued to me on 15.10.2020 on the allegations mentioned therein, in this connection it is submitted:-

1. That allegations leveled against me are totally false, baseless and unfounded and are aimed at keeping me under constant pressure not only for the satisfaction of ego but also keeping me away from legal welfare activities of the clerk community.
2. That presently I am the provisional president of the All Pakistan Clerk Association (APCA) which was formed and did registered in the year 1987. The Association carries out its activities / struggle within the domain of Laws besides constitution of the land.
3. That in order to malign, an inquiry was ordered in impersonation case held in December 2018 against two persons / candidates namely Hazrat Noor and Arif Wazir, the undersigned was also summand for recording his statement and consequently department inquiry was ordered against me by issuing the Charge Sheet on 19.07.2019. After submitting reply to Charge Sheet the inquiry was filed however, I was transferred from Account Section to Admin Section vide office order dated 13.10.2020 (copy of inquiry report, Charge Sheet and order dated 13.10.2020 are enclosed as Annexure A, B and C respectively).
4. That consequent to the record note of meeting dated 31.01.2020 under the Chairmanship of the Secretary Public Service Commission with the undersigned, the undersigned submitted application for permission on dated 09.10.2020 (copy of record note and application are enclosed as Annexure D and E).
5. That in spite of this, Charge Sheet has been issued to me 15.10.2020 on the same very allegation besides some other unfounded allegations (copy of Charge Sheet dated 15.10.2020 is enclosed as Annexure F).
6. That the allegations mentioned at Serial No A & B of the Charge Sheet are false and unfounded, as the Association carried out its activities within the framework of constitution and law of the land which fact is proved from the agreement dated 09.11.2018 reached at between the then the Chairman Public Service Commission, the Secretary Public Service Commission and then President of APCA (copy of agreement dated 09.02.2020 is enclosed as Annexure G).
7. That the allegation of participation in APCA meeting procession in Abbottabad on dated 03.10.2020 is also false because on the said date it was holiday being Saturday and the undersigned was never present in Abbottabad on the said very day.

1/10
22/10

8. That the allegations of absence during 2017, 2018 and 2019 are concerned, the same is also false and baseless because I duly marked the biometric machine by attendance and in the attendance register also which fact can even be verified. There are many officials who have marked sometimes biometric machine and sometimes remain unattended. Furthermore, initiating action against me on the alleged absence of 2017, 2018 & 2019 after three / four years speaks of anything but not fair and bonafide. It is pertinent to note that the incumbent competent Authority / Secretary PSC has been posted on her post in November 2018 but till date the undersigned were never proceeded allegation of absence.
9. That so far the charge of misconduct concerned, the same is denied as I did nothing that would amount to misconduct, the undersigned was proceeded on the same very charges earlier by the Secretary and proceeding me against on the same very charges is anything but not fair and bonafide. My good conduct may kindly be verified from Admin Section.
10. That since the undersigned is performing his duties since 1994 with unblemished service record having 26 years of spotless service carrier.

It is therefore, requested that the departmental proceeding may kindly be filed and I may be acquitted of the charges leveled against me.

Yours faithfully,



Mumtaz Ali
Assistant
Khyber Pakhtunkhwa
Public Service Commission

Dated:21.10.2020

1

16
Annex-D

ENQUIRY REPORT

Subject: - **ENQUIRY INTO THE CHARGES/ALLEGATION LEVELLED AGAINST MR.MUMTAZ ALI ASSISTANT KP PSC IN THE CHARGE SHEET.**

The Secretary KP PSC constituted a committee comprising the following vide Office Order No.KP/PSC/Admn 010482 dated 15.10.2020 (Annex-I):-

1. Mr. Ghulam Dastagir Director Examination KP PSC..
2. M.rAbdul Latif Controller Examinations now Accounts Officer KP PSC.

02- First meeting of the Committee was held on 06.01.2021 at 11:30 am in the Office of Director Examination Khyber Pakhtunkhwa KP PSC The accused Mr. Mumtaz Ali Assistant KP PSC, Mr.Sher Ajmal Assistant Director KP PSC, Mr. Fazal Qayyum Assistant Director KP PSC and Mr.Muhammad Aslam Superintendent KP PSC were asked to appear before the inquiry Committee on 07/01/2021. (Annex-II) The above Officers and accused Mr. Mumtaz Ali KP PSC attended the proceeding. They were asked to record their statement and reply to the questionnaire. The Director Recruitment KP PSC was asked to provide attendance record of Mr.Mumtaz Ali Assistant KP PSC for the year 2017, January 2018 to July 2018 and August 2019 to October 2019 (Annex-III). The accused was also called for personal hearing on 14/01/2021.

STATEMENT OF MR. SHER AJMAL ASSISTANT DIRECTOR KP PSC

03- In his statement at Annex-IV, Mr. Sher Ajmal Assistant Director KP PSC stated that Mr. Mumtaz Ali Assistant KP PSC has worked with him from 11.9.2018 to 29.07/2019. In the branch attendance register his name is mentioned in which he made attendance. No complaint about absentee of Mr. Mumtaz Assistant KP PSC was reported by the Branch. In accordance with the rules maintenance of attendance register is the responsibility of Branch Superintendent. In the attendance register he marked his attendance. Photo copies of attendance register from August 2018 to July 2019 wherein the accused has marked his attendance at Annex-V.

STATEMENT OF MR. FAZAL QAYYUM ASSISTANT DIRECTOR KP PSC.

04- In his statement at Annex-VI, Mr Fazal Qayyum Assistant KP PSC stated that being in charge of the concerned Branch he cannot comment on bio metric machine report about 04 years absentees of Mr. Mumtaz Ali Assistant KP PSC as the bio metric machine is within the domain of Administration Wing. Over all he is satisfied from his attendance. Mostly he was present in the Office He does not know about the absentee of Mr. Mumtaz Ali Assistant KP PSC. He always treated him like other staff. He attended Office regularly. As he was not noticed as absent that was why he did not report against his absence. In the year 2017 remarks were given in the ACR of Mr. Mumtaz Ali that he is fit for promotion and also needs further improvement.

STATEMENT OF MR.MUHAMMAD ASLAM SUPERINTENDENT KP PSC.

05- In his statement at Annex-VII, Mr, Muhammad Aslam Superintendent stated that according to his knowledge Mr.Mumtaz Ali Assistant KP PSC was present in the Branch during the period and worked with him as subordinate. According to his knowledge he was present. The Branch attendance was maintained either by the Branch or it was maintained by the Director Recruitment KP PSC himself. Attendance was marked with the Director Recruitment KP PSC. At that time the transfer of staff members of Recruitment

R

wing were constantly made. During Corona lock down he mostly performed duty with him.

STATEMENT OF MR. ILYAS SHAH DIRECTOR RECRUITMENT KP PSC

06- In his statement at **Annex-VIII** Mr. Ilyas Shah Director Recruitment KP PSC stated that Mr. Mumtaz Ali Assistant KP PSC was almost present during the year i.e 2017, January 2018 to July 2018 and August 2019 to October 2019 and M/S Kausar Ali, Muhammad Rafi and Mr. Abdul Latif AD were his seniors. Attendance Register of that period could not be traced in Branches.

STATEMENT OF ACCUSED MR. MUMTAZ ALI ASSISTANT KP PSC

07- In his statement at (**Annex-IX**), Mr, Mumtaz Ali Assistant KP PSC stated that a meeting with regard to Association was conducted with Secretary KP PSC and Deputy Director Admn KP PSC on 31.01/2020. Secretary KP PSC directed him to prepare a memorandum within three to four months for reorganization of the Association. Due to corona pandemic all the offices were closed on 22/03/2020. When the Offices were re-opened on 09/10/2020 he submitted an application to Secretary KP PSC for permission on 09/10/2020 (**Annex-X**). In pursuance of such application he was issued charge sheet on 15/10/2020. In the charge sheet an allegation about participation in APCA activities/demonstrations on 03/09/2020 at Abbottabad without permission of the competent authority has been leveled against him. He did not attend APCA activities at Abbottabad on 03/09/2020 or 03/10/2020. He was present at Peshawar. It is an allegation only against him. As he is a Clerk and Clerk Association has a plate form which makes efforts for protection of the rights of clerk's community. Therefore on 24/09/2020 opposite to press club and on 6th October 2020 at Islamabad he participated in the processions of clerk association. The Government was accordingly intimated through news paper that all the Government Servants will record peaceful protest. After recording protest the administration of the Government did not take any action against the Association, Moreover, under supervision of Deputy Secretary Provincial Assembly Khyber Pakhtunkhwa the reservations of Government Servants were also removed. He was present in the Office with effect from 2017 to 2020. He always marked his attendance through bio metric machine. In the attendance register he also mark attendance like other staff. His 60 % attendance is available in the record of biometric machine while the remaining attendance which had been left due to break down of electricity. As the Office was closed in the month of March 2020 and he was transferred from Recruitment Section KP PSC to Accounts Section KP PSC on 24/08/2020 and thereafter his attendance is available in the attendance register of Accounts Section Khyber Pakhtunkhwa Public Service Commission.

FINDINGS:-

8. From the foregoing the enquiry committee arrived at the following conclusion: -

- a) Regarding participation of the accused Official namely Mr. Mumtaz Ali Assistant KP PSC in APCA activities, the evidence in shape of pictures at **Annex-XI** provided by the Administration Wing shows that the accused Official has participated in the APCA activities/demonstration. He could not produce any proof with regard to not participation in APCA activities/demonstration. Therefore, the charge of allegation is proved.
- b) The evidence in shape of pictures at **Annexure-XII** provided by the Administration Wing of KP PSC shows that the accused participated in APCA activities/demonstration at Abbottabad on

R.

03/09/2020 but he refused to accept the allegation. However, he could not provide any proof against the allegation regarding his presence at Peshawar on 03/09/2020 and absence in APCA activities at Abbottabad. Moreover, in the Attendance register he has also not marked his attendance on 03/09/2020 (**Annexure-XIII**). The accused Official has also himself accepted about his participation in the APCA activities/demonstration opposite to Peshawar Press club and at Islamabad on 24/10/2020 and 6th October 2020 respectively. He could not provide any proof about getting permission of the competent authority for participation in APCA activities/demonstration. Therefore, the charge with regard to participation of accused in APCA activities/demonstration without permission of the competent authority stands proved.

- c) Regarding attendance of the accused Official in Recruitment Wing the immediate Supervisors/Officers of the accused gave positive report. They provided attendance record of the accused for the period i.e. from August 2018 to July 2019 wherein he marked attendance. Photo copies of attendance for the said period are at **Page-45-63**. They also provided two attendance register maintained by the section under the Supervision of Deputy Director I and II. The attendance register maintained under supervision of DD-II indicated his attendance from 29th October 2019 to 21st January 2020. The attendance register maintained under supervision of DD-I indicating his attendance from 22nd January 2020 to 18th March 2020 and thereafter the Offices were closed due to corona lock down. The Recruitment Wing could not provide the remaining attendance record of the accused for the year 2017 to July 2018 and August 2019 to 28th October 2019. The attendance of Mr. Mumtaz Ali Assistant KP PSC was verified by the Director Recruitment KP PSC stating that he almost remained present during the year i.e. 2017, January 2018 to July 2018 and August 2019 to October 2019. However, he could not provide documentary proof of his attendance.

Moreover, in the statement the accused has stated that he marked 60% attendance through bio metric machine, but he failed to provide any proof about his attendance through bio metric machine. As per report of the bio metric machine provided by the Administration Wing he made attendance through bio metric machine only on 27/01/2020, 28/01/2020, 29/01/2020, 06, 07, 10, 11, 13, 14 and 17/02/2020. As per attendance record and statement of the accused he relinquished the charge of his duties of the Recruitment Wing on 24/08/2020 and taken over the charge in Accounts Section KP PSC on 04/09/2020. He has not marked his attendance from 25/08/2020 to 03/09/2020. In the attendance record of Accounts Section he marked attendance from 4th September 2020 to 14th October 2020 regularly and after that he was transferred to Administration Wing. As per attendance record of Accounts Section Mr. Mumtaz Ali Assistant KP PSC was on leave on 11th, 25th September 2020, 2nd, 6th and 7th October 2020. There is no complaint or report about absence of the accused on the record.

Though the Recruitment Wing Officers gave positive statement regarding attendance of the accused in Recruitment Wing, however, they failed to produce attendance register of the

19/2019 - 21/1/2020
DD - II

22/1/2020 - 18/3/20
DD - I

R

period for the period i.e. 2017, January 2018 to July 2018 and August 2019 to 28th October 2019. Therefore, attendance of the accused of that period could not be verified. Moreover, the bio metric attendance record shows that the accused has not marked his attendance through bio metric machine for a long period. Therefore, the charge is partially proved to the extent that he did not marked his attendance through bio metric machine and attendance registers for the entire period could not be produced before the enquiry committee.

d) As charges at (a) and (b) have been proved and (C) partially proved, therefore, the charge of misconduct also stands proved.

RECOMMENDATIONS:-

9. Keeping in view the statements and evidence on record, the competent authority may decide the case as deemed appropriate.

P
23/2/2021
(Abdul Latif)
Accounts Officer
Member of the I.C.

Ghulam Dastagir Ahmed
(Ghulam Dastagir Ahmed)
Director Recruitment
Chairman of the I.C.



20

KHYBER PAKHTUNKHWA PUBLIC SERVICE COMMISSION

CHARGE SHEET

I, Fareeha Paul, Secretary Khyber Pakhtunkhwa Public Service Commission, Competent Authority, hereby charge you, **Mr. Mumtaz Ali, Assistant (BPS-16)** Khyber Pakhtunkhwa Public Service Commission as follows:-

2. That you, while working as Assistant Khyber Pakhtunkhwa Public Service Commission committed the following irregularities:-

- a) You violated Khyber Pakhtunkhwa Government Servants (Conduct) Rules, as adopted by the KP Public Service Commission and participated in APCA activities/demonstrations without permission of the competent authority.
- b) You participated in APCA meeting/ procession in Abbottabad and left station on 03.04.2020 without approval of competent authority.
- c) Your attendance record through the biometric machine indicates that you remained absent during the year 2017, 2018, 2019 whereas in the year 2020 (till March when the biometric attendance was discontinued due to Corona lockdown) you marked your attendance only ten times.
- d) Misconduct.

3. By reasons of the above, you appear to be guilty of misconduct, habitually absenting from duty and leaving station without prior approval of competent authority as provided under Rule 3 (a), (c),(d) & (e) of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011 and have rendered yourself liable to all or any of the penalties specified in Section-4 of the rules ibid.

4. You are, therefore, required to submit your written defence within seven (07) days of the receipt of this charge sheet to the Inquiry Committee.

5. Your written defence, if any, should reach the Inquiry Officer within the specified period, failing which it shall be presumed that you have no defence to put in and in that case ex-parte action shall be taken against you.

6. You must also intimate whether you desire to be heard in person or otherwise.

7. A statement of allegations is enclosed.

**(FAREEHA PAUL)
SECRETARY PSC
COMPETENT AUTHORITY**

KHYBER PAKHTUNKHWA PUBLIC SERVICE COMMISSION

DISCIPLINARY ACTION

1. I, Fareeha Paul, Secretary Khyber Pakhtunkhwa Public Service Commission as Competent Authority, am of the opinion that **Mr. Mumtaz Ali, Assistant (BPS-16)**, Khyber Pakhtunkhwa PSC, has rendered himself liable to be proceeded against as he committed the following acts of omissions/commission within the meaning of Section-3 of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011.

STATEMENT OF ALLEGATIONS

- a) He violated Khyber Pakhtunkhwa Government Servants (Conduct) Rules as adopted by the KP Public Service Commission and participated in APCA activities/demonstrations without permission of the competent authority.
 - b) He participated in APCA meeting/ procession in Abbottabad and left station on 03/09/2020 without approval of competent authority.
 - c) His attendance record through the biometric machine indicates that he remained absent during the year 2017, 2018, 2019 whereas in the year 2020 (till March when the biometric attendance was discontinued due to Corona lockdown) he marked his attendance only ten times.
 - d) Misconduct.
2. For the purpose of inquiry against the said accused with regard to the above allegations an inquiry committee comprising **Mr. Ghulam Dastagir Ahmed Director Examinations and Mr Abdul Latif Controller Examination** is appointed under the provisions of Rule 10 (1) (a) of Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011.
 3. The Inquiry Committee shall, in accordance with the provisions of the rules ibid, provide reasonable opportunity of hearing to the accused, record his findings and make within thirty (30) days of the receipt of this order, recommendations as to the punishment or other appropriate action against the accused.
 4. The accused official as well as conversant representative of the department shall join the proceedings on the date, time and place fixed by the Inquiry Officer.



**(FAREEHA PAUL)
SECRETARY PSC
COMPETENT AUTHORITY**

22

No.KP/PSC/Admn/

010482

Dated: 15-10-2020

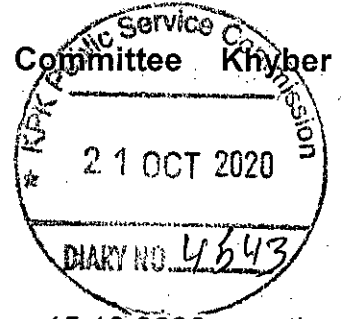
A copy of above is forwarded to:-

1. **The Director Examinations and Controller Examination (Conduct),** Khyber Pakhtunkhwa Public Service Commission for initiating proceedings against the accused under Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011.
2. **Mr. Mumtaz Ali, Assistant,** Khyber Pakhtunkhwa Public Service Commission with the directions to appear before Inquiry Committee, on the date, time and place fixed by Inquiry Committee, for the purpose of inquiry proceedings.
3. **Mr. Kashif Adnan Assistant Admn Branch,** Khyber Pakhtunkhwa Public Service Commission with the direction to assist the inquiry committee during the inquiry proceedings and provide the relevant record.

ASSISTANT DIRECTOR (ADMN)

(23)

Before the Honorable Members Inquiry Committee Khyber
Pakhtunkhwa, Public Service Commission,
Peshawar.



Subject: REPLY TO CHARGE SHEET.

R/Sir,

Kindly refer to the charge sheet issued to me on 15.10.2020 on the allegations mentioned therein, in this connection it is submitted:-

1. That allegations leveled against me are totally false, baseless and unfounded and are aimed at keeping me under constant pressure not only for the satisfaction of ego but also keeping me away from legal welfare activities of the clerk community.
2. That presently I am the provisional president of the All Pakistan Clerk Association (APCA) which was formed and did registered in the year 1987. The Association carries out its activities / struggle within the domain of Laws besides constitution of the land.
3. That in order to malign, an inquiry was ordered in impersonation case held in December 2018 against two persons / candidates namely Hazrat Noor and Arif Wazir, the undersigned was also summand for recording his statement and consequently department inquiry was ordered against me by issuing the Charge Sheet on 19.07.2019. After submitting reply to Charge Sheet the inquiry was filed however, I was transferred from Account Section to Admin Section vide office order dated 13.10.2020 (copy of inquiry report, Charge Sheet and order dated 13.10.2020 are enclosed as Annexure A, B and C respectively).
4. That consequent to the record note of meeting dated 31.01.2020 under the Chairmanship of the Secretary Public Service Commission with the undersigned, the undersigned submitted application for permission on dated 09.10.2020 (copy of record note and application are enclosed as Annexure D and E).
5. That in spite of this, Charge Sheet has been issued to me 15.10.2020 on the same very allegation besides some other unfounded allegations (copy of Charge Sheet dated 15.10.2020 is enclosed as Annexure F).
6. That the allegations mentioned at Serial No A & B of the Charge Sheet are false and unfounded, as the Association carried out its activities within the framework of constitution and law of the land which fact is proved from the agreement dated 09.11.2018 reached at between the then the Chairman Public Service Commission, the Secretary Public Service Commission and then President of APCA (copy of agreement dated 09.02.2020 is enclosed as Annexure G).
7. That the allegation of participation in APCA meeting procession in Abbottabad on dated 03.10.2020 is also false because on the said date it was holiday being Saturday and the undersigned was never present in Abbottabad on the said very day.

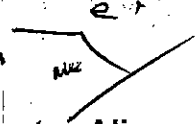
1/10
22/10

24

8. That the allegations of absence during 2017, 2018 and 2019 are concerned, the same is also false and baseless because I duly marked the biometric machine by attendance and in the attendance register also which fact can even be verified. There are many officials who have marked sometimes biometric machine and sometimes remain unattended. Furthermore, initiating action against me on the alleged absence of 2017, 2018 & 2019 after three / four years speaks of anything but not fair and bonafide. It is pertinent to note that the incumbent competent Authority / Secretary PSC has been posted on her post in November 2018 but till date the undersigned were never proceeded allegation of absence.
9. That so far the charge of misconduct concerned, the same is denied as I did nothing that would amount to misconduct, the undersigned was proceeded on the same very charges earlier by the Secretary and proceeding me against on the same very charges is anything but not fair and bonafide. My good conduct may kindly be verified from Admin Section.
10. That since the undersigned is performing his duties since 1994 with unblemished service record having 26 years of spotless service carrier.

It is therefore, requested that the departmental proceeding may kindly be filed and I may be acquitted of the charges leveled against me.

Yours faithfully,



Mumtaz Ali
Assistant
Khyber Pakhtunkhwa
Public Service Commission

Dated:21.10.2020

INQUIRY REPORT

25

Subject: IMPERSONATION IN THE COMPETITIVE EXAMINATION HELD FOR THE POST OF TEHSILDAR/NAIB TEHSILDAR FROM 04 TO 08 DECEMBER 2018

The Competent Authority was pleased to constitute an Inquiry Committee comprising the following Members of Khyber Pakhtunkhwa Public Service Commission vide No.KP/PSC/Admn/FF-602/000184 dated 02-01-2019:-

- i) Mr.Qudratullah Khan Member-VI Chairman
- ii) Mr.Manzoor ul Haq Member-VII Member

2. TORs of the Inquiry Committee shall be as under:-

- i) To probe into impersonation committed by Mr. Hazrat Noor S/O Jannat Noor Roll No.1700 (candidate) and Mr Arif Wazir S/O Ahmad Khan Wazir (impersonator) during Competitive Examination held from 04-12-2018 to 08-12-2018 for the post of Tehsildar/Naib Tehsildar in Board of Revenue advertised vide Khyber Pakhtunkhwa Public Service Commission Advertisement No.01/2018 & 02/2018.

3. BRIEF HISTORY

The PSC conducted competitive examination for the post of Tehsildar/Naib Tehsildar from 4 to 8 December 2018. During the English paper in the examination centre at Government Higher Secondary School No.3 Peshawar Cantt, on the first day, the Supervisory Staff noticed that the photograph furnished to the PSC by a candidate, Hazrat Noor S/O Jannat Noor, Roll No.1700, and affixed on the attendance sheet was not that of the candidate concerned (**Annexure-I**). This person taking the paper as Hazrat Noor, when questioned, identified himself as Arif Wazir. He gave a written statement admitting his appearing in the exam in place of Hazrat Noor. He was handed over to the Police where he identified himself as Syed Anwar. An FIR No. 412 dated 04-12-2018 u/s 419-420-468-471-109 was registered against him and his accomplice Mr Hazrat Noor at Police Station Gulberg Peshawar (**Annexure-II**). The case has been challaned to the Court.

4. PROCEEDINGS

The Inquiry Committee held its proceedings on 23 January, 04 and 12 February, 11 and 19 March and 18 April, 2019. The officials on duty in the examination centre and the accused persons were called to appear before

[Handwritten signature]

(26)

the Inquiry Committee. All except the candidate, Hazrat Noor, complied the instructions. Hazrat Noor was sent letters on his known address (**Annexure-III**) and was also called on telephone by Mr Kashif Adnan, Assistant of PSC (**Annexure-IV**). He managed to return the registered post undelivered and disowned the Cell No.0333-9333292 he had given in his application forms. He had applied to the PSC a number of times (**Annexure-V**). Later he managed to send a letter to the PSC/Committee through a lawyer conveying that the case was sub-judice and the Inquiry Committee should not proceed in it (**Annexure-VI**). The Committee consulted the Legal Advisor PSC who opined as under:

“ In light of Establishment Department letter No.SOR(S&GAD) 5-(29)/86(kc) dated 08.01.1990, Departmental Inquiry and Judicial Proceeding can run parallel to each other against the accused/official”.

Hence the Inquiry Committee proceeded with the inquiry accordingly.

5. Mr Rizwanullah, Deputy Director PSC

Appearing before the committee on 23-01-2019, Mr Rizwanullah, Deputy Director, said that he was deputed as inspection supervisor to three examination centres including GHSS No.3 Peshawar Cantt. While he was in the examination hall in GHS Salwan, Mr Rafiullah, Naib Qasid, informed him on phone about the incident. He rushed to the examination hall where Syed Anwar had been appearing in place of Hazrat Noor. When asked the accused did not produce his original CNIC. He instead produced the photocopy of an Identity Card bearing his photo and the particulars of Hazrat Noor. The accused recorded his statement and was handed over to the police. Statement of Inspection Supervisor is at **Annexure-VII**.

6. Mr Abdul Saeed, Principal GHSS No.3 Peshawar Cantt.

Mr Abdul Saeed, Supervisor, appeared before the Inquiry Committee on 04-02-2019. He stated that while inspecting the exam hall he checked the Identity Card of the person sitting for Roll No.1700. It looked different from the usual Identity Card (copy at **Annexure-VIII**). On checking he found the photograph of the Identity Card different from the photograph provided to the PSC with the application form. He took a photo of the accused so as to preserve the proof and handed him over to the Police. His statement is at **Annexure-IX**.

In his written statement Syed Anwar, the accused has recorded his name as Arif Wazir S/O Ahmad Khan Wazir. His statement reads as “ I hereby confessed that I was deceived by my friend Hazrat Noor who requested me

to kindly appear for one of the paper of English of Tehsildar exam. He further told me that he has taken Mr Mumtaz of KPPSC into confidence. Hence I came into the examination hall. I am apologized for mistake and I will never repeat this mistake". The statement is at Annexure-X.

7. Mr Kausar Ali, Superintendent PSC

Mr Kausar Ali appeared before the Inquiry Committee on 12-02-2019. He stated that he was on duty as Deputy Supervisor at the examination centre at GHS No.3 Peshawar on 04 April 2019. When taking attendance he asked the person appearing as candidate in place of Hazrat Noor to show his Identity Card, who produced a duplicate NIC wherein the photo did not tally with that of the attendance sheet. This led him to suspect the person. He handed him over to the Principal of the School who was the Supervisor of the examination hall for further action. Statement of Deputy Supervisor at Annexure-XI.

8. Syed Anwar (Accused Impersonator)

Syed Anwar who is an employee of the Information Department Khyber Pakhtunkhwa, at first did not appear before the Committee. When a letter No. KP/PSC/Admn/GF-590/004967 dated 06-03-2019 was issued to the Director General Information Department (Annexure-XII) requesting him to direct Syed Anwar to attend the inquiry proceedings, then he appeared before the Inquiry Committee on 11-03-2019. He stated that he accompanied Hazrat Noor on his request to the examination hall to boost his morale. On the way to the hall Arif Wazir also got into their car. Hazrat Noor had however informed him two days earlier that he had spoken to Mumtaz Khan, an official of the PSC, who would help him in impersonation against a payment of Rs.1,50,000/- per paper. Thus he asked Syed Anwar to appear in the examination in his place who declined. Then Hazrat Noor asked Arif Wazir who agreed to do so. The three reached the examination hall. Arif wazir went inside the hall and the other two stayed outside. Arif Wazir came out after a short while and then Syed Anwar requested the staff on duty to give Hazrat Noor a chance. Arif Wazir disappeared from the scene in the mean time. The staff impounded Syed Anwar and asked him to produce Arif Wazir and Hazrat Noor otherwise they would not let him go. He called Hazrat Noor on phone but he chose not to come back. The staff handed him (Syed Anwar) over to the Police. The picture taken by the Superintendent in the examination hall confirmed Syed Anwar was taking paper in the hall (Annexure-XIII). Moreover, the Deputy Supervisor identified him before the Inquiry Committee. Syed Anwar further stated that Mumtaz Khan came to him with the request not to mention his name to the Inquiry Committee. After two three days they met at Pishtakhara chowk and Mumtaz repeated the request. Mumtaz Khan came to him again and spoke to him on telephone the day he was appearing before the

(28)

Inquiry Committee. He asked him not to appear before the committee. Syed Anwar did not oblige Mumtaz Khan. He provided telephone No. 0331-4488388 on which Mumtaz had called him that day that is on 11th March, 2019. His statement is at **Annexure-XIV**.

9. Mumtaz Khan (Assistant PSC)

Mumtaz Khan appeared before the Inquiry committee on 23-01-2019. He said that he was on duty at GHS NO.2 Peshawar City. He learned that some individual appearing in the exam in another hall had accused him of having struck a deal with him to help him in impersonation. He denied the allegation of striking a deal with Hazrat Noor. He also denied having any contact with both the accused persons. His statement is at **Annexure-XV**. Mumtaz Khan appeared again when Syed Anwar appeared before the Committee on 11th March 2019. This time he said that he had gone to the Police station after learning from a colleague in the office that an arrested person had blamed him for allowing him to appear in place of a candidate namely Hazrat Noor for a payment of Rs.1,50,000/-. According to Mumtaz Khan the accused mentioned his name so as to save their skin. He met both Mr Hazrat Noor and Syed Anwar and asked them as to why they had misused his name. He asked them to appear before the Inquiry Committee and tell the truth. He did not mention these facts in his first statement. He said he wanted to disclose this information on an appropriate time. He apologized for holding back the information. His statement is at **Annexure-XVI**.

10. Atlas Khan(Superintendent PSC)

Atlas Khan appeared before the Inquiry Committee on 24-04-2019. Syed Anwar had accused Mumtaz Khan of calling him on phone in an effort to refrain him from appearing before the Inquiry Committee. He furnished the phone No.0331-4488388 from where he received a call the same day. The number was located. It belongs to Mr Atlas Khan, Superintendent PSC. When inquired Mr Atlas Khan stated that the SIM was in use of his son, Muhammad Arif. His statement is at **Annexure-XVII**.

11. Muhammad Arif

Muhammad Arif, the son of Atlas Khan, appeared before the Committee on 26-04-2019. He denied having ever lent his phone to Mumtaz Khan. He claimed that he was away for Tableegh in Lahore on the said date. His statement is at **Annexure-XVIII**.

Arif

12. FINDINGS

(29)

Examining the statements of all those appeared before the Inquiry Committee, hearing and cross examinations, the Inquiry Committee reached the conclusion that the act of impersonation has taken place. The statements recorded by the staff supervising the examination hall are without any ambiguity. The Inquiry Committee's findings are given as under:

a) Hazrat Noor did not appear before the Committee. Had the impersonation not aborted, he would have been the beneficiary in the case. He managed to return the letters sent to him undelivered, attended once a phone call made by Kashif Adnan, Assistant of PSC and despite promising to attend the inquiry proceedings, chose not to appear before the Committee. He did not attend the phone calls made by the Assistant afterwards. He also arranged a letter from a lawyer asking the Committee not to proceed in the matter as the case was sub-judice.

b) Hazrat Noor applied for the post of Tehsildar/Naib Tehsildar and did not appear in the examination. If there was a genuine reason for his absence, he would not have refrained from appearing before the Inquiry Committee and telling the truth.

c) Syed Anwar, an employee of Information Department, Government of Khyber Pakhtunkhwa, was present in the examination hall, as supported by the statements of Supervisory staff, including Hall Incharge Principal of GHSS No.3 Peshawar Cantt. He had posed himself as Arif Wazir. An FIR No.412 u/s 419-420-468-471-109 dated 04-12-2018 was registered in Police Station at Gulberg Peshawar against the accused persons.

d) As far as the role of Mumtaz Khan is concerned, he has made two statements. He initially denied having any contacts with Hazrat Noor and Syed Anwar. But in his second statement he admitted having met them and once visited the Police Station to meet Syed Anwar who was then in Police custody. Syed Anwar has accused him of collusion with Hazrat Noor and has levelled allegations against Mumtaz Khan for accepting of Rs.1,50,000/- per paper as gratification from Hazrat Noor and trying to stop the two accused from appearing before the Committee. The accused, Hazrat Noor, who is said to have struck a deal with Mumtaz Khan did not appear before the Committee. Syed Anwar said he had received a call from Mumtaz Khan mobile No. 0331-4488388 at 10.36am on 4th April. The snapshot is at **Annexure-IXX**.



30

Mumtaz Khan denied having called him at that time. The Committee traced the owner of the mobile sim, namely Atlas Khan Superintendent, PSC. He appeared before the Committee on 24-04-2019 and admitted the ownership of the mobile sim. But he said that the sim was under the use of his son Muhammad Arif. His son Muhammad Arif appeared on 26-04-2019 before the Inquiry Committee and stated that he was away for Tableegh from 05-02-2019 to 17-03-2019 and no one else has used his mobile phone during this period.

e) Keeping in view the above proceedings, no evidence was produced against Mumtaz Khan except the statement of Syed Anwar which has created doubt about his role.

13. RECOMMENDATIONS

i) Keeping in view the facts and statements of all concerned, the Inquiry Committee is of the view that both the persons, namely Hazrat Noor and Syed Anwar are held guilty of illegal act of impersonation. In this regard an FIR has been registered against them at Police Station, Gulberg Peshawar and criminal proceedings are under way. The Competent Authority may impose suitable penalty/punishments as provided in PSC Regulation 18 against Hazrat Noor and Syed Anwar.

ii) Since Syed Anwar is an employee of the Information Department Government of Khyber Pakhtunkhwa, the Commission may inform his parent department for action as deemed appropriate.

iii) The Competent Authority may order departmental inquiry against Mumtaz Khan, Assistant PSC to ascertain his involvement in the case.



31

KHYBER PAKHTUNKHWA PUBLIC SERVICE COMMISSION

CHARGE SHEET

1. I, Fareeha Paul, Secretary Khyber Pakhtunkhwa Public Service Commission, Competent Authority, hereby charge you, **Mr. Mumtaz Ali Khan Assistant**, Khyber Pakhtunkhwa Public Service Commission as follows:-

That you, while working as Assistant Khyber Pakhtunkhwa Public Service Commission committed the following irregularities:-

- a) You were involved in impersonation case of Hazrat Noor and Syed Anwar in Competitive Examination held w.e.f. 4th to 8th December, 2018 for the posts of Tehsildar / Naib Tehsildar in Revenue & Estate Department and Zakat, Usher, Social Welfare, Special Education & Women Empowerment Department advertised vide Commission's Adv. No.01 & 02/2018 respectively.
- b) Misconduct.
- c) Corruption.


2. By reasons of the above, you appear to be guilty of misconduct and corruption under section 3 (b) and (c) of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011 and have rendered yourself liable to all or any of the penalties specified in Section-4 of the rules ibid.

3. You are, therefore, required to submit your written defence within seven (07) days of the receipt of this charge sheet to the Inquiry Committee.

4. Your written defence, if any, should reach the Inquiry Committee within the specified period, failing which it shall be presumed that you have no defence to put in and in that case ex-parte action shall be taken against you.

5. You must also intimate whether you desire to be heard in person or otherwise.

6. A statement of allegations is enclosed.


(FARIEHA PAUL)
SECRETARY PSC
(COMPETENT AUTHORITY)

32


KHYBER PAKHTUNKHWA PUBLIC SERVICE COMMISSION

DISCIPLINARY ACTION

1. I, Fareeha Paul, Secretary Khyber Pakhtunkhwa Public Service Commission as Competent Authority, am of the opinion that **Mr. Mumtaz Ali Khan Assistant**, Khyber Pakhtunkhwa PSC, has rendered himself liable to be proceeded against as he committed the following acts of omissions/commission within the meaning of Section-3 of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011.

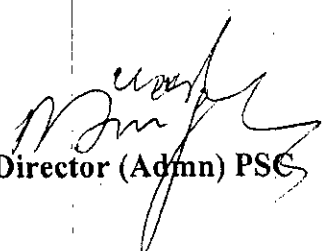
STATEMENT OF ALLEGATIONS

- a) He was involved in impersonation case of Hazrat Noor and Syed Anwar in Competitive Examination held w.e.f. 4th to 8th December, 2018 for the posts of Tehsildar / Naib Tehsildar in Revenue & Estate Department and Zakat, Usher, Social Welfare, Special Education & Women Empowerment Department advertised vide Commission's Adv. No.01 & 02/2018 respectively.
- b) Misconduct.
- c) Corruption.
2. For the purpose of inquiry against the said accused with regard to the above allegations an Inquiry committee consisting of the following officers is constituted under Rule 10(1)(a) of Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011.
- i. **Muhammad Saeed Deputy Director PSC**
- ii. **Muhammad Arshad Controller Examination (Secrecy) PSC**
3. The Inquiry committee shall, in accordance with the provisions of the rules ibid, provide reasonable opportunity of hearing to the accused, record its findings and make within thirty (30) days of the receipt of this order, recommendations as to the punishment or other appropriate action against the accused.
4. The accused official as well as conversant representative of the department shall join the proceedings on the date, time and place fixed by the Inquiry Committee.


(FAREEHA PAUL)
SECRETARY PSC
(COMPETENT AUTHORITY)

A copy of above is forwarded to:-

1. Mr. Muhammad Roshad Controller Exam Khyber Pakhtunkhwa Public Service Commission for initiating proceedings against the accused under Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011.
2. ✓ Mr. **Mumtaz Ali Khan Assistant**, Khyber Pakhtunkhwa Public Service Commission with the directions to appear before Inquiry Committee, on the date, time and place fixed by Inquiry Committee, for the purpose of inquiry proceedings.
3. Mr. **Kashif Adnan Assistant Admn Branch**, Khyber Pakhtunkhwa Public Service Commission with the direction to assist the inquiry officer during the inquiry proceedings and provide the relevant record.


Assistant Director (Admn) PSC



KHYBER PAKHTUNKHWA PUBLIC SERVICE COMMISSION

OFFICE ORDER

The following postings / transfers are hereby ordered in the office of Khyber Pakhtunkhwa Public Service Commission in the public interest with immediate effect:-

S#	NAME & DESIGNATION	FROM	TO
1.	Mr. Atlas Khan Superintendent	Recruitment Wing	Report to Admn Section.
2.	Mr. Mumtaz Ali Khan Assistant	Accounts Section	Report to Admn Section.
3.	Mr. Ehsan Zaheer Junior Clerk	Newly Appointed	Accounts Section

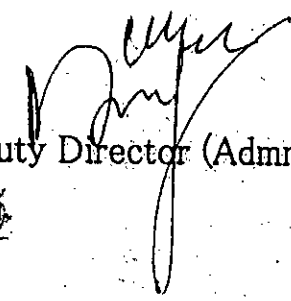
-Sd/-
Secretary PSC

No. KP/PSC/Admn/FF-602/ 010334

Dated: 13 /10/2020

Copy to:-

1. The Director Recruitment, Khyber Pakhtunkhwa PSC.
2. PS to Chairman, Khyber Pakhtunkhwa PSC.
3. PS to Secretary, Khyber Pakhtunkhwa PSC.
4. Personal file of the officials.
5. Office Order file.
6. Master file.


Deputy Director (Admn)



[The main body of the document is almost entirely obscured by heavy black noise and grain, rendering the text illegible. Only faint, ghostly impressions of text are visible through the noise.]

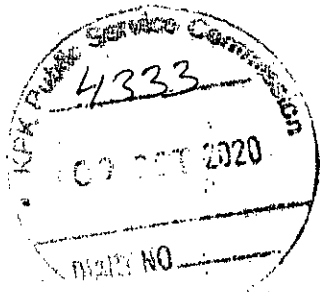
(36)

بخدمت جناب سیکرٹری خیبر پختونخوا پبلک سروس کمیشن پشاور

عنوان:- اجازت نامہ و یونٹ بحالی

گزارش کی جاتی ہے، کہ جب 2012 میں دفتر ہذا میں کلرکس برادری کی تنظیم سازی کی گئی تو سائل کو شو آف ہینڈ کے ذریعے تنظیم کا جنرل سیکرٹری منتخب کیا گیا۔ اور اسی طرح سائل دفتری امور کے ساتھ ساتھ تنظیم کا کام بھی خوش اسلوبی سے سرانجام دیتا رہا جب 2015 میں ضلعی سطح پر الیکشن کا اعلان ہو گیا تو ہماری پینل نے پورے ضلع میں واضح برتری حاصل کر کے سائل کو ضلع کی سطح پر تنظیم کا معاون خصوصی مقرر کر دیا گیا اور 2018 میں سائل کو تنظیم کا ضلعی صدر پشاور مقرر کر دیا گیا سائل اپنے دفتری ڈیوٹی کے ساتھ ساتھ برادری کو درپیش مسائل کو حکومت وقت اور افسران بالا کیساتھ گفت و شنید اور خط و کتابت کے ذریعے حل کراتا رہا لیکن 2019 میں پبلک سروس کمیشن انتظامیہ کی طرف سے دفتر کی یونٹ کو ختم کر دیا گیا جو کہ تا حال ختم ہے۔ جب 2020 میں تنظیم کی صوبائی صدر کی خالی نشست پر مجلس عاملہ کی اجلاس بلائی گئی تو سائل کو مجلس عاملہ نے متفقہ طور پر صوبائی صدر منتخب کر دیا گیا۔

سائل استدعا کرتا ہے، کہ بطور صوبائی صدر تنظیم مجھے آئین و قانون کے دائرے اختیار میں رہتے ہوئے کام کرنے کی اجازت اور یونٹ کی فعالی کا حکم صادر فرمادیں جس کے لئے سائل تاحیات آپ کے لئے دعا گو رہے گا۔



العارض

ممتاز علی خان

اسٹنٹ دفتر ہذا



37

KHYBER PAKHTUNKHWA PUBLIC SERVICE COMMISSION

CHARGE SHEET

1. Fareeha Paul, Secretary, Khyber Pakhtunkhwa Public Service Commission, Competent Authority, hereby charge you, **Mr. Mumtaz Ali, Assistant (BPS-16)** Khyber Pakhtunkhwa Public Service Commission as follows:-

2. That you, while working as Assistant Khyber Pakhtunkhwa Public Service Commission committed the following irregularities:-

- a) You violated Khyber Pakhtunkhwa Government Servants (Conduct) Rules, as adopted by the KP Public Service Commission and participated in APCA activities/demonstrations without permission of the competent authority.
- b) You participated in APCA meeting/ procession in Abbottabad and left station on 03.10.2020 without approval of competent authority.
- c) Your attendance record through the biometric machine indicates that you remained absent during the year 2017, 2018, 2019 whereas in the year 2020 (till March when the biometric attendance was discontinued due to Corona lockdown) you marked your attendance only ten times.
- d) Misconduct.


3. By reasons of the above, you appear to be guilty of misconduct, habitually absenting from duty and leaving station without prior approval of competent authority as provided under Rule 3 (a), (c), (d) & (e) of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011 and have rendered yourself liable to all or any of the penalties specified in Section-4 of the rules ibid.

4. You are, therefore, required to submit your written defence within seven (07) days of the receipt of this charge sheet to the Inquiry Committee.

5. Your written defence, if any, should reach the Inquiry Officer within the specified period, failing which it shall be presumed that you have no defence to put in and in that case ex-parte action shall be taken against you.

6. You must also intimate whether you desire to be heard in person or otherwise.

7. A statement of allegations is enclosed.


(FAREEHA PAUL)
SECRETARY PSC
COMPETENT AUTHORITY

(38)

37

KHYBER PAKHTUNKHWA PUBLIC SERVICE COMMISSION

DISCIPLINARY ACTION

1. I, Fareeha Paul, Secretary Khyber Pakhtunkhwa Public Service Commission as Competent Authority, am of the opinion that **Mr. Mumtaz Ali, Assistant (BPS-16)**, Khyber Pakhtunkhwa PSC, has rendered himself liable to be proceeded against as he committed the following acts of omissions/commission within the meaning of Section-3 of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011.

STATEMENT OF ALLEGATIONS

- a) He violated Khyber Pakhtunkhwa Government Servants (Conduct) Rules as adopted by the KP Public Service Commission and participated in APCA activities/demonstrations without permission of the competent authority.
 - b) He participated in APCA meeting/ procession in Abbottabad and left station on 03.10.2020 without approval of competent authority.
 - c) His attendance record through the biometric machine indicates that he remained absent during the year 2017, 2018, 2019 whereas in the year 2020 (till March when the biometric attendance was discontinued due to Corona lockdown) he marked his attendance only ten times.
 - d) Misconduct.
2. For the purpose of inquiry against the said accused with regard to the above allegations an inquiry committee comprising **Mr. Ghulam Dastagir Ahmed Director Examinations and Mr Abdul Latif Controller Examination** is appointed under the provisions of Rule 10 (1) (a) of Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011.
3. The Inquiry Committee shall, in accordance with the provisions of the rules ibid, provide reasonable opportunity of hearing to the accused, record his findings and make within thirty (30) days of the receipt of this order, recommendations as to the punishment or other appropriate action against the accused.
4. The accused official as well as conversant representative of the department shall join the proceedings on the date, time and place fixed by the Inquiry Officer.


(FAREEHA PAUL)
SECRETARY PSC
COMPETENT AUTHORITY

39

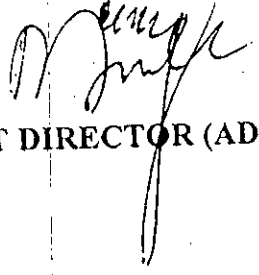
47

No.KP/PSC/Admn/ 010482

Dated: 15-10-2020

A copy of above is forwarded to:-

1. **The Director Examinations and Controller Examination (Conduct),** Khyber Pakhtunkhwa Public Service Commission for initiating proceedings against the accused -under Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011.
2. **Mr. Mumtaz Ali, Assistant,** Khyber Pakhtunkhwa Public Service Commission with the directions to appear before Inquiry Committee, on the date, time and place fixed by Inquiry Committee, for the purpose of inquiry proceedings.
3. **Mr. Kashif Adnan Assistant Admn Branch,** Khyber Pakhtunkhwa Public Service Commission with the direction to assist the inquiry committee during the inquiry proceedings and provide the relevant record.



ASSISTANT DIRECTOR (ADMN)

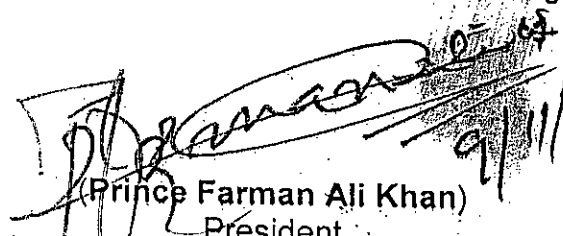
AGREEMENT

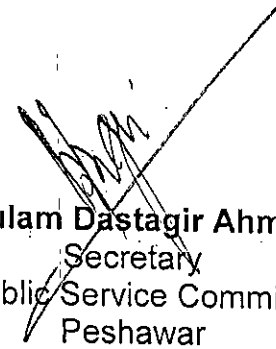
40

13

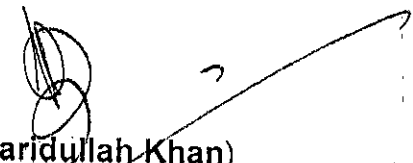
The Cabinet of All Pakistan Clerks Association, Public Service Commission, after detailed discussion with the Administration of Public Service Commission, has unanimously decided to partially call off the strike started from 29th October, 2018 on the following terms and conditions:-

- i) That all the staff of PSC will attend to routine duties with effect from 12.11.2018 (Monday) but will record their agitation on the issue for one hour at a time when no interview or test is in progress. This one hour strike will also be called off when the issues are amicably resolved by the Government.
- ii) The Honourable Chairman and Members PSC will defend the cause and justified demands given in the charter of demands of the Union at every forum for which the strike was announced.
- iii) No interference whatsoever will be made in the existing constitutional status of the Commission as per Constitution, PSC Ordinance and law.
- iv) Regarding enhancement of promotion quotas for the post of Assistant from 50:50 to 25:75, meeting of the SSRC may be convened and representative of the Union may also be invited to plead their case. If demand is found feasible and admissible under the law/ rules may be approved and service rules may be amended accordingly.


(Prince Farman Ali Khan)
President
All Pakistan Clerks Association PSC
9/11/2018


(Ghulam Dastagir Ahmed)
Secretary
KP Public Service Commission
Peshawar

Attested


(Faridullah Khan)
Chairman
KP Public Service Commission,
Peshawar

Mumtaz Ali

PHOTOS OF MUMTAZ

UPLOADS

ALBUMS



ایمپریا ایڈیٹور

42

مہنگائی

ہو اسکی آواز میں
یوں کہتے ہو سلطان کی
تین ہی حور ہوں کہ وہاں
ظلم کی بات ہے جیل کی بات
اب

جمہرات
ستمبر 2020
10 بے دن
شہری سکول سرگودھا

✓ مہنگائی کا جن بے قابو

✓ معیشت غیر ملکی مالیاتی اداروں کے گروہی

سرکاری ملازمین کی سالانہ ترقی، پنشن و دیگر مراعات جاری رکھنے سے

✓ بجلی اور گیس کی قیمتوں میں مسلسل اضافہ ✓ یوٹیلیٹی الاؤنس کے اجراء سے

✓ اہم قومی اداروں کی اونے پونے داموں فروخت ✓ صحت کی سہولتیں ناکافی، ٹیکسوں کی بھ

✓ تنخواہوں میں اضافہ سے گریز ✓ قیمتوں میں مسلسل اضافہ

✓ وفاقی اداروں میں لازمی سروس ایکٹ کے نفاذ، ملازمین کو نوکری سے برخاست

✓ تحصیل میونسپل ایڈمنسٹریشنز کا 2 فیصد منتقلی جائیداد ٹیکس کے خاتمے کا اعلان واپس کرنا

سرکاری ملازمین کے حقوق کے حصول لینے کے لیے تلامذہ اقدامات کے خلاف

علمیہ و اجتماعی مظاہرہ



مرکزی صدر

صوبائی صدر

سرگودھا ایڈیٹور

جمہرات
3 ستمبر 2020ء
10 بجے دن

ممتاز علی خان
صدر ایچکا کے پی کے

سنارس خان جدون
صدر ایچکا پاکستان

طارق حورشید
جنرل سیکرٹری ایچکا کے پی کے

43

- ✓ مہنگائی کا جن بے قابو ✓ معیشت غیر ملکی مالیاتی اداروں کے گروری
- ✓ سرکاری ملازمین کی سالانہ ترقی، پنشن و دیگر مراعات جاری رکھنے سے گریز ✓ تنخواہوں میں اضافے سے گریز
- ✓ بجلی اور گیس کی قیمتوں میں مسلسل اضافہ ✓ اہم قومی اداروں کی اونے پونے داموں فروخت ✓ قیمتوں میں مسلسل اضافہ
- ✓ صحت کی سہولتیں ناکافی، ٹیکسوں کی بھرمار ✓ وفاقی اداروں میں لازمی سروس ایکٹ کے نفاذ، ملازمین کو نوکری سے برخاست
- ✓ تحصیل میونسپل ایڈمنسٹریشنز کا 2 فیصد منتقلی جائیداد ٹیکس کے خاتمے کا اعلان واپس کرنا
- ✓ سرکاری ملازمین کے حقوق کے حصول کیلئے، حکومتی ظالمانہ اقدامات کے خلاف

جلسہ واجتہاجی مظاہرہ

وہ بھی غائب نہیں تھے
کیوں ڈراتے ہو انہماں کی د
میں بھی منصور ہوں کہہ دو
ظلم کی بات سے جیل کی مار
اپنے دستور کو سچ ہے
میں نہیں ہانا میں نہیں

مطالبہ

جمہرات
ستمبر 2020ء
10 بجے دن

✓ مہنگائی کا جن بے قابو

✓ معیشت غیر ملکی مالیاتی اداروں کے گردی

سرکاری ملازمین کی سالانہ ترقی، پنشن و دیگر مراعات جاری رکھنے سے

✓ بجلی اور گیس کی قیمتوں میں مسلسل اضافہ ✓ یوٹیلیٹی الاؤنس کے اجراء

✓ اہم قومی اداروں کی اونے پونے داموں فروخت ✓ صحت کی سہولتیں ناکافی ہینکسوں کی

✓ تنخواہوں میں اضافہ سے گریز ✓ قیمتوں میں مسلسل اضافہ

✓ وفاقی اداروں میں لازمی سروس ایکٹ کے نفاذ، ملازمین کو نوکری سے برخاستہ

✓ تحصیل میونسپل ایڈمنسٹریٹرز کا 2 فیصد منتقلی جائیداد ٹیکس کے خاتمے کا اعلان واپس کرنا

سرکاری ملازمین کے حقوق کے حصول کیلئے حکومتی ظالمانہ اقدامات کے خلاف

جلسہ و احتجاجی مظاہرہ



جناب اسحاق خان جبار
سرگرمی سدا

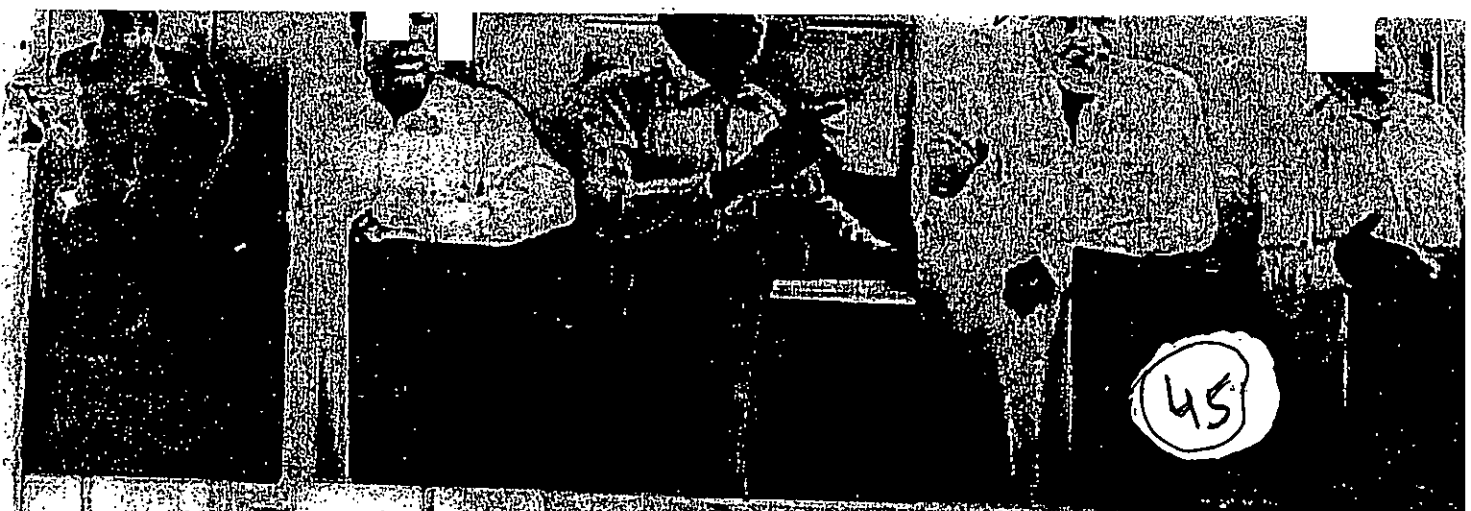


مختار علی شاہان
سرگرمی سدا



آک سجاد اللہ
سرگرمی سدا

اکستان فلر کس ایسوسی ایشن خیبر پختون







KP Public Service Commission
Staff Attendance

Date From : 13/10/2016 To 13/10/2020

Print Date : 13/10/20

Page No : Page 1 of 1

UB

Employee Name	Designation	Incomming Date	Actual In Time	Late		Shift ID
				Between Grace	After Grace	
S-0021 - MUMTAZ ALI		27/01/2020	09:10:00	00:09:59	---	0001
		28/01/2020	08:53:00	---	---	0001
		29/01/2020	09:00:00	---	---	0001
		06/02/2020	09:13:00	00:13:00	---	0001
		07/02/2020	09:01:00	00:00:59	---	0001
		10/02/2020	09:02:00	00:01:59	---	0001
		11/02/2020	09:06:00	00:06:00	---	0001
		13/02/2020	08:57:00	---	---	0001
		14/02/2020	09:06:00	00:06:00	---	0001
		17/02/2020	09:12:00	00:12:00	---	0001

28/

GOVERNMENT EMPLOYEES GRAND ALLIANCE

KHYBER PAKHTUNKHWA



Haji Islam-uddin
Chairman
0344-9736802
0313-9530720
0300-5985956

49

Ref: 30/AGEGAKP

Dated: 29-09-2020



16 اکتوبر کو اسلام آباد میں دو ماہ مستقلند رہے ہوگا، تمام ملازمین کا ایک۔ اسلام الدین بگلزئی

خیبر پختونخوا کے تمام حکاموں کے ملازمین 16 اکتوبر کو اپنے حقوق کے حصول تک اسلام آباد میں دھرنا دیں گے۔

س ریلیز) خیبر پختونخوا کے سرکاری حکاموں کے ملازمین 16 اکتوبر کو اسلام آباد پریس کلب کے سامنے موجودہ حکومت کی خالصتہ پالیسیوں اور موافق احتجاجی دھرنا دیں گے۔ ان خیالات کا اظہار آل گورنمنٹ ایمپلائز گریڈ ایس کے خیبر پختونخوا کے صوبائی چیئرمین اسلام الدین بگلزئی نے سرکاری ملازمین کے ایک اعلیٰ سطحی اجلاس سے خطاب کرتے ہوئے کیا۔ انہوں نے کہا کہ موجودہ حکومت نے سرکاری ملازمین کو دیوار سے لگا۔ کسی بھی صورت کامیاب نہیں ہونے دیا جائے گا سرکاری ملازمین جاگ رہے ہیں اور وہ موجودہ حکومت کو آئی ایم ایف کے ہاتھوں سرکاری ملازمین کی 55 سالہ سروس اور دیگر ناجائز مطالبات ہرگز قبول کرنے کی اجازت نہیں دیں گے۔ اجلاس کے موقع پر دیگر سکول آفیسرز ایسوسی ایشن، صوبائی صدر اخترزادہ ریاض بہار، سید اللہ ظہیر، حافظ زبیر احمد، اکرام خان، محمد شاہد، عزیز اللہ خان، امجد خان، ترائکی، وہاب منصور، محمد شیر خان، حیدر علی خان استرکی، شاد خان، عبدالستار ہوتی، انسر خان خورشیدی، وزیر اعلیٰ، ممتاز خان، بٹال، خورشید اقبال، طارق خورشید خان آفریدی اور دیگر مقررین نے بھی خطاب کیا۔ مقررین نے موجودہ حکومت کی خالصتہ اور مزدور کش پالیسیوں کی شدید الفاظ میں مذمت کی۔ بشمول شہدہ اضلاع کے تمام سرکاری حکاموں کے ملازمین کو ہدایات دیں کہ وہ 16 اکتوبر کو 11 بجے تک اسلام آباد پریس کلب کے سامنے پہنچیں یا جائے گا اور حکومت کو ٹھٹھہ نام دینے کے لئے جی گالا، ڈی چوک اور پارلیمنٹ ہاؤس کے سامنے بالترتیب احتجاج کیا جائے گا۔ انہوں نے کہا کہ انے والی نسل کی بقاء کے لئے ٹیکس اور IMF کے ایجنڈے کو ناکام بنائیں بصورت دیگر موجودہ حکومت مستعفی ارادہ کر چکی ہے کہ وہ ملازمین کی پیشہ صورت ختم کرے گی۔ مقررین نے کہا کہ سرکاری ملازمین سبسڈی پلائی ہوئی دیوار میں موجودہ حکومت کے مذموم ارادوں کو ہر صورت ناکام بنانے کے لئے تمام حکاموں کے صوبائی صدر نے نے ایکشن کمیٹی پر بھرپور اعتماد کا اظہار کرتے ہوئے ہر ممکن تعاون کا یقین دلایا۔

اسلام الدین بگلزئی

چیئرمین آل گورنمنٹ ایمپلائز گریڈ ایس





