

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
PESHAWAR.

Service Appeal .NO 1457/2022

Mst Shamim Bibi, EX PST (BPS-12)
GGPS Yazai Chawadara Pattan District Kohistan Lower.

Khyber Pakhtunkhwa
Service Tribunal

.....APPELLANT

Inquiry No. 5096
Dated 4/5/2023

VERSUS

1. Govt: of Khyber Pakhtunkhwa, through Secretary, Elementary & Secondary Education, Khyber Pakhtunkhwa, Peshawar.
2. The Director Elementary & Secondary Education Department, Khyber Pakhtunkhwa, Peshawar.
3. The District Education Officer Female District Kohistan Lower.

.....RESPONDENTS

COMMENTS ON BEHALF OF RESPONDENT NO. 1 to 3

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4/5/2023

DISTRICT EDUCATION OFFICER (FEMALE)
KOHISTAN LOWER
RESPONDENT NO.1 to 3

Attd
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PRELIMINARY OBJECTIONS:

1. That the appellant has got no cause of action to file the titled appeal.
2. That the appellant is estopped to file the titled appeal by her own conduct.
3. That the appeal is bad in its present form.
4. That the titled appeal is not maintainable in its present form.
5. That the appellant has not come to this Honorable Tribunal with clean hands and concealed the material facts from this Honorable Tribunal.
6. That the appeal is time barred and not maintainable in eye of law.

ON FACTS:


1. That para No. 1 of the appeal is incorrect as the appellant was performing her duty as Primary School Teacher in the respondent Department till 16-02-2021 after this date she remained absent herself from her duty till removal order dated 22-11-2021. Whereas, the appellant was found absent therefore Show Cause notices vide No.1174-80 Dated 25-02-2021, 1278-84 dated 05-03-2021, 1880 dated 06-05-2021 and personal hearing notice have been served upon the appellant on her official address as well as home address but not replied (Show Cause notices and Personal Hearing notice are annexed as annexures a,b,c,d,e,f,g,h) whereas Mr. Muhammad Hakim ASDEO (F) circle Dubair and Robina Shamas SST (G) GGMS Dubair Village Inquiry Officers visited to the school of appellant regarding inquiry on 20-04-2021 but the appellant was found absent from her duty. (Inquiry report is annexed as annexure, i) Whereas Mst Tahira Sayed ASDEO (F) circle Bankad and Mst; Saima SST (G) GGMS Pattan inquiry Officers again visited to the school of appellant on 15-09-2021 regarding inquiry upon the complaint of citizen portal but the appellant was found again absent from her duty moreover no record of school was found there. (Notification for Appointment of Inquiry and Inquiry reports are annexed as annexure. j,k) Whereas according to the DCMA/EMA report GGPS Yazai Pattan was found closed on 05-08-2021 and on 09-10-2021. (Reports are annexed as annexures. L,m,n). Whereas Final Show Cause notice was issued through Newspapers i.e "Daily AJJ", Peshawar Dated 04-10-2021 in which the appellant was directed to assume her duty and submit reasons of her willful absence but neither she attended her school nor submit convincing reply before the committee within the stipulated period mentioned in the Newspaper and again corrigendum the notice also through "Daily AJJ" Peshawar on 12-10-2021. (Newspapers are annexed as annexure. o,p,q,r) Whereas Show Cause/ Personal Hearing notice issued by this office vide No. 7445-52 dated 02-11-2021 but the appellant did not reply and nor attend the office.(Show cause Notice /Personal Hearing Notice and Office Order are annexed as annexure. s,t,u) So therefore in view of the above facts the competent Authority was fully satisfied to impose the major penalty of removal from service on 22-11- 2021 w.e.f 16-February 2021 under the rule 4b (iii) of E&D rule 2011 with immediate effect.
2. That para No. 2 of the appeal pertains to record.
3. That para No. 3 of the appeal pertains to record.


4. That para No. 4 of the appeal is incorrect. Those letters were communicated to the appellant home address as well as school address also, as discussed comprehensively in para No. 1 of factual objection.
5. That Para No. 5 of the appeal is incorrect needs cogent proof. Proceeding was initiated against her, due to her absentee from duty.
6. That para No. 6 of the appeal is incorrect, needs cogent proof three Show Cause notices and personal hearing notice were served upon her, but not replied by her.
7. That para No. 7 of the appeal is incorrect, needs cogent proof.
8. That Para No. 8 of the appeal is correct, but the appellant comes to this Tribunal for the redressal of her grievances after long time so this appeal is time barred hence liable to be dismissed.


GROUND:

- A. That para "a" of the ground of the Appeal is incorrect. The impugned order is according to Law and Rules hence liable to be maintained.
- B. That para "b" of the ground of the Appeal is incorrect. The appellant is served different Show Cause notices and personal Hearing notice as discussed in para No.1 of Factual Objection.
- C. That para "c" of the ground of the Appeal is incorrect, that all codal formalities were followed by the Department before imposing the penalty.
- D. That para "d" of the ground of the Appeal is incorrect. That the appellant was provided fair opportunity of defense and the appellant was confronted with legal, Solid and material evidence on record in support of the charges against her, therefore, the impugned order is based on a perfect inquiry.
- E. That para "e" of the ground of the Appeal is incorrect. That the respondent Department adopted the rule 9 of the E&D rule 2011 before imposing the penalty.
- F. That para "f" of the ground of the Appeal is incorrect. That the Show Cause notices were issued before taking adverse action against the appellant and the inquiry report was provided to the appellant .
- G. That para "g" of the ground of the Appeal is incorrect, the Competent Authority follow all the rules of E&D Rules 2011
- H. That para "h" of the ground of the Appeal is incorrect, the two inquiries were conducted before imposing major penalty and the appellant was associated with the same.
- I. That para "i" of the ground of the Appeal is incorrect, several Show Cause notices were served upon the appellant as discussed in Para No.1 of factual objection.
- J. That para "j" of the ground of the Appeal is incorrect, all Show Cause notices were served upon the appellant.
- K. That para "k" of the ground of the Appeal is incorrect, that the respondent department adopted the rule 5,10,11 and 14 of the E&D rule 2011 completely.
- L. That para "l" of the ground of the Appeal is incorrect, that the appellant remained herself willful absence from her duties for long time.
- M. That para "m" of the ground of the Appeal is incorrect, that the opportunity of Personal Hearing was provided to the appellant according to Law.
- N. That para "n" of the ground of the Appeal is incorrect, that the inquiry was conducted against the appellant before imposing major penalty of removal from service.
- O. That the respondents departments seeks permission to advance other grounds and proofs at the time of hearing.

It is therefore, humbly prayed that on acceptance of above para wise comments the instant service appeal may graciously be dismissed with cost.


District Education Officer (F)
Kohistan Lower
Respondent No. 3


Director
E&SED Khyber Pakhtunkhwa
Peshawar
Respondent No.2


Secretary
E&SED Khyber Pakhtunkhwa
Peshawar
Respondent No.1

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2. The Director Elementary & Secondary Education Department, Khyber Pakhtunkhwa, Peshawar.
3. The District Education Officer Female District Kohistan Lower.

.....RESPONDENTS

COMMENTS ON BEHALF OF RESPONDENT NO. 1 to 3

AFFIDAVIT

I, Rahim Dad Rahimi ADEO (Female) Litigation Kohistan Lower do hereby solemnly affirm and declare on oath that the contents of foregoing comments are true and correct to the best of my knowledge, belief and nothing has been concealed from this Honorable Tribunal.

Rahim Dad Rahimi
DEPONENT

Rahim Dad Rahimi
 07/05/2023

Ammeure - DW

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OFFICE OF THE DISTRICT EDUCATION OFFICER (F)
KOHISTAN LOWER

E-mail: deofemalelowerkohistan@yahoo.com

Attended
R

SHOW CAUSE NOTICE

I, Zubaida Khattak, District Education Officer (F) Kohistan, as competent authority under Khyber Pakhtunkhwa, Govt: servant (E&D) rules 2011, do hereby serve you, Mr Shamim Bibi PST GGPS Yaq. Chawa. as follows:

That, you have committed the following acts/omissions specified in rule 3 of the said rules

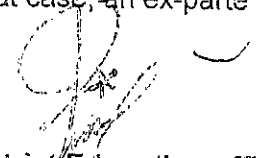
- (a) Guilty of miss-conduct.
- (b) Habitual
- (c) You were found absent from 16² 2021 to 28² 2021
- (d) During visit ASDEO circle Pothohar.

As a result, thereof, I as competent authority, have tentatively decided to impose upon you

Major penalty of REMOVAL FROM SERVICE

You are thereof required showing cause as to why the aforesaid penalties should not be imposed upon you and also intimate whether you desired to be heard in person.


If any reply to this notice is received within seven days or not more than fifteen days of its date it shall be presumed that you have no defense to put in and in that case, an ex-parte action will be taken against you under the KPK E&D rules, 2011,


District Education officer (F)
Kohistan Lower

E/No 1174-80 /DEO (F) BM: Dated 25 / 02 /2021

Copy:

1. The Deputy Commissioner, Kohistan Lower.
2. The District Account Officer Kohistan Lower
3. The PA to Director E&SE Khyber Pakhtunkhwa.
4. The DiMO EMA Kohistan Lower
5. The Official/Teacher Concerned, through Registered Post/Headmistress.
6. Headmistress/SDEO (F) concerned.
7. EMIS Section.


District Education officer (F)
Kohistan Lower

5

OF THE DISTRICT EDUCATION OFFICER
(FEMALE) KOHISTAN LOWER

SHOW CAUSE NOTICE

I, Zubaida Khattak, District Education Officer (F) Kohistan Lower as competent authority under the Khyber Pakhtunkhwa, Govt: servant (E&D) rules 2011, do hereby serve notice on Mr./Miss Shamim Bibi PST GGPS Yazai as follows:

That, you have committed the following acts/omissions specified in rule 3 of the said rules:

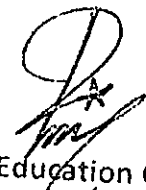
- (a) Guilty of miss-conduct.
- (b) Habitual
- (c) You were found ABSENT from 16/02/2021 to 22/02/2021
- (d) During the visit of SDEO (F) Pattan Kohistan Lower

As a result, thereof, I as competent authority, have tentatively decided to impose upon you

Major penalty of REMOVAL FROM SERVICE.

You are thereof required showing cause as to why the aforesaid penalties should not be imposed upon you and also intimate whether you desired to be heard in person.


If any reply to this notice is received within seven days or not more than fifteen days of its delivery, it shall be presumed that you have no defense to put in and in that case, an ex-parte action may be taken against you under the KPK E&D rules, 2011.


District Education Officer
(Female) Kohistan Lower

E/No. 1278-84

Dated 05 /03/2020

Copy:

1. The Deputy Commissioner, Kohistan Lower.
 2. The District Account Officer Kohistan Lower.
 3. The PA to Director E&SE Khyber Pakhtunkhwa
 4. The District Monitoring Officer Kohistan Lower.
 5. The Official/Teacher Concerned, through Registered Post/Headmistress.
 6. Headmistress/SDEO (F) concerned.
 7. EMIS Section.
- 

Annexure (1)

OFFICE OF THE DISTRICT EDUCATION OFFICER
(F) KOHISTAN LOWER

No 1880 /F No 23/ Vol-I

Dated 06/5/2021

SHOW CAUSE NOTICE

I, Zubaida Khattak (District Education Officer (F) Kohistan Lower as the Competent Authority, under the Khyber Pakhtunkhwa Government Servant (Efficiency and Discipline) Rules, 2011 do hereby serve upon you Miss. (Shamim Bibi PST GGPS Yazai) this show cause as follows that as per inquiry report you were found absent from duty on -

- i 16-02-2021 to 22-02-2021 (7 days) as per ASDEO (F) Circle Pattan report
 - ii 16-02-2021 to 15-03-2021 (28 day) as per report of attendance register
 - iii 16-02-2021 to 29-03-2021 (42 Days) as per complaint the local community of Yazai Pattan
 - iv. 16-02-2021 to 20-04-2021 as per report of inquiry officers you were found absent from your school duty since 16-02-2021 to 20-04-2021.
- a) There is no need of holding a formal enquiry in this case
 - b) In exercise of the power conferred by the Khyber Pakhtunkhwa Govt servant (Efficiency & Discipline) rules, 2011, the Competent Authority is hereby pleased to dispense with the conduct of a formal inquiry and serve you with the instant show cause notice regarding your willful absence from duty with the direction to submit your defense in writing within 07 (seven) days of the issuance of this notice as to why the major penalty of rule 4 (b) of the said rules should not be imposed upon you and also intimate whether you desire to be heard in person
 - c) In case, you failed to submit your reply within the stipulated period, it will be presumed that you have no defense to offer and ex-parte decision will be taken against you

COMPETENT AUTHORITY

Miss Shamim bibi . PST GGPS Yazai (Chawa Dara) Pattan

Annexure 'd'

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OFFICE OF THE DISTRICT EDUCATION OFFICER (F) KOHISTAN

LOWER

No. 1553

Dated: 12 /0/20213

Attended
R

To

The Sub Divisional Education Officer (F)
Pattan Kohistan Lower

Subject: PERSONAL HEARING

Memo:

Reference SDEO (F) Pattan vide No. 789 dated 1-3-2021 regarding inquiry of absent teacher. In this regard you are directed to inform the Miss Shamim PST GGPS Yazi Chawa dara Pattan to attend office of the District Education Officer (F) Kohistan Lower on 17-3-2021 at 10:00 AM for personal hearing. This is a last chance given to you, If absent during personal hearing on the above said date and time it shall be presumed that you have no defense to put in and in that case an Ex-part decision shall be taken against you.

District Education Officer
(F) Kohistan Lower

Endst: No. 1554-58 /F.No.23/Inquiry-DEO (F) KH (L) Dated the 11/03/2021.

Copy above the above is forwarded to:-

1. Director Elementary and Secondary Education Khyber Pakhtunkhwa.
2. Deputy Commissioner Kohistan Lower.
3. ASDEO Concerned.
4. Miss Shamim Bibi PST GPS Yazi.
5. Master File.

District Education Officer
(F) Kohistan Lower

To

6/ Annexe 2/ent

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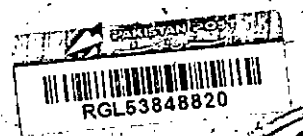
Shamim bibi PST

6605 Yazari Chowk

Dara Pailan Kohistan

Attended
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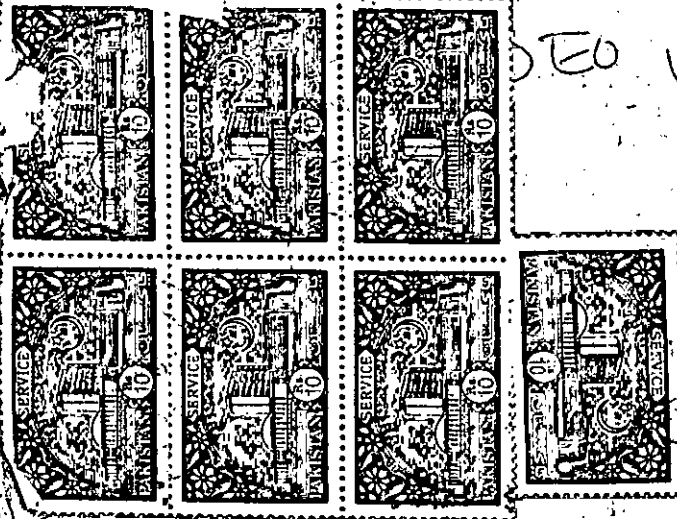


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From Amherst

TEO (F) Kohistan



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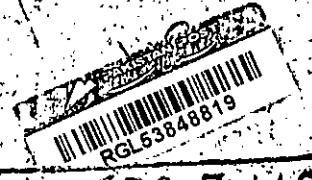
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To

Miss Shamiam Bibi PSI

Rto. Dang Plo & Teh Paltan

DISH. Klo hislas lower



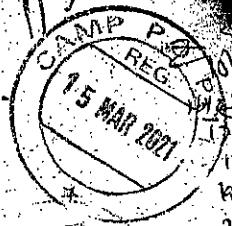
CAMP P.O. P-116

Attested
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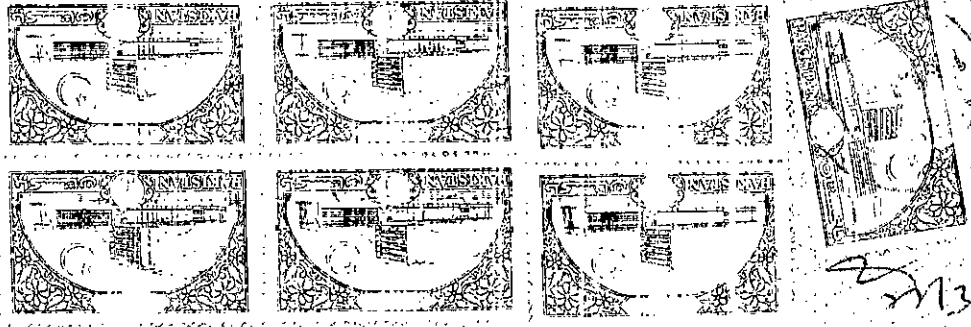
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From DEO (F) office
Kohistan Lower



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Handwritten notes in Urdu script, including the word 'مکتبہ' (Maktaba) and other illegible text.

Home add:
1770

Amendment

Attended
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OFFICE OF THE DISTRICT EDUCATION OFFICER (F) KOHISTAN LOWER

Email: deofemalelowco@kohistan.gov.pk

No. 1698 / Dated 31/03/2021

NOTIFICATION

Mr. Muhammad Hakim, ASDEO (F) Circle Dubair & Robina Shamas SST GGMS Dubair Village are hereby appointed as inquiry officers to conduct inquiry in respect of Miss. Shamim Bibi PST GGPS Yazai on account of long absent from schools duty.

TERMS OF REFERENCES:

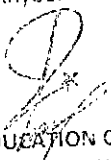
- To probe the following issues as per report of ASDEO (F) Circle Pattan vide No. nil dated 22-2-2021 & SDEO (F) vide No. 789 dated 1-3-2021
- To probe the issue as per issued showcause of this office vides No. 1174-80 dated 25-02-2021.
- The accused again remained absent from duty w.e.f 16-02-2021 to 05-03-2021 without any application/information/approval of the competent authority.
- Again Showcause notice regarding her willful absence from duty w.e.f 16-2-2021 to 05-03-2021 was served upon him vide this office Memo. No. 1278-84 dated 05-03-2021 through SDEO (F) Pattan.
- Her unsatisfactory/disappointing reply of the showcause notice Vide No. 1174-80 was received vide SDEO (F) Pattan Dairy: No. 343 dated 08-03-2021.
- The school chowkidar submitted a written statement is that " She is completed absent from school duty w.e.f 16-02-2021 to 15-03-2021 and he further stated that she has been migrated from District Kohistan to District Shangla with her family"
- The accused was called for personal hearing on 17-03-2021 through Sub Divisional Education Officer (F) Pattan vides this office letter No. 1553 dated 12-03-2021. whereas she appeared on 17-03-2021.
- The accused was directed to perform her duty regularly at her schools and she also provided a written affidavit and stated that she will never remain absent in future but she failed to perform her duty and still remain absent.
- In the light of the above circumstances the inquiry officer shall submit report to the undersigned within fifteen (15) days with solid recommendation as laid down in Rules 11 to 14 of the Khyber Pakhtunkhwa Govt. Servants Efficiency & Disciplinary Rules 2011.


 DISTRICT EDUCATION OFFICER
 (F) KOHISTAN LOWER

Endst: No. /F.No. 23/inquiry- DEO (F) KH-L Dated: /2021.

Copy forwarded to:-

- Sub Divisional Education Officer (F) Pattan with the direction to cooperate the inquiry officer.
- PA to Director Elementary & Secondary Education Khyber Pakhtunkhwa Peshawar.
- Miss. Shamim Bibi PST GGPS Yazai.
- Master File


 DISTRICT EDUCATION OFFICER
 (F) KOHISTAN LOWER

OFFICE OF THE ASSISTANT SUB-DIVISIONAL EDUCATION OFFICER
(F) CIRCLE BANKAD DISTRICT KOHISTAN LOWER

NO. Inquiry/_____/ASDEO (F) Circle Bankad Dated 15/9/2021

To

✓ The District Education Officer (F),
Kohistan Lower.

Subject:-

INQUIRY OF CLOSED SCHOOL

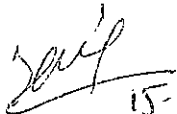
Respected Madam.

Please reference your office letter No.314-43 Dated 27.08.2021 on the above noted subject.


The undersigned alongwith Mst. Sima SST (G) GGCMS Pattan visited GGPS Yazai Pattan on 15.09.2021, wherein Mst Shamim Bibi PST is posted, during the visit the school was found closed. The condition of the school was very deplorable (pictorial evidence attached) which seems that the said teacher is absent since long time. According to the local community the above said teachers has been shifted with her family to Distt: Shangla and never came to school after then.

Moreover, no school records i.e. teacher attendance register, students attendance register were found in the school. Report is submitted for further necessary action please.


15/09/2021
Assistant Sub-Divisional Education Officer
(F), Circle Bankad Kohistan Lower


15-09-2021
Head Teacher
G.G. Community Model School
Bankad Kohistan

Saima SST (G)
GGCMS Pattan Colony


SAIMA BIBI
SST (G)

1103
17-09-2021

Annexure 11

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EMA REPORT FOR THE MONTH OF OCTOBER 2021 CLOSED SCHOOLS

S.No	EMIS	Name of School	UC Name	Circle Name	School Status	Reason	Monitoring Date	Remarks
1	30524	GGPS BARDHAR	DUBAIR BALA	DUBAIR	close	Staff Not Posted	2021-10-06 08:50:57	teaching posts is vacant since last two months
2	30661	GGPS SERY DOBIER	DUBAIR BALA	DUBAIR	close	Staff Not Posted	2021-10-06 09:43:41	teaching posts are vacant since very long.
3	32685	GGPS YANRI QALA	DUBAIR KHAAS	DUBAIR	close	Staff Not Posted	2021-10-06 11:31:36	teaching posts are vacant since very long.
4	30637	GGPS KUZ CHORLAK	DUBAIR KHAAS		close	Staff Not Posted	2021-10-07 09:21:02	teaching posts are vacant since last year
5	30564	GGPS CHAWA KHAAS	CHAWADARA	PATTAN	close	Staff Not Posted	2021-10-08 09:25:30	This schools new building is under construction. No teaching staff is posted in this school. This school is temporarily shifted to GGPS Ghunbaire. This is the new location of the school.
6	30520	GGPS BAR CHORLAK	RANOLIA		close	Staff Not Posted	2021-10-08 09:25:42	shelterless school and teaching posts are vacant since very long.
7	30568	GGPS CHAWA SENA KHAIL	CHAWA	PATTAN	close	Staff Not Posted	2021-10-08 09:49:09	This school is shelterless. No teaching staff is posted in this school. This school is temporarily shifted to GGPS Ghunbaire. This is the new location of the school.
8	30603	GGPS KOZCHAWA	CHAWA	PATTAN	close	Staff Not Posted	2021-10-08 10:10:08	No teaching staff is posted in this school. This school is temporarily shifted to GGPS Ghunbaire. This is the new location of the school.
9	30674	GGPS BELA RUSTAM KHEL	BANKAD	DUBAIR	close	Staff Not Posted	2021-10-08 10:13:39	teaching posts are vacant since very long.
10	30671	GGPS YAZAI	CHAWA	PATTAN	close	Student and teaching Staff Absent	2021-10-09 09:22:04	Students and teaching staff were absent on the day of the visit. The app was showing a distance of about 4700 km and it didnt change even after movement.
11	30639	GGPS DHOOK B.Z	DUBAIR KHAAS	DUBAIR	close	Staff Not Posted	2021-10-09 10:14:34	teaching posts are vacant since very long..
12	30594	GGPS JEECHAWA	CHAWA	PATTAN	close	Student and teaching Staff Absent	2021-10-09 10:41:19	Students and teaching staff were absent on the day of the visit. No educational or learning activity was taking place on the day of the visit.
13	30669	GGPS SULEMAN ABAD	CHAWA	PATTAN	close	Staff Not Posted	2021-10-09 10:54:04	No teaching staff were posted in this school. This school is temporarily shifted in GGPS Chawa dara
14	41422	GGPS FAIZ ABAD	CHAWA	PATTAN	close	Staff Not Posted	2021-10-11 09:18:27	No teaching staff is posted in this school. This school is temporarily shifted in GGPS Dustamabad. This is the new location of the school.

EMA REPORT FOR THE MONTH OF AUGUST 2021

LIST OF CLOSE SCHOOLS FEMALE

No	EMIS	Name of School	Gender	District	UC Name	Reason	Monitoring Date	Remarks
1	30603	GGPS KOZCHAWA	Girls	LOWER KOHISTAN	CHAWADARA	Teaching Staff Absent	2021-08-05 07:49:05	This school is temporarily shifted to GGPS Gunbaire. This is the new location of the school. according to the asdeo no teaching staff is posted in this school. Therefore the school was temporarily shifted to GGPS Ghunbaire.
2	38555	GGPS ZARGAI	Girls	LOWER KOHISTAN	SIGAYOUN	Teaching Staff Absent	2021-08-12 11:00:05	Students and teaching staff were absent on the day of the visit. No educational or learning activity was taking place on the day of the visit. The app was showing a distance of 1km and it did not change even though I was inside the school.
3	30506	GGPS BANEEL BABA JEE	Girls	LOWER KOHISTAN	CHAWADARA	Student and teaching Staff Absent	2021-08-09 07:17:53	Students and teaching staff were absent on the day of the visit. No educational or learning activity was taking place on the day of the visit. This school is shelterless. Educational activity takes place at the chowkidars house. No one was present at chowkidars house. The chowkidar didnt have his ID card with him.
4	30594	GGPS JEECHAWA	Girls	LOWER KOHISTAN	CHAW	Student and teaching Staff Absent	2021-08-09 09:19:42	students and teaching staff were absent on the day of the visit. No educational or learning activity was taking place on the day of the visit.
5	30610	GGPS KUZ YANJOL	Girls	LOWER KOHISTAN	CHAW	Student and teaching Staff Absent	2021-08-20 07:21:45	Students and teaching staff were absent on the day of the visit. No educational or learning activity was taking place on the day of the visit.
6	30621	GGPS GAL RAHIM ABAD	Girls	LOWER KOHISTAN	CHAW	Student and teaching Staff Absent	2021-08-12 10:09:06	Students and teaching staff were absent on the day of the visit. No learning or educational activity was taking place on the day of the visit.
7	30624	GGPS GHUN BAIRE	Girls	LOWER KOHISTAN	CHAW	Student and teaching Staff Absent	2021-08-11 07:30:04	Students and teaching staff and non teaching staff were absent on the day of the visit. No educational or learning activity was taking place on the day of the visit.
8	30634	GGPS SHAHA ABAD	Girls	LOWER KOHISTAN	CHAW	Student and teaching Staff Absent	2021-08-07 07:53:35	Students and teaching staff were absent on the day of the visit. No educational or learning activity was taking place on the day of the visit.
9	30647	GGPS KUZ HAJDEER	Girls	LOWER KOHISTAN	CHAW	Student and teaching Staff Absent	2021-08-07 08:22:11	Students and teaching staff were absent on the day of the visit. No learning or educational activity was taking place on the day of the visit.

Annexure 17

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10	30670	GGPS BAR YANJOOL	Girls	LOWER KOHISTAN	CHAW	Student and teaching Staff Absent	2021-08-20 08:27:18	Students and teaching staff were absent on the day of the visit.
11	30671	GGPS YAZAI	Girls	LOWER KOHISTAN	CHAW	Student and teaching Staff Absent	2021-08-05 10:14:28	Students and teaching staff were absent on the day of the visit. No educational or learning activity was taking place on the day of the visit. Schools location was showing as 4700 km and didnt change even after moving closer or farther.
12	32697	GGPS CHAWA DARA DARKILY	Girls	LOWER KOHISTAN	CHAW	Student and teaching Staff Absent	2021-08-11 07:41:35	Students and teaching staff and non teaching staff were absent on the day of the visit. No educational or learning activity was taking place on the day of the visit.
13	30524	GGPS BARDHAR	Girls	LOWER KOHISTAN	DUBAIR BALA	Student and teaching Staff Absent	2021-08-17 11:22:39	school is non functional since very long..
14	32679	GGPS SHONGIAL DHAR	Girls	LOWER KOHISTAN	DUBAIR BALA	Student and teaching Staff Absent	2021-08-17 11:45:54	at register is not available at school.
15	37372	GGPS S A ABAD DHAR	Girls	LOWER KOHISTAN	DUBAIR BALA	Student and teaching Staff Absent	2021-08-17 11:43:07	
16	30587	GGPS DUBAIR VILLAGE	Girls	LOWER KOHISTAN	DUBAIR KHAAS	Student and teaching Staff Absent	2021-08-17 10:22:17	school is closed since first august and teachers had taken attendance register with them.
17	30660	GGPS SANA GHAY DUBAIR BALA	Girls	LOWER KOHISTAN	DUBAIR KHAAS	Student and teaching Staff Absent	2021-08-17 09:39:16	both teachers are absent and they have mark advance attendaance till 21august. picture is attached.
18	32677	GGPS BEELA GUDAIN	Girls	LOWER KOHISTAN	DUBAIR KHAAS	Student and teaching Staff Absent	2021-08-17 10:03:11	teachers are absent since Eid ul adha.. and the had taken attendance register to their home.
19	40306	GGMS DUBAIR	Girls	LOWER KOHISTAN	DUBAIR KHAAS	Student and teaching Staff Absent	2021-08-17 10:20:43	community complained that school is closed since 1st august and chokidar said that teachers had taken attendance register with them and chokidar have no register for their daily attendance.
20	30550	GGPS KAYALVILLAGE	Girls	LOWER KOHISTAN	KAYAL	Student and teaching Staff Absent	2021-08-06 09:58:29	Students and teaching staff were absent on the day of the visit. No educational or learning activity was taking place on the day of the visit.
21	30554	GGPS KAYAL MAIDAN	Girls	LOWER KOHISTAN	KAYAL	Student and teaching Staff Absent	2021-08-06 10:30:04	Students and teaching staff were absent on the day of the visit. No educational or learning activity was taking place on the day of the visit.
22	30598	GGPS AMBA SERTO	Girls	LOWER KOHISTAN	KAYAL	Student and teaching Staff Absent	2021-08-20 09:25:41	Students and teaching staff were absent on the day of the visit. No learning or educational activity was taking place on the day of the visit.

پشاور ایسٹ ایلو اور اسلام آباد سے یک وقت شائع ہونے والا کثیر الاوقات قومی روزنامہ

شوق و محبت، فن و فنون

پہلی نمبر
تجربہ ثابین

روزنامہ

Attest
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پشاور
پاکستان

بانی
عبدالواحد یوسفی

صفحہ 12

پتہ 32 | 265 سفر بعد 1443 | 4 اکتوبر 19-2021 | 19 جون 2021 | شمارہ 265

پشاور ایسٹ ایلو اور اسلام آباد سے یک وقت شائع ہونے والا کثیر الاوقات قومی روزنامہ

ان خان ایکشن جیتنے اور ذاتی مفادات کا نہیں سوچتے، انہیں عوام

Ammeuse

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دفتر ڈسٹرکٹ ایجوکیشن آفیسر (زنانه) ضلع کوہستان

Attested
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نوٹس غیر حاضری

آپ ذیل معطلہ آئی ایم یو ایس ڈی ای او / اے ایس ڈی ای او کی رپورٹ کے مطابق وجہ ڈیوٹی سے غیر حاضر ہیں آپ کو آپ کی غیر حاضری کے بارے میں زبردستی کے دفتر سے نوٹس بھی جاری کیا جا چکا ہے اس کے بعد انکو آفیسر انکو آفیسر کے لئے آپ کے سکول آئے مگر آپ کو غیر حاضر پایا گیا اس کے بعد فائل شوکا ز نوٹس آپ کو جاری کیا مگر آپ کی طرف سے تا حال کوئی جواب نہیں ملا اور نہ ہی آپ اپنی ڈیوٹی پر حاضر ہوئی لہذا آپ کو بذریعہ اخبار آخری نوٹس دیا جاتا ہے کہ نوٹس بڑا کے جاری ہونے کے ساتھ دن کے اندر اندر اپنی ڈیوٹی پر حاضر ہو کر اپنی غیر حاضری کی وجہ بتلائیں دیگر مقررہ عرصہ گزر جانے کے بعد آپ کے خلاف ای اینڈ ڈی روڈ 2011ء کے تحت یکطرفہ قانونی کارروائی عمل میں لائی جائیگی جس میں آپ کو ملازمت سے برخاست کر دیا جائیگا۔

نمبر شمار	نام غیر حاضر ملازمین	پوسٹ	غیر حاضر پریڈ	مقام ڈیوٹی
1	شیم بی بی	پرائمری	16 فروری 2021	گورنمنٹ پرائمری
		سکول ٹیچر	29 ستمبر 2021	سکول بڑائی

رہیہ خٹک ڈسٹرکٹ ایجوکیشن آفیسر (زنانه) ضلع کوہستان لوئر

ہمارا ایمان اکوٹن فسر پاکستان

Our Faith, Corruption Free Pakistan

INF(P)5035/21

"Take special care of special persons" www.khyberpakhtunkhwa.gov.pk

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آب حیات

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آب حیات

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Office of the DEO(F) KOHISTAN LOWER

CORRIGENDUM

With reference to this advertisement NO .INF(P)5035/21 dated 04-10-2021 final absent notice of

Absent teacher, the following correction may be made in it please.

1. District Kolai Palas(Wrong).
2. Rabia Khattak DEO (F) Kohistan (Wrong).

The correction DEO (F) Name and District are as under.

1. Zubaida Khattak DEO (F) Kohistan Lower (correct)
2. District Kohistan Lower (correct)

It is further added that only correction in DEO(F) name and district name, other terms and Condition remain to be the same please .

ZUBAIDA KHATTAK
DISTRICT EDUCATION OFFICER
(F) KOHISTAN LOWER

INF(P)5166/21

روزنامہ 9 12 اکتوبر 2021ء پشاور

19	SHAMIM BIBI PST	GGPS YAZI	05/08/2021 09/10/2021	School found closed
20	IRUM BIBI PST	GGPS DOMI SER	21/09/2021 12/10/2021	School found closed
21	SAMINA BIBI PST	GGPS BALIAN DARAT	21/09/2021 12/10/2021	School found closed
22	SALMA AHMAD SPST	GGPS B.K RANOLIA	12/10/2021	School found closed
23	IQBAL BIBI PST	GGPS BHOON	12/10/2021	School found closed
24	BIBI REHANA PST	GGPS KUZ CHORLAK	22/9/2021 07/10/2021	School found closed
25	NABILA QUARSHI PST	GGPS KUZ CHORLAK	22/9/2021 07/10/2021	School found closed
26	GUL BANO PST	GGPS SHAREEL	21/10/2021	School found closed
27	NASEEM BEGUM PST	GGPS B-K SAPROONA	22/9/2021 12/10/2021	School found closed
28	NAHIDA BIBI PST	GGPS BELA MANI KHAIL	22/09/2021 12/10/2021	School found closed
29	NASEEM AKHTAR PST	GGPS BELA MANI KHAIL	22/09/2021 12/10/2021	School found closed

Subject:- SHOW COUSE/ PERSONAL HEARING NOTICE

Memo:-

- Altered*
- You have been ABSENT from your duties on IMU/EMA during the Visit for the month of August, 2021, September 2021 and October 2021.
 - Therefore in exercise of powers conferred by the KPK Govt: Servant E&D Rules 2011 being a competent authority and dispensing with formal inquiry serve you with show cause notices regarding your willful absence/Closed schools, with the direction to submit your written defense within 07 days of issuance of this notice.
 - You are further directed to attend this office in connection with your personal hearing before personal hearing committee on 12/11/2021 if you desire.
 - In case you failed to submit your reply within the stipulated period, it will be presumed that you have no defense to offer on your part and Ex. Parte decision will be taken against you.

[Signature]
District Education Officer (F)
Kohistan Lower.

Endstt.No 7445-52 IMU/EMA/ DEO (F) KH - L

Dated 02/11/2021

Copy of the above is forwarded to the:-

- Director, E&SE KP Peshawar.
 - Deputy Commissioner Kohistan Lower.
 - District Monitoring Officer Kohistan Lower.
 - District Account Officer Kohistan Lower.
 - SDEO (F) Pattan/Bankad
 - ASDEO (F) Concerned.
 - All Official concerned.
 - Office File.
- [Signature]*

Annexure D 23

OFFICE OF THE DISTRICT EDUCATION OFFICER (FEMALE), DISTRICT KOHISTAN LOWER.

Personal hearing of an authorized absenteeism of teaching staff/closed Schools/Non Functional Schools

S. No	Name of teacher	Designation	School Name	Absence period	Reported by	Show cause notice Endstt: No.	Decision
1)	Shamim Bibi P.S.T	PST B-12	GGPS Yazi Pattan	05/8/2021 09/10/2021	Dema im4 Kohistan Lower	No: 7445-52 dated 02/11/2021	

Personal hearing committee members:

3- SDEO (F) Pattan Kohistan Lower

2- ASDEO (F) Circle Pattan Kohistan Lower

3- Local office Assistant

(E.S.D) rule 2011

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District Education Officer (Female)
Kohistan Lower

presumed that you have no defense to offer on your part and Ex. Parte decision will be taken against you.



Annexure "U" 24

**OFFICE OF THE DISTRICT EDUCATION OFFICER
(F) KOHISTAN LOWER**

OFFICE ORDER.

Whereas, You Mst: Shamim Bibi PST has been transferred to GGPS Yazai Chawa Dara Pattan Vide No. 98-104 date 30-03-2020.

Whereas, you were found absent w.e.f 16-02-2021 to 22-02-2021 and your absent report received 22-02-2021.

Whereas, show cause notices vide No. 1174-80 dated 25-02-2021, 1278-84 dated 05-03-2021, 1880 dated and 06-05-2021 have been served upon you and on your official address and also home address but not replied.

Whereas, Mr. Muhammad Hakim ASDEO (F) circle Dubair & Rubina Shams SST (G) GGMS Dubair village Inquiry officer visited to your school regarding inquiry on 20-04-2021 but you were found absent from your duty w.e.f 16-02-2021 to 20-04-2021.

Whereas, Tahira Syed ASDEO (F) Bankad & Saima SST GCMS Pattan inquiry officers again visited to your school on 15-09-2021 regarding inquiry but you were found again absent from your duty w.e.f 16-02-2021 to 15-09-2021, moreover no record of school were found there.

Whereas, according to the DCMA/EMA report GGPS Yazai Pattan found closed for the Month August 2021 visit date 05-08-2021 school found closed.

And whereas final showcase notice was issued through news paper i.e "Daily Ajj" News Paper Peshawar dated 04-10-2021, in which you were directed to assume your duty and submit reasons of your willful absence but neither you attended your school nor submit convincing replies before the committee within the stipulated period mentioned in the newspaper and again corrigendum the notice also through "Daily Ajj" Peshawar on 12-10-2021


Whereas, according to the DCMA/EMA report GGPS Yazai Pattan found closed for the Month of October 2021 visit date 09-10-2021 school found closed.

Whereas, show cause/ personal hearing notice issue by this office vide No.7445-52/EMA/IMU/ DEO (F) date 02-11-2021 personal hearing date was on 12-11-2021 but you did not reply nor you attend the office like before,

Now in view of the above fact, Zubaida Khattak DEO (F) Kohistan Lower being a competent authority is fully satisfied to impose the major penalty of **REMOVAL FROM SERVICE** from 16 Feb 2021 under the rule 4b (iii) of E&D rules 2011 with immediate effect.

NOTE:

If the teacher is found involved in any embezzlement of fund/PTC/ conditional grant, she will be preceded for FIR/ Anti-corruption proceeding as and when reported at any stage. Concerned DDO is directed to recover the payment (if any) made for absence period out of her GPF etc.


DISTRICT EDUCATION OFFICER (F)
KOHISTAN LOWER

Dated 22 /11/2021

Endstt: No. 7700-67 /

Copy of the above for information to the:

1. Director E&SE Khyber Pakhtunkhwa Peshawar
2. Deputy Commissioner Kohistan Lower
3. District Monitoring Officer (IMU) Kohistan Lower
4. District Account Officer Kohistan Lower
5. SDEO (F) Pattan
6. ASDEO (F) Pattan
7. Teachers concerned
8. Master file


DISTRICT EDUCATION OFFICER (F)
KOHISTAN LOWER

Altered
