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BEFORE THE KHYBER PAKHTUNKHWA SERVICE  
TRIBUNAL PESHAWAR

Service Appeal No: 103/2023

Waqar Ali Ex- Naib Qasid GGHSS Mahmood Abad District Mardan.

(Appellant)

Versus

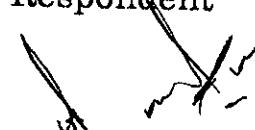
The Secretary of (E & SE ) Education, Kyber Pakhtunkhwa, & Others.

(Respondents)

INDEX

S.NO	DESCRIPTION OF DOCUMENTS	ANNEXURE	PAGES	
1.	Para wise comments along with reply of the Condonation & affidavit & Authority Letter		01	09
2.	Copy of warning letter	"A"	---	10
3.	Copy of Show cause Notice for Deduction	"B"	---	11
4.	Copy of Show cause Notice (under E&D) Rules 2011	"C"	-----	12
5.	Copy of Inquiry Report	"D"	13--	22
6.	Copy of order of Removal	"E"	---	23
7.	Copy of Complaint Letter	"F"	--	24

Respondent

  
District Education Officer  
(Female) Mardan

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Service Appeal No: 103/2023

Waqar Ali Ex- Naib Qasid GGHSS Mahmood Abad District Mardan.

Khyber Pakhtunkhwa Service Tribunal

Diary No. 5284

Dated 12/5/2023

(Appellant)

Versus

The Secretary of (E & SE ) Education, Kyber Pakhtunkhwa, & Others.

(Respondents)

Para Wise Comments On Respondents 1 to 4

Respectfully Sheweth,

PRELIMINARY OBJECTIONS:

1. That the appellant has got no cause of action as well as locus standi to file the instant appeal.
2. That the instant appeal is badly time barred.
3. That the appellant has not come to this Honorable Tribunal with clean hands, hence the appeal is liable to be dismissed.
4. That the appellant has concealed the material facts from this Honorable Tribunal, hence the appeal is liable to be dismissed.
5. That the instant appeal is based on malafide intention, hence the appeal is liable to be dismissed.
6. That the Principal has forwarded a copy of letter dated 10/08/2020, to the respondent No 3, (Competent authority), regarding the absent Waqar Ali (appellant). (Copy of letter is as Annexes A)
7. That the appellant was found absent from duty on 01/07/2021, as per EMA monitoring report due to which the respondent has issued show cause Notice for salary Deduction dated 01/08/2021.

(Copy of letter is as Annexes B)

8. That the appellant was absent from duty without any permission and the respondent has issued show cause Notice to the appellant under the Khyber Pakhtunkhwa Government Servants( Efficiency & Discipline) Rules 2011. **(Copy of letter is as Annexes C)**

9. That the respondent No 3 has nominated as inquiry officer to conduct inquiry in the light of absence report submitted by the Principal of GHSS Mahmood Abad Parkho Mardan and the inquiry officer has submitted the inquiry report on 10/02/2022 to the respondent. The inquiry officer has given recommendation, as he has already been reported absent by monitor as well as late comer and a constant source of problem, so the appellant may be considered for termination in the light of absent report.

**(Copy of Inquiry & Absent Report are as Annexure D)**

10. That after fulfillment of all the codal formalities, the appellant was removed from service vide order Endst No 4565//G dated 15-06-2022 in accordance with law.

**(Copy of Removal Order is as Annexure-E)**

### FACTS:

1. Para No 1 pertains to record, needs no comments.
2. Para No 2 pertains to record, needs no comments.
3. Para No 3 is incorrect baseless against facts & law, as the Principal has forwarded a copy of letter dated 10/08/-2020, to the respondent(Competent authority), regarding the absent Waqar Ali i-e (appellant) and his Staff members has been made complaint against the appellant regarding non performance of his duty, hence denied. **(Copy of Complaint Letter is as Annexure-F)**
4. Para No 4 is incorrect baseless against facts & law, as the appellant was found absent from duty on 01/07/2021, as per EMA monitoring report due to which the respondent has issued show cause Notice for salary Deduction dated 01/08/2021, hence denied.

**(Copy of letter is as Annexes B)**

5. Para No 5 is incorrect baseless against facts & law, as the appellant was absent from duty without any permission and the respondent has issued show cause Notice to the appellant under the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules 2011. **(Copy of letter is as Annexes C)**

6. Para No 6 is incorrect, baseless, against facts & law, as the respondent has nominated as inquiry officer to conduct inquiry in the light of absence report submitted by the Principal of GHSS Mahmood Abad Parkho Mardan and the inquiry officer has submitted the inquiry report on 10/02/2022 to the respondent. The inquiry officer has given recommendation, as he has already been reported absent by monitor as well as late comer and a constant source of problem, so the appellant may be considered for termination in the light of absent report.

**(Copy of Inquiry & Absent Report are as Annexure D)**

7. Para No 7 Pertains to record, hence needs no comments.

8. The detail grounds as under:

**GROUND:**


A. Para A is incorrect, baseless as the action is taken against the appellant according to law and rules, the order dated 15-06-2022 is legal and is not against the law, hence denied.

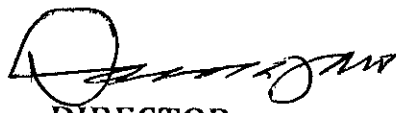
B. Para B is incorrect, baseless as the respondent has issued the Removal order on the basis information of the Principal as well as Inquiry report and the act of the respondent is accordance with law and is not against the law & natural justice, hence denied.


C. Para C is incorrect, baseless as the case of the appellant is not identical to the Judgment of Supreme Court because the respondent has issued the Removal order on the basis information of the Principal as well as Inquiry report, hence denied.

- D. Para D is incorrect, baseless as the appellant has been treated accordance with law and rules and the respondent has not violated the constitution of Islamic Republic of Pakistan, hence denied.
- E. Para E is incorrect, baseless as proper absent notice/ warning/ before issuing the removal order of the appellant, in accordance with law, hence denied.
- F. Para F is incorrect, baseless as, after fulfillment of all the codal formalities, the appellant was removed from service vide order Endst No 4565//G dated 15-06-2022 in accordance with law, and the respondent has not violated the Article 10-A of the Constitution of Islamic Republic of Pakistan 1973, hence denied.  
**(Copy of Removal Order is as Annexure-E)**
- G. Para G is incorrect, baseless as the appellant has been treated accordance with law and rules and the respondent has not infringed fundamental rights provided under Article 4 & 25 of the Constitution of Islamic Republic of Pakistan 1973, hence denied.
- H. Para H is incorrect, to the extent of removal order as the removal is legal, justified and valid, hence denied.
- I. Para I is incorrect, baseless as the case of the appellant is not identical to the Judgment of Supreme Court because the respondent has issued the Removal order on the basis information of the Principal as well as Inquiry report, hence denied.
- J. Para J needs no comment, That the respondents seek permission to raise additional grounds at the time of arguments.


Therefore, in view of the above made submissions, it is most humbly prayed that on the acceptance of this reply, the appeal in hand may kindly be dismissed in favor of the Respondent Department in the interest of justice.

  
**SECRETARY**  
E&SE Department Khyber  
Pakhtunkhwa, Peshawa  
(Respondent No 1)

  
**DIRECTOR**  
E&SE Department Khyber  
Pakhtunkhwa, Peshawar.  
(Respondent No: 2)

  
District Education Officer  
(Female) Mardan  
(Respondent No 3)

*District Education Officer  
(Female) Mardan*

  
**Principal**  
GGHSS Mahmood Abad  
Parkho Mardan  
(Respondent No: 4)

BEFORE THE KHYBER PAKHTUNKHWA SERVICE  
TRIBUNAL PESHAWAR

Service Appeal No: 103/2023

Waqar Ali Ex- Naib Qasid GGHSS Mahmood Abad District  
Mardan.

(Appellant)

Versus

The Secretary of (E & SE ) Education, Kyber Pakhtunkhwa, &  
Others.

(Respondents)

Reply of the application of the condonation of delay.

Respectfully Sheweth:

1. Para No 1 needs no comments.
2. Para No 2 is Incorrect; the order is legal and valid, hence denied.
3. Para No 3 is Incorrect, the appellant has not filed departmental appeal within time to the appellate authority i-e respondent No 2, hence denied.
4. Para No 4 is Incorrect, the appeal is time bared due his negligence, hence denied.
5. Para No 5 is Incorrect, reply is given in the comments of instant Service appeal, hence denied.
6. Para No 6 is Incorrect, hence denied.
7. Para No 7 is Incorrect, the appeal is time bared, hence denied.
8. Para No 8 related to the power of the honorable Tribunal, hence needs no comments.

Therefore, in view of the above made submissions, it is most humbly prayed that on the acceptance of this reply, the application of condonation of delay may kindly be dismissed in favor of the Respondent Department in the interest of justice.

~~District Education Officer~~  
District Education Officer

(Female) Mardan

BEFORE THE KHYBER PAKHTUNKHWA SERVICE  
TRIBUNAL PESHAWAR

Service Appeal No: 103/2023

Waqar Ali Ex- Naib Qasid GGHSS Mahmood Abad District Mardan.

(Appellant)

Versus

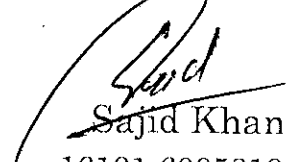
The Secretary of (E & SE ) Education, Kyber Pakhtunkhwa, & Others.

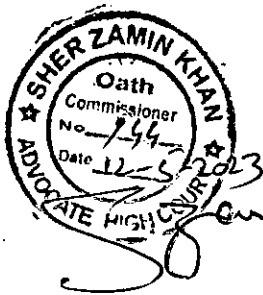
(Respondents)

AFFIDAVIT


I, Mr. Sajid Khan Litigation Officer Education Department Mardan do hereby solemnly affirm and declare that the contents of Para Wise Comments submitted on behalf of respondents are true to the best of my knowledge and belief and nothing has been concealed from this Honorable Court.

Deponent

  
Sajid Khan  
16101-6005318-5







OFFICE OF THE DISTRICT EDUCATION OFFICER  
(FEMALE) MARDAN

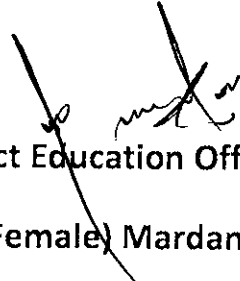
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No. 2439

DATED 26/4/2023

AUTHORITY LETTER

I, District Education Officer (Female) Mardan do hereby authorize Mr. Sajid Khan Legal representative of the District Education Officer (Female) Mardan to deal with the issues regarding Litigation, Represent & to attend the Hon, ble Service Tribunal Regarding Litigation.

  
District Education Officer

(Female) Mardan

*District Education Officer  
(Female) Mardan*



OFFICE OF THE  
**PRINCIPAL**

**GGHSS MAHMOOD ABAD PARKHO**



PHONE # 0937-506061

EMAIL : GGHSSMAP@gmail.Com

No 1056

Dated: 10 / 8 / 2020

To

Mr. Waqar Ali  
Naib Qasid  
GGHSS Mahmood Abad Parkho

Subject: Warning.

Memo;

You Mr. Waqar Ali Naib Qasid at this school are absent w.e.f 05-08-2020. You were contacted via mobile and through a special messenger but response from your side still awaited.

Now you are hereby directed to attend school on 08-08-2020 positively. If you failed then diciplinary action will be taken against you.

Principal *Bibi Anuma*  
GGHSS Mahmood Abad  
Parkho Dheri Mardan  
**PRINCIPAL**  
GGHSS Mahmood Abad  
Parkho Dheri Mardan

Endst: No. \_\_\_\_\_

Copy Forwarded to the:-

1. District Education Officer (Female) Mardan for information please.

*Attended*  
*[Signature]*  
District Education Officer,  
(Female) Mardan

Principal *Bibi Anuma*  
GGHSS Mahmood Abad  
Parkho Dheri Mardan  
**PRINCIPAL**  
GGHSS Mahmood Abad  
Parkho Dheri Mardan



Government of Khyber Pakhtunkhwa  
Office of the District Education Officer (Female)  
MARDAN

Show-cause Notice for Salary Deduction

I, DEO FEMALE MARDAN as Competent Authority, under the Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011 do hereby serve upon you ( Mr. WAQAR ALI, Naib Qasid GGHSS PARKHO DHERI (MEHMOOD ABAD), Mardan this show cause as follows:-

1. That as per EMA monitoring report you were found absent from school duty on 01-Jul-21 without prior permission of the competent authority.
2. And that as per the material and other connected papers on record under Rule-5 (i) (a) and to dispense with the inquiry in accordance with Rule-7 of the aforementioned rules, I, the competent authority, am satisfied that you have committed acts/omissions specified in Rule-3 (d) i.e. "guilty of habitually absenting him/herself from duty without prior approval of leave".
3. Now, therefore, I as the Competent Authority have tentatively decided to deduct one-day salary in accordance with Rule-4 (a) (iii) and the Finance Department Notification No. So (FR)/FD/5-14/2014 dated 16-12-2014.
4. You are, therefore, required to show cause as to why the aforementioned penalty should not be imposed upon you and also intimate whether you desire to be heard in person.
5. If no reply to this show cause is received within 7 days of its delivery, it shall be presumed that you have no defense to put in and in that case an Ex-Parte decision shall be taken against you.

-Sd-

(Mst: Hafsa Gul)

District Education Officer (F) Mardan

No. 2844/K /EMA/EMIS (F) Dated 11/08/2021

Copy of the above is forwarded to the: -

- i. DAO Mardan
- ii. Principal/HM /DDO Concerned
- iii. SDEO Female concerned
- iv. Official concerned

Attested  
District Education Officer  
(Female) Mardan

By do.mardan - Show-cause Notice

District Education Officer (F) Mardan

✓ (2)



**SHOW CAUSE**

I MST HAFSA GUL as a competent authority under the Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules 2011, do hereby serve on you. Mr. Waqar Ali Naib/Qasid GGHSS Mehmood Abad Parkhoo Dheri Mardan.

As follows:

(ii) On going through the material on record and information conveyed by the inquiry committee I am satisfied that you have committed the following acts/omission as specified in rule 03 of the said rules:

**(a) ABSENT FROM DUTY WITHOUT ANY PERMISSION.**

2. As a result thereof, I as competent authority have tentatively decided to impose upon you the penalty of Removal from Service under rule 04 (a) & (b) of the said rules.
3. you are thereof, required to serve 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 defense to put in and in that case an ex-parte action will be taken against you.

( HAFSA GUL )  
DISTRICT EDUCATION OFFICER  
(FEMALE)MARDAN

Endst No 2963/6  
Copy forwarded to the

Dated 20-08 /2021.

1. Director E&SE Khyber pakthunkhwa Peshawar.
2. Head Mistress GGHSS Mehmood Abad Parkho Dheri Mardan with the direction to stop her salary and sever the cause notice upon the Said class IV of and submit report within a week time positively.

Attested  
for [Signature]  
District Education Officer  
(Female) Mardan

[Signature]  
DISTRICT EDUCATION OFFICER  
(FEMALE)MARDAN

**REPORT OF INQUIRY IN RESPECT OF MR. WAQAR ALI CLASS-IV  
GGHSS PARKHO DHERIMARDAN.**

**1. Preamble**

The following Inquiry Committee notified by District Education Officer (Male) Mardan Khyber Pakhtunkhwa to investigate into the allegations of Misbehaviour with school staff in respect of Mr. Waqar Ali, Naib Qasid of GGHSS Parkho Dheri District Mardan vide Endst: No. 21-22, dated. Mardan the 05/01/2021.

**2. Inquiry Officer**

- i. Mr. Alam Gir, Principal GHS Hathian

**3. TERMS OF REFERENCES**

i. Investigation of the allegations of Misbehavior with school staff in respect Mr. Waqar Ali Naib Qasid, of GGHSS Parkho Dheri District Mardan.

**4. Proceedings: -**

In compliance with the above referred notifications of the worthy DEO (Male) Mardan the enquiry committee visited the school interviewed the principal and checked the office record.

**5. Findings: -**

In light of the conversations with the principal other stakeholders and available records, the findings are:

- A. Mr. Waqar Ali, Naib Qasid has been reported as absent by monitor on 08-10-2020 and 30-01-2021. He has been also reported late comer by monitor.
- B. In some instances, he did not even attend the school without any information.
- C. There are many question marks against his name in attendance register, which shows his absences from duties with any prior or information.

D.E.O. A.S. Mardan

Date: 10/02/21

10/02/21

Attested  
for  
District Education Officer  
(Female) Mardan

PRINCIPAL  
G.H.S.S Hathian  
Mardan

10/02/2021

- D. He availed too many medical leaves on the bases of medical advice. At present, once again he is on medical leave up to March 8<sup>th</sup>, 2021. (although according to the principal the medical advices seem fake).
- E. On contact he showed his intensions of leave without pay in near future and seems less interested in the service.
- F. He has been warned by the principal concerned.

**8. Conclusions: -**

In the light of above-mentioned findings, it may be concluded that:

- i. Mr. Waqar Ali, Naib Qasid, is found to be irregular in his duties and late commers.
- ii. He availed too many medical leaves.
- iii. He is a permanent source problem for school management.
- iv. He has been issued several warnings.

**9. Recommendations:-**

- i. As he is already been reported absent twice by monitor as well as late comer, and a constant source of problem, therefore he may be considered for termination in light of the absentee reported by monitor.

**Enclosures:**

- i. A copy of the inquiry notification.
- ii. Record of absenteeism and warning.

No. 54

(ALAMGIR)  
 Inquiry Officer  
 Principal  
 GHS Hathian Mardan  
 10-02-2021  
 Dated. \_\_\_\_\_

Submitted to The District Education for perusal, please.

Attested  
 District Education Officer 2  
 (Female) Mardan

Principal  
 GHS Hathian Mardan  
 G.H.S.S Hathian  
 Mardan  
 10-02-2021



15  
OFFICE OF THE DISTRICT EDUCATION OFFICER (FEMALE) MARDAN.

PHONE/FAX NO.09379230150

Email Address:-EMISMARDAN\_DEOFEMALE@YAHOO.COM

No

To

Dated 22/03/2021

Mr: Waqar Ali  
Naib/ Qasid GGHSS Mehmood Abad,  
Parkho Mardan.

Subject:- PERSONAL HEARING

Memo:

You are hereby directed to attend this office for personal hearing within three days positively. In case of non-compliance, it will be presumed disobedience and ex-parte action will be taken against you that is compulsory retirement from service.

SD  
District Education Officer  
(Female) Mardan

Endst No: \_\_\_\_\_ / Inq File

Dated Mardan the: \_\_\_\_\_ /2021.

Copy for information to the:

- 1: Principal GGHSS Mehmood Abad Parkho Dheri Mardan.
- 2: P/File.

District Education Officer  
(Female) Mardan

22/03/2021

OFFICE OF THE  
**PRINCIPAL**

(16)

GGHSS MAHMOOD ABAD PARKHO



PHONE # 0937-506061

EMAIL : GGHSSMAP@gmail.Com

No ~~277~~Dated: ~~13~~ / ~~08~~ / 2021

To

The District Education Officer,  
(Female) Mardan.Subject: Absenteeism

Memo;

With great reverence a self explanatory statement / application of the Class IVs of this school regarding negligence from duty / absenteeism of Mr. Waqar Ali N/O.

It is stated that Mr. Waqar Ali is absent from his duty w-e-7 (not performing his duties well) He was 20-8-2021 warned, explanation letters were issued and an inquiry was also conducted by your worthy office but his performance are becoming worse than that.

It is therefore requested in your honour that the said Naib Qasid may please be transfer to any nearby male school as the official is not suitable for female schools. His services are hereby on the disposal of your worthy office.

PRINCIPAL  
GGHSS MAHMOOD ABAD  
PARKHO MARDAN

*Bibi Anina*  
17-06-2021 ✓  
PRINCIPAL  
GGHSS Mahmood Abad  
Parkho (Mardan)

*At-sted*  
*for*  
District Education Officer  
(Female) Mardan

*Continuously*





Elementary & Secondary Education  
Government of Khyber Pakhtunkhwa

(17)

**Attendance Status Individual Report**

**GGHSS PARKHO DHERI, Mardan**

Report compiled at 09:32 AM - 07 Aug 2021

Waqar Ali (01-07-2021 - 07-08-2021))						
ID	Name	Gender	Father Name	Designation	BPS	Section
164528	Waqar Ali	Male	Taj Muhammad Khan	Naib Qasid	2	School (Female) Section

Details							
#	Id	Date	Short leave	Timein	Timeout	Duration	Status
1.	164528	Thu Jul 01, 2021	-	09:42 am	-	-	Late
2.	164528	Fri Jul 02, 2021	-	-	-	-	Absent
3.	164528	Sat Jul 03, 2021	-	09:11 am	-	-	Late
4.	164528	Mon Jul 05, 2021	-	09:31 am	11:09 am	01:37	Late
5.	164528	Tue Jul 06, 2021	-	09:19 am	-	-	Late
6.	164528	Wed Jul 07, 2021	-	09:18 am	-	-	Late
7.	164528	Thu Jul 08, 2021	-	09:16 am	-	-	Late
8.	164528	Fri Jul 09, 2021	-	10:09 am	-	-	Late
9.	164528	Sat Jul 10, 2021	-	07:29 am	-	-	Present
10.	164528	Mon Jul 12, 2021	-	07:41 am	-	-	Present
11.	164528	Tue Jul 13, 2021	-	-	-	-	Absent
12.	164528	Wed Jul 14, 2021	-	07:45 am	-	-	Present
13.	164528	Thu Jul 15, 2021	-	-	-	-	Absent
14.	164528	Fri Jul 16, 2021	-	08:31 am	-	-	Present
15.	164528	Sat Jul 17, 2021	-	07:46 am	-	-	Present
16.	164528	Mon Jul 19, 2021	-	-	-	-	Absent
17.	164528	Tue Jul 20, 2021	-	-	-	-	Absent
18.	164528	Wed Jul 21, 2021	-	-	-	-	Absent
19.	164528	Thu Jul 22, 2021	-	-	-	-	Absent
20.	164528	Fri Jul 23, 2021	-	-	-	-	Absent
21.	164528	Sat Jul 24, 2021	-	-	-	-	Absent
22.	164528	Mon Jul 26, 2021	-	-	-	-	Absent
23.	164528	Tue Jul 27, 2021	-	-	-	-	Absent
24.	164528	Wed Jul 28, 2021	-	-	-	-	Absent
25.	164528	Thu Jul 29, 2021	-	09:00 am	-	-	Late
26.	164528	Fri Jul 30, 2021	-	09:04 am	-	-	Late
27.	164528	Sat Jul 31, 2021	-	-	-	-	Absent
28.	164528	Mon Aug 02, 2021	-	09:25 am	-	-	Late
29.	164528	Tue Aug 03, 2021	-	09:19 am	-	-	Late
30.	164528	Wed Aug 04, 2021	-	09:32 am	-	-	Late
31.	164528	Thu Aug 05, 2021	-	08:56 am	-	-	Late
32.	164528	Fri Aug 06, 2021	-	09:14 am	-	-	Late
33.	164528	Sat Aug 07, 2021	-	08:58 am	-	-	Late



Elementary & Secondary Education  
Government of Khyber Pakhtunkhwa

**Attendance Status Individual Report**

**GGHSS PARKHO DHERI, Mardan**

Report compiled at 01:07 PM - 26 Aug 2021

Waqar Ali (09-08-2021 - 26-08-2021))						
ID	Name	Gender	Father Name	Designation	BPS	Section
164528	Waqar Ali	Male	Taj Muhammad Khan	Naib Qasid	2	School (Female) Section

Details							
#	Id	Date	Short leave	Timein	Timeout	Duration	Status
1.	164528	Mon Aug 09, 2021	-	08:09 am	-	-	Late
2.	164528	Tue Aug 10, 2021	-	1st - Muharram	-	-	Absent
3.	164528	Wed Aug 11, 2021	-	09:33 am	-	-	Late
4.	164528	Thu Aug 12, 2021	-	09:06 am	-	-	Late
5.	164528	Fri Aug 13, 2021	-	-	-	-	Absent
6.	164528	Sat Aug 14, 2021	-	14 - August	-	-	Absent
7.	164528	Mon Aug 16, 2021	-	-	-	-	Absent
8.	164528	Tue Aug 17, 2021	-	08:22 am	-	-	Late
9.	164528	Wed Aug 18, 2021	-	Muharram	-	-	Absent
10.	164528	Thu Aug 19, 2021	-	-	-	-	Absent
11.	164528	Fri Aug 20, 2021	-	08:51 am	08:51 am	00:00	Late
12.	164528	Sat Aug 21, 2021	-	08:40 am	-	-	Late
13.	164528	Mon Aug 23, 2021	-	08:07 am	-	-	Late
14.	164528	Tue Aug 24, 2021	-	09:26 am	-	-	Late
15.	164528	Wed Aug 25, 2021	-	08:23 am	-	-	Late
16.	164528	Thu Aug 26, 2021	-	08:30 am	-	-	Late

Attested  
for  
District Education Officer  
(Female) Mardan



Elementary & Secondary Education  
Government of Khyber Pakhtunkhwa

**Attendance Status Individual Report**

**GGHSS PARKHO DHERI, Mardan**

Report compiled at 10:44 AM - 09 Oct 2021

19

Waqar Ali (01-09-2021 - 30-09-2021))						
ID	Name	Gender	Father Name	Designation	BPS	Section
164528	Waqar Ali	Male	Taj Muhammad Khan	Naib Qasid	2	School (Female) Section

Details							
#	Id	Date	Short leave	Timein	Timeout	Duration	Status
1.	164528	Wed Sep 01, 2021	-	07:39 am	-	-	Present
2.	164528	Thu Sep 02, 2021	-	07:39 am	-	-	Present
3.	164528	Fri Sep 03, 2021	-	07:41 am	-	-	Present
4.	164528	Sat Sep 04, 2021	-	07:31 am	-	-	Present
5.	164528	Mon Sep 06, 2021	-	-	-	-	Absent
6.	164528	Tue Sep 07, 2021	-	-	-	-	Absent
7.	164528	Wed Sep 08, 2021	-	-	-	-	Absent
8.	164528	Thu Sep 09, 2021	-	-	-	-	Absent
9.	164528	Fri Sep 10, 2021	-	-	-	-	Absent
10.	164528	Sat Sep 11, 2021	-	-	-	-	Absent
11.	164528	Mon Sep 13, 2021	-	-	-	-	Absent
12.	164528	Tue Sep 14, 2021	-	-	-	-	Absent
13.	164528	Wed Sep 15, 2021	-	11:50 am	-	-	Late
14.	164528	Thu Sep 16, 2021	-	-	-	-	Absent
15.	164528	Fri Sep 17, 2021	-	-	-	-	Absent
16.	164528	Sat Sep 18, 2021	-	-	-	-	Absent
17.	164528	Mon Sep 20, 2021	-	-	-	-	Absent

Attended  
for District Education Officer  
(Female) Mardan

20

18.	164528	Tue Sep 21, 2021	-	-	-	-	Absent
19.	164528	Wed Sep 22, 2021	-	-	-	-	Absent
20.	164528	Thu Sep 23, 2021	-	-	-	-	Absent
21.	164528	Fri Sep 24, 2021	-	-	-	-	Absent
22.	164528	Sat Sep 25, 2021	-	-	-	-	Absent
23.	164528	Mon Sep 27, 2021	-	-	-	-	Absent
24.	164528	Tue Sep 28, 2021	-	08:05 am	-	-	Late
25.	164528	Wed Sep 29, 2021	-	-	-	-	Absent
26.	164528	Thu Sep 30, 2021	-	08:31 am	-	-	Late

20

*Attested*  
*for*  
*Su d*  
**District Education Officer**  
 (Female) Mardan

**Attendance Status Individual Report**

**GGHSS PARKHO DHERI, Mardan**

Report compiled at 11:24 AM - 03 Dec 2021

Waqar Ali (01-10-2021 - 03-12-2021)						
ID	Name	Gender	Father Name	Designation	BPS	Section
164528	Waqar Ali	Male	Taj Muhammad Khan	Naib Qasid	3	School (Female) Section

Details							
#	Id	Date	Short leave	Time in	Timeout	Duration	Status
1.	164528	Fri Oct 01, 2021	-	-	-	-	Absent
2.	164528	Sat Oct 02, 2021	-	-	-	-	Absent
3.	164528	Mon Oct 04, 2021	-	08:23 am	-	-	Present
4.	164528	Tue Oct 05, 2021	-	09:10 am	-	-	Late
5.	164528	Wed Oct 06, 2021	-	08:58 am	-	-	Late
6.	164528	Thu Oct 07, 2021	-	09:29 am	-	-	Late
7.	164528	Fri Oct 08, 2021	-	09:02 am	-	-	Late
8.	164528	Sat Oct 09, 2021	-	08:38 am	-	-	Late
9.	164528	Mon Oct 11, 2021	-	08:32 am	-	-	Late
10.	164528	Tue Oct 12, 2021	-	08:16 am	10:25 am	02:09	Present
11.	164528	Wed Oct 13, 2021	-	-	-	-	Absent
12.	164528	Thu Oct 14, 2021	-	-	-	-	Absent
13.	164528	Fri Oct 15, 2021	-	-	-	-	Absent
14.	164528	Sat Oct 16, 2021	-	-	-	-	Absent
15.	164528	Mon Oct 18, 2021	-	-	-	-	Absent
16.	164528	Tue Oct 19, 2021	-	-	-	-	Absent
17.	164528	Wed Oct 20, 2021	-	-	-	-	Absent
18.	164528	Thu Oct 21, 2021	-	-	-	-	Absent
19.	164528	Fri Oct 22, 2021	-	-	-	-	Absent
20.	164528	Sat Oct 23, 2021	-	-	-	-	Absent
21.	164528	Mon Oct 25, 2021	-	-	-	-	Absent
22.	164528	Tue Oct 26, 2021	-	-	-	-	Absent
23.	164528	Wed Oct 27, 2021	-	-	-	-	Absent
24.	164528	Thu Oct 28, 2021	-	-	-	-	Absent
25.	164528	Fri Oct 29, 2021	-	-	-	-	Absent
26.	164528	Sat Oct 30, 2021	-	01:21 pm	-	-	Late
27.	164528	Mon Nov 01, 2021	-	-	-	-	Absent
28.	164528	Tue Nov 02, 2021	-	-	-	-	Absent
29.	164528	Wed Nov 03, 2021	-	-	-	-	Absent
30.	164528	Thu Nov 04, 2021	-	11:21 am	-	-	Late
31.	164528	Fri Nov 05, 2021	-	-	-	-	Absent
32.	164528	Sat Nov 06, 2021	-	-	-	-	Absent
33.	164528	Mon Nov 08, 2021	-	-	-	-	Absent
34.	164528	Tue Nov 09, 2021	-	08:28 am	09:24 am	00:56	Present
35.	164528	Wed Nov 10, 2021	-	08:59 am	10:51 am	01:51	Late
36.	164528	Thu Nov 11, 2021	-	09:06 am	10:02 am	00:55	Late
37.	164528	Fri Nov 12, 2021	-	09:12 am	-	-	Late
38.	164528	Sat Nov 13, 2021	-	-	-	-	Absent
39.	164528	Mon Nov 15, 2021	-	-	-	-	Absent
40.	164528	Tue Nov 16, 2021	-	-	-	-	Absent
41.	164528	Wed Nov 17, 2021	-	-	-	-	Absent
42.	164528	Thu Nov 18, 2021	-	-	-	-	Absent

*Handwritten Signature*  
District Education Officer

43.	164528	Fri Nov 19, 2021	-	-	-	-	Absent
44.	164528	Sat Nov 20, 2021	-	-	-	-	Absent
45.	164528	Mon Nov 22, 2021	-	-	-	-	Absent
46.	164528	Tue Nov 23, 2021	-	-	-	-	Absent
47.	164528	Wed Nov 24, 2021	-	-	-	-	Absent
48.	164528	Thu Nov 25, 2021	-	-	-	-	Absent
49.	164528	Fri Nov 26, 2021	-	-	-	-	Absent
50.	164528	Sat Nov 27, 2021	-	12:17 pm	-	-	Late
51.	164528	Mon Nov 29, 2021	-	-	-	-	Absent
52.	164528	Tue Nov 30, 2021	-	-	-	-	Absent
53.	164528	Wed Dec 01, 2021	-	-	-	-	Absent
54.	164528	Thu Dec 02, 2021	-	-	-	-	Absent
55.	164528	Fri Dec 03, 2021	-	-	-	-	Absent

*Attested*  
*For P. D.*  
**District Education Officer**  
**(Female) Mardan**



Annexure E - 23  
OFFICE OF THE DISTRICT EDUCATION OFFICER (FEMALE)  
MARDAN.

PHONE/FAX NO.09379230150

Email Address:-EMISMARDAN DEOFEMALE@YAHOO.COM

**OFFICE ORDER**

WHEREAS Mr Waqar Ali Naib Qasid GGHSS Mehmood Abad Parkho (Mardan) is Misbehaviour with school staff and absent from duty without any permission.

AND WHEREAS, the competent authority has nominated an Enquiry committee to conduct enquiry against the accused Naib Qasid for the charged level against him.

AND WHEREAS, the enquiry committee after having examined the charges, evident on record has proved the charges against the accused Naib Qasid.

AND WHEREAS, a show cause notice regarding the above allegation was served upon him.

AND WHEREAS, show cause reply received from the accused naib qasid but the undersigned is not satisfied from your reply and call for personal hearing along with school principle but the accused naib qasid is failed to attend the office of the undersigned.

AND WHEREAS, you did not satisfy the undersigned regarding above mentioned allegation. the authority, after having considered the charge, evidence on the record, that the charge against have been proved.

Now therefore in exercise of power conferred under section 4 (b) (iii) Khyber Pukhtun Khwa Govt servants (Efficiency & discipline) Rules, 2011, I Mr Zulfiqar-Ul-Mulk District Education Officer (Male & Female) Mardan being the Competent Authority is pleased to impose major penalty **REMOVAL FROM SERVICE** is hereby imposed upon him in the instant case with immediate effect.

(ZULFIQAR-UL-MULK)  
DISTRICT EDUCATION OFFICER  
(FEMALE) MARDAN.

Dated 15-06-2022.

Endst No 4565/G/PPF

Copy forwarded to the:

1. Director Elementary & Secondary Education Khyber Pakhtun Khwa Peshawer.
2. Deputy Commissioner Mardan.
3. District Education Monitoring Officer Mardan.
4. Principal/Head Mistress Concerned.
5. Candidate Concerned.

DISTRICT EDUCATION OFFICER  
(FEMALE) MARDAN.

Attest  
District Education Officer  
(Female) Mardan

محترم جناب پرنسپل صاحبہ کو آفیس گزٹنگز بائریٹ سیکنڈری سکول محمود آباد

جناب عالیہ!

موزبانہ گزٹنگز کی جاتی ہے۔ کہ ہم تمام کلاس فور آپنی خدمت میں

معرض کرنا چاہتے ہیں۔ کہ مسی وڈر <sup>عربی</sup> نائٹ فاعصر اپنی ڈیوٹی بالکل بھی انجام نہیں

دیتا۔ 10 بجے آئے ہیں اور 11 بجے واپس چلا جاتا ہے اور سکول آکر بھی کام نہیں کرتا

نہ بہاد سائلو کچھ کو آپریشن (co-operation) کرتا ہے۔ ہم تمام کلاس فور

آج سے وڈر نائٹ فاعصر کی ڈیوٹی کے بالکل بھی ذمہ دار نہیں اور نہ ہی انکے ذمے

کام چھ کرینگے اور اگر اسکو ڈیوٹی پر نہیں لیا گیا تو آج سے چھ بجی 10 بجے آئیے

اور 11 بجے چھین کرنا واپس چلے جائیں گے۔ ہم اپنی ڈیوٹی بھی کرتے ہیں اور اسکی ذمے کی

ڈیوٹی بھی ہم نھانے ہیں۔ لہذا آپ کی خدمت میں عرض ہے کہ جو اے اس

سینے کا حل نکالا جائے۔ میں وزارتس ہوگی

اپنی سہارا

17/6/21

نثار محمد

Sweepal

(1) نثار محمد

17/6/21

Amelia

جو کھیار

(2) یوسف علی

17/6/21

ساروہ علی

جو کھیار

(3) ساروہ علی

بیار بیگم

Lab Att.

(4) بیار بیگم

Amelia

1/5

(5) سعید بیگم

فریال بیگم

Lab Att.

(6) فریال بیگم

Attested

Bibi Amina

03-08-2021

PRINCIPAL

OGHSS Mahm. d'Abad  
Pesho (Mardan)

(7)