



**DIRECTORATE OF HIGHER EDUCATION
KHYBER PAKHTUNKHWA
RANO GARHI, NEW CHAMKANI CHOWK, PESHAWAR**

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No. DHE/AD(Lit)/SA/ 5375

Dated Peshawar the 4, 4 /2023

To

The Principal,
Government Degree College No.1,
D.I.Khan.

Attention: Mr. Ihsan Ullah, Law Officer

**SUBJECT: SA#1287/2022 TITLED SHAHID AKHTAR CHOUHAN VS GOVT; OF
KHYBER PAKHTUNKHWA**

Memo;

I am directed to refer to the order dated: 21-03-2023 (Copy enclosed) in the subject case and to enclose herewith PER (01-01-2018 to 03-10-2018) alongwith other relevant record with the remarks to submit the same in Tribunal on next date of hearing as desired in the above mentioned letter , please.

(Signature)
4/4/23

(Lubna Farman)

Assistant Director (Litigation)

Endst No. _____/

Copy of the above is forwarded to Section Officer (Litigation), Higher Education Department.

Assistant Director (Litigation)

G.C. No 1D.I.Khan
DAIRY No. 373
DATED 8-4-2023

Mr. Ihsanullah ss.
please do the
needful as per
directions
Ihsan


10
Appeal No. 1287/2022
Shahid Akhtar Chohan vs Govt


1st Feb, 2023

Junior to counsel for the appellant present. Mr. Asif Masood Ali Shah, Deputy District Attorney for the respondents present.

Junior to counsel for the appellant requested for adjournment on the ground that learned counsel for the appellant is busy before Hon'ble Peshawar High Court, D.I. Khan Bench. Adjourned. To come up for arguments on 21.03.2023 before D.B at camp court D.I.Khan.

SCANNED
KPSIT
POSTERITY


(Muhammad Akbar Khan)
Member (E)



(Kalim Arshad Khan)
Chairman
Camp Court D.I.Khan


21st Mar, 2023

Learned counsel for the appellant present. Mr. Muhammad Jan, District Attorney alongwith Mr. Ihsan Ullah, Law Officer for the respondents present.

In this case right to file comments of the respondents have already been struck off. The matter was being heard when the Tribunal felt it necessary to direct the respondents to produce the record especially the disputed PER on the next date. To come up for arguments on 15.05.2023 before D.B at camp court D.I.Khan. P.P given to the parties.

Copy
the true copy
Khy. Service Tribunal
Peshawar


(Salah Ud Din)
Member(J)


(Kalim Arshad Khan)
Chairman
Camp Court D.I.Khan

Date of Presentation of Application 22/3/23
Number of Page 1
Copying Fee 5/-
Urgent
Total 5/-
Name of
Date of Completion 28/3/23



CERTIFICATE

Certified that I SHAHID AKHTAR CHOCHAN (PROVINCIAL)
(Name of Officer) (Group/Service) (BS)

have on 31/12/2018 submitted my Performance Evaluation Report
(Date)

to Prof. FARIDULLAH JAN PRINCIPAL G.D.C. NO. 2 DIKhan
(Name/Designation of Reporting Officer)

My countersigning officer is Dr. Subhanullah Shah Director HED KP,
(Name/Designation of Countersigning Officer) Peshawar.

Name/Designation/Department of officer

Note:- This certificate is required to be dispatched by the officer being reported upon to the Officer Incharge entrusted with the maintenance of his/her C.R dossier on the same date the PER is forwarded to his/her reporting officer.

Guidelines.1

GOVERNMENT OF KHYBER PAKHTOON KHAWA

حکومت خیبر پختونخواہ

Department/Office Higher Education Service/Group Provincial
 علمہ/دفتر سروس/گروپ

PERFORMANCE EVALUATION REPORT

کارکردگی رپورٹ

FOR THE PERIOD ۰۱-۰۱-2018 TO ۰3-۱۰-2018
 ۲۰ء تا ۲۰ء

PART I

حصہ اول

(TO BE FILLED IN BY THE OFFICER REPORTED UPON)

(متعلقہ افسر خود مدد کریں)

1. Name (in block letters) SHAHID AKHTAR CHOHAN
 نام (دائیں حروف میں)
2. Personnel number ۰۰۸۷۱۳۲
 انفرادی نمبر
3. Date of birth ۲۰-۰۳-۱۹۷۰
 تاریخ پیدائش
4. Date of entry in service ۱۰-۰۸-۱۹۹۸
 ملازمت اختیار کرنے کی تاریخ
5. Post held during the period (with BPS) Associate Prof. (Now Associate Prof. BPS: 19)
 پست نظر عرصہ میں عہدہ (مع اسکیل)
6. Academic qualifications M. Sc. Statistics
 تعلیم
7. Knowledge of languages (Please indicate proficiency in speaking (S), reading (R) and writing (W) (بولنے (ب)، پڑھنے (پ)، اور لکھنے (ل) کی صلاحیت))
 زبانوں کا علم

8. **Training received during the evaluation period** (Training courses attended earlier, if any, may please be listed separately on the back page of the report)

متعلقہ عرصہ کے دوران تربیت کی تفصیل (اس سے پہلے تو بیٹھی کورسوں میں شرکت، رپورٹ کے صفحہ کی پشت پر درج کریں)

Name of course attended کورس کا نام	Duration with dates تاریخوں کے ساتھ دورانیہ	Name of institution and country ادارے اور ملک کا نام

9. **Period served**

عرصہ ملازمت

(i) In percent post

سویچوڑہ عہدے پر

(ii) Under the reporting officer 9 months & 3 days

رپورٹنگ افسر کے ماتحت

w.e.f. 01-01-2018 To
03-10-2018

PART II

حصہ دوم

(TO BE FILLED IN BY THE OFFICER REPORTED UPON)

(متعلقہ افسر خود پر کریں)

1. **Job description**

ذمہ داریوں کی تفصیل

1. Teaching Statistics to 1st year, 2nd year, 3rd year & 4th year.

2. Member College Council

3. Member College Proctorial Board

2. Brief account of achievements during the period supported by statistical data where possible. Targets given and actual performance against such targets should be highlighted. Reasons for shortfall, if any, may also be stated
- پیش نظر عرصہ میں نمایاں کام کو اعداد و شمار کے ساتھ مختصر بیان کریں۔ اہداف اور کارکردگی کو نمایاں طور پر لکھیں۔ اہداف نامکمل رہ جانے کی وجہ بھی بیان کریں

Results:

1st Year Statistics : 56%

2nd year " : 89%

3rd year " :

4th year " :



PART III

حصہ سوم


(REPORTING OFFICER'S EVALUATION)

(رپورٹنگ افسر کا جائزہ)

1. Please comment on the officer's performance on the job as given in Part II (2) with special reference to his knowledge of work, ability to plan, organize and supervise, analytical skills, competence to take decisions and quality and quantity of output. How far was the officer able to achieve the targets? Comment on the officer's contribution, with the help of statistical data, if any, in the overall performance of the organization. Do you agree with what has been stated in Part II (2)?

حصہ دوم (۲) میں بیان کی گئی کارکردگی کا جائزہ لیں۔ افسر کے علم، تنظیم اور نگرانی کرنے کی صلاحیت، تجرباتی مہارت اور فیصلہ کرنے کی صلاحیت کے متعلق رائے دیں۔ کارکردگی کے معیار و مقدار کے حوالے سے بھی رائے دیں۔ اہداف کو پورا کرنے میں افسر کس حد تک کامیاب رہا/ رہی۔ ادارے کی مجموعی کارکردگی میں افسر کے کردار کی اعداد و شمار کے حوالے سے نشاندہی کریں۔ کیا آپ حصہ دوم (۲) میں دی گئی معلومات سے متفق ہیں؟

This PER is written in Absentia viz-viz the officer concerned is rude, disobedient, mischief monger. He did not bother to get his PER signed from the undersigned, inspite he was asked verbally as well as in written (copy attached). However he is problems creator, negative minded, intrigues maker against the smooth college administration, pernicious, seditious for the interest of students. Although the result of his subject is to some extent satisfactory, but it is not a deed greater than what mockery he plays with the organization



2. Integrity (Morality, uprightness and honesty)

(درست بازی، ایمانداری) دیانت

Totally null in r/o integrity, morality, uprightness & honesty and due to this reason his nomination as D.D.O. by the predecessor (Ex-Principal) was withdrawn by the undersigned.

3. Pen picture including the officer's strengths and weaknesses with focus on emotional stability, ability to work under pressure, communication skills and interpersonal effectiveness (Weakness will not be considered as adverse entry unless intended to be treated as adverse)

قلبی خاکنہ: افسر کی خوبیوں اور کمزوریوں کا جائزہ لیں، خصوصاً جذباتی طور پر، دباؤ کی حالت میں کام کرنے کی صلاحیت، رابطہ اور باہمی انعام و تقسیم پیدا کرنے کی صلاحیت بیان کریں (کو تاہی کو اس وقت تک مثنیٰ تصور نہ کیا جائے جب تک رپورٹنگ افسر ضروری نہ کہے)

Emotional beyond the limits. Loses Temper whenever under pressure. Does not act upon the instructions of boss. Not capable to work positively in co-ordination

4. Area and level of professional expertise with suggestions for future posting

پیشہ وارانہ مہارت اور آئندہ تعیناتی کی نشاندہی

To be kept under strict observation
Not fit yet for any administrative or
other responsible post.

5. Training and development needs

مزید تربیت کے لیے تجاویز

To be kept reined & not to be promoted unless removes the aforesaid deficiencies.

6. Overall grading

مجموعی درجہ

Very Good
اعلیٰ

Good
اچھا

Average
اوسط

Below Average
اوسط سے کم

7. Comparative Grading

نسبتی درجہ

Compared to other officers of his rank, the officer falls in

ہم منصب افسران کے مقابلہ میں آپ اس افسر کا تعین کہاں کریں گے

Top 10%
پہلے دس فی صد میں

Next 20%
اگلے بیس فی صد میں

Next 70%
باقی تترنی صد میں

8. Fitness for promotion

ترقی کے لیے ممانبت

Not fit for promotion yet

Comment on the officer's potential for holding a higher position and additional responsibilities

افسر کی اعلیٰ عہدے پر کام کرنے اور اضافی ذمہ داریاں نبھانے کی صلاحیت کے بارے میں رائے دیں

Neither fit for additional responsibilities, nor fit for posting on higher responsible posts.

Name of the reporting officer _____

(Capital letters) FARIDULLAH JAN

رپورٹنگ افسر کا نام (دائیں طرف میں)

Principal
G.D.C No.2 (M)

D. I. Khan

Designation _____

عہدہ

Signature _____

دستخط

Date _____

تاریخ

PART IV

حصہ چہارم

(REMARKS OF THE COUNTERSIGNING OFFICER)
(کاؤنٹر سائینگ افسر کی رائے)

1. How often have you seen the work of the officer reported upon?
افسر کا کام کس حد تک آپ کی نظر سے گزرتا رہا؟

Very frequently اکثر و بیشتر	Frequently اکثر	Rarely بیشاگرد	Never کبھی نہیں
---------------------------------	--------------------	-------------------	--------------------

2. How well do you know the officer? If you disagree with the assessment of the reporting officer, please give reasons.
آپ افسر کو کس حد تک جانتے ہیں؟ اگر آپ رپورٹنگ افسر کی رائے سے متفق نہیں تو اس کی وجہ بیان کریں

Agreed with R-O.
Adverse. Coming to officer.

3. Overall grading
مجموعی درجہ

Very good اعلیٰ	Good اچھا	Average اوسط	Below Average اوسط سے کم
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4. Recommendation for promotion (Comment on the officer's potential for holding a higher position and additional responsibilities)
ترقی کے لیے سفارش (افسر کی اعلیٰ عہدے پر کام کرنے اور اضافی ذمہ داریاں سنبھالنے کی صلاحیت کے بارے میں رائے دیں)

As per report of the Principal.

5. Evaluation of the quality of assessment made by the reporting officer.

رپورٹنگ افسر کے جائزہ کے معیار کے بارے میں کاؤنٹر سائننگ افسر کی رائے

Exaggerated
مبالغہ آمیز

Fair
معاقل

Biased
جانب دار

Name of the countersigning officer

(Capital letters)

کاؤنٹر سائننگ افسر کا نام (دائیں حروف میں)

Signature

دستخط

Designation

عہدہ

Date

تاریخ

PART V

حصہ پنجم

(REMARKS OF THE SECOND COUNTERSIGNING OFFICER (IF ANY))

دوسرے کاؤنٹر سائننگ افسر (معرض موجودگی) کی رائے

Name

نام

Signature

دستخط

Designation

عہدہ

Date

تاریخ

GUIDELINES FOR FILLING UP THE PER

- * After initiation of their PER, the officers under report should immediately fill up the detachable 'certificate' giving names of the RO/CO and forward the same to the Officer Incharge of their respective confidential records. This exercise will ensure proper follow-up of the pending performance evaluation reports by the concerned Ministry/Division/Provincial Government etc.
- * Forms should be filled in duplicate. Parts I and II are to be filled by the officer under report and should be typed. Part III will be filled by the Reporting Officer while the Countersigning/Second Countersigning Officers will fill parts IV and V respectively.
- * Each Division, Department, autonomous body and office etc. is required to prepare specific job descriptions giving main duties of each job to be mentioned in Part II. (1). The job descriptions may be finalized with the approval of the Head of the Organization or any person authorized by him.
- * The officer under report should fill Part II (2) of the form as objectively as possible and short term and long term targets should be determined/assigned with utmost care. The targets for each job may be formulated at the beginning of the year wherever possible. In other cases, the work performed during the year needs to be specifically mentioned.
- * Assessment by the Reporting Officer should be job-specific and confined to the work done by the officer during the period under report. They should avoid giving a biased or evasive assessment of the officer under report, as the Countersigning Officers would be required to comment on the quality of the assessment made by them.
- * The Reporting Officers should carryout their assessment in Part III through comments against each characteristic. Their opinions should represent the result of careful consideration and objective assessment so that, if called upon, they could justify the remarks/comments. They may maintain a record of the work done by the subordinates in this regard.
- * The Reporting Officers should be careful in giving the overall and comparative gradings. Special care should be taken so that no officer is placed at an undue disadvantage.
- * The Countersigning Officers should weigh the remarks of the RO against their personal-knowledge of the officer under report, compare him with other officers of the same grade working under different reporting Officers, but under the same Countersigning Officer, and then give their overall assessment of the officer. In case of disagreement with the assessment done by the Reporting Officer, specific reasons should be recorded by the Countersigning Officers in Part IV (2).
- * The Countersigning Officers should make an unbiased evaluation of the quality of performance evaluation made by the RO by categorizing the reports as exaggerated, fair or biased. This would evoke a greater sense of responsibility from the reporting officers.
- * The Countersigning Officers should underline, in red ink, remarks which in their opinion are adverse and should be communicated to the officer reported upon. All adverse remarks whether remediable or irreparable should be communicated to the officer under report, with a copy of communication placed in the CR dossier. Reporting Officers should ensure that they properly counsel the officer under report before adverse remarks are recorded.
- * The Reporting and Countersigning Officers should be clear, direct, objective and unambiguous in their remarks. Vague impressions based on inadequate knowledge or isolated incidents should be avoided.
- * Reports should be consistent with the pen picture, overall grading and comparative grading.

IMPORTANT

- * Parts I and II of the PER should be duly filled and dispatched to the Reporting Officer not later than the 15th of January. The ROs should forward the report to the Countersigning Officer within two weeks of receipt after giving their views in Part III. The COs should then finalize their comments in Part IV within two weeks of receipt of PER. The Second Countersigning Officers, if any, should also complete their assessment within a period of two weeks.
- * Name and designation of the Reporting/Countersigning Officers should be clearly written. Comments should be legible and in the prescribed format and which can be easily scanned.
- * Personnel Number is to be filled in by the officer under report, if allotted.
- * Proforma has been devised in English/Urdu to provide flexibility to RO/CO in the choice of language.
- * Comparative grading only applies to officers falling in very good, good and average categories. This grading would not apply to anyone falling in below average category in part III (6).

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BEFORE THE HONOURABLE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL,
PESHAWAR.

Service Appeal # 1287-2022

Shahid Akhtar Chouhan Appellant

Versus

Govt. of Khyber Pakhtunkhwa

Through Chief Secretary, Govt; of Khyber Pakhtunkhwa &

others..... Respondents

SUBJECT:- PARAWISE COMMENTS ON BEHALF OF RESPONDENTS NO.1 to 4 6 &
7

PRELIMINARY OBJECTIONS: -

Respectfully Sheweth: -

1. That, the Appellant has got no locus standi/cause of action, to file the instant Service Appeal.
2. That, the Appellant has not come to the Tribunal with clean hands and trying to conceal material facts.
3. That the present Appeal is barred by Law and limitation.
4. That the Appellant is estopped by his own conduct to file the present Appeal.
5. That the appeal is bad for misjoinder and non-joinder of necessary parties.

Facts: -

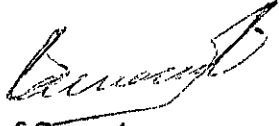
- 1- Correct to the extent that adverse remarks were recorded by the reporting officer, which was communicated to the appellant vide letter dated: 10-12-2019. But it is pertinent to mention here that the appellant has remained under the reporting officer from 01-01-2018 to 03-10-2018, but the appellant was reluctant to submit PER for that period. Therefore, the reporting officer passed an office order dated:19-03-2019, wherein the appellant was instructed to submit PER within a week (**Annex-A**). Every government official/officer is duty bound to submit PER at the start of each year. But the appellant lethargic attitude is a proof of his non obedience to the reporting officer, Hence the reporting officer is at right position while recording below average in his PER.
2. Correct to the extent that the appellant submitted departmental appeal on which the views of concerned reporting and countersigning authority was sought which was submitted (**Annex-B**)
3. Correct to the extent that after thorough examination, the competent Authority i.e Secretary Higher Education Department regretted his Departmental appeal (**Annex-C**) which was also Endst; to the appellant.
4. Incorrect as already explained in the preceding paras.

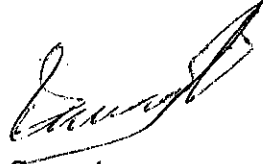
Grounds: -

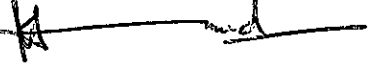
1. Incorrect. The reporting officer correctly pin pointed the performance of the appellant and nothing has been done against the law/rules.
2. Incorrect. That the appellant was working with the utter dissatisfaction of his High-Ups.
3. Incorrect as already explained in the preceding paras.
4. Pertains to record.

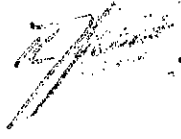
Prayers:

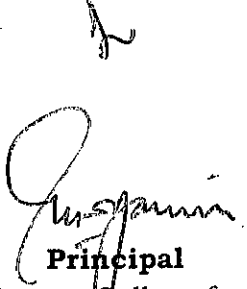
It is, therefore, humbly prayed that on acceptance of instant Parawise Comments the instant Service Appeal may graciously be dismissed with cost.


for 
Chief Secretary,
Govt; of Khyber Pakhtunkhwa
Respondent No. 6


Secretary,
Higher Education Department
Govt; of Khyber Pakhtunkhwa
Respondent No. 01


Director
Higher Education Department
Respondent No. 02


Deputy Director (Estab.)
Higher Education Department
Respondent No. 03


Principal
Govt; Degree College for No. 2
D.I.Khan
Respondent No. 04


Deputy Director (ACR)
Higher Education Department
Respondent No. 07

Annex-A

OFFICE OF THE PRINCIPAL GOVT:DEGREE COLLEGE NO.2(M),D.I.KHAN,K.P.K.

Email:gc2dikhan@gmail.com

Tel:011-26012000

Dated: 19-3-2019

No. _____

OFFICE ORDER

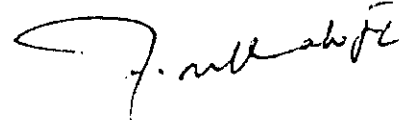
Mr. Shahid Akhtar Chohan

Associate Professor of Statistics,

G.D.C.No.3 (Dera Township) D.I.Khan.

As informed earlier, you remained/served under the subordination of the undersigned w.e.f. 01-01-2018 upto 03-10-2018. But your PERS/ACRS for the period in question are still awaited. It is to explain you further that serving at least for three(03) months under the subordination of any boss, the ACRS/PERS for the period in question must be got signed from him. ACRS/PERS from any other Principal instead of one you served under is amounting to forgery/misrepresentation & fraud.

It is therefore to direct you to put up your ACRS/PERS for the period mentioned above before the undersigned within a week of the receipt of this letter, otherwise the undersigned would directly send your PERS/ACRS to the Director Higher Education Department Khyber Pakhtunkhwa Peshawar & your non compliance in this regard would be treated as misconduct.



Principal

G.D.C.No.2(M)

D.I.Khan.

Endst No. 101-103

Copy To The:-

1. Director H.E.D. Khyber Pakhtunkhwa Peshawar with the request/remarks to consider the PERS of the nominee as misrepresentation/ nul & void if got signed from any other Principal for the period concerned please.
2. Assistant Director (PERS/ ACRS) Directorate of Higher Education Department, Khyber Pakhtunkhwa Peshawar.



Principal

G.D.C.No.2(M)

D.I.Khan.

Annex-B

(43)

OFFICE OF THE PRINCIPAL GOVT: DEGREE COLLEGE NO.2(M),D.I.KHAN.

Email: gc2dikhan@gmail.com

Tel: 0966-9280136

No. _____ /

Dated: 08/02/2020.

To

The Director,
Higher Education Department,
KPK, Peshawar.

**SUBJECT: ADVERSE PER FOR THE YEAR 01-01-2018 TO 03-10-2018 IN R/O
MR. SHAHID AKHTAR ASSOCIATE PROFESSOR IN STATISTICS.**

Memo;

With reference to your letter No.954/AD(ACR) Dated :09/01/2020 wherein the undersigned was to submit comments into your kind service regarding reply of Mr. SHAHID AKHTAR CHOCHAN Associate Professor in Statistics on the subject captioned above. The undersigned submits parawise comments to the reply of Mr. SHAHID AKHTAR CHOCHAN ASSOCIATE PROFESSOR IN STATISTICS as under:

PART-IV(REPORTING OFFICER EVALUATION).

- 1) Prior to answer to whether any Letter or Verbal Message about Submission of PER was served upon the said Professor or not; it is pertinent to mention that the start of his reply is based on baseless allegation and lying, then it is clear that how credible his other statements might be.

The allegation that the said Professor was not Served upon any letter for Submission of PER is totally false and actually is misleading the Higher Authorities. He was Served upon through a registered Letter asking the Said Professor to submit his PER complete in all respects within time. (Copy of Original Receipt of Registry annexed).

Another thing is that if the Said Professor was so innocent and ignorant of his intimation of Submission of PER, how did he approach Social Media in order to plead his case there. He has posted the whole story regarding the Undersigned's request to submit PER complete in all respects within due time at KPPLA, KPK, FACEBOOK PAGE, and has openly violated **KPK Government Servants Efficiency and Discipline Rules 2011** by approaching Social Media against his own Office. (Printed out Copies Annexed).

The said Professor has also committed Cyber Crime by degrading and defaming his immediate Officer by provoking various Social Media Groups against the Undersigned (Printed out copies annexed).

As defined in **KPK Government Servants Efficiency and Discipline Rules 2011 page 411 (i) "INEFFICIENCY"** means failure to efficiently perform functions assigned to a Government Servant in discharge of his duties (Copy annexed) and

(L) "MISCONDUCT" includes (viii) Avoiding Submission of Annual Confidential Report/PER by a Government Servant within required period. (Copy annexed). It is not the duty of reporting Officer to ask for ACR/PER Submission but it is the duty of Subordinate Officer to submit his ACR/PER within stipulated time period. In case of the said Professor the case is adverse.

2. The undersigned has no personal grudge and enmity against the said Professor therefore these allegations are completely false and baseless. As far as the results of the said Professor are concerned I may say that the whole Country is engulfed by Booti-Mafia and if 4 out of 7 Students of the Class of the Said Professor get passed, this does not show his Efficiency or Teaching but to Booti-Mafia.

3. Totally false. On 11/07/2017 when Undersigned took Charge as Principal, immediately after that an inquiry came over the said Professor as he was Incharge Principal/DDO prior to the undersigned. The allegations were that he had conducted a Fake Home Exam in the College in his Principalship where only Paper-Work was done and no Exam was conducted. He had used Rs.54000/- from the College Private Fund for that Fake Exam. Thus it is another lie that he has never been under any inquiry during his entire career.

The undersigned after a thorough Internal Audit of the College has come to the conclusion that the said Professor during his tenure as Incharge Principal/DDO of this College w.e.f. 01/01/2017 to 10/07/2017 has drawn a huge amount from College Private Funds without any justification. The undersigned has already written in detail about the matter to the Honourable Director Higher Education Department KPK to please conduct a High Profile Inquiry into this matter pertaining to Embezzlement/Misuse/Corruption of College Private Funds. (Copy of the letter annexed).

The said Professor has torn into parts all the Rules and Regulations as a Civil Servant when he received a Letter from your goodself regarding remarks on Adverse ACR/PER and instead of providing a reply to the Department; first he uploaded the same Letter No. 28736/AD(ACR) Dated: 10/12/2019 on Social Media/Facebook; thus completely sabotaging the confidentiality of the ACR/PER and making it Public. This reveals to what extent the said Professor irresponsible is and how dangerous would it be to keep him on any responsible post in Future! (Copy of the printed Facebook/Social Media page is annexed).

The dishonesty of the said Professor is revealed in the above mentioned Embezzlement/Misuse/Corruption of College Private Funds during his very small tenure as Incharge Principal/DDO of this College again in violation to KPK Government Servants Efficiency and Discipline Rules 2011 page 411(g)(ii) (Copy Annexed).

4. The Undersigned has provided proof of what is reported about the said Professor and there is nothing baseless.

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5. There were no violations of rules on part of the Undersigned. The said Professor was never reported unheard.
6. It is correct that the said Professor remained DDO of this College but other praising is self proclaimed.
7. The undersigned has already mentioned that there is no Personal Grudge or Enmity against the said Professor. Being a Reporting Officer the undersigned is to report Yearly Performance of the Subordinates to the Directorate of Higher Education every year and if there is any discrepancy the Undersigned is bound to report that.
8. This is Totally misleading of the Higher Authorities. The said Professor did not quit his duty as DDO Voluntarily but due to valid proofs of corruption and Embezzlement of College Private Funds including the conduction of that fake Home Exam during his Incharge Principalship, the Undersigned requested Higher Authorities to remove the said Professor from DDO and the record of that correspondence is Annexed.

In the light of the above comments/Views it is pertinent to mention that the undersigned has no personal Grudge and Enmity against the said Professor and the facts reported in his PER portray what the said Professor has done during his tenure with Undersigned.

Therefore, your goodself is requested to please start a High Profile Inquiry against the said Professor in connection with the Embezzlement/Misuse/Corruption in the College Private Funds and is requested to be Demoted as he has shown his inefficiency and incapability to hold a responsible post for such a small tenure and must be deterred from holding any responsible post in Future in the best interest of Students, Institute and the whole Department.

-sd-
PRINCIPAL
G.D.C. No.2(M),
D.I.Khan.

Endst: No. 1044-461

Dated: 08/02/2020.

Copy of the above is forwarded for information to:

1. The PS to Secretary Govt: OF Khyber Pakhtunkhwa Higher Education Department, Peshawar.
2. The Assistant Director (ACRs) Directorate of Higher Education Khyber Pakhtunkhwa, Rano Garhi, Chamkani Mor, G.T. Road, Peshawar.

[Signature]
PRINCIPAL
G.D.C. No.2(M),
D.I.Khan.

Annex-B

(16)

To

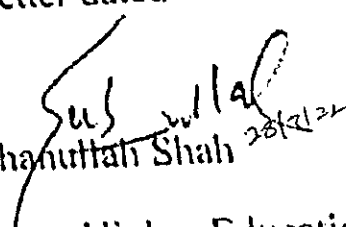
The Director Higher Education,
Khyber Pakhtunkhwa Peshawar.

SUBJECT : ADVERSE PER FOR THE PERIOD 1-1-2018 TO 3-10-2018 IN
R/O MR. SHAHID AKHTAR , ASSOCIATE PROF IN STAT, GC NO. 2 DI
KHAN.

Reference your letter No. 5389 / AD (ACR) on the subject cited above.

The undersigned has gone through all the relevant documents and have also
contacted some senior officers in DI Khan to collect their opinion in the above
matter.

In view of the available documents and my personal discussions, the undersigned
agrees to the comments of the reporting officer given in his letter dated 8/2/2020.


Dr. Subhanullah Shah

Ex Director Higher Education.

Annex-C



GOVERNMENT OF KHYBER PAKHTUNKHWA
HIGHER EDUCATION, ARCHIVES &
LIBRARIES DEPARTMENT

No.SO(C-1)/HE/1-98/Adverse PERs/Shahid/Akhtur
Dated Peshawar the 09/05/2022

154
51
- / 2274 - 75

To,

The Director,
Higher Education Department,
Khyber Pakhtunkhwa, Peshawar.

Subject: -

ADVERSE PER FOR THE YEAR 01.01.2018 TO 03.10.2018 IN RESPECT
OF MR. SHAHID AKHTUR, ASSOCIATE PROFESSOR OF STATISTICS.

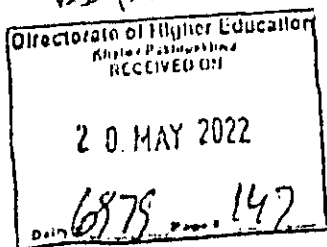
I am directed to refer to the subject noted above and to state that representation for expunction of adverse remarks in respect of Mr. Shahid Akhtur, Associate Professor of Statistics (BPS-19) Government Degree College No.3, D.I.Khan recorded in his PERs for the period 01.01.2018 to 03.10.2018 has been rejected by the competent authority in light of existing instruction at 6.2 (iii) of Performance Evaluation Reports.

Riaz
(RIAZ)

SECTION OFFICER (COLLEGES-1)

Copy forwarded to:

1. Mr. Shahid Akhtur, Associate Professor of Statistics (BPS-19) Govt Degree College No.3, D.I.Khan
2. PS to Secretary, Higher Education Department.
3. Master file



SECTION OFFICER (COLLEGES-1)

34

(5)

Government Servants (Efficiency and Discipline) Rules, 2011

(ii) in relation to a Government servant of a tribunal or court functioning under Government, the appointing authority or the Chairman or presiding officer of such tribunal or court, as the case may be, authorized by the appointing authority to exercise the powers of the competent authority under these rules:

Provided that where two or more Government servants are to be proceeded against jointly, the competent authority in relation to the accused Government servant senior most shall be the competent authority in respect of all the accused.

(g) "corruption" means-

- (i) accepting or obtaining or offering any gratification or valuable thing, directly or indirectly, other than legal remuneration, as a reward for doing or for bearing to do any official act;
- (ii) dishonestly or fraudulently misappropriating, or indulging in embezzlement, or misusing Government property or resources; or
- (iii) entering into a bargain under any law for the time being in force and returning the assets or gains acquired through corruption or corrupt practices voluntarily; or
- (iv) possession of pecuniary sources or property by a Government servant or any of his dependents or any other person, through his or on his behalf, which cannot be accounted for and which are disproportionate to his known sources of income; or
- (v) maintaining a standard of living beyond known sources of income; or
- (vi) having a reputation of being corrupt;

(h) "Governor" means the Governor of the Khyber Pakhtunkhwa;

✓ (i) "inefficiency" means failure to efficiently perform functions assigned to a Government servant in the discharge of his duties;

(j) "inquiry committee" means a committee of two or more officers, headed by a convener, as may be appointed by the competent authority under these rules.

(k) "inquiry officer" means an officer appointed by the competent authority under these rules.

(l) "misconduct" includes-



Like



Comment



Share

**Shahid Akhtar Chohan**

Jan 21 at 9:37 AM

**Irfan Karim is with Shahid Akhtar Chohan.**

Jan 21 at 9:13 AM

جناب علی امین خان گنڈہ اور صاحب!
توجہ فرمائیں

کریٹ پرنسپل فریداللہ جان زکوڑی ثبوت کے ساتھ
حاضر ہے۔ کریشن میں ساتھ نہ دینے پر فخر ڈیرہ پروفیسر
شاہد اختر... See More

← Adeel Ahmad

**Adeel Ahmad**

Yesterday at 6:40 PM

ہم اہلیان ڈیرہ علی امین خان گنڈاپور سے
بھرپور احتجاج اور مطالبہ کرتے ہیں کہ
کریٹ چارج شیٹ شدہ پرنسپل گورنمنٹ
ڈگری کالج نمبر 2 ڈیرہ اسماعیل خان
فریداللہ جان زکوڑی کو فی الفور ضلع میں
کردیا جائے جس کی بغض اور عناد کی وجہ
سے ہمارے فخر ڈیرہ پروفیسر شاہد اختر



(B)

39

X Posts

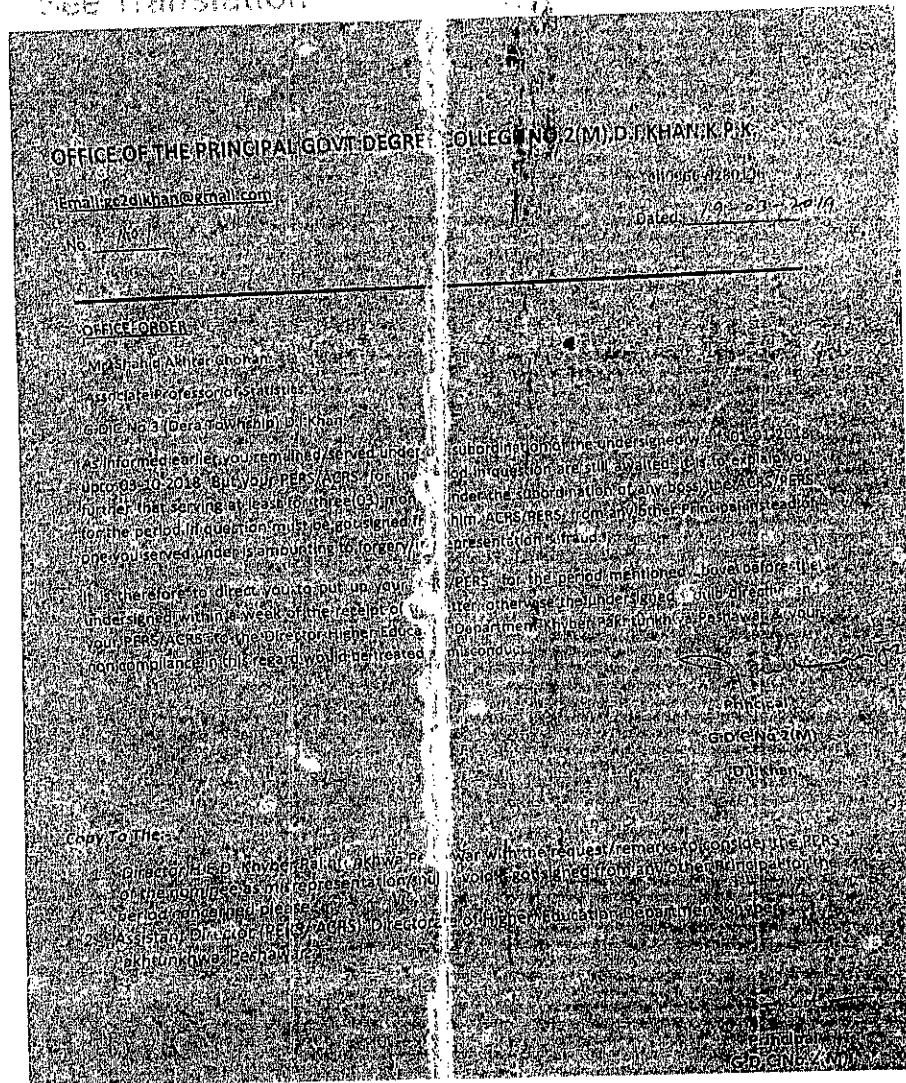


Shahid Akhtar Chohan Khyber Pakhtunkhwa Professors and Lecturers Association KPPLA

Mar 30, 2019 at 12:08 AM

Itna yad rakhne wala principal whole KPK me nhi dekha hoga kisi ne 😊😊😊😊😊

See Translation



Write a comment...



(E) 33

- (i) conduct prejudicial to good order or service discipline; or
- (ii) conduct contrary to the Khyber Pakhtunkhwa Province Government Servants (Conduct) Rules, 1987, for the time being in force; or
- (iii) conduct unbecoming of Government servant and gentleman; or
- (iv) involvement or participation for gains, directly or indirectly, in industry, trade, or speculative transactions by abuse or misuse of official position to gain undue advantage or assumption of such financial or other obligations in relation to private institutions or persons as may compromise the performance of official duties or functions; or
- (v) any act to bring or attempt to bring outside influence, directly or indirectly, to bear on the Governor, the Chief Minister, a Minister or any other Government officer in respect of any matter relating to the appointment, promotion, transfer or other conditions of service; or
- (vi) making appointment or promotion or having been appointed or promoted on extraneous grounds in violation of any law or rules; or
- (vii) conviction for a moral offence by a court of law¹; or
- (viii) Avoiding submission of Annual Confidential Report Performance Evaluation Report by a Government Servant or withholding such report by the Reporting Officer or the countersigning Officer as the case may be within the required period as provided in the instructions issued by the Government under the Khyber Pakhtunkhwa Civil Servants Act, 1973, from time to time.]

(2) Words and expressions used but not defined in these rules shall have the same meanings as are assigned to them in the Khyber Pakhtunkhwa Civil Servants Act, 1973 (Khyber Pakhtunkhwa Act No XVIII of 1973) or any other statutory order or rules of Government for the time being in force.

3. Grounds for proceedings.—A Government servant shall be liable to be proceeded against under these rules, if he is-

- (a) inefficient or has ceased to be efficient for any reason; or

1. For the full stop appearing at the end replaced by a semicolon and the word "or" and thereafter new clause added by Notification No. SO(REG-VI) E&AD/26/2010 DATED 26-05-2011

(F)

OFFICE OF THE PRINCIPAL GOVT. DEGREE COLLEGE NO.2(M),D.I.KHAN.

Email:gc2dikhan@gmail.com

Tel:0966-9280136

No. 1038 /

Dated: 4/2/2020.

To

The Director,
Higher Education Department,
KPK,Peshawar.

SUBJECT: EMBEZZLEMENT/CORRUPTION/MISUSE OF COLLEGE PRIVATE FUND FOR THE PERIOD W.E.F.01/01/2017 TO 10/07/2017.

Memo;

It is to be brought into your kind consideration that there has been a huge embezzlement/corruption/misuse of the College Private Funds during the period captioned above. The Undersigned after a thorough internal Audit of this College has reached upon the Conclusion that huge Amounts have been drawn from the College Private Funds during the said period and written about this to the Monitoring & Evaluation(Education), Planning and Development Department(Directorate General of M-& E),Peshawar. The response on their end is still awaited.

Therefore, the undersigned is bound to submit to your goodself that during various Months for the Year 2017 w.e.f. 01/01/2017 to 10/07/2017, huge amounts have been drawn from Two Bank Accounts(The Bank of Khyber Tank Adda Branch,D.I.Khan, A/C No. 0129000001622007 and The Bank Of Khyber Circular Road Branch,D.I.Khan,A/C No. 0004000000828009) of this College without any justification.

The matter may kindly be investigated thoroughly through a High Profile Inquiry that to

why such huge amounts of Private Funds of the College have been drawn without any Justification in the best interest of students, Institute and the Public please.

The Detail of Drawn Amount is as below

Date	Name of Bank & Branch.	Account No.	Cheque No.	Amount Drawn.Rs.	Name of Drawer.
9/2/2017	BOK,Tank Adda Branch,D.I.Khan.	<u>0129000001622007</u>	26682332	100,000/-	Prof:Sultan Ayaz.
1/3/2017.	BOK,Tank Adda Branch,D.I.Khan.	<u>0129000001622007</u>	26682340	100,000/-	Tayyab Security Guard.
4/1/2017.	BOK,Tank Adda Branch,D.I.Khan.	<u>0129000001622007</u>	26682318	200,000/-	Prof:Sultan Ayaz
4/7/2017.	BOK,Circular Road Branch,D.I.Khan.	<u>0004000000828009</u>	26478039	200,000/-	Prof:Sultan Ayaz

(31) (F)

3/3/2017.	BOK,Circular Road Branch,D.I.Khan.	0004000008:28009	25918150	200,000/-	Prof:Sultan Ayaz.
8/3/2017.	BOK,Circular Road Branch,D.I.Khan.	0004000008:28009	25918153	100,000/-	Abdul Khaliq Peon.
10/3/2017	BOK,Circular Road Branch,D.I.Khan.	0004000008:28009	25918154	100,000/-	Abdul Khaliq Peon.
3/04/2017.	BOK,Circular Road Branch,D.I.Khan.	0004000008:28009	25918162	254000/-	Abdul Khaliq and Loan to Prof:Sultan Ayaz Rs.200,000/-
4/4/2017.	BOK,Circular Road Branch,D.I.Khan.	0004000008:28009	25918164	70,000/-	Transformer and Loan
2/5/2017	BOK,Circular Road Branch,D.I.Khan.	0004000008:28009	25918194	200,000/-	Prof:Sultan Ayaz
1/6/2017	BOK,Circular Road Branch,D.I.Khan.	0004000008:28009	259181205	??????????	Abdul Khaliq Peon
4/7/2017.	BOK,Circular Road Branch,D.I.Khan.	0004000008:28009	??????????	200,000/-	Prof:Sultan Ayaz.

Endst:No. 1039-42

Copy of the above is forwarded for information and further necessary action to:-

- 1).The PS to Secretary Higher Education Department,KPK,Peshawar.
- 2).The DG NAB,KPK,Peshawar.
- 3).The Director Anti-Corruption,KPK,Peshawar.
- 4).The Assistant Director, Anti-Corruption Circle,D.I.Khan.

[Signature]
PRINCIPAL,
G.D.C.No.2(M),
D.I.Khan. 4/2/2020

Dated: 4/2/2020

[Signature]
PRINCIPAL,
G.D.C.No.2(M),
D.I.Khan. 4/2/2020

o/c



(25) (P)

DIRECTORATE OF HIGHER EDUCATION
KHYBER PAKHTUNKHWA NEAR CHAMKANI STOP RANO GARHI PESHAWAR
Tell: 0912650024-25 Phone: 0912650016
E-mail:- dhekpakesh@gmail.com ACR Section E-mail:- dheacrsection@gmail.com

Office No. 954 /AD(ACR)

Dated: 09/01/2020

The Principal,

GDC, No.2 D.I.Khan.

Subject: ADVERSE PER FOR THE YEAR 1.1.2018 TO 03.10.2018 IN R/O MR. SHAHID AKHTAR ASSOCIATE PROFESSOR IN STATISTICS.

Respected Sir, السلام عليكم

I am directed to refer to the subject captioned above and to enclose herewith a photocopy of the reply of Mr. Shahid Akhtar Associate Professor in Statistics which is self-explanatory for your comments please.

o/c +
Assistant Director (ACR)

Encls. No. 955

Copy forwarded for information to Mr. Shahid Akhtar Chohan Associate Professor of Statistics GDC, No.3 D.I.Khan.

o/c +
ASSISTANT DIRECTOR (ACR)

OFFICE OF THE PRINCIPAL GOVT. DEGREE COLLEGE NO.3 DERA TOWNSHIP D.I.KHAN

No. _____

Dated, ___/___/2019

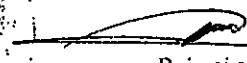
To

The Assistant Director (ACR)
Higher Education Department
Khyber Pakhtun Khawa Peshawar

Subject: **ACKNOWLEDGEMENT**

Memo:

With reference to your letter No.28736/AD(ACR) Dated: 10/12/2019. Please find enclosed the same with acknowledgement duly signed by Prof: Shahid Akhtar Chohan Associate Professor in Statistics G.D.C No.3 Dera Township D.I.Khan


Principal
Govt. Degree College No.3
Dera Township D.I.Khan

ACR
RECEIVED
7 JAN 2020
177 Page 20
Shahid Akhtar Chohan

ASSISTANT DIRECTRESS (



(25)
R

DIRECTORATE OF HIGHER EDUCATION
KHYBER PAKHTUNKHWA, RANO GARHI CHAMKANI PESHAWAR

E-mail:- dhekpkpesh@gmail.com

Office No. 28736 /AD(ACR)

Dated: 10/12/2019

Mr. Shahid Akhtar

I am directed to convey to you the following adverse remarks recorded in your Performance Evaluation Report for the period from 01.01.2018 to 03.10.2018.

PART-IV (REPORTING OFFICER EVALUATION)

1. **Please comment on the officer's performance on the job given in part II (2) with special reference to knowledge of work, quality and quality of output. How far was the officer able to achieve targets? Do you wish to be stated in part II (2)**

This PER is written in absentia viz-a-viz the officer is rude, disobedient, mischief monger. He did not bother to get his PER signed from the undersigned, inspite he was asked verbally as well as in written. (copy attached). However he is problems creator, negative minded, intrigues maker against the smooth college administration, pernicious, seditious for the interest of students. Although the result of his subject is satisfactory, but it is a deed greater than what mockery he plays with the organization.

2. **Integrity.**

Totally nill in r/o integrity, uprightness and honest and due to this reason his nomination as D.D.O by the predecessor (Ex-Principal) was withdrawn by the under-signed..

3. **Pen Picture.**

Emotional beyond the limits. Loses temper whenever under pressure. Does not act upon the instructions of boss not capable to work positively in coordination.

4. **Area and level of professional expertise with suggestion for future posting**

To be kept under strict observation. Not fit yet for any administrative or other responsible post.

5. **Training and development needs.**

To be kept reined and not to be promoted unless removes the aforesaid deficiencies.

6. **Overall Grading.**

Below Average.

7. **Comparative Grading.**

Next 70%

8. **Fitness for Promotiom.**

Not yet fit for promotion.

I hope you will try your best to remove these defects. One spare copy of this D.O. letter is enclosed. This may be signed and returned to this office for placement in your Character Roll. Please note that nothing is to be written on it except merely putting your signature and dates in token of having received this letter. In case the acknowledgement is not received in this office within a week, it will be presumed that you have accepted the remarks and no appeal will be entertained after the specified time.

Mr, Shahid Akhtar
Associate Professor in Statistics.
GDC, No.2 D.I Khan

Endst; No. _____

Copy of the above is forwarded for information and necessary action to:

1. The Principal GDC, No.2 D.I Khan.
2. A.O. Local Directorate.

*Received under protest
on 30/12/2019.*

ASSISTANT DIRECTRESS (ACR)

30/12/2019
Mr. Shahid Akhtar
Associate Prof. in Statistics
GDC No. 2 D.I Khan

ASSISTANT DIRECTRESS (ACR)