FORM OF ORDER SHEET

Appeal No. 1263/2023

	Ар	peal No. 1263/2023
S.No.	Daté of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	01/06/2023	The appeal of Mr. Naveed Khan presented today b
		Mr. Muhammad Iqbal Safi Advocate. It is fixed for
•		preliminary hearing before Single Bench at Peshawar o
		05-06-7023
		By the order of Chairman
		REGISTRAR
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BEFORE THE KHYBER PAKHTUNKHWA SERVICES TRIBUNAL PESHAWAR

Service Appeal No. <u>1263</u> ____/ 2023

Naveed Khan

VERSUS

Government of Khyber Pakthunkhwa and others

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Through

(Mohammad Iqbal Safi)

Appellant

Advocate High Court

BEFORE THE KHYBER PAKHTUNKHWA SERVICES TRIBUNAL PESHAWAR

Service Appeal No 1263 2023

Naveed Khan S/o Wali Khan (Ex-Constable), Police Station Baizai,

District Mohmand

..... Appellant

VERSUS

- 1. Government of Khyber Pakhtunkhwa through Chief Secretary, Civil Secretariat Peshawar
- 2. Inspector General of Police, Khyber Pakhtunkhwa
- 3. Regional Police Office (RPO), Mardan
- 4. District Police Officer (DPO), District Mohmand

...... Respondents

APPEAL UNDER SECTION 4 OF THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL ACT, 1974, AGAINST THE ORIGINAL ORDER DATED 29/11/2022 WHEREBY APPELLANT HAS BEEN DISCHARGED FROM SERVICE ON THE BASIS OF WILLFUL ABSENCE AND DEPARTMENTAL APPEAL HAS BEEN REJECTED THROUGH APPEALLATE AND REVISIONAL ORDERS DATED 30/03/2023 AND 08/05/2023 & TO SET-ASIDE ALL THE IMPUGNED ORDERS AND TO REINSTATE THE APPELLANT WITH ALL BACK BENEFITS

Prayer: On acceptance of the instant appeal, the impugned original order Dated: 29/11/2022, appellate and revisional orders Dated: 30/03/2023 & 08/05/2023 passed by the Respondent No.03 and Respondent No.02 respectively may kindly be set-aside and appellant may kindly be re-instated into service from the date of discharge with all back and consequential benefits

The appellant is pleased to beseech before this Honorable Court as under;

- 1. That the appellant was initially appointed as "Khasadar" on 09/12/2016 based on Shaheed Quota in erstwhile FATA, Mohmand Agency. (Copy of appointment order is attached as F/A)
- 2. That the appellant always remained obedient and performed his duties with profound dedication and sedulous approach.
- 3. That after merger, the status and stature of the appellant was changed from Khasadar to Constable (Belt No. 2912) and performed his duties in Police Station Baizai in District Mohmand.
- 4. That the stroke of misfortune hit the appellant on 29/11/2022 when he was discharged form service on the basis of alleged absence. (Copy of Discharge dated 29/11/2022 is attached as F/B)
- 5. That the appellant, in fact, went abroad i.e UAE due to the certain unavoidable circumstances as one of his elder brother was seriously sick and injured having dilapidated health condition due to a road accident on 25/08/2022.
- 6. That it is indispensable to submit that before proceeding abroad, the appellant preferred an application whereby granting of leave was requested based on the scenario explained above to the competent authority on 26/09/2022. (Copy of application is attached as F/C)
- 7. That immediately after the return of the appellant on 23/01/2023, he went to the concerned duty place on the very next day i.e. 24/01/2023 whereby he was informed that he has been discharged from service because of the reason of "Proceeding abroad without permission". The appellant was also handed-over, on that very day i.e.24.01.2023, the impugned order issued on 29/11/2022.
- 8. That the appellant filed departmental appeal to Respondent No. 03 i.e Regional Police Office (RPO) Mardan which was rejected on 30/03/2023. (Copy of Departmental Appeal and Rejection is attached as F/D)
- 9. That the appellant also filed revision under rule 11-A to respondent No. 02 i.e. Worthy IGP KP which was also rejected on 08/05/2023 on the sole ground of being time barred. (Copy of Revision and rejection is attached as F/E)
- 10. That having been aggrieved from all the impugned orders the appellant has no option but to file the instant appeal for his reinstatement in service with

all back benefits since his discharge from service on the following grounds inter-alia:

GROUNDS:

- A. That the impugned order of discharge from service is illegal and unlawful unequivocally a void order, not covered by the relevant rules and it is settled principal of law that a void order carries no weightage at all.
- B. That the word "Discharge" is alien and naïve to the relevant applicable rules keeping in view the probity that under the mandate of rule 12.21, a person can be discharged due to inefficiency at any time within three years of enrollment (Probation Period), hence the impugned order is not sustainable in the eyes of law as the appellant has been on the Police pay roll since 2016.
- C. That furthermore, the word discharge is also alien to E&D Rules, 2011 and other applicable laws and rules, which rendered the impugned order void ab initio.
- D. That to conduct regular inquiry is a delicate phenomenon and also sine qua non for imposition of major penalties. In the case in hand, the appellant has been condemned unheard as no show-cause, statement of allegations, personal hearing etc has been provided. Furthermore, in the case of absence from duty, a detailed procedure has been introduced in E&D Rules, 2011 wherein publication in newspaper as well as opportunity for resumption of duties in shape of notices to be sent on the house address, but the appellant has not been extended the aforementioned opportunities which comes under the ambit of procedural impropriety, hence not tenable.
- E. The procedure laid down in the Police Rule has not been adopted in case of absence. However, In case of absence by police official and to impose major penalty of discharged from service, the procedure laid down in Rule-9 has not been adopted. Hence, the impugned order is liable to be set at naught.
- F. That the order passed by the worthy RPO seems to be without any lawful backing because of the reason that the impugned order of discharge from service was communicated to the Appellant when he reached back to Pakistan and the appeal against which was filed timely. Secondly, the order of discharge from service is naïve and non-est in the service law, hence, such order is a void one and it is a judicial cliché that void order carries no limitation issue and no limitation runs against the void order, hence, the interpretation of the worthy RPO and IGP qua the impugned discharge order is misconceived. Furthermore, the Honorable Supreme Court of Pakistan held in case reported as PLD 2008 SC 663 (b) that "When the basic

order is without lawful authority and void ab initio, then the entire superstructure raised thereon falls on the ground automatically". Furthermore, the impugned rejection order passed by the worthy IGP is also questionable on the ground that revision has also not been decided on merit but on limitation issue, which is untenable in the eye of law.

- G. That the bona fide of the Appellant is crystalline from this fact that as and when he reached to Pakistan, he immediately went to the duty place where he was communicated an impugned order on 24.01.2023.
- H. That the impugned order passed by the worthy IGP qua revision petition also doesn't hold any water because there was no issue of limitation because the appellant has timely filed appeal as well as the revision within the time-frame enunciated by the statute, and it is also true that void order is always non-est and having no limitation at all.
- That all the impugned orders are outcome of haste and having no legal backing, hence, need to be set-aside.
- <u>J. That this Hon'ble Tribunal has got the exclusive jurisdiction to entertain the </u> instant appeal.

PRAYER:

In light of the foregoing submissions, the instant may kindly be accepted in terms as prayed for in the heading of the instant appeal

Dated: 01/06/2023

Through

Appellant

(Mohammad Iqbal Safi)

(Mian Muhammad Imran)

Advocates High Court

Affidavit: 9, Naveed Khan, s/o

Wali Khan Constable (2912) do hereby solemnly affirm and declare on oath that the contents of the

accompanied appeal is true and correct to the

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Assi TI Commissioner

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OFFICE OF THE DISTRICT POLICE OFFICER IMOHMAND II

Email:dpomohmand@gmail.com



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ORDER:

This order will dispose of departmental proceedings initiated against Constable Naveed Khan No. 2912 with the allegation that the official while posted to Police Station Baizai remained absent from his duties vide DD No. 19 dated 25-09-20221 and it was learnt that the official has been proceeded abroad without isceking permission from the high ups thus the official was placed under suspension wide OB No. 1862 dated 10-10-2022 and accordingly charge sheeted vide Endst. No. 2203-05/PA dated 10-10-2022 and Mr. Rokhan Zeb SP Investigation Mohmane was pointed as enquiry officer. After proper process of enquiny the cofficial has been held responsible and was recommended for punishment Under Section 12-21 of the Police Rules for his undisciplined act (Proceedings: abroad without permission).

Basedion the above, I. Sajjad Ahmad Sahibzada District Police Officer, Mohmand being the competent authority and in exercise of powers vested in me under Rules 12-21 of the Police Rules 1934 and as per recommendation of Enguity Officer hereby orders the Discharge of Constable Navced Khan No. 2912 rom Police Services with immediate effect.

Order Announced

28-11-2022

[Sejjan Abmad Sahibzada] District Police Officer, Mohmand

Dated 公 / 11/2022

Dated Mohmand, the 27/11/2022.

Cc.

The Regional Police Officer Mardan for flavors of information, please

• The SP investigation Molimand

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official concerned.

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The Worthy Regional Police Officer (RPO), Mardan Division, Khyber Pakhtunkhwa

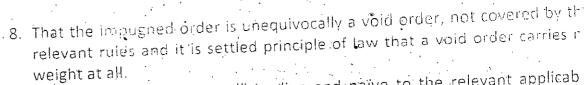
Subject:

DEPARTMENTAL APPEAL AGAINST THE IMPUGNED ORDER DATED: 29/11/2022 WHEREBY THE APPELLANT HAS BEEN DISCHARGED FROM SERVICES WITH IMMEDIATE EFFECT

Respected Sir,

- 1. That the appellant was initially appointed as Khasadar on 09/12/2016 based on Shaheed Quota in erstwhile Mohmand Agency. (Appointment order is attached)
- 2. That the appellant always performed his duties with profound dedication and sedulous approach.
 - 3. That after the merger, the status and stature of the appellant was changed from Khasadar to Constable (No. 2912) and performed his duty in Police Station Baizai in District Mohmand.
 - 4. That the stroke of misfortune hit the appellant on 29/11/2022 when he was discharged from service with the allegation of absence from duties without seeking permission from competent authority and proceeded abroad.
 - 5. That the appellant, in fact, proceeded abroad i.e UAE due to certain unavoidable circumstances as one of his elder brother was seriously sick and injured having dilapidated health condition due to road accident on 25/08/2022.
 - 6. That it is indispensable to state that before proceeding abroad, the appellant preferred application whereby granting of leave was requested based on the scenario explained above to the competent authority on 26/08/2022.

7. That immediately after the return of the appellant on 23/01/2023, he went to the concerned duty place on the very next day i.e 24/01/2023 whereby he was informed that he has been discharged from service because of the reason of "Proceeding abroad without permission". The appellant was also handed-over on that very day the impugned order which was issued on 29/11/2022.



- 9. That the word "Discharged" is alien and naïve to the relevant applicab rules keeping in view the probity that under the mandate of rule of 12.21, rules keeping in view the probity that under the mandate of rule of 12.21, person can be discharged due to inefficiency at any time within three year of enrollment (Probation Period), hence the impugnod order is no sustainable in the eye of law as the appellant has been on the Police resince 2016.
- 10. That the applied Police Rules i.e. 1934 has already been becon redundant/repealed after the introduction of law of 2014.
- 11. That furthermore, the word discharge is also alien to E&D Rules, 20 hence-void ab initio
- 12. That to conduct inquiry is a delicate phenomenon and also sine quo non famposition of major penalties. In the case in hand, the appellant has be condemned unheard as no show-cause, statement of allegations, person hearing etc has been provided. Furthermore, in the case of absence from duty, a detailed procedure has been introduced in E&D Rules, 2011 where duty, a detailed procedure has been introduced in E&D Rules, 2011 where publication in newspapers as well as opportunity for resumption of dut in shape of notices to be sent on the house address, but the appellant in not been extended the aforementioned opportunities which comes until the ambit of procedural impropriety, hence not tenable.

Therefore, in light of the above submissions, the undersigned r kindly be reinstated into service with all back benefits recalling/withdrawal/setting aside of the impugned order Da 29/11/2022 whereby the appellant has been discharged from duties.

Appellant .

Daled; 15/92/2023

ATTESTEN

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(Naveed S/O Wali Kh Constable (2912 Police Station Bai: District Mohmar

ORDER.

This order will dispose-off the departmental appeal preferred by Ex-Constable Naveed Khan No. 2912 of Mohmand District against the order of the tren District Police Officer, Mohmand, whereby he was awarded major punishment of discharge from service vide OB: No. 2001 dated 29.11.2022. The appellant was proceeded against departmentally on the allegations that he while posted at Police Station Baizal remained absent from his lawful duty vide daily diary No. 19 dated 25.09.2011 dil date of his discharge without any orders of the competent authority.

Proper departmental enquiry proceedings were initiated against him. He was issued Charge Sheet alongwith Statement of Allegations and Superintendent of Folioe Investigation, Mohmand was nominated as enquiry Officer. The Enquiry Officer after fulfilling codal formalities submitted his report to the then District Police Officer, Mohrhand concluding therein that the delinquent Officer has proceeded abroad without any logical prior permission of the compentent authority and was found guilty for the misconduc and recommended for major punishment as per Police Rules, 1934 Chapter-12 Rule-21.

In light of recommendations of Enquiry Officer, the delinquent Officer was discharged from service vide OB: No. 2001 dated 29.11.2022 by the then District Fulica Officer, Mohmand.

Feeling aggrieved from the order of the then District Police Officer. Mohmand, the appellant preferred the instant appeal. He was summoned and neard in person in Orderly Room held in this office on 22.03.2023.

From the perusal of the enquiry file and service record of the appear nt. It has been found that allegations leveled against the appellant have been proved be confi any shadow of doubt. As he has bitterly failed to produce any cogent reason to justing his absence because the same clearly depicts his casual and lethargic attitude towards has official duties. The very conduct of appellant is unbecoming of a disciplined Police Officer, The appellant approached this forum at a belated stage by filing the instant appeal among is time barred by 02 months and 17 days without advancing any cogent reason regarding such delay. Moreover, he could not present any cogent justification to warrant interference in the order passed by the competent authority.

Keeping in view the above, I. Muhammad Ali Khan, PSP Regional Pedice Officer, Mardan, being the appellate authority, find no substance in the appeal, therefore, the same is rejected and filed, being devoid of merit as well as time barred by 02 months

day**ş** and 1/

Order Announced.

TITESTE

Regional Police Officer. Mardan.

No. 1994 /ES, Dated Mardan the 30/03

Copy forwarded to District Police Officer, Mohmand for information and necessary w/r to his office Memo: No. 261/Legal dated 23.02.2023. His service record is returned herewith.

(*****)

Τo

The Worthy Inspector General of Police (IGP); Khyber Pakhtunkhwa

Subject:

11-A PETITION AGAINST THE IMPUGNED ORDER DATED: 30/03/2023 WHEREBY THE APPEAL OF THE APPELLANT HAS BEEN DISMISSED BY THE WORTHY RPO, MARDAN DIVION AS WELL AS THE IMPUGNED ORDER DATED: 29/11/2022 WHEREBY THE APPELLANT HAS BEEN DISCHARGED FROM SERVICE

Respected Sir,

- 1. That the appellant was initially appointed as Khasadar on 09/12/2016 based on Shaheed Quota in erstwhile Mohmand Agency. (Appointment order is attached)
- 2. That the appellant always performed his duties with profound dedication and sedulous approach.
- 3. That after the merger, the status and stature of the appellant was changed from Khasadar to Constable (No. 2912) and performed his duty in Police Station Bajzai in District Mohmand.
- 4. That the stroke of misfortune hit the appellant on 29/11/2022 when he was discharged from service with the allegation of absence from duties without seeking permission from competent authority and proceeded abroad. (Copy of Discharge is attached)
- 5. That the appellant, in fact, proceeded abroad i.e UAE due to certain unavoidable circumstances as one of his elder brother was seriously sick and injured having dilapidated health condition due to road accident on 25/08/2022.
- 6. That it is indispensable to state that before proceeding abroad, the appellant preferred application whereby granting of leave was requested based on the scenario explained above to the competent authority on 26/08/2022.
- 7. That immediately after the return of the appellant on 23/01/2023, he went to the concerned duty place on the very next day i.e 24/01/2023 whereby he was informed that he has been discharged from service because of the reason of "Proceeding abroad without permission". The appellant was also handed-over on that very day the impugned order which was issued on 29/11/2022.

ATTESTED

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- 8. That the impugned order is unequivocally a void order, not covered by the relevant rules and it is settled principle of law that a void order carries no weight at all.
- 9. That the word "Discharged" is alien and naïve to the relevant applicable rules keeping in view the probity that under the mandate of rule of 12.21, a person can be discharged due to inefficiency at any time within three years of enrollment (Probation Period), hence the impugned order is not sustainable in the eye of law as the appellant has been on the Police roll since 2016.
- 10.That the applied Police Rules i.e 1934 has already been become redundant/repealed after the introduction of law of 2014.
- 11. That furthermore, the word discharge is also alien to E&D Rules, 2011 and other applicable laws and rules, hence void ab initio.
- 12. That to conduct inquiry is a delicate phenomenon and also sine quo non for imposition of major penalties. In the case in hand, the appellant has been condemned unheard as no show-cause, statement of allegations, personal hearing etc has been provided. Furthermore, in the case of absence from duty, a detailed procedure has been introduced in E&D Rules, 2011 wherein publication in newspapers as well as opportunity for resumption of duties in shape of notices to be sent on the house address, but the appellant has not been extended the aforementioned opportunities which comes under the ambit of procedural impropriety, hence not tenable.
 - 13. That it is indispensable to submit that the Appellant preferred appeal to the worthy RPO Mardan Division on 15/02/2023 against the impugned discharged order Dated: 29/11/2022 which was dismissed on 30/03/2023. (Copy of the Appeal to RPO & Rejection of Appeal is attached)
 - 14. That the Order passed by the worthy RPO seems to be without any lawful backing because of the reason that the impugned order of discharge from service was communicated to the Appellant when he reached back to Pakistan and the appeal against which was filed timely. Secondly, the order of discharge from service is naïve and non-est in the service law, hence, such order is a void one and it is a judicial cliché that void order carries no limitation issue and no limitation runs against the void order, hence, the interpretation of the worthy RPO qua the impugned discharge order is misconceived.

ATTESTED

(3)

15. That the bona fide of the Appellant is crystalline from this facet that as and when he reached to Pakistan, he immediately went to the duty place where he was informed about his discharge from service.

16. That both the impugned orders are outcome of haste and having no legal backing, hence, need to be set-aside.

Therefore, in light of the above submissions, the impugned order Dated: 29/11/2022 whereby the Appellant has been discharged from service as well as the impugned order Dated: 30/03/2023 passed by the worthy RPO Mardan Division may kindly be set-aside and the Appellant may kindly be reinstated into service with all back benefits

Appellant

Dated: 11/04/2023

(Naveed S/O Wali Khan) Constable (2912) Police Station Baizai District Mohmand

ATTESTED



OFFICE OF THE INSPECTOR GENERAL OF POLICE KHYBER PAKITUNKHWA Central Police Office, Peshawar.

Nn. St 1206 /23, dated Peshawar the 8/5 /2023.

The Regional Police Officer, Mardan.

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REVISION PETTTION.

10:

The Competent Authority has examined and filed the revision petition nitted by Ex-Constable Naveed Khan No. 2912 of Mohmand District Police against the shment of discharge from service, awarded by DPO Mohmand, vide OB No. 2001, dated 1.2022, being hadly time barred.

The applicant may please be informed accordingly.

(AFSAR JAN):

Registrar,

For Inspector General of Police, -Khyber Pakhtunkhwa, Peshawar.

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