# FORM OF ORDER SHEET

Court of\_\_\_\_\_

Case No.-\_\_\_\_\_\_621/2023

	proceedings	· · · · · · · · · · · · · · · · · · ·
1	2	3
1-	21/03/2023	The appeal of Mr. Ishrat Ali resubmitted today b
		Mr. Kabir Ullah Khattak Advocate. It is fixed for preliminar
		hearing before Single Bench at Peshawar on
		Parcha Peshi is given to appellant and his counsel.
		By the order of Chairman
		REGISTRAR
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The appeal of Mr. Ishrat Ali son of Hashmat Ali Ex-Constable no. 1200 r/o District Police Kohat received today i.e. on 17.03:2023 is incomplete on the following score which is returned the co Counsel for the appellant for completion and resubmission within 15 days.

Copies of charge sheet, statement of allegations, show cause notice, enquiry report and replies thereto are not attached with the appeal.

2- Annexures A & D of the appeal are illegible which may be replaced by legible/better one.

(3-) Certificate be furnished that whether any appeal on the subject matter has earlier been filed in this Tribunal.

987 /S.T. No.

Dt. 17/3/2023

REGISTRAR SERVICE TRIBUNAL **KHYBER PAKHTUNKHWA** PESHAWAR.

Mr.Kabir Ullah Khattak Adv. High Court at Peshawar.

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Appeal No. 621 of 2023

Ishrat Ali S/o Hashmat Ali Ex Constable No. 1200 R/o District Police Kohat

..... Appellant

## VERSUS

- 1) Inspector General of police KPK Peshawar.
- 2) Deputy Inspector General of Police KPK Peshawar.
- 3) District Police officer Kohat.
- 4) Regional Police Officer Kohat.

#### ..... Respondents

#### **INDEX**

S.No.	Description of documents	Annexure	Pages
1.	Memo of Appeal		
2.	Addresses of the parties		
3.	Affidavit		
4.	Condonation of delay	•	
5.	Copy of Medical		
	prescription		
6.	Copy of impugned order	В	
7.	Copy of Departmental	C&D	
	Appeal and rejection order	~	
8.	Copy of inquiry report	E	
9.	Wakalat Nama		

Dated 17/03/2023

Appellant

Through Kabir Ullah Khattak & Roeeda Khan Advocates, High Court, Peshawar.

Appeal No. 621 of 2023

Ishrat Ali S/o Hashmat Ali Ex Constable No. 1200 R/o District Police Kohat

..... Appellant

#### **VERSUS**

- 1) Inspector General of police KPK Peshawar.
- 2) Deputy Inspector General of Police KPK Peshawar.
- 3) District Police officer Kohat.

4) Regional Police Officer Kohat.

..... Respondents

APPEAL UNDER SECTION 4 OF THE KPK <u>SERVICE TRIBUNAL ACT, 1974, AGAINST</u> THE IMPUGNED ORDER DATED 24.9.2014 MAJOR PENALTY WHEREBY OF REMOVAL FROM SERCVICE HAS BEEN AWARDED TO THE APPELLANT AGAINST WHICH THE APPELLANT FILED THE DEPARTMENTAL APPEAL ON 26.09.2014 REJECTED **ON** WHICH HAS BEEN THE **COMMUNICATED** TO 12.11.2014 APPELLANT AT THE MONTH OF MARCH 2023.

#### Prayer:

On acceptance of the instant service appeal the impugned order dated 24.09.2014 and 12.11.2014 may kindly be set aside and the appellant may kindly be reinstate on his service along with all back benefits

# **Respectfully Sheweth:**

# **<u>FACTS</u>**

3)

4)

5)

The appellant respectfully submits as under:

24

1) That the appellant was appointed as Constable with respondent Department on 26.07.2007.

2) That after appointment the appellant performed his duty with full devotion and hard work and no complaint whatsoever has been made against the appellant.

That while performing his official duty with respondent Department the appellant becomes ill at the month of July, 2014 and due to severe illness the appellant was unable to perform his duty with respondent Department and due to that reason the appellant has absent from duty w.e.f 20.07.2014 to 25.08.2014. (Copy of Medical prescription is attached as Annexure-A).

That that's facts has already been brought in the knowledge of the high-ups and properly submitted his Medical prescription by the appellant to respondent Department which has been admitted by the respondent Department in inquiry report.

That after recovery when the appellant visited to respondent Départment whereby the appellant came to know that the appellant has been removed from service by the respondent Department. (Copy of impugned order is attached as Annexure-B).

3

That the appellant submitted Departmental Appeal on 26.09.2014 against the impugned order dated 24.09.2014 which has been rejected on 12.11.2014 communicated to the appellant at the month of March, 2023 through his personal efforts. (Copy of Departmental Appeal and rejection order are attached as Annexure-C&D).

That a fact finding inquiry has been conducted against the appellant. (Copy of inquiry report is attached as Annexure-E).

That feeling aggrieved the appellant prepares the instant Service Appeal before this Hon' able Tribunal inter alia on the following grounds.

## **GROUNDS**

6)

7)

8)

A). That the impugned orders dated 24/09/2014 and 12.11.2014 are comes under the definition of void orders because it has been passed without fulfilling the codal formalities.

 B) That no charge sheet and no statement of allegation has been issued or served to the appellant which is a clear cut violation of Rule-06 (i) (a) of Police Rules 1975.

C) That no opportunity of personal hearing and defense has been provided to the appellant.

D) That no Departmental and regular inquiry has been conducted against the appellant which is mandatory before imposing of major penalty.

(4)

E) That the absence of the appellant was not intentionally but due to severe illness which was beyond the control of the appellant.

That the appellant properly submitted medical prescription to the high ups.

F)

G) That the impugned order dated 24/09/2014 is also comes under the definition of void order because the absence period of the appellant has been regularized.

H) That any other will be raised at the time of arguments with the prior permission of this Hon' able court.

It is therefore most humbly prayed that on acceptance of the instant service appeal both the impugned orders dated 24.09.2014 and 12/11/2014 may kindly be set aside and the appellant may kindly be reinstate on his service along with all back benefits.

Any other remedy which this august tribunal deems fit that may also onward granted in favor of appellant.

Dated 17/03/2023

Appellant

Through

Kabir Hlah Khattak Roeeda Khan Advocates, High Court, Peshawar.

Appeal No. \_\_\_\_\_ of 2023

Ishrat Ali S/o Hashmat Ali Ex Constable No. 1200 R/o District Police Kohat

..... Appellant

## VERSUS

- 1) Inspector General of police KPK Peshawar.
- 2) Deputy Inspector General of Police KPK Peshawar.
- 3) District Police officer Kohat.
- 4) Regional Police Officer Kohat.

## ...... Respondents

## ADDRESSES OF THE PARTIES

#### Appellant

Ishrat Ali S/o Hashmat Ali Ex Constable No. 1200 R/o District Police Kohat

#### Respondents

- 1) Inspector General of police KPK Peshawar.
- 2) Deputy Inspector General of Police KPK Peshawar.
- 3) District Police officer Kohat.
- 4) Regional Police Officer Kohat.

Dated 17/03/2023

Appellant Through

Kaþir Vllah Khattak Rooeda Khan

Advocates, High Court, Peshawar.

Appeal No. \_\_\_\_\_ of 2023

Ishrat Ali S/o Hashmat Ali Ex Constable No. 1200 R/o District Police Kohat

..... Appellant

### <u>VERSUS</u>

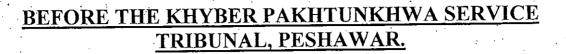
- 3) Inspector General of police KPK Peshawar.
- 7) Deputy Inspector General of Police KPK Peshawar.
- 8) District Police officer Kohat.
- 9) Regional Police Officer Kohat.

...... Respondents

#### AFFIDAVIT

I, Ishrat Ali S/o Hashmat Ali Ex Constable No. 1200 R/o District Police Kohat Peshawar do hereby solemnly and oath that the contents of the instant appeal are true and correct to the best of my knowledge and belief and nothing has been concealed from this Hon' able Court.

Deponent



Appeal No. \_\_\_\_\_ of 2023

Ishrat Ali S/o Hashmat Ali Ex Constable No. 1200 R/o District Police Kohat ......... Appellant

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#### VERSUS

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·4) <sup>°</sup>	Inspector General of police KPK Peshawar.
10)	Deputy Inspector General of Police KPK Peshawar.

- 11) District Police officer Kohat.
- 12) Regional Police Officer Kohat.

... Respondents

## APPLICATION FOR CONDINATION OF DELAY IF ANY

**Respectfully Sheweth:** 

## Petitioner submits as under:-

- 1. That the above mentioned appeal is filing before this Hon' able Court in which no date is fixed for fixed for hearing so far.
- 2. That while performing his official duty with respondent Department the appellant becomes ill at the month of July, 2014 and due to severe illness the appellant was unable to perform his duty with respondent Department and due to that reason the appellant has absent from duty w.e.f 20.07.2014 to 25.08.2014 and the respondent Department removed the appellant on 24/0/2014 on the ground of the said absentia.
- 3. That that's facts has already been brought in the knowledge of the highups and properly submitted his Medical prescription by the appellant to respondent Department which has been admitted by the respondent Department in inquiry report.

4. That the appellant submitted Departmental Appeal on 26.09.2014 against the impugned order dated 24.09.2014 which has been rejected on 12.11.2014 communicated to the appellant at the month of March, 2023 through his personal efforts.

- 5. That the impugned order is void and illegal and no limitation run against the void orders because the impugned order has been passed without fulfilling the codal formalities.
- 6. That the impugned order is also void because the absence period of the appellant has been regularized by the respondent Department.
- 7. That and no concerned the absence of the appellant it was not deliberate or intentionally but due to severe illness of the appellant.
- 8. That there is no number of precedents of the Supreme Court of Pakistan which provides that the cases shall be decided on merits rather than technicalities.
- 9. That there are many Judgment of the superior court as well as specific provision of service law that limitation has been counted from the date of communication/knowledge.

It is therefore, requested that the limitation period (if any) may kindly be condone in the interest of justice.

Dated: 17/03/2023

Appellant

Through

Kabir Ullah Khattak eda Khan

Advocates High Court Peshawar

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DISTRICT HEADQUARTER HOSPITAL KD. rpp #= 2 MEDICAL LEAVE CERTIFICATE Signature of Patient. ASI2-After careful personal examination of the case hereby cert y that Mr/Mrs. SHPAT ALL Desig: Constants Depit: *I c lic c* whose signature is given above is suffering from \_\_\_\_\_ \_ and I advised rest for \_ 22 . Lay-weit. 217/16 to 12 8/14 is absolutely necessary for the restoration of his/her health. bip . Vemperal edical Officer DCasualty Medical Officer DHQ Hospital KDA Kohat. Casualty Medical Officer HQ Hospital KDA Kohat/ its med all be OFFICER. Dar.

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(B) (12)

#### **NOTIFICATION**

This order is passed on the Departmental Appeal enquiry against Israt Ali No. 1200 of the District Police Rules 1975.

Brief facts are that he while posted at P.S Jarma Abad absented official duty DD No. 18 dated 20.07.2014 and reported arrival vide DD No dated 25.08.2014 (Total absent period 35 days) without leave or permission from the competent authority while shows his un-efficiency, negligence, irresponsibility and gross misconduct on his part.

Thus he was served with Charge Sheet /Summary of Allegations and Mr. Lal Farid Khan DSP City, Kohat was appointed as Enquiry Officer to proceed against him Departmentally who submitted his findings and found him guilty of the charges leveled against him.

Besides above absentee, his service record has been perused and it revealed that the constable remained absent from duty time and again during his short service on different dates as result 09 bad entries were recorded in his service record. Moreover, for such attitude he was dismissed from service by this office vide OB No. 509 dated 26.06.2012. However he appealed to the Regional Police Chief for re-instatement in service. The Regional Police Chief re-instated him in service and period of absence was counted as leave without pay with last warning to improve his attitude towards service vide DIG/P Kohat ordered Endst No. 9168/EC dated 31.10.2012.

In the light of findings of enquiry officer, he was issued Final Show Cause Notice called in O.R on 24.09.214 and heard in person. His reply in perused and found unsatisfactory. His present absence from duty without leave or permission and previous service record confirmed that his attitudes cannot be changed. Since he is habitual absence and has got no interest in the discharge of his official duty and he is an extra burden on Government exchequer, therefore, the undersigned took a Departmental action against him and awarded a major punishment i.e Remvoal from service and his absence period i.e 25 days is treated as leave without pay.

O.B No. 1222 Dated 24.09.2014

DISTRICT POLICE OFFICER KOHAT

# ORDER

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This order is passed on the departmental enquiry authors of this District Police under Police Rules, 1975.

Brief facts are that he while posted in P.S. Jarma had alternool on alternoof official duty vide DD No. 18 dated 20.07.2014 and reported arrived ade 1.0. Sound dated 25.08.2014 (Total absence period 35 days) without leave or permission from the competent authority which shows his in-efficiency. Reave or permission from the competent authority which shows his in-efficiency, negligence, irresponsibility and gross misconduct on his part.

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OE No. Date 24,-09-12014 D.P.O. KOHAT

DISTRICT POLICE OFFICER,

# BEFORE THE DEPUTY INSPECTOR GENT RAL OF POLICE

APPEAL AGAINST THE ORDER OF DPO KOHAT BEARING OB NO. 1222 DATED 24.09.2014 WHEREBY THE APPELLANT EX-CONSTABLE ISHRAT ALI NO. 1200 OF DISTRICT POLICE KOHAT WAS REMOVED FROM SERVICE AND THE PERIOD OF ABSENCE WAS COUNTED AS LEAVE WITHOUT PAY

KOHAT REGION, KOHAT

## Respectfully Sheweth:-

Grounds:-

○ Subject:

With veneration, the appellant submits the instant appeal on the basis of the following facts and grounds:-

Allegation against the appellant is that while posted to PS Jarma, the Facts:appellant remained absent from duty without leave or permission from 20.07.2014 to 25:08:2014. The appellant was proceeded against departmentally and ultimately removed from service by DPO Kohat vide the impugned order.

That the departmental inchiry was not conducted in accordance with rules as none of the witnesses was examined in the presence of the appellant and the appellant was thus denied the right of cross examination and to defended himself.

The appellant had produced the medical documents regarding sickness of the appellant to DPO Kohat but the same were not considered at all. No reason for its non-consideration was mentioned by DPO Kohat vide the impugned order. An order must be a speaking order and many not be

passed arsitercrity. Copy of the finding of the E.O was not provided to the appellani, along with the final show cause notice which fact had caused prejudice to the appellant and thus the appellant could not defend himself properly. The punishment awarded to the appellant was not commensurate with the charge leveled against the appellant.

Prayer:-

3.

In view of the above submission, it is requested that by accepting the instant appeals the impugned order may be set aside and the appellant re-instated in service alongwith back benefits and the period of absence counted as medical leaved.

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Ex-constable Ishrat Ali No. 1200 District Police Rohal

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#### **(D)** (14)

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#### <u>ORDER</u>

This order will dispose of an Appeal moved by Ex-Constable Ishrat Ali No. 1200 of Kohat District Police against the punishment order of DPO Kohat vide O.B No. 1222, dated 24.09.2014, wherein he was awarded major punishment of removal from service. The defaulter Constable seeks to set aside the punishment order and reinstatement in service:

Facts are that the defaulter official while posted at Police Station Jarma absented himself from lawful duty w.e.f 20.07.2014 to 25.08.2014, total 35-days absence without any prior permission or leave from his immediate superior officer, which speaks of negligence in duty and amounts gross misconduct. Besides this, he is a habitual absentee and has remained absent on 09 different occasions for which he had also been dismissed from service by DPO Kohat vide O.B No. 509, dated 26.06.2019. Later on he was reinstated in service by the then DIG/Kohat vide order Endst No. 9168/EC, dated 31/10/2022 with last/final warning.

Now again he absented himself for about 35-days and to this effect he was dealt with Departmentally Charge Sheet & statement of allegations was also issued to him under Police Rules 1975 and DSP city was appointed as enquiry officer. On omission of enquiry proceedings, he was recommended for major punishment under the rules. Resultantly, he was dismissed from service by DPO Kohat vide O.B No. 1222, dated 24.09.2014.

Feeling aggrieved from the said punishment order he preferred the instant appeal for reinstatement in service. Record requisitioned and the matter was perused, which revealed that he is habitual absentee and has several time been reprimanded. There is no hope of his performing, correcting his attitude towards his lawful duty.

He was heard in person in orderly Room held in this office on 12.11.2014, but failed to submit any plausible in his defense and could not satisfy the undersigned.

Therefore, going through the available record and oral explanation of the defaulter, the undersigned came to the conclusion that order passed by DPO Kohat is justified and needs no interference. Hence, appeal devoid from merits, is hereby rejected.

#### <u>ANNOUNCED</u> 12.11.2014

(Dr. ISHTIAQ AHMAD MARWAT) Dy Inspector General of Police Kohat Region Kohat

#### No. 10541-42/EC dated Kohat the 13/11/2014

Copy to the District Police Officer Kohat for information w/r to his office Memo N. 15997/LB, dated 15.10.2014 his service record is enclosed herewith. 2. Appellant Ex-Constable Ishrat Ali No. 1200 of Kohat.

> (Dr. ISHTIAQ AHMAD MARWAT) Dy Inspector General of Police Kohat Region Kohat

The order was appared at an appear man any ليماد . . که د issued All No. 1263 of Konig district Posce against the providence of special of the post Kuhat vide O B Na 1972, mated 24,09,2014, Wheren the way away, or major punishment of comever's a genuise. The defaulter Caroline against the ыJО the averation order are equiptement in survey

Facts are that the defaulter official what product at the analysis darma, absented himsed cam taviful duly wielf 20.07 2014 to 20.66 2014, total Boadya crowned without any prior pormission of have from he we water saper in attress, which is eaks of negligence, drautoner to it days a more meder first. Residen this, he is a habited deserver a first in the popul on the moving of program for which he had the show first used from service by DPC Kohat v de 0.8 No. 509, dated 26.06.2016. Lat respective was reinstated in service by the then DIG/Kohat vide order Endst: Ho regg/EC,

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11/14

DR. ISHTIAQ AHMAD MARWAT) Dy: Inspector General of Police. GiKohat Region, Kchat.

. 12014. Copy to the District Police Officer, Kehat for information w/r to his ottos Liemo: No. 15517/LB, dates 1512 2014. His pervice record is enclosed

Appellant Ex-Const: Ishrat Ail No. 1200 of Kohat.

DR. ISHTIAQ AHMAD MARWAT) Dy: Inspector Géneral cf Police, Kona: Region, Kohat,

BINDING IN DEPARTMENTAL ENCOINT ACA SET CONSTATLE ISHRAT ALI NO. 1200.

The above named defaulter Constable was posted at The above named defaulter Constable was posted at object Station Jarma Kohat has absoluted himself from enficient duty intentionally with out any loove/prior permission from the competant authority vide Daily Ciary report No.12 Sated bbs competant authority vide Daily Ciary report No.23 dated 25,8.20 20.07,2014 and reported his arrival vide DD No.23 dated 25,8.20 (total absence period 35 days).

EYCIS

He was charge sheeted and the undersigned was appointed as enquiry to conduct departmental. enquiry against him.

Defaulter Constable above named was summoned, heard in person and recorded his statement. He stated that he was ill and also produced medical certificate advised rest for 23 days granted by medical Officer DHQ Hospital KDA Kohat. But the day: of absence he did not produced medical rest to competant author ity for sanction ing his rest 23 days. Moreover according to the Medical Supdt:DHQ Hospital KDA Kohat report vide his office memo:No.4615/R-5-A dated 22.5.2014 that the medical officer is authorised to adviseonly three days medical leave.(photo copy is enclosed herewith for perusal please.

Keeping in view the above circumstances I came to the conclusion that Constable Ishrat 411 No.1200 has intention by absented from official duty with out any leave/prior permis ion w.e.from 20.07.2014 to 25.5.2014. It is therefore recommen ded that he may be guilty of the charges.

Submitted please.

Sub Divisional Police Officer, City Kohat.

No. 254/4147. Ett. 12-09,2014

Atterted. D.F.C. KOTTAT

65475 لم ايثروكيث: يشاور بارايسوسى اليشن، خيبر پختونخواه باركوس/ ايهوى ايش نمبر \_ 4122 - 09 رابط نمر: <u>2330260500 (ابط</u> نمبر: nç J ìù بعدالت جناب: مسل العل منجانب: **اللالم ل**ع<u>ـــ</u> د عولى: علىت نمبر مورد 21 7. تحانه اعيث تحرير آنكه مقدمہ مندرچہٴنوان بالامیں اپنی طرف سے داسطے بیروی دجواب دہی کاردائی متعلقہ No/ The the les Inget آنمقام 4 Showar Ali کے اقرار کیا جاتا ہے کہ صاحب موصوف کو مقدمہ کی کل کاروائی کا کامل اختیار ہوگا؛ نیزوکیل صاحہ راضی نا کم کر بخیج تقرر ثالث و فیصلہ بر حلف دینے جواب دعویٰ اقبال دعویٰ اور درخواست از مرتبع کی تصد زران پرد شخط کرنے کا اختیار ہوگا، نیز بصورت عدم پیروی یا ڈگری یکطرفہ پا پیل کی برآ مدگی آڈرمنز وخی، نیز دائر کرم کیے آپیل گرانی دنظرتانی و پیروی کرنے کا محتار ہوگا اور بصورت خیر درت مقدہ مذکورہ میے کمل یا جزوی كارواني كشيجه واسط اوروكيل يامختار قانوني كواتينة بهمزاه يااليني بجبالي تقرر كااختيار بوكا أورصاحيه مقرر شده كؤوتني جمله مذكورة بااختيارات حاصل مول كاوراس كاساخته يزداخة منظور وقبول موكا دوران مقدمة من جوخرجه براجانه البوائع مقدمه ك سبب سے ہوگا كوئى تاريخ كميثى مقام دورہ يا حد سے بابندنه ، وله المجري بروى مذكوره كرين ، لېندا وكالت نام ته كهوديا تا كه سندر باہر ہوتو دلیل المرتوم: . لك arst 9, (3) C)  $\overleftarrow{\nabla}$