FORM OF ORDER SHEET

Court of	-	•		
•				
Appeal No.		1285/2023		

S.No.	Date of order proceedings	Order or other proceedings with signature of judge				
1	2	3				
1-	07/06/2023	The appeal of Mr. Rashid Ahmad presented today				
,		by Mr. Saadullah Khan Marwat Advocate. It is fixed for preliminary hearing before Single Bench at Peshawar on 09-06-2023.				
		By the order of Chairman				
		REGISTRAR				
	-					
		·				
,						

BEFORE THE HON'BLE CHAIRMAN SERVICE TRIBUNAL, PESHAWAR

CM No.

/2023

IN

S. A. No.

/2023

Rashid Ahmad

versus

DPO & Others

APPLICATION FOR HEARING OF THE SUBJECT APPEAL AT THE PRINCIPAL SEAT:

Respectfully Sheweth,

- 1. That subject appeal is pending disposal before this hon'ble Tribunal and no date of hearing is yet fixed for hearing.
- 2. That the subject matter pertains to retrospective effect and other similar numerous appeals are also pending for hearing at Principal seat.
- 3. That in order to avoid complication and difference of opinion, the subject appeal pertaining to Swat jurisdiction is also to be heard at principal seat.

It is, therefore, most humbly requested that the application be accepted as prayed for.

Appellant

Through

Saadullah Khan Marwat

Advocate

Dated. 07-06-2023

BEFORE THE KPK SERVICE TRIBUNAL PESHAWAR

S.A No. 1295/2023

Rashid Ahmad

versus

DPO & Others

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Through

Appellant

Saadullah Khan Marwat

Advocate.

21-A Nasir Mansion,

Shoba Bazaar, Peshawar. Ph: 0300-5872676

Dated:07-06-2023

BEFORE KPK SERVICE TRIBUNAL PESHAWAR

S.A No. 1285/2023

Rashid Ahmad S/O Sher Zada, R/O Kukari Swat. Ex-Constable No. 2304,

Police Line Swat Appellant

Versus

- District Police Officer,
 Swat.
- Regional Police Officer,
 Malakand at Saidu
 Sharif Swat.
- 3. Provincial Police Officer,

KP, Peshawar Respondents

APPEAL U/S 4 OF SERVICE TRIBUNAL ACT, 1974

AGAINST ORDER DATED 31-03-2023 OF R. NO.

01 WHEREBY APPELLANT WAS DISMISSED

FROM SERVICE FROM THE DATE OF

REINSTATEMENT AND APPELLATE ORDER

DATED 16-05-2023 OF R. NO. 02 WHEREBY

DEPARTMENTAL APPEAL WAS REJECTED FOR

NO LEGAL REASON:

Respectfully Sheweth;

- 1. That history of the case has been fully narrated in the judgment dated 24-01-2022 and is not needed to repeat the same. (Copy as annex "A")
- 2. That in the concluding para it was held by the hon'ble Tribunal that the instant appeal is partially accepted, the major penalty of dismissal from service was converted into minor penalty of stoppage

of increments for two years. The intervening period was treated as leave without pay. Respondents were however at liberty to conduct denovo enquiry as per the mandate of law, if they so desire.

- That in pursuance of the said order of the hon'ble Tribunal, no enquiry was conducted however, on 17-01-2023, appellant was served straight away with Final Show Cause Notice on the charges mentioned therein. (Copy as annex "B")
- 4. 'That the said Notice was replied and denied the allegations. (Copy as annex "C")
- 5. That on 31-03-2023, major penalty of dismissal from service from the date of reinstatement was imposed on appellant by R. No. 01. (Copy as annex "D")
- 6. That thereafter appellant submitted representation before R. No. 02 which was rejected on 16-05-2023 by him. (Copy as annex "E" & "F")

Hence this appeal, inter alia, on the following grounds:-

GROUNDS:

- 1. That absence as in the days of militancy and was not deliberate but was due to the law and order situation and threats from terrorists who were ruling the Swat region.
- 2. That similarly placed employees who were dismissed during militancy period were reinstated by the department itself as well by the hon'ble Service Tribunal. So appellant has also a right of reinstatement into his service.
- 3. That hon'ble Service Tribunal converted the major punishment of dismissal from service into minor punishment but no heed was paid towards this aspect of the matter.
- 4. That codel formalities were not fulfilled while dismissing the appellant from service and even no Charge Sheet and Statement of Allegation was served upon the appellant before conduct of the denovo enquiry.

- 5. That it was admitted by the Inquiry Officer the due to militancy Malakand Division, normal situation was not prevailing so the absence was not willful.
- 6. That retrospective effect was given to the impugned order which is against law and justice.

It is, therefore, most humbly prayed that on acceptance of appeal, order dated 31-03-2023 and 16-05-2023 of the respondents be set aside and appellant be reinstated in service with all consequential benefits, with such other relief as may be deemed proper and just in circumstances of the case.

. Appellant

(Rashiel

Through

Saadullah Khan Marwat

Arbab Saiful Kamal

Amjad Nawaz Advocates

Dated 07-0**6-**2023

AFFIDAVIT

I, Rashid Ahmad S/O Sher Zada, R/O Kukari Swat. Ex-Constable No.2304, Police Line Swat (Appellant), do hereby solemnly affirm and declare that contents of **Service Appeal** are true and correct to the best of my knowledge and belief.

DEPONENT

CERTIFICATE:

As per instructions of my client, no such like Service Appeal has earlier been filed by the appellant before this Hon'ble Tribunal.

ADVOCATE

"A" 4

ENTER THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

Service Appeal No. 498/2018

Date of Institution ...

10.04.2018

Date of Decision

24.01.2022



TESTED

Rashid Ahmad S/o Sher Zada, R/o Village Kokarai, Swat, Ex-Constable No. 1834, District Police Swat. (Appellant)

VERSUS

Pistrict Police Officer, Swat and others.

(Respondents)

Arbab Saiful Kamal, Advocate

For Appellant

Asif Masood Ali Shah, Deputy District Attorney

For respondents

AHMAD SULTAN TAREEN ATTO-UR-REHMAN WAZIR

CHAIRMAN MEMBER (EXECUTIVE)

JUDGMENT:

ATIO-UR-REHMAN WAZIR MEMBER (E): This single judgment shall dispose of the instant service appeal as well as the connected Service Appeal bearing No. 571/2018 titled "Aamir Shah Versus District Police Officer, Kohat and two others", as common question of law and facts are involved therein.

Brief facts of the case are that the appellant while serving as constable in police department, was proceeded against on the charges of absence and was ultimately dismissed from service vide order dated 21-02-2009. Feeling aggrieved, the appellant filed departmental appeal dated 20-03-2009, which was not responded. Subsequent appeal was submitted to respondent No 2, which was rejected vide order dated 12-03-2018, hence the instant service appeal with

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prayers that the impugned orders dated 21-02-2009 and 12-03-2018 may be set aside and the appellant may be re-instated in service with all back benefits.

- O3. Learned counsel for the appellant has contended that the appellant was dismissed from service on the charges of absence but absence of the appellant was not willful but was due to compelling reason of terrorism; that a large number of police personnel had deserted their jobs due to threats of Taliban, who were again re-instated in service vide orders dated 30-11-2010; 15-03-2017 and 09-08-2017, but case of the appellant was not considered positively; that this Tribunal in numerous cases has already granted relief to the similarly placed employees and the appellant is also requesting for the same treatment under the principle of consistency; that absence of the appellant was not willful, which does not constitute gross misconduct and the penalty so awarded is harsh, which does not commensurate with gravity of the guilt; that the impugned order was issued with retrospective effect, which is void ab initio; that no codal formalities were fulfilled and the appellant has not been treated in accordance with law, hence his rights secured under the Constitution has badly been violated.
- Learned Deputy District Attorney for the respondents has contended that the appellant was proceeded against on the charges of willful absence from duty, therefore proper departmental proceedings were initiated against him, which culminated into his removal from service under RSO 2000; that the appellant file departmental appeal with a considerable delay, which was rejected being barred by time; that numerous other officials were re-instated into service but every case has its own merits, whereas the appellant was awarded punishment for his own conduct; that final show cause notice was also served at his home address, but the appellant did not turn up, hence he was proceeded in absentia.

We have heard learned counsel for the parties and have perused the record.

Placed before us is case of a police constable, who alongwith many other police personnel had deserted their jobs in the wake of insurgency. Police department had constituted a committee for cases of desertion and keeping in view humanitarian aspect, re-instated such personnel into service in large number. Placed on record is a notification dated 30-11-2010, where 253 similarly placed employees had been re-instated on the recommendation of the committee constituted for the purpose. Vide another order dated 07-02-2012, batch of another 12 employees had been re-instated in service. Yet another order dated 15-03-2017 would show that similarly placed employee had been re-instated upon his revision petition on the ground of length of his service and cause of terrorism. Other cases of similar nature are available on record, which would suggest that the provincial government had taken a lenient view keeping in view the peculiar circumstances in the area at that particular time. Even this tribunal has already granted relief in similar nature cases under the principle of consistency. Appellant is also one among those, who had deserted his job due to threats from terrorists. Situation at that particular time was so perturb, as how to proceed such large number of cases of desertion, for which publications were made in newspapers, hence the proceedings so conducted in such like cases were not in accordance with law. In the instant case no regular inquiry was conducted, nor any charge sheet/statement of allegation was served upon the appellant and the appellant was condemned unheard and which shows that the appellant was summarily proceeded without adhering to the method prescribed in law.

O7. We are also mindful of the question of limitation, but since the impugned order was passed without proper legal process and when an adverse order is passed without fulfilling the legal formalities, such order is vold and no limitation runs against void order. Still another reason exists for condonation of delay that the impugned order was issued with retrospective effect being void ab initio. ATTESTED

Arrafulo

08. In view of the situation mentioned above and keeping in view the principle of consistency, we are inclined to partially accept the instant appeal as well as the connected service appeal by converting the major penalty of dismissal from service into minor penalty; of stoppage of increments for two years. The intervening period is treated as leave without pay. Respondents however are at liberty to conduct de-novo inquiry as per mandate of law, if they so desire. Parties are left to bear their own costs. File be consigned to record room.

ANNOUNCED 24.01.2022

> AHMAD SULTAN CHAIRMAN

(ATIQ-UR-REHMAN WAZIR) MEMBER (E)

Certified the ne ture copy

Chturkhwa. Service Tribunal, Peshawar

Date of Presentation of .

Chaying Fee -

and Confidentian of Copy.

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B 8

OFFICE OF THE DISTRICT POLICE OFFICER, SWAT FINAL SHOW CAUSE NOTICE

Whereas You Ex Constable Rashid Ahmad while posted to PTC Hangu, have absented yourself from duty w.c.f 29-10-2008 till date without prior permission or leave vide T.P.M No. 48288-4305/GC dated 27-11-2003 of PTC Hangu. You were proceeded against departmentally, and subsequently dismissed from service vide this office, OB No. 28, dated 21-02-2009. You have preferred an appeal before the Service Tribunal which set aside the punishment and ordered a denove departmental enquiry. In compliance of the judgment dated 24-01-2022 of Service Tribunal in Service Appeal No. 498/2018 you have been reinstated into service vide this office OB No.124 dated 09-09-2022 for the purpose of denove departmental enquiry, as per direction of CPO Peshawar Memo No.1578-81/CPO/IAB, dated 17-11-2022 and worthy Regional Police Officer letter No.12216-17/WPC dated 31-10-2022. The following Officers were nominated to conduct proper departmental enquiry against you.

- 1. Mr. Raheem Hussain, SP/Hgrs: Traffic, Peshawar.
- 2. Mr. Kamal Hussain, DSP/Legal, CCP, Peshawar,

The Enquiry officers conducted proper departmental inquiry against you, The Enquiry officers recommended that your absence was deliberate; however, it was caused due to militancy in the core area of Malakand division. The Enquiry Officers further stated that you were untrained and had just within 03 months of initial service faced with life risk threats. The undersigned is not agreed with the recommendation of Enquiry officers and thus issued this final show cause notice to you.

You are, therefore, served with this Final Show Cause Notice to show cause in writing within seven (07) days of the receipt of this notice as to why major punishment as mentioned in Rule-4 of Police Disciplinary Rules-1975 should not be imposed on you. You should also state in writing as to whether you wish to be heard in person by the competent authority, your failure in this respect will be deemed that you have no defense to offer and ex-parte action will be taken against you.

Ex-Constable Rashid Ahmad IIS Police Line Kabal

District Swat

No. <u>04</u> /PA, Dated <u>1/7/0/</u>/2023.

Atterded

بوالہ مشولہ فاکیل شعوکاز نوٹس نمبر P / 04 مور خہ 17/01/2023 ہوارہ جناب DPO صاحب سوات معروض ہوں کہ سائل ہاقبل جنگہ پولیس من ہاازم مظااور PTC سائل ہاقبل ہواں سلع ھذا کے حالات تبویج بو حجم در ہوگہ پولیس اھلکاران کا جینا مشکل ہوااور یہ پولیس والوں کے کمی قیم کے جانی وہائی نقصان کا کھاظ نمیس رکھتے اور ان کا نقصان کر سائل ہے در بے تھا۔ چو نکہ ھارے گاوں میں بھی یہ لوگ وافر نگلادیں تھے جو مجھے اور والدین اور بھائیوں کو جانے تھے۔ انہوں نے مجھے اور میر ہے والدین کو دھمکیاں و بناشر وع کرد کے کہ میں لوکری چھوڑ دوں ورنہ گھر کو ہلاسٹ کر کے والد اور جائیوں کو اور میر ہے اور ہر وقت میر ہے گھر کے راستوں میں موجود ہوئے تھے۔ بدیں وجہ بدامر مجودی کے دوران خالی ہوا ہوئی جارہ نمیں تھا بدیں وجہ عدالت سے رجوع کر کے عدالت کے محمد لوکری چھوڑ نا پواچو تھا۔ جس کی خطام پر انسران بالا کے معربانی کر کے بچھے وو بارہ مقرکریں پر بحال کیا۔ چونکہ سائل بہ امر مجودی غیر حاضر ہوا تھا۔ جس کی لوکری مشکوک سے کریگا۔ لندا استد عاصد اس بالا معانی وعادے

لمداا حتیاط رہو نگااور فائنل شو کاز نوٹس فائیل فرما یا جاوئے۔

رشید احمد بیلٹ نمبر2304

Moded



D.

DISTRICT POLICE OFFICER, SWAT-Ph: 0946-9240393 & Fax No. 0946-9240402,

Email: dposwat@gmail.com

ORDER

This order will dispose of the departmental enquiry conducted against Ex Constable Rashid Ahmad No.2304 while posted to PTC Hangu, was absented himself from duty w.e.f 29-10-2008 till date without prior permission or leave vide 1.P.M ivo. 49-60-1305/GC dated 27-11-2008 of PTC Hangu. He was proceeded against departmentally, and subsequently dismissed from service vide this office OB No. 28, dated 21-02-2009. He has preferred an appeal before the Service Tribunal which set aside the punishment and ordered a denove departmental enquiry. In compliance of the judgment dated 24-01-2022 of Service Tribunal in Service Appeal No. 498/2018 he has been reinstated into service vide this office OP No.124 dated 09-69-2022 for the purpose of denove departmental enquiry, as per direction of CPO Peshawar Memo No.1578-81/CPO/IAB; dated 17-11-2022 and worthy Regional Police Officer letter No.12216-17/WPC dated 31-10-2022. The following Officers were nominated to one that proper departmental enquiry against him.

- 1. Mr. Raheem Hussain, SP/Hqrs: Traffic, Peshawar.
- 2. Mr. Kamal Hussain, DSP/Legal, CCP, Peshawar.

The Enquiry officers conducted proper departmental inquiry against him, The Enquiry officers moved that his absence was deliberate; however, it was caused due to militancy in the case mea of Malakand division. The Enquiry Officers further stated that he was untrained and had just within 03 months of initial service faced with life risk threats. The undersigned is not agreed with the recommendation of Enquiry officers.

He was issued Final show cause Notice No.04/PA dated 17/01/2023; his replied was received, but found unsatisfactory.

Foregoing in view, the undersigned is of considered opinion that there are more of most that 'Constable Rashid Ahmad No.2304 will become an efficient Police Official. Further retention in service is bound to affect the discipline of the entire force. Therefore in correise of the powers vested in the undersigned under Rules 2 (iii) of Police Disciplinary Rules-1975. [SHAFIULLAH KHAN GANDAPUR, District Police Officer, Swat as a competent of the power of the undersigned under Rules 2 (iii) of Police Disciplinary Rules-1975. [SHAFIULLAH KHAN GANDAPUR, District Police Officer, Swat as a competent of the power of t

Order announced.

O.B. No. 44 Detail 31 / 3 /2023. District of ce Office,

OFFICE OF THE DISTRICT POLICE OFFICER SWAT.

No. 2-36-40 /PA, dated Saidu Sharif the, 3 1/3 /202

- 1. Kegional Police Officer Malakand Region vide his office memo No.4055-56/WPC dated 21-03-2022.
- DSP Headquarters Lower Swat.Lor necessary action to the;
- -3. EC
- 4. Pay Officer, Swat.
- 5. OASI, Swat.

Arrelad

بحفور جناب ريجنل يوليس افيسرملا كنذر يجن سيدوشريف ضلع سوات

درخواست برائے بحالی ملازمت عنوان ـ

جناب عالى!

مرارش كى جاتى ہے۔كەساكل سال 2008 ميں محكمہ پوليس سوات ميں بحيثيت كنسليل بھرتى ہوا تھا۔اس سال سائل پولیس ریکروٹ کورس کیلئے PTC ہنگو روانہ ہوا۔ نین مہینے کورس مل گز ارنے کے بعد سائل ریسس پرگھر خود آیا تھا۔ جب سائل کھر آیا تو اس دوران طالبان جنگوں نے سائل کا پیچھا کر کے سائل پرزمین تک کردی تھی۔روزانہ کھر آ کر تلاشی لی جاتی اورسائل کے گھروالوں کو تنگین دھمکیاں دیتے اور سائل کے مارنے کے دریے تھے۔اس دوران سائل نے بہت کوشش کی کہ واپس کورس کیلئے چلا جائے لیکن بار ہا کوشش کے باوجود سائل نہ بھنے سکا۔ اور بوں سائل غیر حاضر رہا۔ اسی غیر حاضری ے یاداش میں سائل کو محکمہ بذاسے فارغ کردیا گیا۔

سأئل نے نوکری بحالی کیلیے بہت درخواسیں گراریں لیکن سائل کو بحال نہیں کیا گیا۔اس کے بعد سروس ٹریونل سے رجوع کیا گیا۔ اور سروس ٹر بیونل نے اپیل نمبر 498/2018 میں تحکمہ پولیس سوات کوسائل کو Denove انکوائری کیلئے بحال کرنے کے احکامات جاری کئے ۔ Denove انگوائزی کرکے سائل کو دوبارہ بحوالہ O.B No. 44 مورخه 31/03/2023 مجاربيد فترجناب ڈسٹر کٹ پولیس افیسرسوات برخاست کیا گیاہے (ارڈر ہمراہ لف ہے)۔

سائل ایک نهایت غریب گھرانے سے تعلق یافتہ ہے۔ اور مہنگائی کے اس دور میں سائل کا کوئی دوسرا ذریعہ معاش میں ہے۔ یہ بھی کو سائل پولیس کے نوکری کا انہائی خواہاں ہے۔ سائل کے دوسرے ساتھی جوای طرح برخاست کئے گئے تھے کومختلف اوقات میں بحال کردیئے گئے ہیں۔

لہذا بذر بعہ درخواست ہذا استدعا ہے۔ کہ سائل کونو کری پر بحال فرما کر سائل کے بچوں اورضعیف العمر والدین پر مہر مانی فرمایا جائے۔تو سائل اور سائل کے گھر والے تا حیات دعا گور منگے _

العارض Bankin

ابكا تالع فرمان سابقه كنسليل رشيداحدنمبر 2304 ساكن كوكار كى يوليس شيشن كوكار كي ضلع سوات موياكل فمبر 9174248-0348

Barrel



OFFICE OF THE REGIONAL POLICE OFFICER, MALAKAND ÁT SAIDU SHARIF SWAT.

Ph: 0946-9240388 & Fax No. 0946-9340393 Email: ebmalakandregion@gmail.com |

ORDER

This order will dispose of appeal of Ex-Constable Rashid Ahmad No.2304 of Swat District in connection with major punishment awarded by District Police Officer, Swat vide OB No.44 dated 31-03-2023 i.e., "Dismissal from Service".

Brief facts of the case are that Ex-Constable Rashid Ahmad No.2304 of Swat District while posted to Police Training College, Hange, had absented himself from lawful duty w. ...f 29-10-2003 till date without prior permission from high Ups or leave vide T.P. Message No.48288-4305/GC dated 27-11-2008 of PTC. Hangu. He was proceeded against departmentally and subsequently dismissed from service by the District Police Officer, Swat vide OR No.28 dated 21-02-2009. He has preferred an appeal before the Service Tribunal, wherein his order of dismissal from service was set aside and ordered for conducting De-novo departmental enquiry. In compliance of the judgment dated 24-01-2022 of Service Tribunal in Service Appeal No.498/2018, the appellant was re-instated into service for the purpose of De-novo departmental enquiry by the District Police Officer, Swat vide OB No.124 dated 09-09-2022. As perdirection of CPO Peshawar Memo No.1578-81/CPO/IAB, dated 17-11-2022 and this office letter No.12216-17/WPC dated 31-10-2022, the following Officers were nominated as Enquiry Officers to conduct Denove departmental enquiry against him.

- L. Mr. Rancem Hussain, SP/Hqrs: Traffic, Pesnawar.
- 2. Mr. Kamal Husain, DSP/Legal, CCP, Peshawar.

The Enquiry Officers conducted denovo departmental enquiry against abovenamed Ex-Constable, the Enquiry Officers recommended that his absence was deliberately, though, it was caused due to militancy in the opre area of Malakand division. The Enguny Officers further stated that he was untrained and just within 03 months of initial service faced with life risk threats. However, the District Police Officer, Swat not agreed with the recommendations of the Enquiry officers and the delinquent Constable was issued Final Show Cause Notice vide No.04/PA dated 17-01-2023, to which he replied but was found unsatisfactory. Forgoing in view, the District Police Officer, was of considered opinion that there are no chances that Ex-Constable Rashid Ahmad No.2304 will become an efficient Police Official, his further retention in service is bound to affect the discipline of the entire force. Therefore, the District Police Officer. Swat awarded him major punishment of "Dismissal from Service", from the date of re-instalement vide OB No.44 dated 31-03-2023.

He was also called in Orderly Room on 10-05-2023 in the office of undersigned and heard him in person, but he could not produce any cogent reason to defend the charges leveled against

him, therefore, his appeal is hereby rejected.

Regional Police Officer, 7. 120 - Marakand Region Swal

Copy to the District Police Officer, Swat for information and necessary action with reference to his office Memo: No.12358/E, dated 28-04-2023. Service Roll and Fuji Missal containing enquiry file of above named Ex-Constable, received with your memo; under reference are returned herewith for record in your office.

Enclose Sikell Conting Enging file

Aurolas

