

**BEFORE THE HONOURABLE SERVICE TRIBUNAL**  
**KHYBER PAKHTUNKHWA PESHAWAR**

**SA # 572/2023**

Hammad Ullah, Ex-Naib Qasid, Directorate of Land Records, Khyber Pakhtunkhwa  
..... **Appellant**

**Versus**

1. The Senior Member Board of Revenue, Khyber Pakhtunkhwa.
  2. The Director Land Records, Board of Revenue, Peshawar.
  3. The Assistant Director Land Records, Khyber Pakhtunkhwa.
- ..... **Respondents**

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Deponent

(1)

**BEFORE THE HONOURABLE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL**  
**PESHAWAR**

**SA # 572/2023**

Hammad Ullah, Ex-Naib Qasid, Directorate of Land Records, Khyber Pakhtunkhwa

Appellant

Versus

**Khyber Pakhtunkhwa  
Service Tribunal**

1. The Senior Member Board of Revenue, Khyber Pakhtunkhwa.
2. The Director Land Records, Board of Revenue, Peshawar.
3. The Assistant Director Land Records, Khyber Pakhtunkhwa.

Diary No. 6105

Dated 20-06-23

Respondents

**PARAWISE COMMENTS ON BEHALF OF RESPONDENT NO. 1, 2 & 3.**

Respectfully Sheweth: -

**PRELIMINARY OBJECTIONS: -**

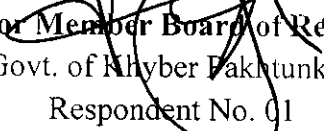
1. That the appellant has got no cause of action to file the instant appeal before the Hon'ble Service Tribunal.
  2. That the service appeal is not maintainable and not entertain able in its present form.
  3. That the appellant has no locus standi to file the instant Service Appeal.
  4. That the appellant has not come to the Hon'ble Service Tribunal with clean hands.
  5. That the appellant has concealed material facts from this Hon'ble Service Tribunal.
  6. That the appeal is barred by law ad limitation.
  7. That the appeal is bad for mis-joinder and non-joinder of necessary parties.
- 
1. **Incorrect:** - The appellant remains inefficient/irresponsible just a ghost official habitually, without obtaining prior approval/permission of the Competent Authority. That despite repeated verbal/written warning, explanation etc, the appellant did not mend his ways towards performance of his duty. The appellant also submitted written statement on oath that he will strictly observe official timing, will be careful in future & will not avail leave without prior approval of his superiors(**Annex-A**). Since the appellant backed out from his commitments/promise and did not mend his ways to ensure his presence and availing willful absence, therefore at last proper enquiry was initiated under Efficiency & Discipline (Rules) by providing all adequate opportunity for submission of his written statement and other details of evidence in his defence(**Annex-B**). The appellant was also heard in person and was provided the opportunity of cross examination as well. The appellant was also confronted with relevant records on the basis of written statement on oath that he will strictly observe official timing, will be careful in future and will not avail leave without prior approval of his superiors by admitting all the charges.
  2. As stated in Para-I above.
  3. As stated in Para-I above.
  4. Correct: The application was examined and filed. (**Annex-O**)
  5. The appellant has got no cause of action to file instant appeal.


**Grounds:**


- A. In-Correct: As stated in Para-I.
- B. In-Correct: As stated in Para-I.
- C. In-Correct: As stated in Para-I.
- D. In-Correct: As stated in Para-I.
- E. In-Correct: As stated in Para-I.
- F. In-Correct: As stated in Para-I.
- G. In-Correct: As stated in Para-I.
- H. That the respondents also seek permission to raise further points at the time of arguments.

**Prayers: -**

It is, therefore, humbly prayed that the instant service appeal is based on misconception, baseless and having no legal footing as per law, may graciously be dismissed with cost.

  
**Senior Member Board of Revenue,**  
Govt. of Khyber Pakhtunkhwa  
Respondent No. 01

  
**Director Land Records,**  
Khyber Pakhtunkhwa  
Respondent No. 02

  
**Assistant Director Land Records,**  
Khyber Pakhtunkhwa  
Respondent No. 03

**BEFORE THE HONOURABLE SERVICE TRIBUNAL**  
**KHYBER PAKHTUNKHWA PESHAWAR**

SA # 572/2023

Hammad Ullah, Ex-Naib Qasid, Directorate of Land Records, Khyber Pakhtunkhwa  
..... **Appellant**

**Versus**

- 1. The Senior Member Board of Revenue, Khyber Pakhtunkhwa.
- 2. The Director Land Records, Board of Revenue, Peshawar.
- 3. The Assistant Director Land Records, Khyber Pakhtunkhwa.

..... **Respondents**

**AFFIDAVIT**

I, Mohsin Ali, Assistant Director Land Records, Khyber Pakhtunkhwa, Peshawar, do hereby solemnly affirm on Oath that the contents of the attached reply are true and correct to the best of knowledge and believe and that nothing therein has been concealed or withheld from this Honourable Court.

It is further stated on oath that in this appeal the answering respondents have neither been placed en-parte nor their defence is struck off.

*Mohsin Ali*  
Deponent.

Identified by

Advocate General,  
Khyber Pakhtunkhwa.

**ATTESTED**

Official stamp of the Service Tribunal, Khyber Pakhtunkhwa, Peshawar. The stamp contains the text: "AZMAT ALI KHYBER PAKHTUNKHWA PESHAWAR". A signature is written over the stamp, and the date "20-6-2023" is written below it.

(4)

**BEFORE THE HONOURABLE SERVICE TRIBUNAL**  
**KHYBER PAKHTUNKHWA PESHAWAR**

**SA # 572/2023**

Hammad Ullah, Ex-Naib Qasid, Directorate of Land Records, Khyber Pakhtunkhwa  
..... **Appellant**


**Versus**

1. The Senior Member Board of Revenue, Khyber Pakhtunkhwa.
2. The Director Land Records, Board of Revenue, Peshawar.
3. The Assistant Director Land Records, Khyber Pakhtunkhwa.

..... **Respondents**

**AUTHORITY LETTER**

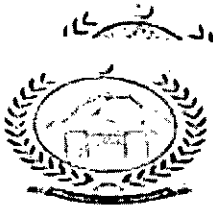
Mr. Mohsin Ali, Assistant Director Land Records, Board of Revenue is hereby authorized to appear before the Hon'ble Service Tribunal Khyber Pakhtunkhwa in the Service Appeal No. 572/2023 on behalf of the respondents. He is also authorized to submit all required documents and replies etc. as representative of the respondents through the Advocate General, Khyber Pakhtunkhwa Peshawar.

  
**Director Land Records/  
Inspector General of Registration  
Khyber Pakhtunkhwa**



Ammen (B)

421



GOVERNMENT OF KHYBER PAKHTUNKHWA  
REVENUE AND ESTATE DEPARTMENT

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Fax No.

Email: [landrecord\\_kpk@gmail.com](mailto:landrecord_kpk@gmail.com)

Facebook ID: [www.facebook.com/landrecordpk](http://www.facebook.com/landrecordpk)

Peshawar dated the 25/04/2022

No. ADLR/Estb/ 5577

To

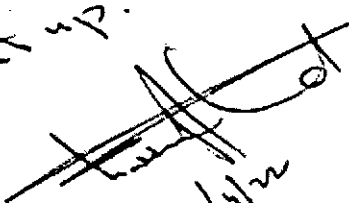
Deputy Director Land Records  
Khyber Pakhtunkhwa


SUBJECT: ENQUIRY AGAINST HAMMAD ULLAH

Refer to the subject cited above and to state that the undersigned was appointed as enquiry officer to conduct fact finding inquiry against Hammad Ullah, Naib Qasid Directorate of Land Records, Khyber Pakhtunkhwa vide letter No.LR-IV/DLR/Estt./3232-35 Dated 06/04/2022.

In light of above, enquiry report is enclosed for further course of action as desired please(02 pages).

  
Assistant Director Land Records  
Khyber Pakhtunkhwa

SLR      Put up.  
  
27/4/22

Attested  


11  
42

**T**

**FACTS FINDING INQUIRY REPORT AGAINST MR. HAMADULLAH, NAIB QASID OFFICE OF  
THE DIRECTOR LAND RECORDS, KHYBER PAKHTUNKHWA.**

**FACTS IN BRIEF**

The Director Land Records, Khyber Pakhtunkhwa being Competent Authority is pleased to approve Initiation of disciplinary proceedings against Mr. Hamadullah, Naib Qasid office of the Director Land Records, as such the undersigned has been appointed as Enquiry Officer vide No.LR-IV/DLR/Estt./3232-35, dated 06.04.2022 to Investigate the following charges:-


- i) That the accused was habitual enjoying French & privilege leaves without obtaining prior permission of the Competent Authority.
- ii) That despite repeated verbal/written warnings, explanations, etc; the accused did not mind his way towards performance of his duty. On 08.04.2022, 13.04.2022, 21.04.2022 and 26.04.2022, the accused remained absent from duty without any approval of the competent authority during the course of Inquiry.
- iii) The accused was found habitual late comer and did not observe official timing.

**PROCEEDINGS OF INQUIRY**

On receipt of inquiry, the accused was summoned and provided adequate opportunity to submit his written statement and other details of evidence in his defence. Written statement of the accused is annexed as Annexure-A. The accused was also heard in person and was provided the opportunity of cross examination as well. The accused was also confronted with relevant record. However, the accused submitted written statement on oath that he will strictly observe official timing, will be careful in future and will not avail leave without any prior approval of his superiors by admitting all the aforementioned charges (Annexure-B).

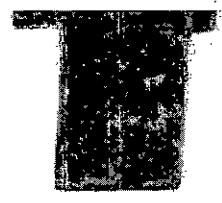
The departmental representative namely Mr. Iftikhar Hussain, Superintendent disclosed that numerous verbal complaints against the accused about his willful absence were pouring since his appointment. The accused made commitments to be careful in future, but in vain. The representative officers added that the said accused was given opportunities to ensure his presence and observe official timing, but fruitless and still remains absent almost twice in a week.

To elaborate the charges, Mr. Sawairullah, Mr. Iftikhar Hussain, Mr. Afsar Jan, Zabitullah, Gohar Zaman, Akbar Ullah, Sohail Khan, were consulted. According to them the accused is ghost official.



Attested  



**FINDINGS**

Repeated explanations, warnings (both verbal & written), commitments of the accused and consultations of the officers/officials reveal that since the accused backed out from his commitments/promise and did not mind his way to ensure his presence & availing willful absence, therefore, the charges stand proved against the accused official as per following details:

- i. During enquiry from 07.04.2022 to 26.04.2022, Hammad Ullah, Naib Qasid, DLR office was summoned and strictly told to mend his behavior and to be punctual. Despite that he did not payed any heed to it and continued with same attitude.
- ii. Attendance sheet was maintained during this period and he was asked to mark his sign in and sign out to which he also did not comply.
- iii. Section staff faced numerous issues and difficulties because of his this casual and ignorant attitude.
- iv. Moreover, many of the letters (Dak) are pending due to his non-availability.
- v. His phone was off and he was absent on 08.04.2022, 13.04.2022, 21.04.2022 and 26.04.2022 without prior approval/permission.
- vi. He left the office early at Zuhar on 14.04.2022 and 15.04.2022.
- vii. He again left the office early on 22.04.2022 and 25.04.2022.

*Attested*

**CONCLUSION**

Although the accused official once again made commitment in writing and promised to be careful in future and will not avail willful leave, however, a lie has no legs to stand upon.

**RECOMMENDATIONS**

The accused official (Hamad Ullah, Naib Qasid) showed his lack of interest in discharging of his duty and willful leave, hence his this act come under the preview of inefficient or ceased to be efficient, guilty of misconduct and guilty of habitually absenting himself from duty without prior approval of leave and make him liable/tantamount to be proceeded against under Khyber Pakhtunkhwa, Civil Servants (Efficiently & Discipline) Rules, 2011 and major penalties Rule-4 (b) (iii) & (iv) are proposed

- i. Removal from service; &
- ii. Dismissal from service.

Submitted, please.

Annex ②

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GOVERNMENT OF KHYBER PAKHTUNKHWA  
INSPECTOR GENERAL REGISTRATION  
REVENUE & ESTATE DEPARTMENT

Phone No. 091-9210057

FAX No. 0919213989

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[landrecordskpk@gmail.com](mailto:landrecordskpk@gmail.com)

No. LR-IV/DLR/Estt/Val-III. 1750-51

Peshawar dated the 08/09/2020

Hamad Ullah,  
Naib Qasid, in the office of DLR.

**SUBJECT: EXPLANATION**

The competent authority has taken serious notice about your wilful absence from official duty without prior approval / permission. You remained absent from official duty on 08<sup>th</sup> September, 2020 without prior approval/permission. You were repeatedly directed verbally and in writing to be careful but you failed to show punctuality in office duty, which tantamount to misconduct and contrary to the office discipline.

You are therefore called upon to explain your position within three days of receipt of this communication as to why disciplinary action should not be initiated against you as required under the relevant Rules.

Assistant Director  
Land Records

End: No & Date even.

Copy forwarded to PA to Director Land Records, Khyber Pakhtunkhwa

Attested

Assistant Director  
Land Records

GOVERNMENT OF KHYBER PAKHTUNKHWA  
REVENUE & ESTATE DEPARTMENT

Phone No. 091- 9210057

FAX No. 0919213989

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[landrecord.kpk@gmail.com](mailto:landrecord.kpk@gmail.com)

No.I.R-IV/DI.R/Estt/Vol-III. 2169-71

Peshawar dated the 18/09/2020

Hamad Ullah,  
Naib Qasid, in the office of DI.R.

**SUBJECT: EXPLANATION**

The competent authority has taken serious notice about your wilful absence from official duty without prior approval / permission. You remained absent from official duty on 18 September, 2020 without prior approval/permission. You were repeatedly directed verbally in writing to be careful but you failed to show punctuality in office duty, which tantamount to misconduct and contrary to the office discipline.

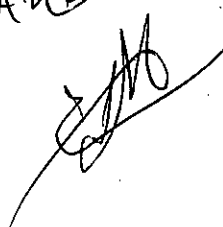
You are therefore called upon to explain your position within three days of receipt of this communication as to why disciplinary action should not be initiated against you as required under the relevant Rules.

  
Superintendent  
Land Records

Encl. No & Date even.

Copy forwarded to the:-

1. Deputy Director, Land Records, Khyber Pakhtunkhwa.
2. PA to Director Land Records, Khyber Pakhtunkhwa.

Attested  


  
Superintendent  
Land Records

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**GOVERNMENT OF KHYBER PAKHTUNKHWA  
REVENUE & ESTATE DEPARTMENT**

Phone No. 091- 9210057

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[landrecord.kpk@gmail.com](mailto:landrecord.kpk@gmail.com)

No.LR-IV/DLR/Estt/Vol-III. 6677-78.

Peshawar dated the 19 /02/2021

Hamad Ullah,  
Naib Qasid, in the office of DLR.

**OBJECT: EXPLANATION**

The competent authority has taken serious notice about your wilful absence from official duty without prior approval / permission. You remained absent from official duty on 19 February, 2021 without prior approval/permission. You were repeatedly directed verbally and in writing to be careful but you failed to show punctuality in office duty, which tantamount to misconduct and contrary to the office discipline.

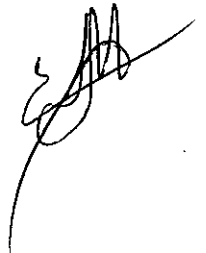
You are therefore called upon to explain your position within three days of receipt of this communication as to why disciplinary action should not be initiated against you as required under the relevant Rules.

  
Assistant Director  
Land Records

End. No & Date even.

Copy forwarded to PA to Director Land Records, Khyber Pakhtunkhwa.

  
Assistant Director  
Land Records

Attested  


Annex (F)

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GOVERNMENT OF KHYBER PAKHTUNKHWA  
INSPECTOR GENERAL REGISTRATION  
REVENUE & ESTATE DEPARTMENT

Phone No. 091-9210057

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[landrecord.kpk@gmail.com](mailto:landrecord.kpk@gmail.com)

No. LR-IV/DLR/Estt/Vol-III. 9102-3

Peshawar dated the 30 /07/2021

Hamad Ullah,  
Naib Qasid, in the office of DLR.

**SUBJECT: EXPLANATION**

The competent authority has taken serious notice about your wilful absence from official duty without prior approval / permission. You remained absent from official duty also on 30<sup>th</sup> July, 2021 without prior approval/permission. You were repeatedly directed verbally and in writing to be careful but you failed to show punctuality in office duty, which tantamount to misconduct and contrary to the office discipline.


You are therefore called upon to explain your position within three days of receipt of this communication as to why disciplinary action should not be initiated against you as required under the relevant Rules.

  
Assistant Director  
Land Records

Encl.: No & Date even.

Copy forwarded to PA to Director Land Records, Khyber Pakhtunkhwa.

  
Assistant Director  
Land Records

Attested  


SHOW CAUSE NOTICE

Mushtaq Hussain, Director Land Records, Khyber Pakhtunkhwa, being competent authority under Khyber Pakhtunkhwa Civil Servants (Efficiency & Discipline) Rules 2011, do hereby serve upon you Hamad Ullah, Naib Qasid in the office of Director Land Records, Khyber Pakhtunkhwa, as follow:-

- a. That you remained absent from duty in July 08,12,19,23,26 &30, 2021 / August 04,05,06,26,27 & 31, 2021 / September 07, 10 & today i.e. 21, 2021 without obtaining any approval/permission of the competent authority and an explanations were called upon but failed to reply within the stipulated time. Besides, it has been observed that you have intentionally switched off your cell phone when you left the office before closing hours, due to which the office are facing difficulties in disposal of their routine official business.
- b. That you are habitually enjoying french & privilege leaves. You are a late comer and also left the office early without any approval/permission of the competent authority. It seems that you have not any interest in discharging your official duty. This practice on your part is contrary to the manual of Civil Servant instruction as well as office discipline.
- c. That your act of omission tantamount you to be proceeded against under the Rules ibid.

2. I am satisfied that your these acts / omissions come under the purview of inefficiency & misconduct as such make you liable to be proceeded against under Rule-7 of the Khyber Pakhtunkhwa Civil Servants (Efficiency & Discipline) Rules, 2011.

3. As a result thereof, I, as competent authority, have tentatively decided to impose upon you the penalty of removal from service under Rule-4 of the Rules ibid.

4. You are, thereof, required to show cause as to why the aforesaid penalty should not be imposed upon you and also intimated whether you desire to be heard in person.

5. If no reply to this notice is received within seven (07) days or not more than fifteen (15) days of its delivery, it shall be presumed that you have no defence to put in your defence and in that case an ex-parte action shall be taken against you.

Attested

(Mushtaq Hussain)

Director Land Records  
Khyber PakhtunkhwaHamad Ullah  
Naib Qasid, in the office of DLR.

No. 454

/LR-IV/PMU/Estt/Vol-III Peshawar dated the 21/09/2021.

Annen (A)

431



GOVERNMENT OF KHYBER PAKHTUNKHWA  
DIRECTORATE OF LAND RECORDS  
REVENUE AND ESTATE DEPARTMENT

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Phone: 091-9210057

@LandrecordKP  
fb.com/landrecord.kpk

No.LR-IV/DLR/Estb/ 365  
Peshawar dated the May 18, 2022.

**SHOW CAUSE NOTICE**

I, Ijaz Ur Rehman, Director Land Records, Khyber Pakhtunkhwa, as Competent Authority, under Khyber Pakhtunkhwa Government Servant (Efficiency & Disciplinary) Act 2011 do hereby serve you, Hammad Ullah, Naid Qasid, Directorate of Land Records, as follows:-

That consequent upon the completion of enquiry conducted against you by Mr. Umar Mukhtar, Assistant Director Land Records, Khyber Pakhtunkhwa received vide letter no. ADLR/Estb: /5527 dated 27.04.2022.

I am satisfied that you have committed the following acts/omissions specified in rule-3 of the said rules.

- a) Inefficient or has ceased to be efficient for any reason:
  - b) Guilty of misconduct
2. As a result thereof, I, as Competent Authority, have tentatively decided to impose upon you the major penalty of dismissal from service as indicated under Rule-4 (b) (iv) of the Khyber Pakhtunkhwa Government Servant (Efficiency & Discipline) Act, 2011.
  3. You are, thereof, required to show cause as to why the aforesaid penalty should not be imposed upon you. And also intimate you desire to be heard in person.
  4. If no reply to this notice is received within 07 days or nor more than 15 days of its delivery, it shall be presumed that you have no defense to put in and in that case ex-parte action shall be taken against you.
  5. A copy of the findings of the inquiry officer is enclosed.

(Hammad Ullah)  
Naib Qasid, Directorate of Land Records,  
Khyber Pakhtunkhwa

Director Land Records  
Khyber Pakhtunkhwa

*A. N. S. T. S.*  
*[Signature]*



GOVERNMENT OF KHYBER PAKHTUNKHWA  
REVENUE AND ESTATE DEPARTMENT

Fax No. 091-9213989  
Phone No. 091-9214151

Email: estmpkp2100294@gmail.com

No LR-IV/DLR/Estb/Vol-III 8031-33

Peshawar dated the 07.06.2022

To

Mr. Hammad Ullah, Naib Qasid  
Director Land Record office

**SUBJECT: NOTICE FOR APPEARANCE FOR PERSONEL HEARING**

I am directed to refer to the Director Land Records Showcause notice issued Vide No.LR-IV/DLR/Estb/365 dated May 18, 2022. you are hereby directed to appear before the Deputy Director Land Records for personal hearing on 09.06.2022 at 10.00AM in his office please.

PA to Deputy Director Land Records  
Khyber Pakhtunkhwa

**Endst. No. & Date Even.**

**Copy Forwarded to:**

1. Director Land Records with reference to his directions.
2. PS to Senior Member Board of Revenue, Khyber Pakhtunkhwa.

PA to Deputy Director Land Records  
Khyber Pakhtunkhwa

Attested





GOVERNMENT OF KHYBER PAKHTUNKHWA  
DIRECTOR LAND RECORDS  
REVENUE AND ESTATE DEPARTMENT

Annex (J)

446

E-Mail: landrecord.kpk@gmail.com

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Phone: 091-9210057

Website: www.landrecordkpk.com/landrecordkpk

**NOTIFICATION**

Peshawar dated the June 21, 2022

No. LR-IV/Estt./Vol-III/711/16-52

WHEREAS, Mr. Hammad Ullah, Naib

Qasid of the office of Director Land Records, Khyber Pakhtunkhwa, was proceeded under Rule-3(a)(b)(d) of Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011 for the charges mentioned in the Charge Sheet and Statement of Allegations dated.

2. AND WHEREAS, Mr. Umar Mukhtar, Assistant Director Land Records, Khyber Pakhtunkhwa was appointed as Inquiry Officer to conduct enquiry against the said official under the rules ibid.

4. AND WHEREAS, the Inquiry Officer, after having examined the charges, evidence on record, and explanation of the accused official, submitted Inquiry Report and recommended major penalty to be imposed upon the accused.

4. NOW THEREFORE, I, Ijaz Ur Rehman, Director Land Records, Khyber Pakhtunkhwa, being Competent Authority after having examined the charges, evidences produced, statement of the accused official, findings of the Inquiry Officer and after personal hearing of the accused official concurred with findings and recommendations of the Inquiry Officer, exercise of powers conferred under Rules-9 read with 4-1(b)(iv) of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011 impose major penalty of "REMOVAL FROM SERVICE" upon Mr. Hammad Ullah, Naib Qasid of the office of Director Land Records, Khyber Pakhtunkhwa, with immediate effect.

Encl: No. & Date Even.

Copy forwarded to the:-

Director Land Records  
Khyber Pakhtunkhwa

1. Accountant General Khyber Pakhtunkhwa, Peshawar.
2. Assistant Director Land Records, Khyber Pakhtunkhwa (Inquiry Officer).
3. PS to Secretary to Govt; of Khyber Pakhtunkhwa, Revenue & Estate Department.
4. Accountant/Assistant LR-II with the direction to stop the salary of Hammad Ullah immediately.
5. Hammad Ullah.
6. Office order file.

Director Land Records  
Khyber Pakhtunkhwa

Attested



Annex (K) 4

**GOVERNMENT OF KHYBER PAKHTUNKHWA  
DIRECTOR LAND RECORDS  
REVENUE AND ESTATE DEPARTMENT**

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Phone: 091-9210057

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fb.com/landrecord.kpk

Peshawar dated: the July 10/8 2022

**OFFICE ORDER**

No. LR-IV/Kafoor Dheri/Complaints/ 12436-42. WHEREAS, the appellant (Mr. Hamad Ullah, Naib Qasid office of the Director Land Records, Khyber Pakhtunkhwa) was proceeded against under Rule-3(a) (b)(c) of Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011.

AND WHEREAS, the Appellant was awarded major penalty of "Removal from Service" under Rule 4-I(b) (iii) of the rules ibid.

AND WHEREAS, the Appellant preferred Departmental Review/Appeal dated 15.07.2022 against the awarded penalty of "Removal from Service" issued vide No. LR-IV/Estt./Vol:III/9446-52, dated 29.06.2022.

NOW THEREFORE, in exercise of powers conferred under Rules 14(5)(ii) read with 4-I(a)(ii) of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011, and Rule 7 (3) of the Khyber Pakhtunkhwa Civil Servants (Appeal) Rules, 1986, I being Competent/Appellate Authority, is pleased to modify the awarded penalty and convert it into minor penalty of "withholding of three increments for a period of three years with cumulative effect" upon Mr. Hamad Ullah, Naib Qasid office of the Director Land Records, Khyber Pakhtunkhwa, with immediate effect. The intervening period, if any, may be treated as on leave.

**Approved by  
APPELLATE AUTHORITY**

Endst. No. & Date Even:

**Copy forwarded to the: -**

1. Accountant General Khyber Pakhtunkhwa, Peshawar.
2. Assistant Director Land Records, Khyber Pakhtunkhwa.
3. PS to Secretary to Govt; of Khyber Pakhtunkhwa, Revenue & Estate Department.
4. PA to Director Land Records, Khyber Pakhtunkhwa.
5. Assistant/Accountant/Bill Clerk office of the Director Land Records, Khyber Pakhtunkhwa.
6. Official Concerned for compliance.
7. Office order file.

**Deputy Director Land Records  
Khyber Pakhtunkhwa**

*Attested*

*[Signature]*



GOVERNMENT OF KHYBER PAKHTUNKHWA  
DIRECTORATE OF LAND RECORDS  
REVENUE AND ESTATE DEPARTMENT

E-Mail: landrecord.kpk@gmail.com

Phone: 091-9210057

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fb.com/landrecord.kpk

No.LR-IV/DLR/Estt./Vol-IV: 7226

Peshawar dated the 07 /11/2022

**SHOW CAUSE NOTICE**

I, Ijaz-ur-Rehman, Director Land Records, Khyber Pakhtunkhwa, as competent authority under Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules 2011, do hereby serve you Hamad Ullah, Naib Qasid, office of the Directorate of Land Records, Khyber Pakhtunkhwa as follows:-

That consequent upon the completion of enquiry conducted against you by Mr. Umar Mukhtar, Assistant Director Land Records, Khyber Pakhtunkhwa received vide letter No. ADLR/Estb: /5527 dated 27.04.2022, through which major penalty i.e. Removal from service was imposed vide No.LR-IV/Estt./Vol-III: 9446-52 dated 21.06.2022. However, during personal hearing a written statement on oath was submitted to the effect that in future no such incident will be happened & will be careful in official. Therefore the said charges were converted to minor penalty i.e. "withholding of three increments for a period of three years with accumulative effect" vide No.LR-IV/Kafoor Dheri/complaint/12436-42 dated 10.08.2022 in light of the written agreement. But apparently of the above, you committed the following irregularities:-

1. That you are habitually latecomer and leave the office early. You do not observe the official timings.
2. That you wilfully remained absent from the office for a period of the 10-15 days in the months (on different occasion/dates).
3. That you were time and again warned/directed verbally / in written to be punctual but you did not mend your ways and did not comply with the orders of competent authority.
4. That you deliberately remained absent from your official duty on 05, 10,13,14,17,18,19,20,25,28 October,2022, 01,02,03,04,07,08,10,11,14,15,16,17,18,21, 22,23,25,30 November, 2022 & 01, 02, 05, 06 December, 2022 without any prior approval / permission of the competent authority, showing your lack of interest in official duty.

I am satisfied that you have committed the following acts/omissions specified in rule-3 of the said rules.

- a) Inefficient or has ceased to be efficient for any reason:
  - d) Guilty of habitually absenting himself from duty without prior approval of leave.
2. As a result thereof, I, as competent authority, have tentatively decided to impose upon you major penalty of removal from service as defined under Rule-4 of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011.
  3. You are, thereof, required to show cause as to why the aforesaid penalty should not be imposed upon you. And also intimate you desire to be heard in person.
  4. If no reply to this notice is received within 03 days or nor more than 07 days of its delivery, it shall be presumed that you have no defence to put in and in that case ex-parte action shall be taken against you.
  5. A copy of the findings of the inquiry officer is enclosed.

(Hamad Ullah)  
Naib Qasid, Directorate of Land Records,  
Khyber Pakhtunkhwa

Director Land Records  
Khyber Pakhtunkhwa

Attested

Annex (M)



GOVERNMENT OF KHYBER PAKHTUNKHWA  
DIRECTORATE OF LAND RECORD  
REVENUE AND ESTATE DEPARTMENT

E-Mail: [landrecord.kpk@gmail.com](mailto:landrecord.kpk@gmail.com)

Phone: 091-9210057

@LandrecordKP

[www.landrecord.kpk.gov.pk](http://www.landrecord.kpk.gov.pk)

LR-IV/DLR Etab/Vol-VI/8107-08

Peshawar dated the 26/12/2022.

To,

Mr. Hammad Ullah, Naib Qasid  
Office of the Director Land Records.

Subject: **DISCIPLINARY ACTION AGAINST MR. HAMMAD ULLAH, NAIB QASID.**

You are hereby directed to appear before the Director Land Record, Khyber Pakhtunkhwa on 27.12.2022 at 11:00 am in connection to the show cause notice served upon you without fail. In case of failure ex-parte action will be carried out against you as per relevant Rules.

Superintendent Directorate of Land Records  
Khyber Pakhtunkhwa

Endst. No & Date even

Copy forwarded to PA to Director Land Records, Khyber Pakhtunkhwa.

Superintendent Directorate of Land Records  
Khyber Pakhtunkhwa

محمد الدائم افسس كپك - اسك - لسرو افسس كپك

Attested  
[Signature]



Annex (N)

GOVERNMENT OF KHYBER PAKHTUNKHWA  
DIRECTORATE OF LAND RECORDS  
REVENUE AND ESTATE DEPARTMENT

E-Mail: [landrecord.kpk@gmail.com](mailto:landrecord.kpk@gmail.com)

Phone: 091-9210057

@LandrecordKP

fb.com/landrecord.kpk

Peshawar dated the 02/10/2023

**NOTIFICATION**

No.LR-IV/DLR Estt:/Vol-IV: 8246-52; WHEREAS, Mr. Hammad Ullah, Naib Qasid, of the office of Directorate of Land Records, Khyber Pakhtunkhwa, was proceeded under Rule-3 of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011 for the charges mentioned in the Charge Sheet & Statement of Allegation served upon the said accused.

2. AND WHEREAS, Mr. Umar Mukhtar, Assistant Director, Directorate of Land Records, Khyber Pakhtunkhwa was appointed as Inquiry Officer to conduct enquiry against the said accused under the rules ibid.

3. AND WHEREAS, the Inquiry Officer, after having examined the charges, evidence on record, and explanation of the accused official, was submitted Inquiry Report and recommended major penalty to be imposed upon the accused vide No.ADLR/Estb:/5527 dated 27.04.2022 and accordingly the accused was proceeded by imposing major penalty i.e. "Removal from service" vide No.LR-IV/Estt:/Vol-III/ 9446-52 dated 29.06.2022, which was converted to Minor penalty on the written oath agreement submitted by the accused, however he did not mind his way, therefor show cause notice was served upon him vide No. LR-IV/DLR Estt:/Vol-IV: 07.12.2022, but rather not responded by the said accused.

4. NOW THEREFORE, I, Ijaz Ur Rehman, Director Land Records, Khyber Pakhtunkhwa, being Competent Authority after having examined the charges, evidences produced, statement of the accused official, findings/recommendation of the Inquiry Officer, exercise of powers conferred under Rules-9 read with 4-I(b)(iv) & Rule 14 of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011 imposed major penalty of **REMOVAL FROM SERVICE** upon, Mr. Hammad Ullah, Naib Qasid, office of the Directorate of Land Records, Khyber Pakhtunkhwa, with immediate effect.

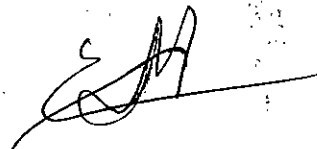
  
Director Land Records  
Khyber Pakhtunkhwa

**End: NO & Date even:**

**Copy for information & necessary action is forwarded to the:-**

1. Accountant General, Khyber Pakhtunkhwa.
2. Accounts Officer, DLR office.
3. Accountant / Assistant LR-II, DLR office.
4. Senior PS to Senior Member, Board of Revenue, Khyber Pakhtunkhwa.
5. Accused concerned (Mr. Hamad Ullah)
6. Personal File.
7. Office order File.

Attested



  
Director Land Records  
Khyber Pakhtunkhwa

Annex 0



GOVERNMENT OF KHYBER PAKHTUNKHWA  
DIRECTORATE OF LAND RECORDS  
REVENUE AND ESTATE DEPARTMENT

E-Mail: [landrecord.kpk@gmail.com](mailto:landrecord.kpk@gmail.com)

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No.LR-IV/PF/Hamad Ullah: 9863-65

Peshawar dated the 03/02/2023

To

Mr. Hamad Ullah,  
Ex. Naib Qasid, DLR office.

**SUBJECT: APPLICATION / APPEAL.**

I am directed to refer to the above cited subject and to state that your appeal dated 03-01-2023, has been examined and filed by the Competent Authority.

  
Assistant Director Land Record  
Khyber Pakhtunkhwa

**Endst: No. & date even.**

Copy for forwarded to the:-

1. SPS to Senior Member Board of Revenue Khyber Pakhtunkhwa.
2. PA to Director Land Records, Khyber Pakhtunkhwa.

  
Assistant Director Land Record  
Khyber Pakhtunkhwa

Attested  
