


2nd Nov., 2022

Assistant to learned counsel for the appellant present.  
Mr. Naseerud Din Shah, Assistant Advocate General for the  
respondents present.

Request for adjournment was made on behalf of learned  
senior counsel for the appellant due to his engagement before  
Honourable Peshawar High Court today. Last chance is given.  
To come up for arguments on 15.12.2022 before the D.B.


  
(Fareeha Paul)  
Member (E)


  
(Kalim Arshad Khan)  
Chairman

15.12.2022

Due to general strike of the Bar, case is adjourned to  
06.03.2023 before D.B. Office is directed to notify the next date  
on notice board as well as the website of the Tribunal.

**SCANNED**  
**KPST**  
**Peshawar**

  
(Fareeha Paul)  
Member (E)

  
(Rozina Rehman)  
Member (J)

02.12.2021

Nemo for parties.

Muhammad Rasheed learned Deputy District Attorney present.

In view of preceding three order sheets, both the parties be put on notice for 29.03.2022 for arguments, before D.B.



(Atiq ur Rehman Wazir)  
Member (E)

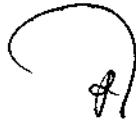


(Rozina Rehman)  
Member (J)

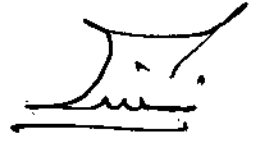
29.03.2022

Counsel for the appellant present. Mr. Kabirullah Khattak, Additional Advocate General for the respondents present.

Learned counsel for the appellant requested for adjournment on the ground that he has not made preparation for arguments. Adjourned. To come up for arguments on 02.06.2022 before the D.B.



(Rozina Rehman)  
Member (J)



(Salah-ud-Din)  
Member (J)

02.06.2022

Junior to counsel for appellant present.

Muhammad Riaz Khan Paindakheil learned Assistant Advocate General for respondents present.

Lawyers are on general strike, therefore, case is adjourned. To come up for arguments on 10.08.2022 before D.B.



(Fareeha Paul)  
Member(E)



(Rozina Rehman)  
Member (J)

10.8.22

Proper DB not available the case is adjourned to 2.11.22



Reader

01.01.2021 Due to summer vacation, case is adjourned to 13.04.2021 for the same as before.


  
Reader

13.04.2021 Due to demise of Hon'able Chairman, the Tribunal is defunct, therefore, the case is adjourned to 28.07.2021 for the same.

  
Reader

28.07.2021 None for the appellant and Mr. Usman Ghani, District Attorney for respondents present.

Due to general strike of the Peshawar Bar Association, the case is adjourned to 02.12.2021 for the same before D.B.

  
(Rozina Rehman)  
Member (Judicial)

  
Chairman

10.03.2020

Learned counsel for the appellant present. Mr. Riaz Paindakhel learned Assistant Advocate General alongwith Muhammad Irfan Assistant for the respondents present and seeks adjournment to furnish complete record. Adjourn. To come up for record and arguments on 11.05.2020 before D.B.



Member



Member

11.05.2020


Due to public holidays on account of Covid-19, the case is adjourned. To come up for the same on 07.08.2020 before D.B.



Reader

07.08.2020

Due to summer vacation case to come up for the same on 27.10.2020 before D.B.

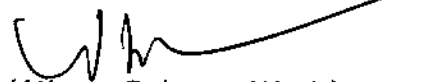


Reader

27.10.2020

Junior to counsel for the appellant and Addl. AG for the respondents present.

The Bar is observing general strike, therefore, the matter is adjourned to 01.01.2021 for hearing before the D.B.



(Atiq-ur-Rehman Wazir)

Member



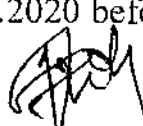
Chairman

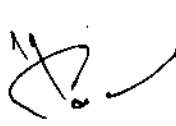
27.08.2019 Learned counsel for the appellant present. Mr. Usman Ghani learned District Attorney alongwith Irfan Assistant (for respondent No.1) present. Sher Islam ASDEO (for respondent No.2) absent. He be summoned with direction to furnish record of inquiry pertinent to the present service appeal. Adjourn. To come up for record/arguments on 11.11.2019 before D.B.

  
Member

  
Member


11.11.2019 Learned counsel for the appellant and Mr. Kabir Ullah Khattak learned Additional Advocate General present. Adjournment requested. Adjourn. To come up for arguments on 13.01.2020 before D.B.

  
Member

  
Member

13.01.2020 Appellant absent. Learned counsel for the appellant absent. Mr. Zia Ullah learned Deputy District Attorney alongwith Sheikh Nawab Superintendent present. Due to general strike of the Bar on the call of Khyber Pakhtunkhwa Bar Council, the case is adjourned. To come up for further proceedings/arguments on 10.03.2020 before D.B. Appellant be put to notice for the date fixed.

  
Member

  
Member

29.03.2019

Counsel for the appellant and Mr. Ziaullah, DDA alongwith Mr. Sher Islam, ADEO for respondents present.

Learned counsel for the appellant has submitted rejoinder to the para-wise comments of the respondents which is placed on record.

Adjourned to 24.06.2019 for arguments before D.B.

The representative of the respondents shall positively produce the record pertaining to enquiry conducted against the appellant on next date of hearing.

  
Member

  
Chairman


24.06.2019

Learned counsel for the appellant present. Mr. Zia Ullah learned Deputy District Attorney alongwith Sher Islam ASDEO present and submitted copy of re-inquiry report dated 06.04.2019.

It transpired that re-inquiry was conducted against the appellant due to misconception and inefficiency of the representative of the respondents in as much as this Tribunal has not made any direction to re-inquire into the matter.

Record of inquiry pertinent to the present service appeal not submitted. Representative is again directed to submit record pertaining to the relevant inquiry conducted against the appellant on the next date of hearing. Adjourn. To come up for record/arguments on 27.08.2019 before D.B

  
Member

  
Member

11.1.2019

Counsel for the appellant and Addl. AG  
alongwith Sher Islam, ADO for the respondents present.

Learned AAG states that the requisite  
comments/reply is in the process of preparation which  
shall be submitted positively on the next date of hearing.

Adjourned to 25.01.2019 before S.B.



Chairman

25.1.2019

Counsel for the appellant and Addl. AG alongwith  
Hayatullah, A.D for the respondents present.

Parawise comments on behalf of the respondents  
have been submitted. To come up for arguments before  
D.B on 29.03.2019. The appellant may submit rejoinder,  
within a fortnight, if so desires.



Chairman

29.03.2019

Counsel for the appellant and Mr. Ziaullah, DDA  
alongwith Mr. Sher Islam, ADEO for respondents present.

Learned counsel for the appellant has submitted rejoinder  
to the para-wise comments of the respondents which is place on  
record.

Adjourned to 24.06.2019 for arguments before D.B.

Member

Chairman

16.10.2018

Counsel for the appellant present. Preliminary arguments heard and case file perused. Learned counsel for the appellant argued that vide impugned order dated 20.01.2015 major penalty of removal from service was imposed on him. He filed departmental appeal on 11.09.2017 which was partially accepted and major penalty of dismissal from service was converted into compulsory retirement w.e.f 20.11.2015, hence, the instant service appeal. During the course of disciplinary proceedings various formalities were not observed and the appellant was condemned unheard. Learned counsel for the appellant when confronted on the point of limitation clarified that a separate application for condonation of delay has been submitted. Reliance was also placed on 2008 SCMR 609 and 2005 SCMR 1743.

Appellant Deposited  
Security & Process Fee

Points urged need consideration. Admit, subject to limitation. The appellant is directed to deposit of security and process fee within 10 days, thereafter, notices be issued to the respondents for written reply/comments for 29.11.2018 before S.B.

(AHMAD HASSAN)  
MEMBER

29.11.2018

Learned counsel for the appellant and Mr. Kabirullah Khattak learned Additional Advocate General alongwith Mr. Sajjad ADEO for the respondents present. Written reply not received. Representative of the respondents requested for adjournment. Adjourn. To come up for written reply/comments on 11.01.2019 before S.B.

Member



08.05.2018

The Tribunal is non-functional due to retirement of our Hon'ble Chairman. Therefore, the case is adjourned. To come up for same on 03.07.2018.

  
Reader

03.07.2018

Counsel for the appellant present and seeks adjournment. Adjourned. To come up for preliminary hearing on 21.08.2018 before S.B.

  
(Ahmad Hassan)  
Member

20.08.2018

Due to Edul Azha vocations the case is adjourned to 16/10/2018

  
READER

Form-A  
FORM OF ORDERSHEET

Court of \_\_\_\_\_  
Case No. 460/2018

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1	05/04/2018	<p>The appeal of Mr. Hidayatullah resubmitted today by Mr. Muhammad Saeed Khattak Advocate may be entered in the Institution Register and put up to the Learned Member for proper order please.</p> <p style="text-align: right;"><i>[Signature]</i> REGISTRAR 5/4/18</p>
2-	06/04/18.	<p>This case is entrusted to S. Bench for preliminary hearing to be put up there on <u>16/04/18.</u></p> <p style="text-align: right;"><i>[Signature]</i> MEMBER</p>
16.04.2018		<p>Counsel for the appellant present and seeks adjournment. Adjourned. To come up for preliminary hearing on 08.05.2018 before S.B.</p> <p style="text-align: right;"><i>[Signature]</i> (A. Ahmad Hassan) Member</p>


**SCANNED**  
**KPST**  
**Peshawar**

The appeal of Mr. Hazrat Ullah son of Gul Nazar Khan Ex-Junior Clerk GHS Mandawa Distt. Karak received today by i.e. on 29.03.2018 is incomplete on the following score which is returned to the counsel for the appellatant for completion and resubmission within 15 days.

Annexure-D of the appeal is illegible which may be replaced by legible/better one.

No. 661 /S.T,

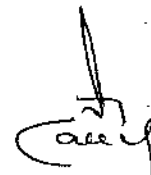
Dt. 29/03 /2018

  
REGISTRAR 29/3/18  
SERVICE TRIBUNAL  
KHYBER PAKHTUNKHWA  
PESHAWAR.

Mr. Muhammad Saeed Khattak Adv. Pesh.

R/ Sir,

In Compliance Setten copy of Annex-D  
has been annexed



29/3/18

5.4.2018

BEFORE THE KPK SERVICE TRIBUNAL, PESHAWAR

SERVICE APPEAL NO. 460 / 2018

Hazrat Ullah

..... (Appellant)

Versus

Director E & SE & another

..... (Respondents)

INDEX

S.No.	Description of Documents	Annexure	Pages
01	Memo of Service Appeal		1-3
02	Copy of the application		4
03	Copy of the appointment order	A	5-6
04	Copy of the service book	B	7-28
05	Office letter No. 808 dated Mandawa the 11.11.2014	C	29
06	Copy of the order dated 20.01.2015	D	30
07	Copy of the departmental appeal	E	31-32
08	impugned order and office letter	F	33-34
09	Copy of leave account under revised leave rules	G	35
10	Wakalatnama		36

Dated:- 29.03.2018

Appellant

Through

Muhammad Saeed Khattak

Advocate, Peshawar.

Mob. 03336272753

①

**BEFORE THE KPK SERVICE TRIBUNAL, PESHAWAR**

SERVICE APPEAL NO. 460 / 2018

Hazrat Ullah S/O Gul Nazar Khan Ex. Junior Clerk GHS Mandawa, District Karak R/O Laghari Banda, Tehsil Takhti Nasrati District Karak. .... (Appellant)

Versus

1. Director, Elementary and Secondary Education, KPK, Peshawar.
2. District Education Officer (Male), Karak. .... (Respondents)

SERVICE APPEAL UNDER SECTION 4 OF THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL ACT, 1974, AGAINST THE IMPUGNED ORDER DATED 13.02.2018 PASSED BY RESPONDENT NO. 1 VIDE WHICH THE MAJOR PENALTY OF REMOVAL FROM SERVICE OF THE APPELLANT AWARDED BY RESPONDENT NO. 2 VIDE ORDER DATED 20.11.2015 WAS CONVERTED INTO COMPULSORY RETIREMENT W.E.F. 20.11.2015 AND THE SALARIES PAID TO HIM WERE ORDERED TO BE RECOVERED.

**PRAYER – IN – APPEAL**

ON ACCEPTANCE OF THE INSTANT APPEAL BOTH THE IMPUGNED ORDERS DATED 13.02.2018 AND 20.11.2015 PASSED BY RESPONDENTS NO. 1 & 2 RESPECTIVELY MAY VERY GRACIOUSLY BE SET ASIDE AND THE APPELLANT MAY KINDLY BE RE-INSTATED ON THE POST WITH ALL BACK BENEFITS.

Respectfully Sheweth;

1. THAT the appellant was initially appointed as junior clerk in ORTC vide order dated 06.11.1991. (Copy of the appointment order is attached as annexure A)
2. THAT, thereafter fulfilling all the codal formalities the appellant took charge of his duties and his service book was prepared. (Copy of the service book is attached as annexure B)
3. THAT in the meantime the appellant was serving in GHS Mandawa when he submitted an application for leave w.e.f. 15.12.2014 to 30.12.2015 i.e. for 746 days, which was processed and was forwarded to Respondent No. 2 by the

Head Master of GHS Mandawa vide office letter No. 808 dated Mandawa the 11.11.2014. (Copy of the office letter is attached as annexure C)

- 4. THAT the appellant was assured regarding the sanctioning of leave, therefore he left the station, but unfortunately he was considered as absent from duty. During that period the appellant was removed from service without fulfilling any legal and codal formalities vide order dated 20.01.2015. (Copy of the order dated 20.01.2015 is attached as annexure D)
- 5. THAT after coming to know about the removal order, the appellant preferred a departmental appeal before respondent No. 1 on 11.09.2017, where the reasons behind his application for leave were briefly explained. (Copy of the departmental appeal is attached as annexure E)
- 6. THAT the respondent No. 1 vide impugned order dated 13.02.2018 converted the major penalty of removal from service into compulsory retirement as well as directed that salaries paid to him were to be recovered. The appellant got information and received its copy when the said order was sent to Head Master GHS Mandawa on 02.03.2018. (Copy of the impugned order and office letter are attached as annexure F)
- 7. THAT being aggrieved of the same the appellant prefers the instant Service Appeal, inter alia, on the following amongst others;

**GROUND**

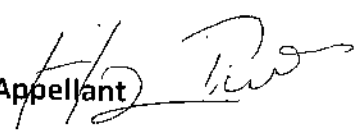
- A. THAT the appellant has not been treated in accordance with law nor equal protection of law has been extended to him.
- B. THAT vey harsh penalty has been awarded to the appellant, inspite of the fact he was having unblemish past 24 years service record. On the other hand, he is/was also having 746 days leave to his credit. His this period was easily adjustable, but the departmental authorities have not appreciated the same fact while awarding him major penalties. (Copy of leave account under revised leave rules is attached as annexure G)
- C. THAT the appellant was awarded a major penalty of removal from service by respondent No. 2 in very cursory manner without fulfilling the pre-

requisites as envisaged by law. No show cause notice, charge sheet/ statement of allegations was issued to the appellant.

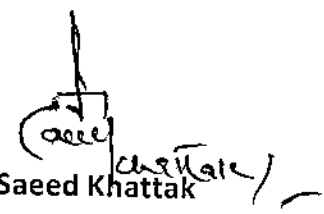
- D. **THAT** same was the position before respondent No. 1, who completely failed to follow the law while passing the impugned order. After going through the impugned order, the appellant came to know about the inquiry. The appellant was never associated in the said inquiry. He was never extended to produce his defense through material evidence nor does he know about the material placed against him.
- E. **THAT** the inquiry proceedings were conducted in the absence of the appellant as well as in the absence of statement of allegations on the appellant, therefore, are void and nullity in the eyes of law.
- F. **THAT** the enquiry report should be supplied to the accused civil servant but here the case is totally different.
- G. **THAT** any other ground can also be taken during the course of arguments with permission of this Hon`ble Tribunal.

It is therefore most humbly prayed that on acceptance of the instant appeal both the impugned orders dated 13.02.2018 and 20.11.2015 passed by respondents no. 1 & 2 respectively may very graciously be set aside and the appellant may kindly be re-instated on the post with all back benefits.

Any other relief which has not been specifically asked for and deems fit in the circumstances of the case may also be awarded to the appellant.

Appellant 

Through

  
Muhammad Saeed Khattak  
Advocate, Peshawar.

**BEFORE THE KPK SERVICE TRIBUNAL, PESHAWAR**

C.M.No. .... / 2018

IN

SERVICE APPEAL NO. .... / 2018

**Hazrat Ullah** ..... (Appellant)

**Versus**

**Director E & SE & another** ..... (Respondents)

**APPLICATION FOR CONDONATION OF DELAY, IF ANY**

1. That the titled service appeal has been filed today in which no date has yet been fixed for hearing.
2. That the grounds taken in main service appeal may also be taken as part and parcel of the instant application.
3. That the service appeal of the appellant is well within time after receiving the copy of the impugned order.
4. That the departmental appeal has not been dismissed on the point of limitation rather it has been modified meaning thereby that competent authority has condoned the limitation, if any.
5. That the impugned order is void one in the light of precedents established by the apex courts and no limitation run against the void order, moreover the apex courts have favored the cases to be decided on merits rather on technicalities including the limitation.
6. That any other ground can also be taken during the course of arguments with permission of this Hon`ble Tribunal.

It is therefore most humbly prayed that delay if any may kindly be condoned.

*H. J. Ullah*  
Appellant/ Applicant

Through *M. S. Khattak*  
Muhammad Saeed Khattak

Advocate, Peshawar.



5

Annex (A)

GOVERNMENT OF N.W.F.P.,  
DIRECTORATE OF MANPOWER & TRAINING  
BENEVOLENT FUND BUILDING HALL NOS:  
210-11 SADDAR ROAD PESHAWAR CANTT:

No. DMT/306/Estt/8165-8168  
Dated, 6-11-1991

To

✓ Mr. Hazrat Ullah 810  
Gul Nazar Khan village, Rashid Abad  
P.O. Bahajaki Teh: & Dist: Karak

SUBJECT: = OFFER OF APPOINTMENT.

You are hereby appointed as Junior Clerk in BPS-5  
(Rupess 11035-49-1770 in ORSC Bahajaki  
plus usual allowances as admissible under the rules on the  
following terms and conditions :-

- i) Your appointment will be subject to clearance by Departmental Selection Committee of the Directorate;
- ii) Your appointment will be purely on temporary basis and will be liable to termination at any time without assigning any reasons.
- iii) In case you wish to resign at any time, 14 days notice will be necessary or in lieu thereof 14 days salary will be forfeited.
- iv) Your appointment will be further subject to :-
  - a) the production of a certificate of medical fitness from Civil Surgeon/Medical Superintendent concerned;
  - b) the production of original educational Degrees/certificates, domicile and experience certificates and National Identity Card ;
  - c) the satisfactory verification of your character and antecedents by the concerned Police ; and
  - d) the production of (i) a certificate of character from Principal Academic officer of the Academic Institution last attended and (ii) certificates of character from two responsible persons, not being your relatives, who are well acquainted with your character and antecedents, This condition will not apply if you are already in Government service.
- v) You will have to join duties at your own expense.
- vi) You will be liable to transfer any where in N.W.F.P. in the public interest during your service in the Department.

etc  
etc

2- If the appointment is accepted by you on the above terms and conditions, please convey your acceptance in writing on the enclosed form and report to Principal ORC, Mhalabat on or before 20-11-91 for any failing which it will be presumed that you are not interested in the post and as such the offer will be treated as with drawn.

SD/-  
( SIKANDAR ALI KHAN )  
DIRECTOR, MANPOWER AND  
TRAINING, NWFP, PESHAWAR.


Endst: No. DMT/4-2/8165-8168 Dated Posh: the 6.11.1291

Copy for information and necessary action to :-

1. The Accountant General, NWFP, Peshawar/  
District Accounts Officer \_\_\_\_\_
2. a)  The Principal, MTC/TTC/ORC \_\_\_\_\_  
b) The Assistant Director (B&A) DMT, Peshawar.  
c) The Regional Manager/Manager Employment  
Exchange, \_\_\_\_\_  
d) The Advisor, Vocational Guidance Unit, Peshawar.

He is requested to take the following action :-

- i) On arrival of the appointee for duty, he may be taken on the strength under intimation to this Directorate.
  - ii) Complete the formalities mentioned in sub para-iv of para-1 above. After the needful is done, compliance may be reported to this Directorate.
  - iii) Obtain an undertaking in the enclosed Form from the appointee and send the same to this Directorate for record.
3. The Assistant Director (Accounts) DMT, Peshawar.
  4. Personal file of the appointee.

  
( ABDUL QAYYUM SAFI )  
Assistant Director (Admn).

CTC  
CTD

Note:—The entries in this page should be renewed or re-attested at least every five years, and the signature in lines 9 and 10 should be dated.

1. Name HAZRAT ULLAH

2. Race Khattak

IV Edu ATD 16116/ess

3. Residence District Karak Post office Khojaki Killa  
village Laghari Rashid Abad

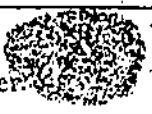

4. Father's name and residence Gul Nazam Khan  
village Laghari Rashid Abad District Karak Post office Khojaki Killa

5. Date of birth by Christian era as nearly as can be ascertained (2-2-1969) ✓

6. Exact height by measurement 5-6"

7. Personal marks for identification Mole Right side of the neck

8. Left hand thumb and finger impression of (non-gazetted) officer

Little Finger  Ring Finger 

Middle Finger  Fore Finger 

Thumb 

Attested  
Abdul H-17  
S.T. BPS  
G.H.S.S Karak

9. Signature of Government servant

Hazrat Ullah

10. Signature and designation of the Head of the Office, or other Attesting Officer.

Principal  
Occupational Rehabilitation  
Training Centre Khataba,  
Karak

JTC

	2	3	4	5	6	7	8
1	Whether substantive or officiating and whether permanent or temporary	If officiating, state (i) substantive appointment, or (ii) whether service counts for pension under Art. 371 C. S. B.	Pay in substantive post	Additional Pay for officiating	Other emoluments falling under the term "Pay"	Date of appointment	Signature of Government servant
Junior Clerk (1035-49-1770) (B-5)	(Temporary)		1035/-	-	-	11-11-1991 (F.N)	Hos 3 B. etulla
J/clerk BPS-5 (1035-49-1770)	Temp.	-	Rs- 1086/- P.M.			1-12-92 (F.N)	H 2
					Amir		68
					Sd/ Michael	11.12.92	B.P.S. 5

CJC

9	10	11	12	13		14	15
Signature and designation of the head of the office or other attesting officer in attestation of columns 1 to 8	Date of termination of appointment	Reason of termination (such as promotion, transfer, dismissal, etc).	Signature of the head of the office or other attesting officer	Leave		Signature of the head of the office or other attesting officer	Reference to any recorded punishment or censure, or reward or praise of the Government servant.
				Nature and duration of leave taken	Allocation of period of leave on average pay upto four months for which leave salary is debitible to another Government		
				Period	Government to which debitible		
<i>Principal</i> ORC, Khalabat <i>W</i>	18/10/92 AN.	Transfer	<i>W</i> Principal ORC, Khalabat <i>W</i>	Appointed as Junior Clerk B-5 vide Dtes order No. DMT/4-2/8165-68 dt. 6-11-1991. Fitness certificate issued by MS Bd on 12-11-91 Part on Pt		<i>Principal</i> Occupational Rehabilitation Training Centre, Khalabat, Haripur	Reference to any recorded punishment or censure, or reward or praise of the Government servant.
				Reported 9 days leave on full pay from 5-8-92 to 13-8-92 vide order Enclt No. ORC/32-ESD/931-90 dated 5-8-92.			
				Service verified from 11-11-91 to 18-9-92 from the Attendance Rolls maintained in this office.		<i>Principal</i> ORC, Khalabat <i>W</i>	
				Transferred to Employment Exchange Banni vide Directorate's order Enclt No. DMT/4-32/9217-26 dt. 13-9-92 and received on 18-10-92 vide order Enclt No. ORC/PE-82/1521-26 dt. 18-10-1992.			
				Granted 14 days leave from 4-4-93 to 17-4-93 both days inclusive vide this office order Enclt No. EEB-2(16)/26-91 dt. 3-4-93.		<i>Principal</i> Occupational Rehabilitation Training Centre, Khalabat, Haripur	
			<i>W</i> MANAGER EMPLOYMENT EXCHANGE BANNI	Service verified from 1-1-92 to 31-12-92 from pay Bills and other office record files.			
			<i>W</i> MANAGER EMPLOYMENT EXCHANGE BANNI	Transferred to the office of the Manager Employment Exchange Kazaruki			
			<i>W</i> Abdul Aziz S.T. BPS-10 Karak	Directorate's Order Enclt No. DMT/1-3-233/7730-35 dated 24-10-93 and Relieving Order Enclt No. of this office EEB-2(16)/395-401 dated 1-11-93. (F.N.)		<i>Principal</i> MANAGER EMPLOYMENT EXCHANGE	

CC

1	2	3	4	5	6	7	8
Name of post	Whether substantive or officiating and whether permanent or temporary	If officiating, state (i) substantive appointment, or (ii) whether service counts for pension under Art. 371 C. S. R.	Pay in substantive post	Additional Pay for officiating	Other emolument falling under the term "Pay"	Date of appointment	Signature of Government servant
Junior class B-5 (1935-49-1770)	Temporary		1133	✓		12/93 FN	H. S. Durr
Junior class B-5	T.Y.	Office of the Dist. Accounts Officer Hanga	15320			6/94	H. S. Durr
		Pay fixed in the revised Pay Scales	S				
		of Rs. 1400/- to Rs. 2590/- (BPS)	S				
		at Rs. 15,320/- (M.I.F. 1-6-94)					
		With next increments on 7-7-1995					
		District Accounts Officer Hanga					

Attached  
 A  
 Abdul Hakeem  
 S.T.T. B.P.B.H.  
 G.S.S. Karak

CFC  
 JHT

9	10	11	12	13		14	15
Signature and designation of the head of the office or other attesting officer in attestation of columns 1 to 8				Leave		Reference to any recorded punishment, or censure, or reward or praise of the Government Servant.	
				Nature and duration of leave taken	Allocation of period of leave on average pay upto four months for which leave salary is debitible to another Government		
				Period	Government to which debitible		

Started annual increment w.e.f 1-12-93

Granted 40 days leave on full pay from 14-11-1993 to 23-12-93 (both days inclusive) vide D.M.T/1-3-832/8438-40 dt 22 November 1993.

MANAGER  
Employment Exchange  
KARAK

Service verified from 1.93 to 31.12.93. For the purpose of Bills Pay Bills

Granted 365 days Ex-pakistan

EX-pakistan extra ordinary leave with rest pay from 7-7-94 to 6-7-1995 (both days inclusive) vide D.M.T letter NO. D.M.T-1-3-2320/4057-53 dt 12th June 1994.

He is relieved on duty 7-7-1994 (F.Noon)

MANAGER  
Employment Exchange  
KARAK

MANAGER  
Employment Exchange  
KARAK

Resumed duty on 6-7-1995 (F.Noon) vide office letter NO. D.M.T (13) 240-42 dt 16-7-95

Resumed Entry of pay scale

Resumed of Basic pay scales on 1-6-94 vide order NO. F.D/PRC-1-1194 dt 30th June 1994.

Ad hoc appointment has been regularised w.e.f 15-2-1995 - vide order NO DMT/4-2/1023/58 dt 15-2-1995

MANAGER  
Employment Exchange  
KARAK

MANAGER  
Employment Exchange  
KARAK

MANAGER  
Employment Exchange  
KARAK

Abdul Aziz  
S.T. BPS-10  
G.H.S.S. Karak

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1	2	3	4	5	6	7	8
Name of post	Whether substantive or officiating and whether permanent or temporary	If officiating, state (i) substantive appointment, or (ii) whether service counts for pension under Art. 371 C. S. R.	Pay in substantive post	Additional Pay for officiating	Other emolument falling under the term "Pay"	Date of appointment	Signature of Government servant
Junior clerk T.Y. B-5(1400-66-2390)		(current for 1-12-95)	1598	✓		2/95	H2
Junior Clerk B-5(1400-66-2390)			1664-	✓		12/96	H2
Junior clerk T.Y. B-5(1400-66-2390)			1730	✓		12/97	H2
do			1796	✓		12/98	H2

Abdul K. J. I.A.  
S.T. D. B. B. R.  
C. S. S. No. 204

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9 10 11 12 13 14 15

Signature and designation of the head of the office or other attesting officer in attestation of columns 1 to 8

Date of termination of appointment

Reason of termination (such as promotion, transfer, dismissal, etc).

Signature of the head of the office or other attesting officer

Nature and duration of leave taken

Allocation of period of leave on average pay upto four months for which leave salary is debitable to another Government

Signature of the head of the office or other attesting officer

Reference to any recorded punishment or censure, or reward or praise of the Government Servant.

*Employment*

*Granted Annual Increment for the year 1994 on 9-7-1995 vide office no. 6-7-1995*

*Service verified from 1-7-94 to 2-7-94 vide the acquittal of Rolls/Pay Bills maintained in this office.*

*Drawn Rs. 319/12 on a/c of award of increment on expiry of leave vide 6-7-95 to 30-11-95 vide 7-189 dt 11-3-1996.*

*DDO Office*

*Employment*

*Granted Annual Increment vide office no. -EE/KK/II(I)/319 dt 11-12-96*

*Service verified from 1-96 to 31-96 from the acquittal of Rolls/Pay Bills maintained in this office.*

*MAFAGNA*

*Employment*

*Service verified from 1-98 to 28-2-98 from the Acquittance Rolls maintained in this office.*

*30-11-98 (AM) Annual*

*Section Officer S&GA Department Govt. of N.W.F.P.*

*Section Officer S&GA Department Govt. of N.W.F.P.*

*Service Verified From 1-3-98 to 2-13-99 From Pay Bills.*

*etc etc*

9	10	11	12	13		14	15
Signature and designation of the head of the office or other attesting officer in attestation of columns 1 to 8	Date of termination of appointment	Reason of termination (such as promotion, transfer, dismissal, etc).	Signature of the head of the office or other attesting officer	Leave		Signature of the head of the office or other attesting officer	Reference to any recorded punishment or censure, or reward or praise of the Government servant
				Nature and duration of leave taken	Allocation of period of leave on average pay upto four months for which leave salary is debitable to another Government		
				Period	Government to which debitable		

Consequent upon the abolition of 115 posts of 13  
 Employment Exchanges on NWFP in pursuance of  
 Finance Deptt order E/MS/1401/3 (K) Gov-111 (FD)  
 1995-96. E/BE dated 10-2-98. Mr. Hazratullah  
 J/Clerk has been placed at the disposal of  
 S/S GAD Surplus pool w.e.f 1-3-98 (FN) vide  
 Directorate of Manpower & Training NWFP  
 order E/MS/1401/3/1-3/1976-2096 dt 30-3-98  
 and relieved of his duty from this office  
 w.e.f 1-3-98 (FN) with the direction to Report  
 to S/S GAD Surplus pool vide this office  
 order E/MS/1401/3/4 - dt 11-6-98

*[Handwritten signature]*

Adjusted as J/C (B-5) in Commissioner's Office  
 Kohat vide SAC's pt. S/GAD letter no.  
 SOCC (S/GAD) S-Pool 98 dt 27-3-1999

*[Handwritten signature]*  
 Section Officer (S)  
 SSGA Department  
 Govt. of N.W.F.P.

Adjusted as J/C in this office  
 vide Commission order No. 2539-2/P/Recd D/24/4/99

Assistant to Commissioner  
 (REV:GA) KOHAT DIVISION KOHAT,  
 11/5/99  
*[Handwritten signature]*  
 S.T. BPS  
 a.p. 10/10

*[Handwritten initials]*

1	2	3	4	5	6	7	8
Name of post	Whether substantive or officiating and whether permanent or temporary	If officiating, state (i) substantive appointment, or (ii) whether service counts for pension under Art. 371 C. S. R.	Pay in substantive post	Additional Pay for officiating	Other emolument falling under the term "Pay"	Date of appointment	Signature of Government servant
BPS-5 1400-66-2390							
					1862/-	12/1/99	H2 [Signature]
290							
					1928/-	11/12/2001	H2 [Signature]
no							
					1996/-	30/11/2001	H2 [Signature]
Revised pay scale (9100-100-5100) BPS-5		1-12-2001			3000/-	1/12/2001	H2 [Signature]
GHS Sangari Hanga	off/Temp		Rs: 3100/- PM			1/12/2002	H2 [Signature]
Office of the Distt. Accounts Officer Hanga							
Pay Fixed in the pay scale of Rs 2100-100-5100							
at Rs 3000/-							
With next increment							
[Signature]							

etc [Signature]

9	10	11	12	13		14	15
Signature and designation of the head of the office or other attesting officer in attestation of columns 1 to 8	Date of termination of appointment	Reason of termination (such as promotion, transfer, dismissal, etc.)	Signature of the head of the office or other attesting officer	Leave		Signature of the head of the office or other attesting officer	Reference to any recorded punishment or censure, or reward or praise of the Government Servant.
				Nature and duration of leave taken	Allocation of period of leave on average pay upto four months for which leave salary is debitable to another Government		
				Period	Government to which debitable		
						Service Verified from Pay bill acquittance roll from 24/9/89 to 30/11/89	
ASSISTANT TO COMMISSIONER, (REV.G.) KOHAT DIVISION						ASSISTANT TO COMMISSIONER, (REV.G.) KOHAT DIVISION	
Annual Present				Service verified from pay bills up to 1/12/89 to 30/11/2000			
ASSISTANT TO COMMISSIONER, (REV.G.) KOHAT DIVISION				ASSISTANT TO COMMISSIONER, (REV.G.) KOHAT DIVISION			
				Service verified from Pay Roll up to 30/10/2001			
DISTRICT OFFICER Social Welfare Hangu				Assistant to Commissioner (Rev/G Ad) Kohat Division, Kohat			
30/11/2002				HEAD MASTER G. H. S. Sarozai (Hangu)			
Adjusted as of class (BPS-5) in the office of DISTRICT OFFICER Social Welfare Hangu will							
DE O' order no 1312-18 dated 24/10/2002							
Alm 30/11/2003				HEAD MASTER G. H. S. Sarozai (Hangu)			
F. 37 Dn 1/5/02 on A/c				F. 208 Dn 1/5/02 on A/c			
P. 4.2002				10-12-2002			
1000 Dn 20/4/Alm				31-12-2001			
w of 1-1-2002							
31-7-2002 @ 1950/1m							

DAGH

CFC

DAGH gm

1 Name of post	2 Whether substantive or officiating and whether permanent or temporary	3 If officiating, state (i) substantive appointment, or (ii) whether service counts for pension under Art. 371 C. S. 16.	4 Pay in substantive post	5 Additional Pay for officiating	6 Other emolument falling under the letterhead	7 Date of appointment	8 Signature of Government servant
J/clerk - GHS Sangeji	Temp	Rs:- 3200/- p.m.				1-12-2003	H2 ✓
J/clerk - GHS Sangeji	Temp	Rs: 3300/- p.m.				1-12-2004	H2 ✓
<p>Adjusted in GHS Sangeji Hanger vide D.O. dated 21-5-2002. The official work order changed in this school on 01-6-2002 (F.N.) No. 2707-18</p>							
<p>T alt Drawn Rs 20,000/- as GP Id temp advance under DO SLL Hanger sanctioned NO 14790 dt 14-9-05</p> <p>Signature: [Signature] PA 8</p>							

etc

9	10	11	12	13		14	15
Signature and designation of the head of the office or other attesting officer in attestation of columns 1 to 4.	Date of termination of appointment.	Reason of termination (such as promotion, transfer, dismissal, etc).	Signature of the head of the office or other attesting officer.	Leave		Signature of the head of the office or other attesting officer.	Reference to any recorded punishment or censure, or reward or praise of the Government servant.
				Nature and duration of leave taken.	Allocation of period of leave on average pay upto four months for which leave salary is debitable to another Government		
Period		Government to which debitable.					
<i>[Signature]</i>	11/3/07			Adjusted as Junior clerk in the office			
<i>[Signature]</i>				of Social Welfare, Hangu vide DCO,			
<i>[Signature]</i>				Hangu letter No. 1787-1802/DCO(H) dated 31-10-2001.			
<i>[Signature]</i>				Service verified from pay bill accounts roll w.e.f 31-11-2001 to 31-5-2002.		<i>[Signature]</i> DISTRICT OFFICER Social Welfare Hangu	
<i>[Signature]</i>				Transferred to EDO Literacy & Education Deptt. in GHS, Sarozai, Hangu as a Junior clerk (BPS-5) vide DCO order endt. No. 2707-18/DCO(H) dated 31-5-2002.			
<i>[Signature]</i>				<i>[Signature]</i>		<i>[Signature]</i> DISTRICT OFFICER Social Welfare Hangu	
<i>[Signature]</i>				Service verified w.e.f 1.6.2002 To 30.11.2002			
<i>[Signature]</i>				From the Accrouttance Roll and other official Record.			
<i>[Signature]</i>				<i>[Signature]</i>		<i>[Signature]</i> HEAD MASTER G. H. S. Sarozai (Hangu)	
<i>[Signature]</i>				<i>[Signature]</i>			
<i>[Signature]</i>				<i>[Signature]</i>			
<i>[Signature]</i>				<i>[Signature]</i>			
<i>[Signature]</i>				Service verified w.e.f 1/12/02 to 30/11/04 from office record		<i>[Signature]</i>	

*[Handwritten notes and signatures]*

*[Handwritten notes: "order as well", "order may be produced", "AD (PR)", "S.O."]*

*[Handwritten notes: "Original", "regularized order"]*

*[Handwritten notes: "HEAD MASTER", "G.H.S. Sarozai", "Hangu"]*

1 Name of post	2 Whether substantive or officiating and whether permanent or temporary	3 If officiating, state (i) substantive appointment, or (ii) whether service counts for pension under Art. 371 C. S. R.	4 Pay in substantive post	5 Additional Pay for officiating	6 Other emolument falling under the term 'Pay'	7 Date of appointment	8 Signature of Government servant
Revised pay scale (2415-115-5865) BPS-5		1-7-2005	Rs. 3795/- PM			07/12/2005	
do	do		Rs. 3910/- PM			12/2005	
do	do		Rs. 4275/- PM			12/06	
Revised pay scale (2415-115-6465) BPS-5		1-7-2007	Rs. 4670/-				
Scale upgraded from BPS-5 to BPS-7 (2550-160-7750) BPS-7			Rs. 4700/-			12/2007	
GHS Sonajan (2540-160-7740)		Attended	Rs. 4860/- PM			12/2007	
		A	Abdul	BPS-7			

CAC

9	10	11	12	13		14	15
				Nature and duration of leave taken	Allocation of period of leave on average pay upto four months for which leave salary is admissible to another Government		
Signature and designation of the head of the office or other attesting officer in attestation of columns 1 to 4	Date of termination of appointment	Reason of termination (such as promotion, transfer, dismissal, etc).	Signature of the head of the office or other attesting officer	Period	Government to which jobtable	Signature of the head of the office or other attesting officer	Reference to any recorded punishment of censure, or reward or praise of the Government Servant.

HEAD MASTER  
C. H. S. Saraul  
(Mangal)

30-11-05  
P/Revised

HEAD MASTER  
C. H. S. Saraul  
(Mangal)

Service verified  
w.e.f. 11-05 to 30-11-05  
from office record

HEAD MASTER  
C. H. S. Saraul  
(Mangal)

30-11-06  
P/Revised

HEAD MASTER  
C. H. S. Saraul  
(Mangal)

HEAD MASTER  
C. H. S. Saraul  
(Mangal)

HEAD MASTER  
C. H. S. Saraul  
(Mangal)

30-11-07  
P/Revised

HEAD MASTER  
C. H. S. Saraul  
(Mangal)

Service verified  
w.e.f. 11-05 to 30-11-06  
from office record

HEAD MASTER  
C. H. S. Saraul  
(Mangal)

HEAD MASTER  
C. H. S. Saraul  
(Mangal)

30-11-07  
P/Revised

HEAD MASTER  
C. H. S. Saraul  
(Mangal)

HEAD MASTER  
C. H. S. Saraul  
(Mangal)

30-11-07  
P/Revised

HEAD MASTER  
C. H. S. Saraul  
(Mangal)

Service verified  
w.e.f. 11-07 to 30-11-07  
from office record

HEAD MASTER  
C. H. S. Saraul  
(Mangal)

30-11-08  
P/Revised

HEAD MASTER  
C. H. S. Saraul  
(Mangal)

etc



1	2	3	4	5	6	7	8
Name of post	Whether substantive or officiating and whether permanent or temporary	If officiating, state (i) substantive appointment, or (ii) without services commr for pension under Act 371 C. S. R.	Pay in addition to post	Additions Pay for officiating	Other emolument falling under the term 'Pay'	Date of appointment	Signature Government Section
Pay Revised ( 3530 - 190 - 9230 )							
Revised pay scale							
				Rs. 5810/-	01.07	14.2	2008
GHS	P.M.			Rs. 6000/-	01.12	14.2	2008
GHS Mandawa	Police/Const			Rs. 6000/-	01.08	14.2	09
(Revised Entry)							
Revised scale on 1.7 in BPS-5							
				Rs. 4670/-	1.7	1.7	07
(Scale Revised on 1.7 (2415-115-6485) in BPS-05)							
Scale upgraded from BPS 5 to 07 on 1.7							
BPS-7 ( 2940 - 160 - 7740 )							
Filed in BPS-7 Rs. 4700/-							
07 1.7							
Revised Entries BPS-7 ( 2940 - 160 - 7740 )							
Revised entries due to one special increment made w.e.f. 04.4.2009							
				Rs. 4860/-	1.9	14.2	07
Abdul Aziz S.S.T.							

5	10	11	12	13		14	15
Signal to end designation of the head of the office or other attesting officer in attendance at columns 1 to 8	Date of termination of appointment	Reason of termination (such as promotion, transfer, dismissal, etc).	Signature of the head of the office or other attesting officer	Leave		Signature of the head of the office or other attesting officer	Reference to any recorded punishment or award or points of the Government Servant.
				Nature and duration of leave taken	Allocation of period of leave on average pay upto four months for which leave salary is debitable to another Government		
				Period	Government to which debitable		
<p>SRINIVAS G. H. S. Sarozai (Hangu)</p>	<p>30/08</p>	<p>ALI</p>	<p>[Signature]</p>			<p>Service verified w.e.f. 12/08 to 31/08 from office record</p>	
<p>[Signature]</p>	<p>31/09</p>	<p>Transferred to Karail DIST, Culling Hostel</p>	<p>[Signature]</p>			<p>Service verified w.e.f. 12/08 to 31/09 from office record.</p>	
<p>[Signature]</p>	<p>31/07</p>	<p>Transferred to District of NWFP Peshawar Education Department in Hangu to HHS, Mandawa Distt. Karail vide Director's order No-2991-11-A/A-23/MS dated 30-7-2009.</p>	<p>[Signature]</p>			<p>Service verified w.e.f. 12/08 to 31/07 from office record.</p>	
<p>[Signature]</p>	<p>31/07</p>	<p>1 mo in [unclear]</p>	<p>[Signature]</p>			<p>Service verified w.e.f. 01/12/2008 to 31/7/2009 from the office record.</p>	
<p>[Signature]</p>	<p>30/07</p>	<p>ALI N.</p>	<p>[Signature]</p>			<p>[Signature]</p>	

[Handwritten signature]

1	2	3	4	5	6	7	8
Name of payee	Whether substantive or officiating and whether permanent or temporary	If officiating, state (i) substantive appointment, or (ii) whether service commences for pension under Art. 371 C. S. R.	Pay in substantive post	Additional pay for officiating	Other emolument falling under the term 'Pay'	Date of promotion	Signature of Government servant

9 H.S. / cum de wa

Rs 5020/-

12/07

H2 mm

(Pay Revised on 1-7-2008)

BPS-7 (3530 - 190 - 4230)

Rs 6000/-

7/08

H2 mm

2005  
OFFICE OF THE ACCOUNTANT GENERAL  
KHYBER PAKHTUNKHWA PESHAWAR  
PAY FIXED UNDER B.P.S. 2005

OF RS 241515-5865 B. 5  
AT RS 37957-07  
With Next Increment on

1-07-2005  
1-12-2009

Rs 6190/-

12/08

H2 mm

Accounts Officer  
Pay Fixation Party  
Peshawar

*[Signature]*

Rs 6380/-

01/12/2009

H2 mm

37957-07

47007-07

60007-08

109207-11

Rs 6570/-

01/12/2010

H2 mm

Office of the Accountant General  
Khyber Pakhtun Khwa Peshawar

Pay Fixed in the Revised Basic Pay Scales  
R.B.P.S. 2340-1602240 B 7

Pay Fixed @ Rs 4700/- w.e.f. 01-07-2007  
Add. 5570-6209230 B 7

Pay Fixed @ Rs 6000/- w.e.f. 01-07-2009  
R.B.P.S. 5820-3201540 B 7

Pay Fixed @ Rs 10920/- w.e.f. 01-12-2011  
Date of Next Increment on

Accounts Officer  
Pay Fixation Party  
Peshawar

*[Signature]*

9	10	11	12	13		14	15
Signature and designation of the head of the office or other attesting officer in attestation of columns 1 to 8	Date of termination of appointment	Reason of termination (such as promotion, transfer, dismissal, etc)	Signature of the head of the office or other attesting officer	Leave		Signature of the head of the office or other attesting officer	Reference to any recorded punishment of censure, or reward or praise of the Government Servant.
				Nature and duration of leave taken	Allocation of period of leave on average pay upto four months for which leave salary is debitable to another Government		
				Period	Government to which debitable		
<p><i>M. Anand</i> HEAD MASTER GOVT HIGH SCHOOL MANDAWA (KARAK)</p>	<p>6/08 08</p>	<p>A/mc</p>	<p><i>M. Anand</i> HEAD MASTER GOVT HIGH SCHOOL MANDAWA (KARAK)</p>		<p>Service verified w.e from 01/8/2009 to 30/11/2009 from A/Roll and other office record.</p>	<p><i>M. Anand</i> HEAD MASTER GOVT HIGH SCHOOL MANDAWA (KARAK)</p>	
<p><i>M. Anand</i> HEAD MASTER GOVT HIGH SCHOOL MANDAWA (KARAK)</p>	<p>30/11/08</p>	<p>A/mc</p>	<p><i>M. Anand</i> HEAD MASTER GOVT HIGH SCHOOL MANDAWA (KARAK)</p>		<p>Sanction of G.P. Fund adv: vide E.D.O (Elin and Secy Edu) Karak Endst: No. 8068-69 dated 6.5.2011 on refundable basis amounting to Rs: 46000/ (forty six thousand only)</p>	<p><i>M. Anand</i> HEAD MASTER GOVT HIGH SCHOOL MANDAWA (KARAK)</p>	
<p><i>M. Anand</i> HEAD MASTER GOVT HIGH SCHOOL MANDAWA (KARAK)</p>	<p>30/11/2009 30/11/2009</p>	<p>A/mc Cuttin</p>	<p><i>M. Anand</i> HEAD MASTER GOVT HIGH SCHOOL MANDAWA (KARAK)</p>		<p>Drawn Rs 5286/- on A/c of A/c of SP; Adv, Encl; w-cp</p>	<p><i>M. Anand</i> HEAD MASTER GOVT HIGH SCHOOL MANDAWA (KARAK)</p>	
<p><i>M. Anand</i> HEAD MASTER GOVT HIGH SCHOOL MANDAWA (KARAK)</p>	<p>30/11/2010</p>	<p>A/mc</p>	<p><i>M. Anand</i> HEAD MASTER GOVT HIGH SCHOOL MANDAWA (KARAK)</p>		<p>Drawn Rs 5286/- on A/c of A/c of SP; Adv, Encl; w-cp</p>	<p><i>M. Anand</i> HEAD MASTER GOVT HIGH SCHOOL MANDAWA (KARAK)</p>	
<p><i>M. Anand</i> HEAD MASTER GOVT HIGH SCHOOL MANDAWA (KARAK)</p>	<p>30/11/2010</p>	<p>A/mc</p>	<p><i>M. Anand</i> HEAD MASTER GOVT HIGH SCHOOL MANDAWA (KARAK)</p>		<p>Drawn Rs 5286/- on A/c of A/c of SP; Adv, Encl; w-cp</p>	<p><i>M. Anand</i> HEAD MASTER GOVT HIGH SCHOOL MANDAWA (KARAK)</p>	
<p><i>M. Anand</i> HEAD MASTER GOVT HIGH SCHOOL MANDAWA (KARAK)</p>	<p>30/11/2011</p>	<p>Scale revised</p>	<p><i>M. Anand</i> HEAD MASTER GOVT HIGH SCHOOL MANDAWA (KARAK)</p>		<p>Drawn Rs 5286/- on A/c of A/c of SP; Adv, Encl; w-cp</p>	<p><i>M. Anand</i> HEAD MASTER GOVT HIGH SCHOOL MANDAWA (KARAK)</p>	
<p><i>M. Anand</i> HEAD MASTER GOVT HIGH SCHOOL MANDAWA (KARAK)</p>	<p>30/11/2011</p>	<p>Scale revised</p>	<p><i>M. Anand</i> HEAD MASTER GOVT HIGH SCHOOL MANDAWA (KARAK)</p>		<p>Drawn Rs 5286/- on A/c of A/c of SP; Adv, Encl; w-cp</p>	<p><i>M. Anand</i> HEAD MASTER GOVT HIGH SCHOOL MANDAWA (KARAK)</p>	
<p><i>M. Anand</i> HEAD MASTER GOVT HIGH SCHOOL MANDAWA (KARAK)</p>	<p>30/11/2011</p>	<p>Scale revised</p>	<p><i>M. Anand</i> HEAD MASTER GOVT HIGH SCHOOL MANDAWA (KARAK)</p>		<p>Service verified w.e from 01/12/2009 to 30/11/2011 from A/Roll and other office record.</p>	<p><i>M. Anand</i> HEAD MASTER GOVT HIGH SCHOOL MANDAWA (KARAK)</p>	

1	2	3	4	5	6	7	8
Name of post	Whether substantive or officiating and whether permanent or temporary	If officiating, state (i) substantive appointment, or (ii) whether service counts for pension under Art. 371 C, S. R.	Pay in substantive post	Additional Pay for officiating	Other emolument falling under the term "Pay"	Date of promotion	Signature of Government
JTC		Scale revised BPS-7 (5800-320-15400)				2011	
GHS Mandawa (K.K.)			Rs: 10920/-			01/7/2011	H2
-DO-			Rs: 11240/-			01/12/2011	H2
-DO-			Rs: 11560/-			01/12/2012	H2
<p>② D. D. Sharma Rs: 264500/-            Vaid TR-7/11/11/2013            W.P.            D.A.O. K.K.</p>							
-DO-			Rs: 11880/-			01/12/2013	H2
<p>R/Entries Accorded of upgradation of JE post (from BPS-7 to BPS-11 and awarded one pre-mature inc: on upgradation of post.            Upgraded To BPS-11 (6600-460-20400)</p>							
-DO-	-DO-		Rs: 12120/-			20/5/2014	H2
			Rs: 460/-				
			Total Rs: 12580/-				
<p>M. D. ...            C. B. S. ...</p>							

cre

9	10	11	12	13	14	15	
				Leave			
Signature and designation of the head of the office or other attesting officer in attestation of columns 1 to 8				Nature and duration of leave taken	Allocation of period of leave on average pay upto four months for which leave taken is debitable to another Government	Signature of the head of the office or other attesting officer	Reference to recorded punishment or award or order of the Government or Servant.
				Period	Government to which debitable		
<p><i>[Signature]</i> HEAD MASTER GOVT. HIGH SCHOOL MANDAWA (KARAK)</p>				30/11/2011	A/line	<p><i>[Signature]</i> HEAD MASTER GOVT. HIGH SCHOOL MANDAWA (KARAK)</p>	
<p><i>[Signature]</i> HEAD MASTER GOVT. HIGH SCHOOL MANDAWA (KARAK)</p>				30/11/2012	A/line	<p><i>[Signature]</i> HEAD MASTER GOVT. HIGH SCHOOL MANDAWA (KARAK)</p>	
<p><i>[Signature]</i> HEAD MASTER GOVT. HIGH SCHOOL &amp; MANDAWA (KARAK)</p>				30/11/2013	A/line	<p><i>[Signature]</i> Principal G.H.S Mandawa (KARAK)</p>	
<p><i>[Signature]</i> Principal G.H.S Mandawa (KARAK)</p>				30/11/2014	A/line	<p>GPFund adv. sanctioned vide District Education officer (M) Karak Endst No 7558-59 dt. 5-11-2013 amounting to Rs - 84500/-</p>	
<p><i>[Signature]</i> Principal G.H.S Mandawa (KARAK)</p>				30/11/2013	A/line	<p>Principal G.H.S Mandawa (KARAK) verified w.e. from 30/11/2012 to 30/11/2013 from A/roll and other office record.</p>	
<p><i>[Signature]</i> Principal G.H.S Mandawa (KARAK)</p>						<p>Principal G.H.S Mandawa (KARAK)</p>	
<p><i>[Signature]</i> Principal G.H.S Mandawa (KARAK)</p>						<p>Drawn Rs = 64500/-</p>	
<p><i>[Signature]</i> Principal G.H.S Mandawa (KARAK)</p>						<p>Rs = 7669/-</p>	
<p><i>[Signature]</i> Principal G.H.S Mandawa (KARAK)</p>						<p>Rs = 56840/-</p>	
<p><i>[Signature]</i> Principal G.H.S Mandawa (KARAK)</p>						<p>Rs = 95000/- 20/11/2013</p>	
<p><i>[Signature]</i> Principal G.H.S Mandawa (KARAK)</p>						<p>20/11</p>	
<p><i>[Signature]</i> Principal G.H.S Mandawa (KARAK)</p>						<p>DAR</p>	

*[Handwritten initials]*

27

(For use in Police and other similar Departments).

RECORD OF POSTINGS.

District and post	No. of District Order	Date	District and post	No. of District Order	Date	District and post
POST J/Clerk GHS mandawa Korak.			Rs. 13040/-	01-12-2014	H2 <sup>ms</sup>	Principal S.H.S Mandawa KORAK
			Rs. 16870/-	01-12-2015	H2 <sup>ms</sup>	Principal S.H.S Mandawa KORAK

Entered under post to pay revision Rs. 8540 - 595 - 26390

Dhanu  
Dhanu

[Handwritten signature]

(For use in Police and other similar Departments).

RECORD OF POSTINGS.

Date	District and post	No of District Order	Date	District and post	No of District Order	Date
H2 Inc	Principal G.H.S Mandawa (KARAK)			Accorded sanction to the upgradation of pay scale of the J/c post from BPS-7 To BPS-11 vide Govt of Khyber Pakhtunkhwa Finance Department (Regulation wing) Notification No: FD/50(FR)10-22/2014 dt: 20.5.2014 and awarding one pre-mature inc. on upgradation of post vide Govt of Khyber Pakhtunkhwa Finance Deptt (Regulation wing) Notification No: FD(SOSR-1)8-123/2014 dt: 30.5.2014.		
H2 Inc	Principal G.H.S Mandawa (KARAK)			<u>Option</u> A Mr. Hazrat ullah J/c hereby undertake to the best that if any over payment made on account of wrong fixation of upgradation pre-mature increment, may be recovered from my pension and gratuity		
	Principal G.H.S Mandawa (KARAK)			sig: H2 Inc Name: Hazrat ullah J/c		
	Principal G.H.S Mandawa (KARAK)			Service verified w.e.f. of 12/2014 to 30/11/2014 from A/roll and other office record.		
	Principal G.H.S Mandawa (KARAK)			Service verified w.e.f. of 12/2014 to of 06/2015 from A/roll and other office record.		
	Principal G.H.S Mandawa (KARAK)					

H2 Inc

H2 Inc

DRANIK S 20/6 w.e.f.  
Datta 2 BPS-7 To BPS-11  
17/16

JAO

etc



OFFICE OF THE PRINCIPAL GHS MANDAWA DISTRICT KARAK.

Annex-c (29)

NO 808

Dated mandawa the 11/11/2014.

To,

The District Education Officer,  
(N) Karak.

*ADD Sir  
put up a  
propn 7.11*

SUBJECT:- EARNED LEAVE.

*DE  
15/11/14*

MEMO: Enclose please find herewith an application in original along with S/Book in respect of Mr. Hazrat Ullah J/Clerk of GHS Mandawa for favour of sanction earned leave w.e. from 15-11-2014 to 30-11-2016 ( 746 ) days with full pay.

*[Signature]*  
PRINCIPAL  
GHS MANDAWA KARAK.

*1585  
15/12/2014 Saw  
[Signature] 15/12/2014*

*CTC  
[Signature]*

OFFICE OF THE DISTRICT EDUCATION OFFICER  
(MALE) KARAK

Annex-D (30)

OFFICE ORDER

1. As per Mr. Hazrat Ullah Junior Clerk - was proceeded for having committed the following  
2. ... which constituted inefficiency and misconduct under rule-3 sub rule (a), (b) of the  
3. ... Efficiency and Discipline Rule 2011.  
4. ... you have been remained absent and neither performed your duties in any school during the year  
5. ... you failed to produce any documentary proof of your services at your school.  
6. ... Notices issued to your through Head Master GHS Mandawa Vide his Office No.860 dated  
7. ... 861 dated 18.7.2015, 865 dated 5.8.2015 and 877-78 dated 11.8.2015 .  
8. ... Show-cause Notice served upon you through registered letter 3555 dt 11.9.2015  
9. ... a notice was published in The Daily Mashriq dated 29.10.2015.  
10. ... you were given the chance of Personal Hearing on 19.10.2015 but you neither joined duty  
11. ... attended the DEO Office. Which means that you have no cogent reasons to justify your absence  
12. ... therefore, the competent authority in exercise of the power conferred upon me under sub rule 8  
13. ... and 9 of the Khyber Pakhtunkhwa Efficiency and Discipline rules 2011 is pleased to impose  
14. ... of "Removal from Service" Upon you Mr. Hazrat Ullah Junior Clerk GHS Mandawa  
15. ... with immediate effects.

District Education Officer (M)  
Distt: Karak.

Dated 20/11/2015

159-65

10/11

Director E&SI, Khyber Pakhtunkhwa, Peshawar

Senior Account Officer, Karak

Head Master GHS Mandawa is directed to recover the salary of absentee period from his GP Fund with  
reference to this Office.

District Monitoring Officer, Karak

Mr. Ullah Junior Clerk GHS Mandawa

District Education Officer (M)  
Distt: Karak.

Handwritten initials and signature at the bottom right of the page.

**OFFICE OF THE DISTRICT EDUCATION OFFICER**

**(MALE) KARAK**

**OFFICE ORDER**

Whereas you **Mr. Hazrat Ullah Junior Clerk** was proceeded for having committed the following irregularities which constituted inefficiency and misconduct under rule 3 sub rule (a), (b) of the Khyber Pakhtunkhwa Efficiency and Discipline Rule 2011.

Whereas you have been remained absent and neither performed your duties in any school during the year.

Whereas you failed to produce any documentary proof of your services at your school.

Whereas notices issued to your through Head Master GHS Mandawa Vide his Office No. 860 dated 5.7.2015, 861 dated 18.7.2015 and 877-78 dated 11.8.2015.

Whereas show cause Notice served upon you through registered letter 2555 dated 11.9.2015.

Whereas a notice was published in the Daily Mashriq dated 29.10.2015.

Whereas you were given the chance of Personal Hearing on 19.10.2015 but you neither joined duty nor attended the DEO Office. Which means you have no cogent reasons to justify your absence.

Therefore, the competent authority in exercise of the power conferred upon me under sub rule 4 .... And 9 of the Khyber Pakhtunkhwa Efficiency and Discipline Rule 2011 is pleased to impose a major penalty of "Removal from Service" upon you **Mr. Mr. Hazrat Ullah Junior Clerk GHS Mandawa with immediate effects.**

**DISTRICT EDUCATION OFFICER**

Distt; Karak

Dated 20/11/2015

THE DIRECTOR, ELEMENTARY AND SECONDARY EDUCATION K P  
PESHAWAR

Annex E

(31)

Subject : DEPARTMENTAL/ REPRESENTATION AGAINST THE  
IMPUGNED ORDER OF DISTRICT EDUCATION OFFICER  
(M) SECONDARY KARAK NO.4459-65 DATED. 20-11-  
2015.

Respected sir,

With due respect It is submitted that I was appointed as junior clerk in education department in 1991. I was performing my duties to the best of my capability/efforts there was no complaint against my conduct and performance for the long period of 24 years.

However in the year 2014 one of closed / nearest and dearest relative fell ill due fatal disease and there was no other body to attend his medical treatment and look after him. So I was constrained to take him to Karachi for medical treatment because it was necessary for sake of his life. In such circumstances I submitted application for grant of 2 years earned leave to the Head master (in charge) of my school for sanction of leave through proper channel. I was hopeful that competent authority will consider my application favorably. So I concentrate my full attention towards the cure and treatment of my patient. But unfortunately he did not survive and passed away after few months. On the other hand my leave application was not sanctioned by the authority and I was considered absent, which was very much harmful for me. Meanwhile I was removed from service by the D.E.O (M) secondary Karak without providing me any opportunity of personal hearing and without conducting fair, free and impartial inquiry. So it is most humbly requested that in such circumstances the ex-parte proceeding adopted by the D.E.O Karak may kindly be declared unfair, invalid and against law and rules and I may graciously be

CC  
ED

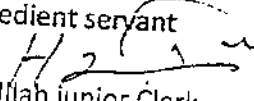
32

reinstated in service otherwise a fresh fair, free and impartial inquiry be constituted and conducted for finding facts and actual position so that my 24 years long service may not be struck off with a single shake of pen.

I hope that your worthy office will consider my appeal kindly.

Dated: 11/09/2017

Your obedient servant

  
Hazrat Ullah Junior Clerk

G.H.S Mandawa Karak,

R/o Lagharri Banda Tehsil

Takht-e-Nasrati District Karak

Contd/Mobil: 03319809120

CTC  


33

Annex F

Directorate of Elementary & Secondary Education Khyber Pakhtunkhwa, Peshawar

NOTIFICATION

WHEREAS, on finality of disciplinary proceedings under Khyber Pakhtunkhwa E&D Rules-2011 major penalty of removal from service was imposed upon Mr. Hazrat Ullah Ex-Junior Clerk GHS Mandawa District Karak by the DEO (M) Karak Notification No. 4459/65 dated 20.11.2015.

AND WHEREAS, the said aggrieved Junior Clerk filed a departmental appeal dated 12.07.2017 to the Director E&SE Khyber Pakhtunkhwa Peshawar (Appellate Authority) for redressal of his grievances/reinstatement in service.

AND WHEREAS, the appellate authority in pursuance of Section 17 read with sub rule (1) & (2) of the E&D Rules-2011 called for the record of the case and comments from the concerned DEO vide letter No. 1998-2000 dated 26.7.2017 for consideration of the appeal.

AND WHEREAS, the DEO concerned provided the requisite record/comments accordingly vide his letter No. 5687 dated 4.10.2017 merely describing the reason/circumstances under which the appellant was removed from service after fulfillment of codal formalities.

AND WHEREAS, to know the factual position the Director-E&SE (appellate authority) ordered an inquiry in the matter by appointing Mr. Hissam ul Haq Principal GHS No. 3 District Kohat as Inquiry Officer vide Notification No. 5130-32 dated 24.10.2017.

AND WHEREAS, the concerned enquiry officer accordingly submitted enquiry report vide Endst No. 207 dated 7.12.2017 wherein the inquiry officer pointed out/observed that though the charges leveled against the appellant concerned have been proved

AND WHEREAS, the appellant has more than 23 years qualified service at his credit as per report of DEO(M) Karak and DAO Karak.

NOW, THEREFORE, keeping in view more than 23 year qualified service at the credit of appellant, Appellate Authority, under section 17 read with Sub rules (2)(c) of the E&D Rules 2011, has decided that major penalty of removal from service in r/o Mr. Hazrat Ullah Ex-Junior Clerk GHS Mandawa District Karak bearing Endst: No. 4459-65 dated 20.11.2015 converted into compulsory retirement w.e.f 20/11/2015. The salaries paid to him during his absence from duty be recovered and deposited in to Govt: Treasury.

DIRECTOR  
Elementary & Secondary Education  
Khyber Pakhtunkhwa, Peshawar

Endst. No. 1971-73 /F.No. /A-23/MS/Appeal/Karak Dated Peshawar the 13/12/2018

Copy of the above is forwarded for information and n/action to the:-

- 1- District Education Officer (Male) Karak.
- 2- District Accounts Officer Karak.
- 3- Appellant concerned.
- 4- PA to the Director E&SE Khyber Pakhtunkhwa Peshawar.

*(Signature)*  
 Assistant Director (Admin)  
 E&SE, Khyber Pakhtunkhwa, Peshawar  
 13/12/2018

CTC  
*(Signature)*

(34)

OFFICE OF THE DISTRICT EDUCATION OFFICER (MALE) KARAK

No 1837 /

Dated Karak The 2 / 3 /2018

To

The Principal GHS

Mandawa Karak

SUBJECT: CONVERSION OF REMOVAL FROM SERVICE INTO COMPULSORY RETIREMENT

Memo:

Reference Director Elementary and Secondary Education Khyber Pakhtoon Khawa  
Peshawar Endst:No.1971-73/F:No./A-23/MS/Appeal /Karak dated 13/2/2018.

It is stated that the penalty of Removal from Service in respect of Mr.Hazrat Ullah  
Ex Junior Clerk of your institution has been converted into COMPLUSORY RETIREMENT on  
the above cited No and date by the competent authority.Hence you are hereby asked to  
implement the decision of the authority attached for ready reference.

TA 2/03/2018  
District Education Officer

(Male) Karak

CTC  
-21

FORM OF LEAVE ACCOUNT UNDER THE PROPOSED LEAVE RULES, 1981.  
 Leave Account of Mr. HAZRAT ULLAH S/o. Gul Najar Khan DC of Bitha: 2-2-1969  
 Date of retirement: 1-2-2009  
 Date of rejoining: 1-2-2009

Annex-4  
 35

Sl. No.	Period	Type of Leave	No. of Months	No. of Days	From	To	Days	Leave Taken (From Column 8 to 20)		Actual No. of days	No. of days debitable (deduct the actual number)	Total leave (Columns 10+11+12+14+15+17+19)	Balance on 1-2-1978 return from leave (Columns 7-20)	Remarks
								Leave on Full Pay	Leave on Half Pay					
1	11-11-91	0-8-26	9	36	11-11-91	12-8-92	9 days	-	-	9 days	0	9 days	27 days	Principal
2	14-8-94	0-5-24	3	50	14-8-94	17-4-95	14 days	-	-	14 days	0	14 days	35 days	Principal
3	24-10-97	0-6-13	26	50	24-10-97	17-4-98	14 days	-	-	14 days	0	14 days	35 days	Principal
4	18-4-93	0-8-06	33	95	18-4-93	15-11-94	746 days	-	-	746 days	0	746 days	278 days	Principal
5	01-11-98	0-8-06	33	95	01-11-98	15-11-99	746 days	-	-	746 days	0	746 days	278 days	Principal
6	07-2-98	0-8-06	33	95	07-2-98	15-11-99	746 days	-	-	746 days	0	746 days	278 days	Principal
7	11-11-91	0-8-26	9	36	11-11-91	12-8-92	9 days	-	-	9 days	0	9 days	27 days	Principal
8	14-8-94	0-5-24	3	50	14-8-94	17-4-95	14 days	-	-	14 days	0	14 days	35 days	Principal
9	24-10-97	0-6-13	26	50	24-10-97	17-4-98	14 days	-	-	14 days	0	14 days	35 days	Principal
10	18-4-93	0-8-06	33	95	18-4-93	15-11-94	746 days	-	-	746 days	0	746 days	278 days	Principal
11	01-11-98	0-8-06	33	95	01-11-98	15-11-99	746 days	-	-	746 days	0	746 days	278 days	Principal
12	07-2-98	0-8-06	33	95	07-2-98	15-11-99	746 days	-	-	746 days	0	746 days	278 days	Principal

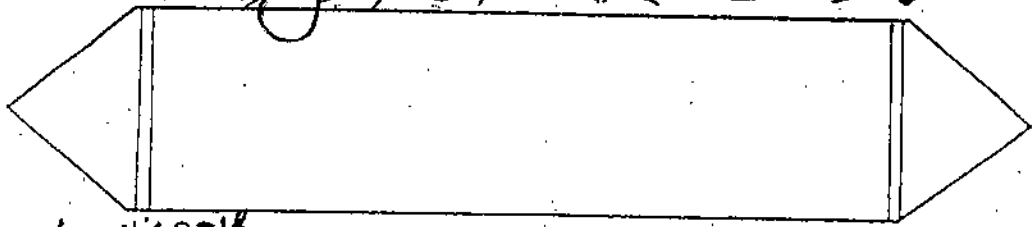
*Signature*  
 Principal  
 G.H.S Mandawar  
 (KANGAKI)

*Signature*  
 Principal  
 G.H.S Mandawar  
 (KANGAKI)

ATTESTATION



# بعدالت KPK سہولت مرٹیل سٹار



2018ء پنجاب ایسٹ

بنام حضرت اللہ  
ڈائری منسٹر و غیرہ

موزعہ  
مقدمہ  
دعویٰ  
جرم

## باعث تحریر آئیکہ

مقدمہ مندرجہ عنوان بالا میں اپنی طرف سے واسطے پیروی و جواب دہی اکل کاروائی متعلقہ  
 آں مقام سٹار کیلئے سہولت مرٹیل سٹار  
 مقرر کر کے اقرار کیا جاتا ہے۔ کہ صاحب موصوف کو مقدمہ کی اکل کاروائی کا کامل اختیار ہوگا۔ نیز  
 وکیل صاحب کو راضی نامہ کرنے و تقرر ثالثتہ فیصلہ برحلف دیئے جواب دہی اور اقبال دعویٰ اور  
 بصورت ڈگری کرنے اجراء اور صولی چیک درو پیہار عرضی دعویٰ اور درخواست ہر قسم کی تصدیق  
 زرائیں پر دستخط کرانے کا اختیار ہوگا۔ نیز بصورت عدم پیروی یا ڈگری یکطرفہ یا اپیل کی برادگی اور منسوخی  
 نیز دائر کرنے اپیل نگرانی و نظر ثانی و پیروی کرنے کا اختیار ہوگا۔ از بصورت ضرورت مقدمہ مذکور  
 کے کل یا جزوی کاروائی کے واسطے اور وکیل یا مختار قانونی کو اپنے ہمراہ یا اپنے بجائے تقرر کا اختیار  
 ہوگا۔ اور صاحب مقرر شدہ کو بھی وہی جملہ مذکورہ با اختیارات حاصل ہوں گے اور اس کا ساختہ  
 پرواختہ منظور قبول ہوگا۔ دوران مقدمہ میں جو خرچہ ہر جانہ التوائے مقدمہ کے سبب سے وہوگا۔  
 کوئی تاریخ پیشی مقام دورہ پر ہو یا حدبے باہر ہو تو وکیل صاحب پابند ہوں گے۔ کہ پیروی  
 مذکور کریں۔ لہذا وکالت نامہ لکھ دیا کہ سند رہے۔

المرقوم 29 ماہ 2018

بمقام سٹار کے لئے منظور ہے۔

Attested & Accepted  
[Signature]

[Signature]  
Appellant

**BEFORE THE HONORABLE KHYBER PAKHATUNKHWA SERVICE TRIBUNAL  
PESHAWAR.**

Service Appeal No: 460/2018

Hazratullah Ex-Junior Clerk GHS Mandowa District Karak.

....Appellant

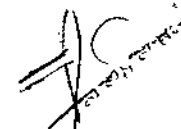
**VERSUS**

Director (E&SE)Department, Khyber Pakhtunkhwa & others.

..... Respondents

**INDEX**

S/#	Description of document	Annexure	Page #
1	Joint Parawise Comments		1-3
2	Copy of the impugned order dated 20/11/2015	A	4
3	Copy of the impugned order dated 13/2/2018	B	5
4	Copy of the Departmental Appeal	C	6

  
Asstt: Director (Lit: II)  
E&SE Department, Khyber  
Pakhtunkhwa, Peshawar.

## ON FACTS.

- 1 That Para-1 needs no comments being pertains to the service record of the appellant which is not an issue of contention in the present circumstances of the case.
- 2 That Para-2 is also needs no comments as each & every Govt: civil servants if appointed against a regular post shall be liable to take over his duty charge for resumption of his official duty from the concerned authority against his post.
- 3 That Para-3 is incorrect & denied on the grounds that each & every civil servant falling under the ambit of Sections-2(b) & 18 of Civil Servants Act: 1973, is legally bound to stay on his duty station till the sanction of his leave of either kind. Whereas, the appellant has left his duty station of GHS Mandawa District Karak without any formal approval & leave sanction wef 15/12/2014 to 30/12/2015 amounting to total earned leave of 746 days by the competent authority. Hence, he has been proceeded under the mandatory provisions of Sub: Rules (a) & (b) of Rules-3 of E&D Rules 2011 by the Respondent No: 2 & aggrieved from the impugned order dated 20/11/2015, the appellant has filed a Departmental Appeal on 12/7/2017 to the Respondent No: 1, for setting aside the impugned order dated 20/11/2015 passed by the Respondent No: 2, who has been pleased to convert the impugned order dated 20/11/2015 into Compulsory Retirement from service vide order dated 13/2/2018 against the junior clerk post under the provisions of Section-21 of General Clauses Act: 1897 in view of his length of service. **(Copies of the Departmental Appeal & both impugned orders dated 20/01/2015 & 13/2/2018 are attached as annexure-A, B&C).**
- 4 That Para-4 is incorrect & not admitted on the grounds that the appellant as left his duty station without the approval of his leave sanction from the competent authority. Hence, he has been proceeded under the above cited provisions of E&D Rules 2011 by the Respondent No: 2 after observing all the codal formalities prior to his Removal from Service including Show Cause Notice etc, vide the impugned order dated 20/01/205 by issued by the Respondent No: 2. Hence, the plea of the appellant is baseless & liable to be dismissed in favour of the Respondents in the interest of justice.
- 5 That Para-5 is also incorrect & denied on the grounds that the impugned order has been issued on 20/01/2015 & which against the appellant has filed his Departmental Appeal on 11/9/2017 which is badly time barred under the relevant provisions of law of limitation Act 1908 but in spite of this, the Respondent No: 1 has allowed the time barred Departmental Appeal vide of the impugned Notification dated 13/2/2018 to the extent of converting of his Removal from Service into Compulsory Retirement form service under the provision of Section 21, of General Causes Act 1897 of being an appellate authority which is not only legal but is also liable to be intact in favour of the Respondents.
- 6 That Para-6 is correct to the extent of converting the penalty of Removal from Service into the minor penalty of Compulsory Retirement from service vide the impugned Notification dated 02/3/2018 issued by the Respondent No: 1 as agitated in Para-5 of the present reply on behalf of the Respondents.
- 7 Legal. However, the Respondent further submit on the following grounds inter alia :-

## GRONDS.

- A Incorrect & not admitted. The appellant has been treated as per law, rules & procedure vide the impugned order dated 20/01/2015 & 02/3/2018 by the Respondents.
- B Incorrect & misleading. The minor penalty of Compulsory Retirement from service vide the impugned Notification dated 02/3/2018 issued by the Respondent No: 1 is within legal sphere per as the appellant is a habitual duty absconder & has been found guilty by the competent authority. Hence, the stand of the appellant is liable to e rejected.
- C Incorrect & misleading. The stand of the appellant is baseless as the major penalty of Removal from service order of the Respondent No: 2 has been modified & converted into the Compulsory Retirement from service vide the Notification dated 2/3/2018 issued by the Respondent No: 1 upon has already time Barred Departmental Appeal dated 11/9/2017. Hence, the stand of the appellant is liable to be stuck down.

- D Incorrect & denied. Fair chance of personal hearing & regular enquiry has been conducted into the instant case prior to the issuing of the impugned Notification 2/3/2018 by the Respondent No: 1. Therefore, the claim of the appellant needs to be rejected.
- E Incorrect & not admitted. Fair chance has been afforded to the appellant in the entire Departmental Proceedings by the Respondents. Therefore, the stand & allegation of the appellant deserves to be dismissed.
- F Incorrect & not admitted. The plea of the appellant is without any cogent proof as the said Enquiry Report has already been supplied to the appellant in due course of law.
- G Legal. However, the Respondent also seek leave of this Honorable Tribunal to submit additional grounds case law & record at the time of arguments on the date fixed.

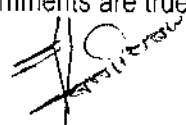
Therefore, it is most humbly submitted that on the acceptance of this reply the case of the appellant may very graciously be dismissed in favour of the Respondent Department in the interest of justice.

Dated \_\_\_\_/\_\_\_\_/2018.

  
Director  
E&SE Department Khyber  
Pakhtunkhwa, Peshawar.  
(Respondent No: 1-2)

AFFADIVIT

I, Hayat Khan, Asstt: Director (Lit: II) Directorate of E&SE Department Khyber Pakhtunkhwa, Peshawar is hereby solemnly affirm & declare on oath that the contents of the instant Joints Parawise Comments are true & correct to the best of my knowledge.

  
Deponent

THE DIRECTOR, ELEMENTARY AND SECONDARY EDUCATION K P  
PESHAWAR

Annex E (5)  
(31)

Subject: DEPARTMENTAL/ REPRESENTATION AGAINST THE  
IMPUGNED ORDER OF DISTRICT EDUCATION OFFICER  
(M) SECONDARY KARAK NO.4459-65 DATED 20-11-  
2015.

Respected sir,

With due respect it is submitted that I was appointed as junior clerk in education department in 1991. I was performing my duties to the best of my capability/efforts there was no complaint against my conduct and performance for the long period of 24 years.

However in the year 2014 one of closed / nearest and dearest relative fell ill due fatal disease and there was no other body to attend his medical treatment and look after him. So I was constrained to took him to Karachi for medical treatment because it was necessary for sake of his life. In such circumstances I submitted application for grant of 2 years earned leave to the Head master (in charge) of my school for sanction of leave through proper channel. I was hopeful that competent authority will considered my application favorably. So I concentrate my full attention towards the cure and treatment of my patient. But unfortunately he did not survive and passed away after few months. On the other hand my leave application was not sanctioned by the authority and I was considered absent, which was very much harmful for me. Meanwhile I was removed from service by the D.E.O (M) secondary Karak without providing me any opportunity of personal hearing and without conducting fair, free and impartial inquiry. So it is most humbly requested that in such circumstances the ex-parte proceeding adopted by the D.E.O Karak may kindly be declared unfair, invalid and against law and rules and I may graciously be

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Directorate of Elementary & Secondary Education Khyber Pakhtunkhwa, Peshawar

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Annex F  
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NOTIFICATION.

WHEREAS, on finality of disciplinary proceedings under Khyber Pakhtunkhwa E&D Rules-2011 major penalty of removal from service was imposed upon Mr. Hazrat Ullah Ex-Junior Clerk GHS Mandawa District Karak by the DFO (M) Karak Notification No. 4459-65 dated 20.11.2015

AND WHEREAS, the said aggrieved Junior Clerk filed a departmental appeal dated 12.07.2017 to the Director E&SE Khyber Pakhtunkhwa Peshawar (Appellate Authority) for redressal of his grievances/reinstatement in service

AND WHEREAS, the appellate authority in pursuance of Section 17 read with sub rule (1) & (2) of the E&D Rules-2011 called for the record of the case and comments from the concerned DEO vide letter No. 1998-2000 dated 26.7.2017 for consideration of the appeal.

AND WHEREAS, the DEO concerned provided the requisite record/comments accordingly vide his letter No. 5087 dated 4.10.2017 merely describing the reason/circumstances under which the appellant was removed from service after fulfillment of code of formalities.

AND WHEREAS, to know the factual position the Director E&SE (appellate authority) ordered an inquiry in the matter by appointing Mr. Hissam ul Haq Principal GHS No. 3 District Kohat as Inquiry Officer vide Notification No. 5130-32 dated 24.10.2017

AND WHEREAS, the concerned enquiry officer accordingly submitted enquiry report vide Endst No. 207 dated 7.12.2017 wherein the inquiry officer pointed out/observed that though the charges leveled against the appellant concerned have been proved

AND WHEREAS, the appellant has more than 23 years qualified service at his credit as per report of DEO(M) Karak and DAO Karak.

NOW, THEREFORE, keeping in view more than 23 year qualified service at the credit of appellant, Appellate Authority, under section 17 read with Sub rules (2)(c) of the E&D Rules 2011, has decided that major penalty of removal from service in r/o Mr. Hazrat Ullah Ex-Junior Clerk GHS Mandawa District Karak bearing Endst. No. 4459-65 dated 20.11.2015 converted into compulsory retirement w.e.f 20/11/2015. The salaries paid to him during his absence from duty be recovered and deposited in to Govt. Treasury.

DIRECTOR  
Elementary & Secondary Education  
Khyber Pakhtunkhwa, Peshawar

Endst: No. 1971-73 / F.No. /A-23/MS/Appeal/Karak Dated Peshawar the 13/12/2018.

Copy of the above is forwarded for information and n/action to the:-

- 1- District Education Officer (Male) Karak.
- 2- District Accounts Officer Karak.
- 3- Appellant concerned.
- 4- PA to the Director E&SE Khyber Pakhtunkhwa Peshawar.

Assistant Director (Admin)  
E&SE, Khyber Pakhtunkhwa, Peshawar

13/12/2018

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OFFICE OF THE DISTRICT EDUCATION OFFICER  
(MALE) KARAK

CA  
Annex-D (30)

Mr. Hazrat Ullah

Mr. Hazrat Ullah Junior Clerk - was proceeded for having committed the following acts which constituted inefficiency and misconduct under rule-3 sub rule (a), (b) of the Khyber Pakhtunkhwa Efficiency and Discipline Rule 2011.  
1. You have been remained absent and neither performed your duties in any school during the year 2015 as you failed to produce any documentary proof of your services at your school.  
2. Show-cause Notices issued to you through Head Master GHS Mandawa Vide his Office No.860 dated 18.7.2015, 865 dated 5.8.2015 and 877-78 dated 11.8.2015.  
3. Show-cause Notice served upon you through registered letter 3555 dt 11.9.2015.  
4. Show-cause notice was published in The Daily Mashriq dated 29.10.2015.  
5. You were given the chance of Personal Hearing on 19.10.2015 but you neither joined duty nor attended the DEO Office. Which means that you have no cogent reasons to justify your absence.

Therefore, the competent authority in exercise of the power conferred upon me under sub rule 4 and 9 of the Khyber Pakhtunkhwa Efficiency and Discipline rules 2011 is pleased to impose a penalty of "Removal from Service" Upon you Mr. Hazrat Ullah Junior Clerk GHS Mandawa with immediate effects.

District Education Officer (M)  
Distt: Karak.

✓ Dated 20/11/2015

Director F&SE Khyber Pakhtunkhwa, Peshawar

Chief Account Officer, Karak

Head Master GHS Mandawa is directed to recover the salary of absentee period from his GP Fund with reference to this Office.

Monitoring Officer, Karak

Mr. Hazrat Ullah Junior Clerk GHS Mandawa

District Education Officer (M)  
Distt: Karak.

Handwritten initials and signature at the bottom right of the page.

BEFORE THE HONORABLE,  
KPK SERVICE TRIBUNAL,  
PESHAWAR

**Re in:**

Service Appeal No. 460/2018

HazratUllah

**Vs**

Director (E & SE) & another

REJOINDER: TO THE PARAWISE COMMENTS OF THE  
RESPONDENTS

*Respectfully Sheweth,*

REJOINDER ON PRELIMINARY OBJECTIONS

1. Incorrect, the appellant has got a good cause of action.
2. Incorrect, the instant appeal is well within time.
3. Incorrect, nothing has been concealed from this Honorable Tribunal.
4. Incorrect, the instant appeal is not based on mala fide intentions.
5. Incorrect, the appellant has come to this Hon'ble tribunal with quite clean hands.
6. Incorrect, the appellant is quite entitled for the relief he has sought from this Hon'ble Tribunal.
7. Incorrect, the instant Service Appeal is well according to the prevailing law and rules.
8. Incorrect, the instant service appeal is not based on any mala fide.
9. Incorrect, the instant Service Appeal is quite maintainable in its present form.
10. Incorrect, the instant Service Appeal is not bad for mis-joinder and non-joinder on necessary parties.
11. Incorrect, the instant Service Appeal is not Barred by any law.
12. Incorrect, the appellant being aggrieved person is quite competent to file the instant appeal against respondents.
13. Incorrect, nothing of the appellant's conduct has estopped him to file the instant appeal.
14. Incorrect, the impugned orders are beyond the legal sphere and are liable to be set aside.



15. Incorrect, the appellant's absence was never willful and the authorities have not followed the law in his matter.
16. Incorrect, no legal and codal formalities have been observed prior to the issuance of the impugned orders against the appellant.
17. Incorrect, the appellant is not habitual duty absconder and was having some more leaves to his credit from he demanded/ prayed for.

#### REJOINDER TO THE REPLY ON FACTS

1. Needs no rejoinder.
2. Needs no rejoinder.
3. Incorrect, as stated in the reply. The appellant submitted an application for leave w.e.f. 15.12.2014 to 30.12.2016 i.e. for 746 days which was duly processed and forwarded to Respondent No. 2 vide Office Order No. 808 dated Mandawa the 11.11.2014. Copy of the same is already available on the main file.
4. Incorrect, as stated in the reply. The appellant left the station after due assurance regarding sanctioning of leave, otherwise how he can put at stake his long standing service. Then vide order dated 20.10.2015 he was removed from service without conducting any proper inquiry as well as without adopting other codal formalities which were necessary and mandatory. No show cause notice whatsoever has been served upon the appellant nor has any such document been produced by the respondents in this regard.
5. Incorrect, as stated in the reply the appellant after getting the knowledge filed the departmental appeal. Respondents have never shown the date of communication of his removal order and the limitation starts from the date of communication of the order and not from the date of passing of order. The removal order was passed in the absence of the appellant.
6. Incorrect, as stated in the reply. The impugned order dated 13.02.2018 was again passed in the violation of the relevant law governing the subject matter as it was passed in his absence.
7. As stated in the memo of appeal.

## REJOINDER TO REPLY ON GROUNDS

- A. Incorrect. The appellant has not been treated in accordance with law nor equal protection of law been provided to him.
- B. Incorrect. The major penalty of compulsory Retirement from service vide impugned notification issued by Respondent No. 1 is against and beyond the legal sphere. As stated in the above para the appellant is not a habitual duty absconder. His previous service record is clear from such type of allegations.
- C. Incorrect. The appellant was awarded a major penalty of removal from service by respondent No. 2 in a very cursory manner without fulfilling the pre requisite as envisaged by law. No show cause notice, charge sheet/ statement of allegations was issued to the appellant.
- D. Incorrect hence denied. No fair chance of personal hearing and regular enquiry has been conducted into the instant case prior to the issuance of the impugned notification.
- E. Incorrect hence denied. All proceedings were conducted in the absence of the appellant as well as without issuance of any statement of allegations, therefore are void and nullity in the eyes of law. Incorrect hence denied. No enquiry report whatsoever has provided to the appellant.
- F. As stated in the memo of appeal

It is, therefore, most humbly prayed that on acceptance of the instant rejoinder, the reply on behalf of the respondents may very graciously be rejected and service Appeal of the appellant may kindly be allowed as per prayer.

Dated:- 29.03.2019

Appellant  
THROUGH



Muhammad Saeed Khattak  
Advocate, Peshawar