

**IN THE HONORABLE SERVICE TRIBUNAL, KHYBER
PAKHTUNKHWA, SWAT BENCH.**

Appeal No.1221/2022.

Mst. Nabeela (Appellant)

VS

Director General Population Welfare Department, Khyber Pakhtunkhwa and Others
....(Respondents)

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DEPONENT



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(2)

**IN THE HONORABLE SERVICE TRIBUNAL, KHYBER
PAKHTUNKHWA, PESHAWAR.**

Appeal No.1221/2022.

Mst. Nabeela (Appellant)

VS

Director General Population Welfare Department, Khyber Pakhtunkhwa and Others
.....(Respondents)

PARA-WISE REPLY/COMMENTS ON BEHALF OF THE RESPONDENTS NO.1 to 3

Respectfully Sheweth,

PRELIMINARY OBJECTIONS.

1. That the appellant has got no locus standi to file the instant service appeal.
2. That no discrimination / injustice has been done to the appellant.
3. That the instant service appeal is bad in the eye of law.
4. That the appellant has not come to this Tribunal with cleaned hands and has concealed material as well as legal facts.
5. The appeal is based on distortion of facts and is not tenable in eye of law.
6. That the appellant has been estopped by his own conduct to file the service appeal.
7. The present service appeal is based upon malicious/vexations and frivolous grounds.
8. That the service appeal is based on conjecture and surmises.
9. That the service appeal is not maintainable in its present form.
10. That the service appeal is bad for mis-joinder and non-joinder of the necessary parties.
11. That the appellant has filed the present service appeal contrary to Law and facts.
12. That Rule 9 of Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011 clearly laid down the procedure of wilful absence which is "Notwithstanding anything to the contrary contained in these rules, in case of wilful absence from duty by a Government Servant for seven or more days, a notice shall be issued by the competent authority through registered acknowledgement on his home address directing him to resume duty within fifteen days of issuance of the notice. If the same is received back as undelivered or no response is received from the absentee within stipulated time, a notice shall published in at least two leading newspapers


District Population Welfare Officer
Saidu Sharif, Swat

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directing him to resume duty within fifteen days of the publication of that notice failing which an ex-parte decision shall be taken against the absentee. On expiry of the stipulated period given in the notice, major penalty of removal from service may be imposed upon such Government Servant.

13. That proper procedure was adopted by the competent authority while passing the removal order of the appellant.
14. That the appellant was unable to show any cogent reason for remaining absent from 28-10-21 till filing of her departmental appeal dated 12-05-2022 which is almost 6 months and 15 days she had been absent without any prior information/permission.
15. That the Competent Authority has issued a notice through registered AD vide letter No. 1(7)/Admn/2021-22/2901-05 dated 03-01-2022 by clearly explain the reason of her willful absence within 15 days from issuance of notice. Copy of the letter alongwith registered receipt is attached as (Annex-A & B).
16. That the Competent Authority after completing the codal formalities of rule-9 of Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011 issued a show cause notice to her in two daily newspapers (Daily Aaj & Daily Chand Swat) dated 27.01.2022 attached as (Annex-C & D). The appellant had not paid any heed to such notices and had not bothered to join/resume nor present herself before the authority as mentioned in notice published in two daily newspapers.
17. That the Competent Authority after completing all the codal formality imposed major penalty of "Removal From Services" upon the appellant. Copy of the removal order is attached as (Annex-E).
18. That Fundamental Rule 67 provided that leave could not be claimed as of right and an application for leave should not be anticipated as grant of leave. Rules, Regulations and office procedure provided that a civil servant requiring leave was supposed to apply formally for it and as a matter of principle he could not and should not absent himself from office prior to sanction of leave. Mere submitting an application for leave ipso facto could not be construed to be sanction of leave. Prospective presumption had to be


District Population Welfare Officer
Saikat Sharif, Swat.

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based on some legal ground. Civil Servant could leave his headquarter/ office only with prior approval of the competent Authority in order to avoid subsequent complications.

19. That the service appeal is **time barred** and warrants dismissal as the services appeal.
20. That the delay of each day is required to be explained by the appellant in filling of the petition beyond the limitation period. In this regard 1998 SCMR 1863 is referred.
21. That the appellant is required to give justifiable reasons for delay of each day. In this regard 1995 SCMR 1419 is referred.
22. That the appellant has neither explained nor made any attempt to explain the delay of each day. In this regard 1974 SCMR 425 & 1974 SCMR 492 are referred.

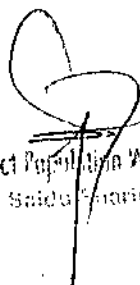
ON FACTS.

1. Para 1 of the Service Appeal pertains to record.
2. Para 2 of the Service Appeal is incorrect. The appellant had not served with zeal and zeal. During her service; the appellant had been frequently remained absent from official duty as evident from her service record/personal file which reveals that number of times explanations followed by subsequent warnings and even show cause notices were called from her during the time period of different DPWOs (District Population Welfare Officers). The detail are given below:-
 - i. Number of explanation called 18 times.
 - ii. Number of warning issued 09 times
 - iii. Inquiries conducted 03 times.

Copy of documents/letters are attached as **Annex-F** consist of 59 pages.

The appellant was awarded minor penalty of stoppage of one annual increment for two years alongwith deduction of pay and allowances for the absent period.

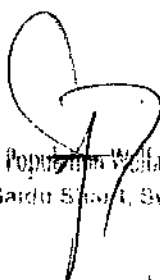
3. Para 3 of the Service Appeal is incorrect. The appellant was called to explain willful absence during the period w.e.f 03-04-2021 to 30-04-2021 vide letter No 1(7)/Admn/2020-21/675-79 dated 18-05-2021 the appellant confessed her guilt not to inform the competent authority about her absence wherein she did not mentioned any ailment vis a vis Covid-19. The appellant mentioned the fact that her relative has died


District Population Welfare Officer
Saïda Farîq, Swat.

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in Karachi and the appellant left for Karachi in haste. (Reply of the Appellant is attached at **Annex-G**). A proper inquiry was conducted against the appellant and a minor penalty of stoppage of one annual increment for two years along with deduction of pay and allowances for the absent period was awarded. (Copy of Inquiry is attached as **Annex-H**)

4. Para 4 of the Service Appeal is incorrect. The incident i.e Criminal case under section 295-B PPC dated 17-08-2021 took place in the month of August 2021 wherein the appellant was called upon explanation about her absence from duty vide office letter No. 1(7)/Admn/2020-21/2131-35 dated 05-10-2021 (**Annex-I**). The appellant has admitted in her reply that the situation is now normal and she will perform duties regularly (copy of her reply as well as report of the inquiry officer is attached at **Annex-J & K**). It is important to mention here that the appellant was awarded major penalty of removal from service on the absenteeism from the month of October 2021 and onwards which is evident from the notice issued to the appellant.
5. Para 5 of the Service Appeal is incorrect. A proper procedure under rules-9 of Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011 in case of willful absence has been adopted and a proper Notice through registry has been issued. The appellant was well aware of the proceedings initiated against her. After fulfilling all the formalities. Rules-9 of Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011 a notice was issued to her home address vide letter No. 1(7)/Admn/2020-21/2701-5 dated 03-01-2022 through registered acknowledgment directing her to resume duty within (15) days of the receipt of notice. The official concerned failed to report within the stipulated period so, a notice was published in Daily "Aaj Peshawar" on 27-01-2022 and Daily "Chand Swat" on 27-01-2022 directing her to resume duty within 15-days of publication of the notice and to intimate the cause of her absence. The stipulated period expired on 10.02.2022 the official did not resume her duty. The competent authority impose major penalty of "Removal from Service" upon the official under Rule-9 of the rule ibid. The appellant is habitual absconder as per her past service history the allegation leveled against the appellant based on real



District Population Welfare Officer
Saadu Shariq Syrat.

facts and been proved. The decision has been taken as a last resort after full filling all the codal formalities of law and justice under rule (9) of the rule ibid.

6. Para 6 of the Service Appeal is Incorrect. The Competent Authority has completed all the codal formalities mentioned in rule-9 of Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011 in case of willful absence and departmental appeal before the appellate authority has been filed being time bared.

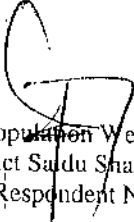
ON GROUNDS

- I. Para-I of the Service Appeal is incorrect. The appellant has been removed from service by keeping the norms of justice, facts and record.
- II. Para-II of the Service Appeal is incorrect. The appellant is habitual and chronic case of absenteeism as evident from her previous record. Detail reply has already been given in Para No. 5 of the facts. Moreover the appellant has been dealt according to law and no discrimination has been done to the appellant. The respondents has time and again showed and taken a very lenient view on her absenteeism therefore she was given
 - i. Number of explanation called 18 times,
 - ii. Number of warning issued 09 times
 - iii. Inquiries conducted 03 times.
- III. Para-III of the Service Appeal is Incorrect. The state of Pakistan and its Federation Units knows better public interest at large and doing it as per Law. Misinterpretation without reference to the contexts will give way to one according to his wishes to articulate. Furthermore not even a single right of the appellant has been violated nor the respondents acted against the Law.
- IV. Para-IV of the Service Appeal is incorrect. Detail reply is given in Para-4 of the facts.
- V. Para-V of the Service Appeal is incorrect. No such Applications were made nor requested for transfer and as far as the punishment is concerned it is completely according to law.
- VI. Para-VI of the Service Appeal needs no comments as it is not relevant to the respondents.
- VII. Para-VII of the Service Appeal is incorrect. Detail reply is given in Para-5 of the facts.
- VIII. Para-VIII of the Service Appeal needs no comments. However the respondents seeks permission to raise any other ground at the time of arguments.



 District Population Welfare Officer
 Saidu Staril, Swat.

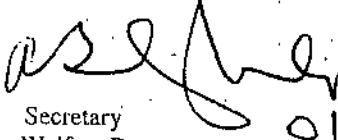
PRAYER:-

Keeping in view the above mentioned comment/reply, it is most humbly prayed that the instant service appeal of the appellant may kindly be dismissed with cost.


District Population Welfare Officer,
District Saadu Sharif, Swat
Respondent No. 2

District Population Welfare Officer
District Saadu Sharif, Swat


Director General
Population Welfare Khyber Pakhtunkhwa
Respondent No. 1


Secretary
Population Welfare Department,
Khyber Pakhtunkhwa, Peshawar
Respondent No.3

01.02.23

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(07)

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**IN THE HONORABLE SERVICE TRIBUNAL, KHYBER
PAKHTUNKHWA, SWAT BENCH.**

Appeal No. 21/2022.

M.C. No. (Appellant)

VS

Director General Population Welfare Department, Khyber Pakhtunkhwa and Others
....(Respondents)

AFFIDAVIT

I Mr. ASIM ZIA Population

Welfare Department, do solemnly affirm and declare that the contents of Para-wise comments are true and correct to the best of my knowledge and belief and that nothing has been concealed therein from this Honorable Court.



DEBONENT
CNIC: 16201-2298876-5
Cell No. 03488052612

2/11/22
ATTESTED

ZAHID ADVOCATE
District Courts Swat
S.No. 58 D. No. 2/01/22
OATH COMMISSIONER

(8)

**IN THE HONORABLE SERVICE TRIBUNAL, KHYBER
PAKHTUNKHWA, SWAT BENCH.**

Appeal No.1221/2022.

Mst. Nabeela

(Appellant)

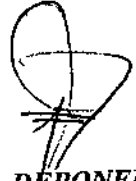
VS

Director General Population Welfare Department, Khyber Pakhtunkhwa and Others
.....(Respondents)

AFFIDAVIT

I Mr. ASIM ZIA Population

Welfare Department, do solemnly affirm and declare that the contents of Para-wise comments are true and correct to the best of my knowledge and belief and that nothing has been concealed therein from this Honorable Court.



DEPONENT

CNIC: 16201-228876-5

Cell No. 03488052612

OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT.

Al-Noor Medical Complex Street, Near Divisional Forest Office, Saidu Sharif, Swat

M: dpwoffice@rmail.com | dpwoffice@dpwoswat | 0946-9240285 | 03339496108

F.No.1(7)/Admn/2021-22/3961-05 Dated Swat, the 27/01/2022

To,

Mrs. Nabela (FWA-F),
Family Welfare Centre,
Jambil.

Subject: - NOTICE FOR WILLFUL ABSENCE FROM DUTY.

Memo:

It is observed as per report of Incharge FW-Centre Jambil, that you remained absent from duty as follows, without any permission.

S.No.	Month	Absent Days	Remarks
1	September 2021	25 Days (01.09 to 25.09.2021)	
2	October 2021	09 days	
3	November 2021	01.11.2021 to 30.11.2021	
4	December 2021	01.12.2021 to 27.12.2021	

You are, therefore, directed to appear before the Undersigned and explain your position regarding willful absence from duty, within 15-day of the receipt of this notice, otherwise disciplinary action under the E&D rules, 2018 shall be initiated against you.

Copy to the:-

1. PS to Director General, Population Welfare Department, Government of Khyber Pakhtunkhwa, Peshawar.

2. Incharge FW-Centre Jambil for information.

3. Personal file of the official concerned.

District Population Welfare Officer,
Saidu Sharif, Swat.

District Population Welfare Officer,
Saidu Sharif, Swat.

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P.A. 47233

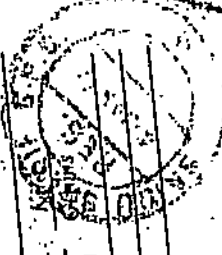
No. 696

For if ... Nations see reverse.
Stamp FEL76670496
uninsured letters of not more than
the initial weight prescribed in the
post Office Guide or on which no
post Office Guide is affixed.

Received a registered
addressed to _____
_____ Write here "letter", "postcard", "packet" or "parcel"
_____ with the word "insured" before it when necessary.

Insured for Rs. (in figures) _____ (in words) _____
Initials of Receiving Officer _____

If insured
Insurance fee Rs. _____
Name and address of sender _____



08-12-71
7112

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روزنامہ 'آج' 27 جنوری 2022ء پشاور

نوٹس میمبر حاضری

آپ سہ ماہی ٹریڈنگ اور ڈسٹری بیوٹن (پمپل) ڈپارٹمنٹ کے ڈاکٹر محمد سعید کاؤس میں علاج سوات
 28 اکتوبر 2021 سے شمالی ایلو گری کو جاتا ہے اپنی ایلو گری سے میمبر حاضری ہے۔
 دوران میمبر حاضری آپ کو آپ کے گھر کے چنے پر جواب ملے گا۔
 03/01/2022 تا 17/Amv2021-22/2901-05
 ہادی کا کیا ہے جس میں آپ کو ایلو گری پر حاضری دینے کیلئے ہدایت کی گئی ہے جس میں
 کے اور آپ اپنی ایلو گری پر حاضری دینے میں اور یہی ایلو گری وضاحت پیش کی۔ لہذا
 آپ کو ایلو گری پر حاضری کے لیے تیار کیا گیا ہے کہ اس کی وضاحت کے بعد
 دن کے اندر اور ڈیوٹی کے دوران میں ہو کر اظہارِ وجہ بنائے میمبر حاضری کر رہی
 طور پر پیش کریں۔ ضرورت دیکھ کر یہی حکم پیش کی صورت میں آپ کو کال کی طرف متوجہ
 توجہ کی اور ایلو گری کی ہدایت کے نتیجے میں حکومت میمبر حاضری کے سہ ماہی ٹریڈنگ کے
 ممبرانہ برتاؤ میں شامل ہو جائے گی۔

ایشیئر: ضلعی آفیسر، منجھہ بہرہ و آہادی ضلع سوات
 INF(SW)07

(13)



OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT.

Al-Noor Medical Complex Street, Near Divisional Forest Office, Saidu Sharif, Swat

M dpwofficeswat@gmail.com | dpwofficeswat | @dpwoswat | 0946-9240285 | 03339496156

F.No.1(7)/Admn/2020-21/4395/403

Dated Swat, the 24/02/2022

OFFICE ORDER

WHEREAS, Mrs. Nabeela Family Welfare Assistant (Female) (BPS-07), of Family Welfare Centre Jambil Swat was absent from duty w.e.f 28.10.2021 without intimation to this office.

AND WHEREAS, a notice was issued to her home address vide letter F.No.1(7)/Admn/2021-22/2701-05 dated 3rd January 2022 directing her to resume duty within fifteen (15) days of the receipt of the notice under the Khyber Pakhtunkhwa Government Servants (Efficiency & Disciplinary) rules, 2011 and in case of failure, disciplinary action would be initiated against her under the rules ibid.

AND WHEREAS, the official concerned did not report for duty within the stipulated period and in order to proceed further under Rule-9 of the Khyber Pakhtunkhwa Government Servants (Efficiency & Disciplinary) Rules, 2011, a notice was published in Daily "Aaj Newspaper Peshawar on 27.01.2022 and Daily "Chand Newspaper Swat on 27.01.2022 directing her to resume duty within 15 days of publication of the notice and intimate the cause of her absence, failing which ex-parte decision would be taken against her under the relevant law/rules;

AND WHEREAS, the stipulated period expired on 10.02.2022 and the official did not resume her duty.

NOW THEREFORE, the District Population Welfare Officer, Swat being the competent authority, has been pleased to impose major penalty of "Removal From Service" upon Mrs. Nabeela, Family Welfare Assistant (Female) (BPS-07) under Rule-9 of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011, with immediate effect. The absence period w.e.f 28.10.2021 till date is treated as unauthorized absence from duty.

District Population Welfare Officer,
Saidu Sharif, Swat.

Copy to the:-

1. District Account Officer Swat for information please.
2. PS to Director General, Population Welfare Department, Government of Khyber Pakhtunkhwa, Peshawar for information.
3. Accountant local office for information & compliance.
4. PS to Deputy Commissioner Swat.
5. Focal person HR local office for information.
6. Focal person RMB, local office for information.
7. Incharge FW-Centre Jambil for information.
8. Official concern (Now removed from Service).

District Population Welfare Officer,
Saidu Sharif, Swat.

o/c



OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT.



Gulkada No.1, Kamran Khan Street, Saidu Sharif, Swat

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dpwofficeswat@gmail.com dpwofficeswat @dpwoswat 0946-9240285 03339496108

F.No.1(7)/Admn/2021-22/ 8/4-15

Dated Swat the 28/11/2022

To,

The Assistant Director (Lit),
Population Welfare Department,
Govt: of Khyber Pakhtunkhwa,
Peshawar.

Subject: **SERVICE APPEAL NO.1221/2022 TITLED NABEELA V/S DIRECTOR
GENERAL, POPULATION WELFARE DEPARTMENT GOVERNMENT OF
KHYBER PAKHTUNKHWA AND OTHERS.**

Memo:

With reference to your office letter F.No.2 (40)/2022/Gen/Lit/34-35 dated 25.11.2022 on the subject noted above. Comments and relevant records in the instant case is as under: -

1. **True:** That the appellant was appointed as Family Welfare Assistant (Female) in the year 2016 on (project post). Later on her services were regularized after Promulgation of the Regularization Act, 2018. (**Annex-A**)
2. **Incorrect:** That the applicant had not served with zeal and zest. During her service the official concerned had been frequently remained absent from official duty as evident from her service record/personal file which reveals that number of times explanations followed by subsequent warnings and even show cause notices were called from her during the time period of different DPWOs on account of her absence from official duty (**Annex-B**), which detail is as under: -
 - Number of explanation called 18-times
 - Number of warning issued 09-times
 - Inquiries conducted 03-timesSo much so she was awarded minor penalty of stoppage of one annual Increment for two years along with deduction of pay and allowances for the absent period.
3. **Incorrect:** Rather She was called explanation on her mentioned willful absence during the period w.e.f 03.04.2021 to 30.04.2021 vide this office letter of even No. dated 18.05.2021. She confessed her guilt not to inform the competent authority about her absence wherein she did not mentioned any ailment vis a vis Covid-19. Her reply attached at (**Annex-C**). She was awarded minor penalty of stoppage of one annual Increment for two years along with deduction of pay and allowances for the absent period after fulfillment of all codal formalities. Detail of proceedings attached at (**Annex-D**).

15 (2)


4. **Incorrect:** As per own statement of the appellant the so called incident i.e. criminal case u/s 295-B of Pakistan Penal code dated 17.08.2021 took place in the month of August 2021 wherein, she was called upon explanation on her absence from duty vide this office letter F.No.1(7)/Admn/2020-21/2031-35 dated 05.10.2021. On reply she admitted that the situation became to normal and she will perform duties regularly. Thus she was given warning vide this office F.No.1(7)/Admn/2020-21/2253-57 dated 14.10.2021 (**Annex-E**).

While the case under consideration in which she was awarded the major penalty pertains to the month from October to December 2021 as evident from the notice issued vide this office letter F.No.1(7)/Admn/2020-21/2901-5 dated 03.01.2022 (**Annex-F**).

5. **Incorrect:** That the Notice issued under Rule-9 of the Khyber Pakhtunkhwa Government Servant (Efficiency & Disciplinary) Rule 2011 vide this office letter 1(7)/Admn/2021-22/2701-05 dated 03.01.2022 through registered acknowledgement. Copy of acknowledgment receipt attached herewith for kind perusal (**Annex-F**).

6. That this office fulfilled all the formalities of law & justice. As per Rule-9 of the Khyber Pakhtunkhwa Government Servant (Efficiency & Disciplinary) Rule 2011, a notice was issued to her home address vide this office letter No 1(7)/Admn/2021-22/2701-05 dated 03.01.2022 through registered acknowledgement directing her to resume duty within (15) days of the receipt of notice. (**Annex-G**). The official concerned failed to report within the stipulated period so, a notice was published in Daily "Aaj Peshawar" on 27.01.2022 and Daily "Chand Swat" on 27.01.2022 (**Annex-H**) directing her to resume duty within 15-days of publication of the notice and to intimate the cause of her absence. The stipulated period expired on 10.02.2022 the official did not resume her duty. The undersigned being a competent authority impose major penalty of "Removal from Service" upon the official under Rule-9 of the rule *ibid*. (**Annex-I**).

That she is Habitual absconder as per her past service history/personal file available in this office and the allegation leveled against the appellant based on real facts and been proved. The decision has been taken as a last resort after fill filling all the codal formalities of law and justice under rule (9) of the rule *ibid*.


District Population Welfare Officer,
Swat

9/12/16
16AMP P.O.P-653
GOVERNMENT OF KHYBER PAKHTUNKHWA
POPULATION WELFARE DEPARTMENT
OFFICE OF THE PROJECT DIRECTOR ESTABLISHMENT OF 100 FWCs
Ali House, Qafila Road, Tehkal Payan, Peshawar.

1(1)2015/Project/PWD/Recruitment

Dated: 31/10/2016.

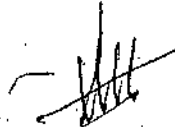
To,

Nabeela D/O Muhammad Saeed,
Vill. Jambil P.O Kokarai Tehsil Babozai Distt. Swat.

Subject.

OFFER OF APPOINTMENT FOR THE POST OF FAMILY WELFARE ASSISTANT (FEMALE) (ON FIXED PAY) UNDER ADP SCHEME No. 793/140073-ESTABLISHMENT OF 100 FWCs IN KHYBER PAKHTUNKHWA 2014-17.

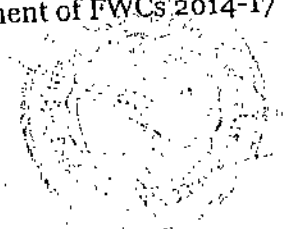
With reference to your application for appointment against the project post of Family Welfare Assistant (Female) under the project titled "Establishment of 100 FWCs in Khyber Pakhtunkhwa 2014-17" and interview held on 27/08/2016, you are hereby offered appointment against the post of Family Welfare Assistant (Female) on fixed pay @ Rs. 15000/- per month & informed to report to District population Welfare Officer Swat for executing of contract agreement on stamp paper along with 02 witnesses from your side and also produce medical fitness certificate as per project policy of Government of Khyber-Pakhtunkhwa. If you failed to report within 15 days, your appointment shall be treated as cancelled.


Project Director
For Establishment of FWCs 2014-17

Copy to:-

1. Accountant General, Khyber Pakhtunkhwa, Peshawar.
2. District Accounts Officer/ comptroller of Accounts Swat.
3. PS to Advisor to Chief Minister for Population Welfare Khyber Pakhtunkhwa.
4. PS to Secretary, Population Welfare Department, KPK, Peshawar
5. PS to Director General, Population Welfare Department, KPK, Peshawar.
6. District Population Welfare Officer, Swat with the request to execute agreement on stamp paper and sign as witness from the government side on behalf of Project Director and the same should be furnished to this office for record please.

Project Director
For Establishment of FWCs 2014-17



(4)
(17)

To

The District Population Welfare Officer,
Swat.

Subject: ARRIVAL REPORT
R/Sir.

In compliance with Project Director, for Establishment of FWCs 2014-17
Population Welfare Department, Govt; of KPK, Peshawar vide offer letter F.No.
1(1)2015/Project/PWD/Recruitment dated 31.10.2016.

I hereby submit my arrival report as FW-Assistant(F) for duty today on
08.11.2016 please.

Yours Obediently

Nabeela
Mrs. Nabeela D/O Muhammad Saeed
Village Jambil Kokarai. Swat

A. J. Khan
8/11/16

8/11/16

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OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER
SAIDU SHARIF, SWAT

F.No.1(1)/Admn-2016(ADP) /294

Dated 24/11/2016
17/08/2016

OFFICE ORDER

In Compliance with Project Director, for Establishment of 100-FWCs in Khyber Pakhtunkhwa 2014-17 Population Welfare Department, Government of Khyber Pakhtunkhwa Peshawar vide office order F.No.1(1)/2015/Project/PWD/Recruitment dated 31.10.2016. The following newly appointed Family Welfare Assistants(Female) have submitted their arrival report for duty and taken on the staff strength of this District on fixed salary basis) under ADP scheme No. 793/140073-Establishment of 100-FWCs in Khyber Pakhtunkhwa w.e.f the date of arrival & Posted against the vacant posts as noted against each with immediate effect.

S.No	Name of FW-Assistant(F)	Date of arrival	Place of posting
1	Mrs. Nabeela D/O Muhammad Saeed	08.11.2016	FW-Centre Landaykass
2	Mrs. Shabana Bibi D/O Faza] Ala	08.11.2016	FW-Centre Arkot
3	Miss. Seema Bibi D/o Tahir Khan	08.11.2016	FW-Centre Chuprial

District Population Welfare Officer
Saidu Sharif, Swat

Copy to:

- 1- District Nazim, District Government, Swat for information please.
- 2- Project Director, for Establishment of 100-FWCs 2014-17, Population Welfare Department Government of Khyber pakhtunkhwa Peshawar for information with reference to above please.
- 3- PS to Director General, PWD, Govt; of Khyber Pakhtunkhwa Peshawar for information please.
- 4- The District Comptroller of Accounts Swat for information please.
- 5- Accountant /Store Keeper local office for information & n/action.
- 6- I/C FW-Centers Landaykass, Arkot & Chuprial for information & n/action.
- 7- Official Concerned for information & necessary action.
- 8- Personal file of the official concerned.

District Population Welfare Officer
Saidu Sharif, Swat

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102	Shumaila D/O Abdul Manan	FWA(F)	BPS-07
103	Nazish D/O Irshad Ali	FWA(F)	BPS-07
104	Khair un Nisa d/o Sakin Ullah	FWA(F)	BPS-07
105	Aliya D/O Umar Daraz	FWA(F)	BPS-07
106	Sameena Naz d.o Jangrez khan	FWA(F)	BPS-07
107	Habiba Shoukat D/O Shoukat Ali	FWA(F)	BPS-07
108	Safia Hakim D.O Hakim Khan	FWA(F)	BPS-07
109	Lubna Bibi D/O Shah Jehan	FWA(F)	BPS-07
110	Khatmin D.O Aziz Ur Rehman	FWA(F)	BPS-07
111	Begum Bibi d/o Mir akbar	FWA(F)	BPS-07
112	Nighat Hasham D/O Muhammad Hashim	FWA(F)	BPS-07
113	Iqra Farhat D/O Afzal Shah	FWA(F)	BPS-07
114	Saima Hidayat D/O Hidayat Khan	FWA(F)	BPS-07
115	Shagufta Bibi D/O Sher.Ahmad	FWA(F)	BPS-07
116	Wahida Bibi d/o Awalnoor khan	FWA(F)	BPS-07
117	Fauzia Begum W/O Shahid Ali	FWA(F)	BPS-07
118	Saima D/O Hidayat Ullah	FWA(F)	BPS-07
119	Saiqa Begum D/O Aqal Munir	FWA(F)	BPS-07
120	Rakhshanda naz d/o Zar Sher	FWA(F)	BPS-07
121	Nazma Ali d/o Shawat Ali	FWA(F)	BPS-07
122	Sadna bibi D/O Sher Ali	FWA(F)	BPS-07
123	Kaloom d/o Jehanzeb	FWA(F)	BPS-07
124	Salma D/O Liaqat Ali	FWA(F)	BPS-07
125	Shabana bibi D/O Fazal Ala	FWA(F)	BPS-07
126	Nabeela D/O Muhammad Saeed	FWA(F)	BPS-07
127	Seema Bibi D/O Tahir Khan	FWA(F)	BPS-07
128	Sumaira naz W/O Faiz ali shah	FWA(F)	BPS-07
129	Zeenat Bibi D/O Said Ghafoor	FWA(F)	BPS-07
130	Qurat ul Ain D/O Mehmod Khan	FWA(F)	BPS-07
131	Zermeena D/O Gul Muhammad	FWA(F)	BPS-07
132	Shabana Bibi D/O Aurangzeb	FWA(F)	BPS-07
133	Kanwal shehzadi w/o inamullah	FWA(F)	BPS-07
134	Arsalan Irshad S/O Muhammad Irshad	FWA(M)	BPS-07
135	Faizan Malik S/O Malik Gulzar Khan	FWA(M)	BPS-07
136	Waleed-Ur-Rehman S/O Habib-Ur-Rehman	FWA(M)	BPS-07
137	Mohammad Ali Khan S/O Mohammad Javed Lodhi	FWA(M)	BPS-07
138	Mohammad Salah u Din S.O Aftab Ali Khan	FWA(M)	BPS-07

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102	Shumaila D/O Abdul Manan	FWA(F)	BPS-07
103	Nazish D/O Irshad Ali	FWA(F)	BPS-07
104	Khair un Nisa d/o Sakin Ullah	FWA(F)	BPS-07
105	Aliya D/O Umar Daraz	FWA(F)	BPS-07
106	Sameena Naz d.o Jangrez khan	FWA(F)	BPS-07
107	Habiba Shoukat D/O Shoukat Ali	FWA(F)	BPS-07
108	Safia Hakim D.O Hakim Khan	FWA(F)	BPS-07
109	Lubna Bibi D/O Shah Jehan	FWA(F)	BPS-07
110	Khatmin D.O Aziz Ur Rehman	FWA(F)	BPS-07
111	Begum Bibi d/o Mir akbar	FWA(F)	BPS-07
112	Nighat Hasham D/O Muhammad Hashim	FWA(F)	BPS-07
113	Iqra Farhat D/O Afzal Shah	FWA(F)	BPS-07
114	Saima Hidayat D/O Hidayat Khan	FWA(F)	BPS-07
115	Shagufta Bibi D/O Sher Ahmad	FWA(F)	BPS-07
116	Wahida Bibi d/o Awalnoor khan	FWA(F)	BPS-07
117	Fauzia Begum W/O Shahid Ali	FWA(F)	BPS-07
118	Saima D/O Hidayat Ullah	FWA(F)	BPS-07
119	Saiqa Begum D/O Aqal Munir	FWA(F)	BPS-07
120	Rakhshanda naz d/o Zar Sher	FWA(F)	BPS-07
121	Nazma Ali d/o Shawat Ali	FWA(F)	BPS-07
122	Sadna bibi D/O Sher Ali	FWA(F)	BPS-07
123	Kaloom d/o Jehanzeb	FWA(F)	BPS-07
124	Salma D/O Liaqat Ali	FWA(F)	BPS-07
125	Shabana bibi D/O Fazal Ala	FWA(F)	BPS-07
126	Nabeela D/O Muhammad Saeed	FWA(F)	BPS-07
127	Seema Bibi D/O Tahir Khan	FWA(F)	BPS-07
128	Sumaira naz W/O Faiz ali shah	FWA(F)	BPS-07
129	Zeenat Bibi D/O Said Ghafoor	FWA(F)	BPS-07
130	Qurat ul Ain D/O Mehmod Khan	FWA(F)	BPS-07
131	Zermeena D/O Gul Muhammad	FWA(F)	BPS-07
132	Shabana Bibi D/O Aurangzeb	FWA(F)	BPS-07
133	Kanwal shehzadi w/o inamullah	FWA(F)	BPS-07
134	Arsalan Irshad S/O Muhammad Irshad	FWA(M)	BPS-07
135	Faizan Malik S/O Malik Gulzar Khan	FWA(M)	BPS-07
136	Waleed-Ur-Rehman S/O Habib-Ur-Rehman	FWA(M)	BPS-07
137	Mohammad Ali Khan S/O Mohammad Javed Lodhi	FWA(M)	BPS-07
138	Mohammad Salah u Din S.O Aftab Ali Khan	FWA(M)	BPS-07


356	Ulfat d/o Mohammad Hanif	Aya/Helper	BPS-03
357	Noor Parast w/o Dost Mohammad Khan	Aya/Helper	BPS-03
358	Shazia Ikram W/O Ikram Ullah	Aya/Helper	BPS-03
359	FATIMA BIBI D/O NOOR SHARIF	Aya/Helper	BPS-03
360	Rozia Bibi D/O Dil Faroz Khan	Aya/Helper	BPS-03

SECRETARY
GOVERNMENT OF KHYBER PAKHTUNKHWA
POPULATION WELFARE DEPARTMENT

27/6-24
Endst: NO.SOE(PWD)4-67/Regularization/2018:- Dated Peshawar the, 17th September, 2018
~~24/6-27/74~~

Copy forwarded to the:-

1. Principal Secretary to Chief Minister, Khyber Pakhtunkhwa.
2. Secretary to Govt. of Khyber Pakhtunkhwa, Establishment Department, Peshawar.
3. Secretary to Govt. of Khyber Pakhtunkhwa, Finance Department, Peshawar.
4. Secretary to Govt. of Khyber Pakhtunkhwa, Planning & Development Department, Peshawar.
5. Accountant General, Khyber Pakhtunkhwa, Peshawar.
6. Director General, Population Welfare Khyber Pakhtunkhwa, Peshawar.
7. All DPWO, Khyber Pakhtunkhwa.
8. All District Account Officer, Khyber Pakhtunkhwa.
9. PS to Secretary, PWD, Peshawar.


SECTION OFFICER (ESTABLISHMENT)



OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT.

Al-Noor Medical Complex Street, Near Divisional Forest Office,

Allah-o-Akbar Colony, Saïdu Sharif, Swat. 03339496108

M dpwofficeswat@gmail.com dpwofficeswat @dpwoswat 0946-9240285

F.No.2(7)/Accts/2018

Dated Saïdu Sharif, the 26/12/2018

To

Mrs. Nabeela,
Family Welfare Asstt: (Female),
Family Welfare Centre, Jambil.

Subject:- LEAVE APPLICATION/EXPLANATION THEREOF.

Memo:-

With reference to your application dated 04.12.2018 for the grant of 01-day Casual Leave on the monthly meeting day is regretted, as you have not mentioned the date nor routed through proper channel. Your such like behavior shows that you are not taking interest in your job and remain absent from monthly meeting, for which you are making lame excuses. You are directed that not to repeat the in future and your presence in the monthly meeting be insured on regular basis. Failing which stern action shall be taken against you under the rules and your such like application will not be acceptable on the monthly meeting day. In this connection a WARNING has also been issued to you vide this office letter F.No.1(7)/Admn/2018-19/1679-82 dated 04.12.2018

DISTRICT POPULATION WELFARE OFFICER
SAIDU SHARIF, SWAT

Copy to:-

- 1- P.S to Director General, Government of Khyber Pakhtunkhwa, Population Welfare Department, Peshawar
- 2- Incharge F.W-Centre, Jambil for information and necessary action.
- ✓ 3- Personal File of the official concerned.

DISTRICT POPULATION WELFARE OFFICER
SAIDU SHARIF, SWAT



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OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT.

Near Zaral Tarqiati Bank (Ltd.), at Collage Colony Saïdu Sharif Swat.

03339496108

dpwofficeswat@gmail.com

dpwofficeswat

@dpwoswat

0946-9240285

F.No.1(7)/Admn/2018-19/572-14

Dated Saïdu Sharif, the 25/11/2018.

To

1. Mrs.Haleema Bibi, FWW I/C FWC Totanobandai.
2. Mrs.Nabeela, FWA (F), FWC Jambil.
3. Mrs.Sharafa Bibi, FWA (M), FWC Dureshkhela.
4. Mr.Adalat Khan, FWA (M), FWC Mingora.
5. Mr.Muhammad Akbar, FWA (M), FWC Qamber.
6. Mrs.Rabia, FWA (F), FWC Manglawar.

Subject:- ABSENCE FROM MONTHLY MEETING.

Memo:-

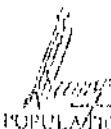
It has been observed with grave concern that you wilfully remained absent from monthly meeting held on 03 & 05.11.2018 without permission/prior information or leave application. Attending of monthly meeting is mandatory, where important issues along with performance is discussed.

This sort of attitude is highly objectionable, leading towards "inefficiency" and "indiscipline" under the Establishment Code of Services. You are therefore, called upon to explain your position within 03-days of the receipt of this communication, as to why no disciplinary action be taken against you under the rules.

DISTRICT POPULATION WELFARE OFFICER
SAIDU SHARIF, SWAT

Copy to:-

1. PS to Director General, Population Welfare Department, Government of Khyber Pakhtunkhwa, Peshawar.
2. All Incharge Family Welfare Centres & Mobile Services Unit for information with the direction to ensure attendance in monthly meeting of your own and your subordinate staff positively.
3. Personal Files of the officials concerned.


DISTRICT POPULATION WELFARE OFFICER
SAIDU SHARIF, SWAT.

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OFFICE OF THE
 DISTRICT POPULATION WELFARE OFFICER,
 SAIDU SHARIF, SWAT.
 Al-Noor Medical Complex Street, Near Divisional Forest Office,
 Allah-o-Akbar Colony, Saidu Sharif, Swat. ☎ 03339496108

M dpwofficeswat@gmail.com [dpwofficeswat](https://www.facebook.com/dpwofficeswat) @dpwoswat & 0946-9240285

F.No.1(7)/Admn/2018-19//679-89 Dated Swat, the 4/12/2018.

To
 Mrs. Nabeela, FWA (Female),
 Family Welfare Centre, Jambil.

Subject:- WARNING.

Memo:-
 The reply submitted by you dated Nil of the explanation called by this office vide letter F.No.1(7)/Admn/20118-19/1517-14 dated 15.11.2018 were found unsatisfactory.

Taking a lenient view, you are pardoned at this time. However, you are strictly WARNED to be careful in future and insure your presence in the monthly review meetings on regular basis, which is very important activity for the field staff. Failing which disciplinary action will be taken against you under the rules.

District Population Welfare Officer
 Saidu Sharif, Swat.

Copy to:-

- 1- Incharge FW-Centre, Jambil for information.
- 2- Personal File of the official concerned.

District Population Welfare Officer
 Saidu Sharif, Swat.

Ali Sher/****

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OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT.

Al-Noor Medical Complex Street, Near Divisional Forest Office,

Allah-o-Akbar Colony, Saidu Sharif, Swat. 03339496108

M dpwofficeswat@gmail.com [dpwofficeswat](https://www.facebook.com/dpwofficeswat) @dpwoswat 0946-9240285

F.No.2(7)/Accts/2018/1744-27

Dated Swat, the 01/12/2019

To

Mrs.Nabeela FWA (F)
Family Welfare Centre, Jambil.

Subject:- WARNING.

Memo:-

The reply submitted by you dated 17.12.2016 of the explanation called by this office vide letter F.No.2(7)/Accts/2018/1749-53 dated 10.12.2018 were found unsatisfactory.

Taking a lenient view, you are pardoned at this time. However, you are strictly WARNED to be careful in future and insure your presence in the monthly review meetings on regular basis, which is very important activity for the field staff. Failing which disciplinary action will be taken against you under the rules.

District Population Welfare Officer
Saidu Sharif, Swat.

Copy to:-

- 1- Incharge FW-Centre, Jambil for information
- 2- Personal File of the official concerned.

District Population Welfare Officer
Saidu Sharif, Swat.

Ali Sher/***



OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT
Al-Noor Medical Complex Street, Near Divisional Forest Office,
Allah-o-Akbar Colony, Saidu Sharif, Swat. 03339436109



M dpwofficeswat@gmail.com dpwofficeswat @dpwoswat 0946-9240285

F No.2(7)/Accounts-2019/2878-60

Dated Swat, the 02/10/2019

To

Mrs. Nabeela,
Family Welfare Asstt: (F),
FW-Centre, Jambil

Subject:- CASUAL LEAVE APPLICATION/ABSENCE FROM MONTHLY MEETING

Memo.-

With reference to your leave application dated 04.03.2019 for one day casual leave on the monthly meeting day i.e on 04.03.2019 is regretted. You have repeatedly directed that beside severe emergency no leave application will be acceptable on the monthly meeting day. But in spite of this you always remained absent from the monthly meeting for which same excuses are being made, as the same is a very important activity for the field staff. This shows your disinterest in your official duty.

Such behavior on the part of a Government official is highly objectionable and is tantamount to gross misconduct and indiscipline under the rules.

You are called upon to explain your position within 7-days of the receipt of this letter, failing which strict disciplinary action will be initiated against you under the rules.

DISTRICT POPULATION WELFARE OFFICER
SAIDU SHARIF, SWAT

Copy to:-

- 1- P/S to Director General, Government of Khyber Pakhtunkhwa, Population Welfare Department, Peshawar.
- 2- F No.1(7)/Admn/2018-19.
- 3- Personal File of the official concerned.

DISTRICT POPULATION WELFARE OFFICER
SAIDU SHARIF, SWAT



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OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT
Al-Noor Medical Complex Street, Near Divisional Forest Office,
Allah-o-Akbar Colony, Saidu Sharif, Swat. 03339496100

dpwofficeswat@gmail.com dpwofficeswat @dpwswat 0946-9240265
F.No.1(7)/Admin/2018-19/2942-45 Dated Swat, the 04/03/2019.

To
Mrs. Nabeela, FWA(F)
F.W-Centre, Jambil.

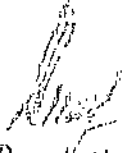
Subject:- WARNING.

Memo:-
The reply submitted by you dated 04-03-2019 in response to his office letter F.No.2(7)/Admin/2018-19/2676-80 dated 07.03.2019 were found unsatisfactory.

Taking a lenient view, you are pardoned at this time. However, you are strictly WARNED to be careful in future in performing your official duty honestly and ensure your presence on daily bases, failing which strict disciplinary action will be taken against you under the rules.

District Population Welfare Officer
Saidu Sharif, Swat.

- Copy to:-
1. PS to Director General, Population Welfare Department, Government of Khyber Pakhtunkhwa, Peshawar.
 2. Personal File of the official concerned.


District Population Welfare Officer
Saidu Sharif, Swat.

Ali Sher/...

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OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT.

Al-Noor Medical Complex Street, Near Divisional Forest Office,
Aliah-o-Akbar Colony, Saidu Sharif, Swat. 03339496108

M:dpwofficeswat@gmail.com | dpwofficeswat | @dpwoswat | 0546-9249285

F.No.1(7)/Admu/2018-2019/563-77

Dated Saidu Sharif, the 26/06/2019

To,

1. Mrs.Nabeela
Family Welfare Assistant (Female) In charge of the Center.
2. Mr.Majid Khan,
Family Welfare Assistant (Male).
3. Nargas, (Aya)
4. Hazrat Raheem (Chowkidar)
Family Welfare Center, Jambil at Kokarai, District, Swat.

Subject: - ABSENCE FROM DUTY /EXPLANATION THEREOF.
Memo:

It has been noticed with great concern that as per complain No.KP2006 dated 20-06-2019 in Pakistan Citizen's Portal, that w.e.f. 10.06.2019 to 20.06.2019, Family Center, Jambil at Kokarai, found locked and the entire staff was disappeared from official duty. No information/applications to this office.

This sort of attitude on your part, as a Government Servant, is highly objectionable gross 'misconduct' and 'indiscipline' under the rules.

You are, therefore, called upon to explain your position to the above irregularities within 03-days of the issue of this letter positively. The absent period as mentioned above will be deducted from your salary besides disciplinary proceedings under E&D rule 2011 in light of Finance Act 2010 Govt. of Khyber Pakhtunkhwa letter No. SO (FR)/FD/5-14/2014 dated 16-12-2014 accordingly.

DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT

Copy forwarded to the:-

- 1- District Comptroller of Accounts, Swat.
- 2- PA to Deputy Commissioner, Swat with reference to the complaint as quoted above.
- 3- PS to Director General, Government of Khyber Pakhtunkhwa, Population Welfare Department, Peshawar.
- 4- Accountant local office with direction to deduct salary of the incumbents of the period as mentioned above.
- 5- Focal Person, PMRU, Local office.
- 6- Personal File of the officials concerned.
- 7- Master File.

DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT

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OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT.
Al-Noor Medical Complex Street, Near Divisional Forest Office,
Allah-o-Akbar Colony, Saidu Sharif, Swat. 03339496108



M dpwofficeswat@gmail.com dpwofficeswat @dpwoswat & 0946-9240285

F.No.1(7)/Admn/2019-20/416-31

Dated Saidu Sharif, the 29/11/2019

To

✓ Mrs. Nabeela, FWA (F)
FW-Centre Jambil.

Subject:-

ABSENCE FROM DUTY/EXPLANATION THEREOF.

Memo:-

The undersigned paid a surprise visit to Family Welfare Centre, Jambil dated 26.11.2019. you were remained absent on 25 & 26-11-2019 from official duty without any application or information to this office. Your such like behavior is highly objectionable and tantamount to gross negligence, ignorance, indiscipline and shows your inefficiency, irresponsibility and disinterest towards official duties, which is against the Rules of official business.

You are therefore, called upon to explain reasons of your above illegal act/wilful absence within 03-days of the receipt of this letter, otherwise strict disciplinary action will be taken against you under the rules.

DISTRICT POPULATION WELFARE OFFICER
SAIDU SHARIF, SWAT.

Copy to:-


- 1- District controller of accounts Swat for information and necessary action Please.
- 2- PS to Director General, Government of Khyber Pakhtunkhwa, Population Welfare Department, Peshawar for information please.
- 3- Accountant local office for information with the direction to deduct 02- days salary of the above named official.
- 4- Personal Files of the officials concerned.

DISTRICT POPULATION WELFARE OFFICER
SAIDU SHARIF, SWAT.

30 (17)

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**OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT.**

Al-Noor Medical Complex Street, Near Divisional Forest Office, Saidu Sharif, Swat.

M dpwofficeswat@gmail.com  dpwofficeswat  @dpwoswat  &  0946-9240285  03339496108

F.No.1(7)/Admin/2019-20/1263-67

Dated Saidu Sharif, the 30/06/2020

To

Mrs. Nabila (FWA-F),
FW-Centre, Jambil.

Subject:- **ABSENCE FROM DUTY/EXPLANATION THEREOF.**

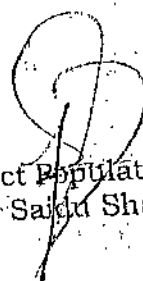
As per report of Incharge Family Welfare Centre Jambil, you were found absent from official duty w.e.f 10.06.2020 to 27.06.2020 without any application or information to this office, your such like behavior is highly objectionable and tantamount to gross negligence, indiscipline and shows your inefficiency, irresponsibility and disinterest towards official duties.

You are therefore, called upon to explain reasons of your above illegal act/wilful absence within 03-days of the receipt of this letter, otherwise strict disciplinary action will be taken against you under the rules.

District Population Welfare Officer,
Saidu Sharif, Swat.

Copy to:-

1. PS to Director General, Government of Khyber Pakhtunkhwa, Population Welfare Department, Peshawar.
2. Incharge FW-Centre Jambil for information.
3. Official Concerned for information.
- ✓ 4. Personal file of the official Concerned.


District Population Welfare Officer,
Saidu Sharif, Swat.

31 (18)

(10)

OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT.

Al-Noor Medical Complex Street, Near Divisional Forest Office, Saidu Sharif, Swat.

M dpwofficeswat@gmail.com dpwofficeswat @dpwoswat 0946-9240285 03339496108

F.No.1(7)/Admn/2020-21/1593-99

Dated Swat, the 15/07/2020

To,

✓
Mrs. Nabeela (FWA-F)
Family Welfare Centre,
Jambil.

Subject:- **LAST WARNING.**

Memo:-

The reply submitted by you of the explanation called by this office vide letter F.No.1(7)/Admn/2019-20/1263-67 dated 30.06.2020 were found unsatisfactory.


Taking a lenient view, you are pardoned at this time. However, you are strictly **WARNED** to be careful and refrain this practice in future and ensure your presence on regular basis and strictly observe office timings. Failing which strict disciplinary action will be taken against you under the rules.

District Population Welfare Officer,
Saidu Sharif, Swat.

Copy to the:-

1. District comptroller of Accounts Swat for information and n/action.
2. PS to Director General, Population Welfare Department, Government of Khyber Pakhtunkhwa, Peshawar.
3. Accountant local office for information with the direction to deduct pay and allowance of the above named official of the absence period w.e.f 10.06.2020 to 27.06.2020.
4. Incharge FW-Centre Jambil for information.
5. Officials concerned for information.
6. Personal file of the officials concerned.

District Population Welfare Officer,
Saidu Sharif, Swat.

(16) 37 

**OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT,**

Al-Noor Medical Complex street, Near Divisional Forest Office,

Saidu Sharif Swat. (92)3339496108

M dpwofficeswat@gmail.com



dpwofficeswat



@dpwoswat



&



0946-9240285

F.No.1(7)/Admn/2020-21/2399-09

Dated 12/11/2020

To,

✓ Mrs. Nabeela,
FWA-Female-, FWC-Jambil,
Swat.

Subject: ABSENCE FROM DUTY/EXPLANATION THEREOF.

Memo:

Consequent upon written information by your in charge, FWC-Jambil and subsequent information by Field Technical Officer, deputed for vide this office Order No.1(7)/Admn/2020-21/2315-18 dated 04-11-2020 you were found absent from official duty for 05-days without any application or information to this office.

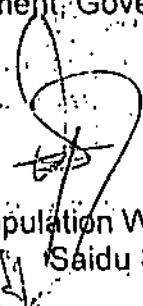
It shows that you have no interest in your job and do not devote yourself to official duties. This sort of attitude is highly objectionable which is tantamount to gross 'misconduct' and 'indiscipline' under the rules.

You are, therefore, called upon to explain your position with cogent reason within 3-days of the receipt of this communication positively failing which strict disciplinary action shall be taken against you under the rules.

District Population Welfare Officer,
Saidu Sharif Swat.

Copy forwarded to the:-

1. P.S to Director General Population Welfare Department, Government of Khyber Pakhtunkhwa Peshawar.
2. Personal file of the official concerned.


District Population Welfare Officer,
Saidu Sharif Swat.

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(12)

OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT.

Al-Noor Medical Complex Street, Near Divisional Forest Office, Saidu Sharif, Swat.

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F.No.1(7)/Admn/2020-21/2472-76

Dated Saidu Sharif, the 18/11/20

To,

Mrs. Nabeela, FWA (F),
Family Welfare Centre,
Jambil.

Subject: - **WARNING.**
Memo:

The reply submitted by you of the explanation called vide this office letter F.No: 1(7)/Admn/2020-21/2399-02 dated 12.11.2020 was found unsatisfactory.

Taking a lenient view, you are pardoned at this time. However, you are strictly **WARNED** to be careful and refrain such practice in future and ensure presence on regular basis and strictly observe office timings. Failing which strict disciplinary action will be taken against you under the rules.

District Population Welfare Officer,
Saidu Sharif, Swat.

Copy forwarded to the:-

1. District Comptroller of Accounts Swat.
2. PS to Director General, Government of Khyber Pakhtunkhwa, Population Welfare Department, Peshawar.
3. Accountant local office for information with the direction to deduct pay allowance of the above named official of the absent period i.e. (5-days).
4. Official Concerned for information.
5. Personal file of the official concerned.

District Population Welfare Officer,
Saidu Sharif, Swat.



OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT.

Al-Noor Medical Complex Street, Near Divisional Forest Office, Saidu Sharif, Swat.

M dpwofficeswat@gmail.com F dpwofficeswat @dpwoswat & 0946-9240205 0333

F.No. 1(7)/Admn/2020-21/25115-57

Dated Saidu Sharif, the 07/11/20

To,

All the Family Welfare Assistant (Female) concerned,
In District Swat.

Subject: - **LOW PERFORMANCE/WARNING.**

Memo:

From the perusal of Monthly Performance Report for the month of November 2020, it has been seriously observed that you have not achieved Couples Registration during the month as mentioned against each below, which is an important activity.

S.No.	Name of FWAs (F)	Name of FW-Centres	Total Registrations
1.	Miss. Shahcen Akhtar	FWC Charbagh	80
2.	Mrs. Nabeela	FWC Jambil	50
3.	Mrs. Ayesha Khan	FWC Khwazakhela	80
4.	Mrs. Ayesha Noor	FWC Bahrain	50
5.	Mrs. Sharafat Bibi	FWC Matta	68
6.	Mrs. Farzua	FWC Dureshkhela	77
7.	Mrs. Shamim Akhtar	FWC Fatehpur	60
8.	Miss. Raheema	FWC Kalam	45
9.	Mrs. Bakht Haram	FWC Gul Kada	72
10.	Mrs. Azra	FWC Tahir Abad	55
11.	Miss. Yasmin	FWC Shalpin	44

Though you have been directed time and again verbally and in black & white to carry out the said activities regularly/honestly. In spite of this you are not in a position to change your behavior and comply with the orders. This lethargic and careless attitude on your part is highly objectionable and tantamount to clear violation of code of conduct and shows your inefficiency, irresponsibility and disinterest towards official duties.

You are, therefore, **warned**, to be careful in future and carry out all the activities as per assigned targets, otherwise strict disciplinary action will be taken against you under the rules.

District Population Welfare Officer,
Saidu Sharif, Swat.

Copy to the:-

1. PS to Director General, Population Welfare Department, Government of Khyber Pakhtunkhwa, Peshawar.
2. Personal file of the official concerned.



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35/11

2-9

OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT.

Al-Noor Medical Complex Street, Near Divisional Forest Office, Saidu Sharif, 33

dpwofficeswat@gmail.com dpwofficeswat @dpwoswat 0946-9260285 03339

F.No.1(7)/Adinn/2020-21/9997-31

Dated 27/01,

To,

1. Mr. Majid Khan, FWA (M),
2. Mrs. Nabcela, FWA (F),
Family Welfare Centre,
Jambil.

Subject: - ABSENCE FROM DUTY/EXPLANATION THEREOF.

Memo:

The undersigned paid visit to Family welfare Centre Jambil on 01:1 dated 27.01.2021 and you were found absent from your official without information or leave application.

It shows that you have no interest in your job and do not devote your official duties. This sort of attitude is highly objectionable which is tantamount to 'misconduct' and 'indiscipline' under the rules.

You are, therefore, called upon to explain your position with cogent reasons within 3-days of the receipt of this communication positively failing which disciplinary action shall be taken against you under the rules.

District Population Welfare Officer,
Saidu Sharif Swat.

Copy forwarded to the:-

1. PIS to Director General Population Welfare Department, Government of Khyber Pakhtunkhwa Peshawar.
2. Personal file of the official concerned.

District Population Welfare Officer,
Saidu Sharif Swat.



36 23
E-10

(15)
OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT.

Al-Noor Medical Complex Street, Near Divisional Forest Office, Saidu Sharif, Swat.

M dpwofficeswat@gmail.com dpwofficeswat @dpwoswat 0946-9240285 0333949610

F No. 1(7)/Admn/2020-21/ 675-79

Dated Saidu Sharif the, 15/05/2021

To

Mrs. Nabeela,
FW- Assistant (Female),
Family Welfare Centre, Jambil.

Subject:- **ABSENCE FROM DUTY/EXPLANATION THEREOF.**

Memo:-

As per report by Incharge FW-Centre Jambil on 30.04.2021, you were found absent from your official duty w.e.f 03.04.2021 to 30.04.2021 without sanctioned leave application or prior permission of the competent authority, therefore, the undersigned have directed Incharge RHSC-A Kabal Swat to conduct Inquiry against you vide this office letter F.No.1(7)/Admn/2020/21/606-10 dated 03/05/2021. Wherein you were found guilty in the initial proceedings. Your lethargic attitude is highly objectionable and tantamount to gross negligence, ignorance and violation of Rules of business towards official duty.

You are therefore, called upon to explain cogent/solid reasons of your above willful absent from duty within 03-days of the receipt of this communication, failing which strict disciplinary action will be initiated against you under the rules.

District Population Welfare Officer,
Saidu Sharif, Swat.

Copy to:-

- dc
- 1- P.S to Director General, Government of Khyber Pakhtunkhwa, Population Welfare Department, Peshawar for information please.
 - 2- Incharge Family Welfare Centre Jambil for information.
 2. Personal File of the official concerned.

District Population Welfare Officer,
Saidu Sharif, Swat.

dc

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OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT.

Al-Noor Medical Complex Street, Near Divisional Forest Office, Saidu Sharif, Swat.

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F.No.1(7)/Admn/2020-21/1112-17

Dated Swat, the 27/06/2021

To

- 1- Mrs. Naheed, FWW, I/C FWC Manglawar.
- 2- Mrs. Shazia, FWA (F), I/C FWC Shah Dehrai.
- 3- Mrs. Nabeela, FWA (F) FWC Jambil.

Subject:- ABSENCE FROM MONTHLY MEETING/EXPLANATION THEREOF.

Memo:-

It has been noticed with grave concern that during the monthly meeting at DHQ office, on 03.06.2021, you were found absent without any application or prior permission of the competent authority. This lethargic and careless attitude shows your inefficiency, misconduct, irresponsibility and disinterest to towards official duties.

You are therefore, directed to explain solid reason of your willful absence from monthly meeting within 03-days of the receipt of this communication, failing which strict disciplinary action will be taken against you under the rules.

District Population Welfare Officer,
Saidu Sharif, Swat

Copy to the:-

- 1. P.S to Director General, Government of Khyber Pakhtunkhwa, Population Welfare Department, Peshawar for information please.
- 2. Personal Files of the officials concerned.

District Population Welfare Officer,
Saidu Sharif, Swat

12

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OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT.

Al-Noor Medical Complex Street, Near Divisional Forest Office, Saidu Sharif, Swat.

M dpwofficeswat@gmail.com dpwofficeswat @dpwoswat 0946-9240285 03339496108

F No. 1(7)/Admn/2021-22/17.76.78

Dated Saidu Sharif the 11/08/2021

To

Mrs. Nabeela,
FW- Assistant (Female),
Family Welfare Centre, Jambil.

Subject:- **ABSENCE FROM DUTY/EXPLANATION THEREOF.**

Memo:-

As per report by Incharge FW-Centre Jambil dated on 21.08.2021, you were found absent from your official duty w.e.f 04.08.2021 to 21.08.2021 without any sanctioned leave application or prior permission of the competent authority, Though you have been directed time and again verbally and in black & white to carry out your duty but you did not take interest in your official duties, your lethargic attitude is highly objectionable and tantamount to gross negligence, ignorance and violation of Rules of business towards official duty.

You are therefore, called upon to explain cogent/solid reasons of your above willful absence from duty within 03-days of the receipt of this communication, failing which strict disciplinary action will be initiated against you under the rules.

[Signature]
District Population Welfare Officer,
Saidu Sharif, Swat.

Copy to:-

- 1- P.S to Director General, Government of Khyber Pakhtunkhwa, Population Welfare Department, Peshawar.
- 2- Incharge Family Welfare Centre Jambil for information.
- 2- Personal File of the official concerned.

[Signature]
District Population Welfare Officer,
Saidu Sharif, Swat.



OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT.



Al-Noor Medical Complex Street, Near Divisional Forest Office, Saidu Sharif, Swat

M dpwofficeswat@gmail.com dpwofficeswat @dpwoswat 0946-9240285 03339496108

F.No.1(7)/Admn/2021-22/1805-09.

Dated Swat, the 01/09/2021

To

Mrs. Nabeccla, (FWA- F),
Family Welfare Centre Jambil.

Subject:- **ABSENCE FROM DUTY/EXPLANATION THEREOF.**

Memo:-

As per report of Incharge Family Welfare Centre Jambil, you remained absent from duty w.e.f 04.08.2021 to 31.08.2021 without any application or prior permission to the Undersigned.

You hereby directed to personally appear before the Undersigned and explain reason of your wilful absence within 07 days of the receipt of this letter failing which strict disciplinary proceeding under E&D rules 2011, shall be initiated against you.

District Population Welfare Officer,
Saidu Sharif, Swat.

Copy to:-

1. PS to Director General, Population Welfare Department, Government of Khyber Pakhtunkhwa, Peshawar for information please.
2. Incharge Family Welfare Centre, Jambil for information.
3. Personal File of the official concerned.

District Population Welfare Officer,
Saidu Sharif, Swat.

(19) S-19 40 22

**OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT.**

Al-Noor Medical Complex Street, Near Divisional Forest Office, Saidu Sharif, Swat.

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F.No.1(7)/Admn/2021-22/2080-54

Dated Swat, the 12/09/2021

To

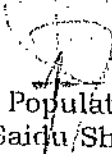
1. Miss karishma Kour FWA (F),
FW-Centre- Mingora
2. Mrs. Nabeela FWA (F),
FW-Centre- Jambil

Subject:- **ABSENCE FROM MONTHLY MEETING.**

Memo:-


It has been observed with grave concern that you have absent from monthly meeting held on 21.09.2021, without permission/prior information or leave application. Attending of monthly meeting is mandatory, where important issues along with performance are discussed.

This sort of attitude is highly objectionable, leading towards "inefficiency" and "indiscipline" under the Establishment Code of Services. You are therefore, called upon to explain your position within 03-days of the receipt of this communication, as to why not disciplinary action be taken against you under the rules.


District Population Welfare Officer,
Saidu Sharif, Swat.

Copy to the:-

- 1- P S to Director General, Government of Khyber Pakhtunkhwa, Population Welfare Department, Peshawar.
- 2- Personal File of the officer concerned.


District Population Welfare Officer,
Saidu Sharif, Swat.

OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT



(20)

41

28

Al-Noor Medical Complex Street, Near Divisional Forest Office, Saidu Sharif, Swat

03339496108



0946-9240285

@dpmwswat

dpmwswat



dpmwswat@gmail.com

OFFICE ORDER

Mrs. Zeenat Wahid Family Welfare Worker, BPS-01 of Family Welfare Centre Mingora, is hereby directed to conduct inquiry regarding absence of Mrs. Nabeela in order to proceed further in the matter.

Saidu Sharif, Swat, Jc
District Population Welfare Officer,

Copy to the:-

1. PS to Director General, Population Welfare Department, Government of Khyber Pakhtunkhwa, Peshawar.
2. Mrs. Zeenat Wahid FW-Worker, for information and necessary action.
3. Incharge FW-Centre Jambil for information & compliance.
4. Mrs. Nabeela, FWA (F) for information & compliance.

Saidu Sharif, Swat, Jc
District Population Welfare Officer,

21

W-9

23/9

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OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT.

Al-Noor Medical Complex Street, Near Divisional Forest Office, Saidu Sharif, Swat

dpwofficeswat@gmail.com dpwofficeswat @dpwoswat 0946-9240285 03339496108

Dated Swat, the 14/10/2021

F.No.1(7)/Admn/2020-21/3353-57

To,

Mrs. Nabeela (FWA-F),
Family Welfare Centre,
Jambil.

Subject: - LAST WARNING.

Memo:

The reply submitted by you vide Inquiry Office order F.No1(7)/Admn/2021-22/2131-35 dated 05.10.2021 were found unsatisfactory.

Taking a lenient view, you are pardoned at this time. However, you are strictly **WARNED** to be careful and refrain this practice in future and ensure presence on regular basis and strictly observe duty regularly, failing which strict disciplinary action will be taken against you under the rules.

District Population Welfare Officer,
Saidu Sharif, Swat.

Copy to the:-

1. PS to Director General, Population Welfare Department, Government of Khyber Pakhtunkhwa, Peshawar.
2. ~~Chief Executive Officer, Jambil~~ & ~~Commissioner~~
3. Personal file of the official concerned

District Population Welfare Officer,
Saidu Sharif, Swat.

OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT.

Al-Noor Medical Complex Street, Near Divisional Forest Office, Saidu Sharif, Swat

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Dated Swat, the 09/11/2021

F.No.1(7)/Admn/2020-21/2420-25

To,

Mrs. Nabeela (FWA-F),
Family Welfare Centre,
Jambil.

Subject: - **ABSENT FROM DUTY/EXPLANATION THEREOF.**

Memo:

As per report by Incharge FW-Centre Jambil dated 30.10.2021, that you were found absent 09-days from your officially duty in the month of October 2021 without any sanctioned leave or prior permission from the undersigned, though you have been directed time and verbally and in black & white to carry out your duty. In the connection your written statement in reply of this office letter F.No.1(7)/Admn/2021-22/1805-09 dated 01.09.2021, that you have found guilty and do not repeat this practice in future but you have failed to carry out officially duty regularly.

It shows that you have no interest in your job and do not devote yourself to official duties, this sort of attitude is highly objectionable which is tantamount to gross 'misconduct and indiscipline' under the rules.

You are, therefore, called upon to explain your position with cogent reason within 03-days of the receipt of this communication positively failing which strict disciplinary action shall be taken against you under the rules.

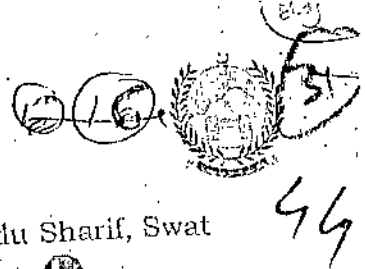
District Population Welfare Officer,
Saidu Sharif, Swat.

Copy to the:-

1. PS to Director General, Population Welfare Department, Government of Khyber Pakhtunkhwa, Peshawar.
2. Accountant local office for information with the direction to deduct pay allowance of the absent days.
3. Incharge FW-Centre Jambil for information.
4. Personal file of the official concerned.

District Population Welfare Officer,
Saidu Sharif, Swat.

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OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT.

Al-Noor Medical Complex Street, Near Divisional Forest Office, Saidu Sharif, Swat

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Dated Swat, the 10/11/2021

F.No.1(7)/Admn/2020-21/2459-63

To,

Mrs. Nabeela (FWA-F),
Family Welfare Centre,
Jambil.

Subject: - ABSENT FROM DUTY/EXPLANATION THEREOF.

Merac:

As per report monthly report for the Month of September & October, you have not submitted your monthly reports to this office till date, this is the important part for the field staff. It shows that you have no interest in your job and do not devote yourself to official duties, this sort of attitude is highly objectionable which is tantamount to gross 'misconduct and indiscipline' under the rules.

You are, therefore, called upon to explain your position with cogent reasons within 03-days of the receipt of this communication positively failing which strict disciplinary action shall be taken against you under the rules.

[Signature]
District Population Welfare Officer,
Saidu Sharif, Swat.

Copy to the:-

1. PS to Director General, Population Welfare Department, Government of Khyber Pakhtunkhwa, Peshawar.
2. Incharge FW-Centre Jambil for information.
3. Personal file of the official concerned.

District Population Welfare Officer,
Saidu Sharif, Swat.

45
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OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT.

Al-Noor Medical Complex Street, Near Divisional Forest Office, Saidu Sharif, Swat

dpwofficeswat@gmail.com dpwofficeswat @dpwoswat 0946-9240285 03339496108

F.No.1(7)/Admn/2021-22/2535-40

Dated Swat, the 25/11/2021

To,

Mrs. Nabeela (FWA-F),
Family Welfare Centre,
Jambil.

Subject: - **LAST WARNING.**

Memo:

The reply submitted by you vide Inquiry Office letter F.No1(7)/Admn/2021-22/2459-63 dated 10.11.2021 were found irresponsible & unsatisfactory.

You are, therefore, strictly **WARNED** to be careful and refrain this practice in future and ensure presence on regular basis and strictly observe duty regularly.

District Population Welfare Officer,
Saidu Sharif, Swat.

Copy to the:-

1. District Comptroller of Accounts Swat.
2. PS to Director General, Population Welfare Department, Government of Khyber Pakhtunkhwa, Peshawar.
3. Accountant local office for information with the direction to deduct pay allowance of the absence **09-days**.
4. Personal file of the official concerned.

District Population Welfare Officer,
Saidu Sharif, Swat.

25 OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT.

Al-Noor Medical Complex Street, Near Divisional Forest Office, Saidu Sharif, Swat

M dpwofficeswat@gmail.com dpwofficeswat @dpwoswat 0946-9240285 03339496108

F.No. 1(7)/Admn/2021-22/3901-02

Dated Swat, the 03/01/2022

To,

Mrs. Nabcela (FWA-F),
Family Welfare Centre,
Jambil.

Subject: - **NOTICE FOR WILLFUL ABSENCE FROM DUTY.**

Memo: It is observed as per report of Incharge FW-Centre Jambil, that you remained absent from duty as follows, without any permission.

S.No.	Month	Absent Days	Remarks
1	September 2021	25 Days (01.09 to 25.09.2021)	
2	October 2021	09 days	
3	November 2021	01.11.2021 to 30.11.2021	
4	December 2021	01.12.2021 to 27.12.2021	

You are, therefore, directed to appear before the Undersigned and explain your position regarding willful absence from duty, within 15-day of the receipt of this notice, otherwise disciplinary action under the E&D rules, 2018 shall be initiated against you.

District Population Welfare Officer,
Saidu Sharif, Swat.

Copy to the:-

1. PS to Director General, Population Welfare Department, Government of Khyber Pakhtunkhwa, Peshawar.
2. Incharge FW-Centre Jambil for information.
3. Personal file of the official concerned.

District Population Welfare Officer,
Saidu Sharif, Swat.

(26)

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4

OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT.

Al-Noor Medical Complex Street, Near Divisional Forest Office, Saidu Sharif, Swat.

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F.No.1(7)/Admn/2020-21/3015-2-2

Dated Swat, the 17/01/2022.

To

1. Mrs. Nabeela, FWA (F), FWC- Jambil,
2. Mrs. Sharafat, FWA (F), FWC- Matta,
3. Mrs. Rabia, FWA (F), FWC- Kotanai,
4. Mrs. Shaeen Akhtar, FWA (F), FWC- Charbagh,
5. Mrs. Sonaina Kumari, FWA (F), RHSC-A Saidu Sharif.

Subject:- **ABSENCE FROM MONTHLY MEETING/EXPLANATION THEREOF.**

Memo:-

It has been noticed with grave concern that during the monthly meeting at DHQ office, on 13.01.2022, you were found absent from monthly meeting without any application or prior permission of the competent authority. This is important activity for the field staff, wherein monthly performance has discussed. This lethargic and careless attitude shows your inefficiency, misconduct, irresponsibility and disinterest towards official duties.

You are therefore, directed to explain solid reason of your willful absence from monthly meeting within 03-days of the receipt of this communication, failing which strict disciplinary action will be taken against you under the rules.

District Population Welfare Officer,
Saidu Sharif, Swat

Copy to the:-

1. P.S. to Director General, Government of Khyber Pakhtunkhwa, Population Welfare Department, Peshawar for information please.
2. Personal Files of the officials concerned.

District Population Welfare Officer,
Saidu Sharif, Swat

(75)
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INQUIRY REPORT OF MRS. NABEELA (FWA-F) BPS-07, FW-CENTRE JAMBIL, REGARDING WILFUL ABSENCE FROM DUTY w.e.f 03.04.2021 TO 30.04.2021 IN REFERENCE WITH THE REPORT SUBMITTED BY MRS. GHUFRANIA SATTAR, FIELD TECHNICAL OFFICE, INCHARGE FW-CENTRE JAMBIL DATED 30.04.2021.

Inquiry Officer.

- Dr. Anila, WMO/DDPWO (T) BPS-17, Incharge RHSC-A Kabal Swat.

Background

District Population Welfare Officer vide letter F.No. 1(7)/Admn/2020-21/606-10 dated 03.05.2021 has nominated the Undersigned as inquiry officer, (Annex-A) in reference with the report submitted by Mrs. Ghufrania Sattar, FTO Incharge FW-Centre Jambil (Annex-B) regarding the willful absence of Mrs. Nabeela, FWA(F) (BPS-07) FW-Centre Jambil from duty w.e.f 03.04.2021 to 30.04.2021.

Proceeding

In compliance with District population Welfare Officer, Swat office order F.No. 1(7)/Admn/2020-21/606-10 dated 03.05.2021. The undersigned being inquiry officer called Mrs. Nabeela FWA (F) of FW-Centre Jambil on 06.05.2021 to conduct interview against her, but she failed to appear before the Inquiry Officer. Personal file of the accused official was examined which revealed that number of times explanations followed by subsequent warnings called from her on account of her absence from duty (Annex-C), but still she is habitual absconder from duties.

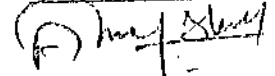
Ground Reality

- i. Mrs. Nabeela, FWA (F) has remained absent from duty w.e.f. 03.04.2021 to 30.04.2021, as evident from the report of Field Technical Officer, and attendance register.
- ii. She failed to inform the Incharge regarding her absence.

Recommendations

- Deduction may be made from her salary for the absent period as she remained absent in light of the Finance Department letter No.SO(FR)/FD/5-14/2014 Date 16.12.2014.
- Minor penalty under rule 4 of E & D rules 2011 may be imposed on the above official.

Inquiry Officer



Dr. Anila

WMO/DDPWO (Tech.)



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INQUIRY REPORT IN RESPECT OF Mrs. NABEELA (FWA- FEMALE BPS-07) FWC JAMBIL
REGARDING HER ABSENCE FROM DUTY w.e.f. 03-04-2021 to 30-04-2021

Background

An enquiry committee was constituted by the DPWO Swat, under his office order F.No.1(7)/Admn/2020-21/1138-43 dated 09-06-2021, for the enquiry of absence of Mrs. Nabeela (FWA- Female BPS-07) from her duty w.e.f. 03-04-2021 to 30-04-2021 as reported by the Mrs. Ghufrania Sattar, FTO/Incharge, FWC Jambil. The committee consisted on the following Memebers.

1. Mr. Badshah Muhaimad (Deputy Demographer BPS-17)
2. Mr. Nisar Ahmad (Accounts Assistant BPS-16)

Proceedings

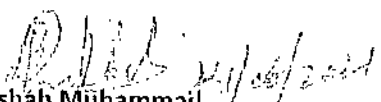
In the light of the above quoted/cited order of DPWO Swat, Mrs. Nabeela (FWA- Female BPS-07) FWC Jambil was called vide this office letter F.No.1(7)/Admn/2020-21/1195-01 dated 14-06-2021, to appear before the enquiry committee in the DPWO Office on 16-06-2021. She personally appeared before the enquiry committee on the scheduled date and stated that she was suffering from COVID-19, therefore, she remained absent from her duty. Meanwhile, Mr. Najeeb Ullah, handed over the charge sheet, where she had one-week time for submitting her statement/reply to the enquiry committee. Within stipulated time, she provided COVID-19, Anti bodies test and her reply/statement.

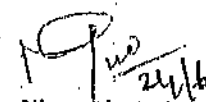
Ground Realities

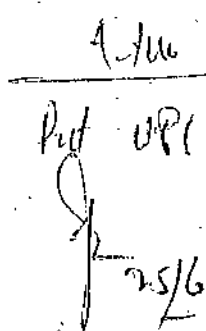
The overall record of Mrs. Nabeela (FWA- Female BPS-07) FWC Jambil is unsatisfactory, however, in present case she has provided her medical test and written statement/reply which shows that she really suffered from COVID-19. She also claimed/stated that she had submitted her application to the Incharge FWC Jambil but, unfortunately, it is misplaced.

Recommendations

1. The record shows that she suffered from COVID-19, hence, her absence period w.e.f. 03-04-2021 to 30-04-2021 may be considered as medical leave and she may be kept under observation for a period on one year. She may also be warned not to repeat such Irresponsible action/behavior in future.
2. Minor penalty under E&D Rules 2011 may also be imposed against her.


Mr. Badshah Muhammad
Deputy Demographer BPS-17
(Enquiry Officer)


Mr. Nisar Ahmad
Accounts Assistant BPS-16
(Enquiry Officer)


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INQUIRY REPORT Vide O/O No. 1(7)/Admn-2020-21, Dated 28/06/2021, AGAINST Mrs: NABEELA FAMILY WELFARE ASSISTANT (F) BPS:07 FW CENTER JAMBIL

Inquiry Officers/Officials:

1. Dr. Khalida Imran SWMO BPS:18.
2. Mrs. Zeenat Wahid FW Worker BPS: 09

BACKGROUND.

The inquiry was conducted against Mrs. Nabeela, FW Assistant (F) BPS-07 FW Center Jambil on 07th Of July, 2021 in reference to office order as mentioned above regarding her intentional and habitual absence from duty from 3rd April to 30th April 2021.

PROCEEDINGS.

In reference to the District Office PWD, Swat letter No.1(7)/Admn/2020-21 dated 28/6/2021; the inquiry proceeding was started on 7th July 2021, at 11.00AM Mrs. Nabeela FW Assistant BPS.07 and continued till 1.00 PM. She was heard in person & freely provided the opportunity to say in her defense regarding the allegations levied on her but she failed to clear out those allegations. Later then She submitted a written forgiveness plea/application as well as a verbal surty to the inquiry committee that the blunders she made in past regarding her uninformed and habitual absence from duty, will not repeat in future. (Annexure XVIII).

FACTUAL REALITIES REGARDING Mrs. NABEELA FW ASSISTANT SERVICE RECORD SINCE HER RERUITMENT.

1. Absence from Monthly Performance Meeting on 5th Nov 2018 followed by subsequent explanation for cogent reason but she failed to submit satisfactory reply.(Annuxure I & II)
2. Absence from Monthly Performance Meeting on 10th Dec 2018 followed by subsequent warning.(Annexure III)
3. Explanation on Absence from Monthly Performance Meeting on 3th March 2019 followed by subsequent warning. (Annuxure IV & V)
4. Citizen Portal Complaint No. KP200619-3216122 dated 20/6/2019; explanation was asked for Absence from duty w.e.f 10th June to 20th June 2019 (11 consegative Days) (Annexure VI)
- 5.

[Handwritten Signature]

6. Explanation on Absence from duty on 25th & 26th November 2019 followed by subsequent warning.(Annexure VII)
7. Low performance warning regarding her job description was asked.(Annexure VIII)
8. Explanation on Absence from duty on 27th Jan 2021.(Annexure IX)
9. Warning issued 28 Nov 2020 on willful absence from duty.(Annexure X).
10. Willful absence from duty from 25th Mar to 29th Mar 2021(Attendance Register copy attached Annexure XI)
11. Uninformed & willful long period absence from duty i.e 3rd April to 30 April 2021 (28 days) as reported by concerned FW center incharge. (Annexure XII)
12. Habitual Absence from duty from 1st May to 4th May 2021(Attendance Register copy attached Annexure XIII)
13. An inquiry regarding her absence i.e 3rd April to 30 April 2021 was conducted by Dr. Aneela DDPWO (T) Bps.17 on 6/5/2021 but she did not appear before inquiry officer as her usual and intentional attitude towards duty. (Annexure XIV)
14. Mrs. Nabeela FW Assistant was called a day before through cell phone repeatedly but she did not reply then she was sent texts through whatsapp; which she received but intentionally did not appear before inquiry committee. (Whatsapp screenshot receipt copy attached Annexure XV).
15. In the above mentioned inquiry i.e 1(7)/Admn/2020/21 dated 3/5/2021, minor penalty was recommended and deduction of pay for the absence period. (Annexure XVI)
16. She then later submitted forgiveness Plea to DPWO Swat that next time such blunder will not happen.(Annexure XVII)
17. All these explanations, warnings and complaints were made in the period of all the following District Officer.

BRIEF SUMMARY.

If we surfacely run our glances on her service record since her recruitment in 2018; all her service record is unclear and obscured. Only absence, explanation, warning, non-submissive & rigid attitude, inefficiency and insincerity towards her job could be seen.

During her service period 4 different District Officers i.e

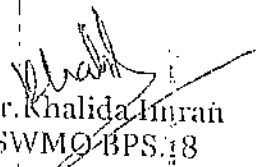
Mr. Noshrawan
Mr. Fazal Aleem
Mr. Hussain Ahmad
Mr. Asim Zia

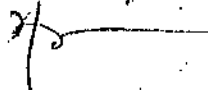
as deployed here in Swat; all of them were not satisfied with her which are proved from their explanations and warnings asked due her absence and low performance.

RECOMMENDATIONS:

Her such non-serious and insincere attitude towards her job need to be imposed major penalty against her but due her written forgiveness plea and verbal surety a lenient view may be adopted to provide last opportunity to her. However minor penalty is hereby strongly recommended under rules:-

- a. Her absence days i.e 3/4/2021 to 30/4/2021 may be deducted with her pay under Finance Department KpK , Peshawar letter No.SO(FR)/FD/5-14/2014, Dated. 16/12/2014.
- b. withholding of "One increment for 2 years" with cumulative effects under para-4(a)(ii) E&D Rules 2011 KPK.


Dr. Khalida Inraiz
SWMO-BPS-18


Mrs. Zeenat Wahid
FWW BPS-09

محترمت جناب ڈسٹرکٹ ایجوکیشن و بلڈنگ آفیسر
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FNO-1(D) Admn/2020-21(675-79-
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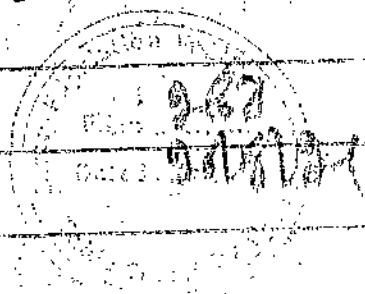
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تاکر لنڈیہ (FNA(F)
کوکلا سنٹر

Date: 20-05-2021

سٹر 03419750043





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OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT.

Al-Noor Medical Complex Street, Near Divisional Forest Office, Saidu Sharif, Swat.

M dpwofficeswat@gmail.com dpwofficeswat @dpwoswat 0946-9240285 03339496108

F No. 1(7)/Admn/2020-21/ 606-10

Dated Saidu Sharif the, 12/05/2021

To

Mrs. Nabeela,
FW- Assistant (Female),
Family Welfare Centre, Jambil.

Subject:- **ABSENCE FROM DUTY/EXPLANATION THEREOF.**

Memo:-

As per report by Incharge FW-Centre Jambil on 30.04.2021, you were found absent from your official duty w.e.f 03.04.2021 to 30.04.2021 without sanctioned leave application or prior permission of the competent authority, therefore, the Undersigned have directed Incharge RHSC-A Kabal Swat to conduct Inquiry against you vide this office letter F.No.1(7)/Admn/2020/21/606-10 dated 03/05/2021. Wherein you were found guilty in the initial proceedings. Your lethargic attitude is highly objectionable and tantamount to gross negligence, ignorance and violation of Rules of business towards official duty.

You are therefore, called upon to explain cogent/solid reasons of your above willful absent from duty within 03-days of the receipt of this communication failing which strict disciplinary action will be initiated against you under the rules.

dc
District Population Welfare Officer,
Saidu Sharif, Swat.

Copy to:-

- 1- P.S to Director General, Government of Khyber Pakhtunkhwa, Population Welfare Department, Peshawar for information please.
- 2- Incharge Family Welfare Centre Jambil for information.
2. Personal File of the official concerned.

dc
District Population Welfare Officer,
Saidu Sharif, Swat.

(42)
S.

INQUIRY REPORT OF MRS. NABEELA (FWA-F) BPS-07, FW-CENTRE JAMBIL, REGARDING WILFUL ABSENCE FROM DUTY w.e.f 03.04.2021 TO 30.04.2021 IN REFERENCE WITH THE REPORT SUBMITTED BY MRS. GHUFRANIA SATTAR, FIELD TECHNICAL OFFICE, INCHARGE FW-CENTRE JAMBIL DATED 30.04.2021.

Inquiry Officer.

- Dr. Anila, WMO/DDPWO (T) BPS-17, Incharge RHSC-A Kabal Swat.

Background

District Population Welfare Officer vide letter F.No. 1(7)/Admn/2020-21/606-10 dated 03.05.2021 has nominated the Undersigned as inquiry officer , (Annex-A) in reference with the report submitted by Mrs. Ghufrania Sattar, FTO Incharge FW-Centre Jambil (Annex-B) regarding the willful absence of Mrs. Nabeela, FWA(F) (BPS-07) FW-Centre Jambil from duty w.e.f 03.04.2021 to 30.04.2021.

Proceeding

In compliance with District population Welfare Officer, Swat office order F.No. 1(7)/Admn/2020-21/606-10 dated 03.05.2021. The undersigned being inquiry officer called Mrs. Nabeela, FWA (F) of FW-Centre Jambil on 06.05.2021 to conduct interview against her, but she failed to appear before the Inquiry Officer. Personal file of the accused official was examined which revealed that number of times explanations followed by subsequent warnings called from her on account of her absence from duty (Annex-C), but still she is habitual absconder from duties.

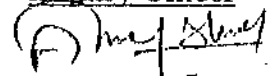
Ground Reality

- i. Mrs. Nabeela, FWA (F) has remained absent from duty w.e.f. 03.04.2021 to 30.04.2021, as evident from the report of Field Technical Officer, and attendance register.
- ii. She failed to inform the Incharge regarding her absence.

Recommendations

- Deduction may be made from her salary for the absent period as she remained absent in light of the Finance Department letter No.SO(FR)/FD/5-14/2014 Date 16.12.2014.
- Minor penalty under rule 4 of E & D rules 2011 may be imposed on the above official.

Inquiry Officer



Dr. Anila

WMO/DDPWO (Tech:)



OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT.

Al-Noor Medical Complex Street, Near Divisional Forest Office, Saidu Sharif, Swat

M dpwofficeswat@gmail.com dpwofficeswat @dpwoswat 0946-9240285 03339496108

F.No. 1(7)/Admn/2021-22/2094-03

Dated Swat, 28/09/2021

OFFICE ORDER

In compliance of District Population Welfare Officer, Swat F.No.1(7)/Admn/2020-21/1402-05 dated 28.06.2021 in reference with fact finding inquiry conducted against Mrs. Nabeela, Family Welfare Assistant (Female) BPS-07 of this District, a regular inquiry under the Khyber Pakhtunkhwa, Government Servant (Efficiency & Discipline) Rule 2011, was conducted.

AND WHEREAS, a fact finding inquiry was conducted earlier by the inquiry Officers of this District against her & it was proved that the official was absent from duty w.e.f 3rd April to 30th April 2021 and that she was habitually absent official.

AND WHEREAS, a regular inquiry under Khyber Pakhtunkhwa, Government Servant (Efficiency & Discipline) Rule 2011 was conducted. Resultantly a Charge Sheet along with statement of allegation was served upon the accused and under rule ibid was conducted wherein the charge were proved.

AND WHEREAS, she was given the chance of Personal Hearing but she failed to appear for the same.

NOW THEREFORE, the competent Authority after having considered the charges, evidence on record, report of the inquiry committee, exercising his powers under rule-14 (5) (ii) of the rules, ibid has imposed minor penalty of "**stoppage of one Annual Increment for two years**" along with deduction **pay & allowance** for the absent period upon Mrs. Nabeela, Family Welfare Assistant (Female), BPS-07 DPW-Office, Swat with immediate effect.

ac
District Population Welfare Officer,
Saidu Sharif, Swat.

Copy to the:-

1. PS to Director General, Population Welfare Department, Government of Khyber Pakhtunkhwa, Peshawar.
2. District Comptroller of Account Swat.
3. Accountant local office for information & necessary action.
4. Incharge Family Welfare Centre, Jambil for information with reference to her report dated 30.04.2021.
5. Mrs. Nabeela Family Welfare Assistant (Female), FWC-Jambil for information.
6. Personal file of the official concerned.
7. Members of inquiry committee for information.

ac
District Population Welfare Officer,
Saidu Sharif, Swat.



OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT.



Al-Noor Medical Complex Street, Near Divisional Forest Office, Saidu Sharif, Swat


M dpwofficeswat@gmail.com [dpwofficeswat](https://www.facebook.com/dpwofficeswat) [@dpwoswat](https://twitter.com/dpwoswat) & 0946-9240285 03339496108

F.No. 1(7)/Admn/2021-22 / 2137-33

Dated Swat, the 25/10/2021

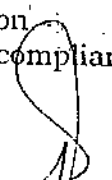
OFFICE ORDER

Mrs. Zeenat Wahid Family Welfare Worker, BPS-09 of Family Welfare Centre Mingora, is hereby directed to conduct inquiry regarding absence of Mrs. Nabeela FWA (F) of FW-Centre Jambil and submit report to the Undersigned within 07-days in order to proceed further in the matter.


District Population Welfare Officer,
Saidu Sharif, Swat.

Copy to the:-

1. PS to Director General, Population Welfare Department, Government of Khyber Pakhtunkhwa, Peshawar.
2. Mrs. Zeenat Wahid FW-Worker, for information and necessary action.
3. Incharge FW-Centre Jambil for information.
4. Mrs. Nabeela, FWA (F) for information & compliance.


District Population Welfare Officer,
Saidu Sharif, Swat.

گزارش کو لکھا جاتا ہے کہ آپ کی انٹرویو کا statement ہے

میری گورنر ایک بہت ہی بڑا اصل میں آیا تھا میری دیوار نے
قرآن کی بے حسنی کی جی حالت میں تو اس کو یوں گرفتار کر کے
لے گئے تھے۔ ایک ساؤ میرا منور اور اس کی بھائیوں کو ساؤ گ
تھے۔ یہاں گورنر روز یوں آتی تھی اور کہتی تھی وہاں آگے
انٹرویو کیے اور کہی Media والے آگے تھے اور حاصل
کے لوگوں نے بھی سمجھتے اور اختیار کیا تھا یہاں ساؤ ہم
لوگوں کو لکھیاں دینے تو ہم روز اور میرا موبائل بھی
میں تھا۔ اس لیے میں نے لکھنے والے کو خبر دی تھی کہ
میں اب لکھنے اپنی ڈیوٹی ادا کر رہی ہوں یہاں
گوئے مسائل اب جو ہم ہو گئے ہیں تو میں اپنی
ڈیوٹی امانتداروں سے ادا کر رہی ہوں۔ میں وعدہ
کرتے ہیں کہ آئندہ ایسی غلطیاں کبھی نہیں ہوگی
شکریہ

نام انیل
11/10/2021

لکھنؤ = جمیل ملری

صفحہ 2021-10-11

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OFFICE OF THE
 DISTRICT POPULATION WELFARE OFFICER,
 SAIDU SHARIF, SWAT.



Al-Noor Medical Complex Street, Near Divisional Forest Office, Saidu Sharif, Swat

dpwofficeswat@gmail.com dpwofficeswat @dpwoswat 0946-9240285 03339496108

F.No.1(7)/Admn/2020-21/2253-57

Dated Swat, the 14/10/2021

To,

Mrs. Nabeela (FWA-F),
 Family Welfare Centre,
 Jambil.

Subject: - **LAST WARNING.**

Memo:

The reply submitted by you vide Inquiry Office order F.No1(7)/Admn/2021-22/2131-35 dated 05.10.2021 were found unsatisfactory.

Taking a lenient view, you are pardoned at this time. However, you are strictly **WARNED** to be careful and refrain this practice in future and ensure presence on regular basis and strictly observe duty regularly, failing which strict disciplinary action will be taken against you under the rules.

District Population Welfare Officer,
 Saidu Sharif, Swat.

Copy to the:-

1. PS to Director General, Population Welfare Department, Government of Khyber Pakhtunkhwa, Peshawar.
2. ~~Chief Executive Officer, Swat~~ & cc nrs
3. Personal file of the official concerned

District Population Welfare Officer,
 Saidu Sharif, Swat.

F.No.1(7)/Admn/2021-22/2907-015

Dated Swat, the 23/01/2022

To,

Mrs. Nabeeia (FWA-F),
Family Welfare Centre,
Jambil.

Subject: - **NOTICE FOR WILLFUL ABSENCE FROM DUTY.**

Memo:

It is observed as per report of Incharge FW-Centre Jambil, that you remained absent from duty as follows, without any permission.

S.No.	Month	Absent Days	Remarks
1	September 2021	25 Days (01.09 to 25.09.2021)	
2	October 2021	09 days	
3	November 2021	01.11.2021 to 30.11.2021	
4	December 2021	01.12.2021 to 27.12.2021	

You are, therefore, directed to appear before the Undersigned and explain your position regarding willful absence from duty, within 15-day of the receipt of this notice, otherwise disciplinary action under the E&D rules, 2018 shall be initiated against you.

*District Population Welfare Officer,
Saidu Sharif, Swat.*

Copy to the:-

1. PS to Director General, Population Welfare Department, Government of Khyber Pakhtunkhwa, Peshawar.
2. Incharge FW-Centre Jambil for information.
3. Personal file of the official concerned.

*District Population Welfare Officer,
Saidu Sharif, Swat.*

No. 696

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Date-Stamp

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Admin
 Issue Absentee
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 EPD rules -
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F.No. 1(7)/Admn/2021-22/2957-05

Dated Swat, the 21/01/2022

To,

Mrs. Nabeela (FWA-F),
Family Welfare Centre,
Jambil.

Subject: - **NOTICE FOR WILLFUL ABSENCE FROM DUTY.**

Memo:

It is observed as per report of Incharge FW-Centre Jambil, that you remained absent from duty as follows, without any permission.

S.No.	Month	Absent Days	Remarks
1	September 2021	25 Days (01.09 to 25.09.2021)	
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You are, therefore, directed to appear before the Undersigned and explain your position regarding wilful absence from duty, within 15-day of the receipt of this notice, otherwise disciplinary action under the E&D rules, 2018 shall be initiated against you.

*District Population Welfare Officer,
Saidu Sharif, Swat.*

Copy to the:-

1. PS to Director General, Population Welfare Department, Government of Khyber Pakhtunkhwa, Peshawar.
2. Incharge FW-Centre Jambil for information.
3. Personal file of the official concerned.

*District Population Welfare Officer,
Saidu Sharif, Swat.*

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Insured: }
 Name and address of sender }
 Insurance fee Rs. 22/12/12
 (in words) }
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 Write here "letter", "postcard", "packet" or "parcel"
 Date-stamp
 Received a registered letter of weight exceeding the initial weight prescribed in the Post Office Guide or on which no stamp is required to be affixed.
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 FOL 79570496
 For further information see reverse.

No. 690

OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT.



Al-Noor Medical Complex Street, Near Divisional Forest Office, Saidu Sharif, Swat

M dpwofficeswat@gmail.com dpwofficeswat @dpwoswat & 0946-9240285 03339496108

F.No.1(7)/Admn/2021-22/425-228

Dated Swat, the 20/01/2022

To

The District Information Officer,
Saidu Sharif, Swat.

Subject:- **ADVERTISEMENT.**

Memo:-

Please find enclosed herewith Seven Copies of advertisement to be published in at least two local/national daily newspapers for Show Cause Notice of Mrs. Nabeela, Family Welfare Assistant (Female) Population Welfare Department District Swat and submit bill for payment accordingly please.

de
District Population Welfare Officer,
Saidu Sharif, Swat.

Copy to the:-

- 1- P S to Director General, Government of Khyber Pakhtunkhwa, Population Welfare Department, Peshawar.
- 2- PS to Director General, Information and Public Relation Department, Government of Khyber Pakhtunkhwa, Peshawar for information please.

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District Population Welfare Officer,
Saidu Sharif, Swat.

Received

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26/01/2022

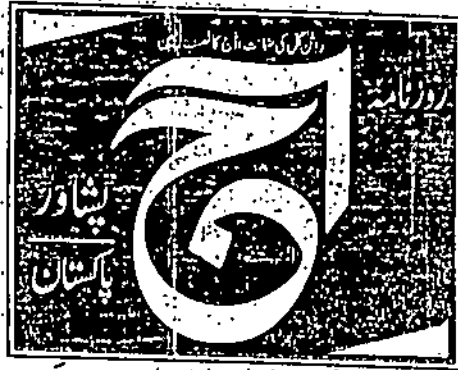
(نوٹس غیر حاضری)

آپ مسماۃ نبیلہ فیملی ویلفیئر اسٹنٹ (فیمل) دختر محمد سعید گاؤں جامیل ضلع سوات 28 اکتوبر 2021 سے تا حال بغیر کوئی وجہ بتائے اپنی ڈیوٹی سے غیر حاضر ہے، دوران غیر حاضری آپ کو آپ کے گھر کے پتے پر جواب طلبی فائل نمبر۔ 05-2901-22/Admn/2021-22/1(7) بتاریخ 03/01/2022 مراسلہ جاری کیا گیا ہے۔ جس میں آپ کو ڈیوٹی پر حاضر ہونے کے لئے ہدایت کی گئی ہے، لیکن اس کی باوجود آپ اپنی ڈیوٹی پر حاضر نہیں ہوئی اور نہ ہی اپنی وضاحت پیش کی۔ لہذا آپ کو آخری بار اخبار کی ذریعے متنبہ کیا جاتا ہے، کہ نوٹس ہذا کے اشاعت کے پندرہ دن کے اندر اندر زیر دخطی کے روبرو پیش ہو کر اظہار وجوہ پرانے غیر حاضری تحریری طور پر پیش کریں، بصورت دیگر یعنی عدم تعمیل کی صورت میں آپ کی خلاف یکطرفہ حکمانہ تادیبی کارروائی کی جائے گی، جس کے نتیجے میں حکومت خیبر پختونخواہ کے مروجہ قوانین کے مطابق برخواستگی عمل میں لاجائے گی۔

الستہ

ضلعی آفیسر
محکمہ بہبود آبادی ضلع سوات

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روزنامہ 3 27 جنوری 2022ء پشاور

ویس فیہ حاضری

آپ سہ ماہیہ تعلیم ریٹائرمنٹ (جنرل) دفتر سرحد گزٹ ہائیل سطح سوات
 28 اکتوبر 2021ء سے تا حال التعمیر کر کے تیار کیا گیا ہے۔ ایسی اجرائی سے فیہ حاضری ہے۔
 دوران فیہ حاضری آپ کو آپ کے کمرے کے نتیجے پر جواب ملے گا۔ فائل نمبر
 03/01/2022 تا 17/Amr/2021-22/2801-05
 جاری کیا گیا ہے جس میں آپ کو اجرائی پر حاضری دینے کیلئے ہدایت کی گئی ہے۔ لیکن اس
 کے باوجود آپ اپنی اجرائی پر حاضری نہیں دے سکتے اور اپنی اجرائی پر حاضری دینے کی ہدایت
 آپ کو اجرائی پر حاضری دینے کے ذریعے ملے گی۔ تاہم اگر آپ کو کسی بڑی اجرائی کی اطلاع کے بعد
 دن کے اندر اجرائی پر حاضری دینے کے لئے ہدایت ملے گی۔ تاہم اگر اجرائی دینے کے لئے حاضری کرنی
 ضروری ہے تو اس کی صورت دیگر ایجنسیوں سے ملنے کی صورت میں آپ کو اجرائی پر حاضری دینے
 کی اجازت ملے گی۔ تاہم اگر آپ کو کسی بڑی اجرائی کی اطلاع کے بعد
 اجرائی پر حاضری دینے کی ہدایت ملے گی۔ تاہم اگر اجرائی دینے کے لئے حاضری کرنی
 ضروری ہے تو اس کی صورت دیگر ایجنسیوں سے ملنے کی صورت میں آپ کو اجرائی پر حاضری دینے
 کی اجازت ملے گی۔

پشاور، سوات
 ایف (SW) 07

OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT.

Al-Noor Medical Complex Street, Near Divisional Forest Office, Saidu Sharif, Swat

M dpwofficeswat@gmail.com dpwofficeswat @dpwoswat 0946-9240285 03339496108

F.No.1(7)/Admn/2020-21/4395/403

Dated Swat, the 24/02/2022

OFFICE ORDER

WHEREAS, Mrs. Nabeela Family Welfare Assistant (Female) (BPS-07), of Family Welfare Centre Jambil Swat was absent from duty w.e.f 28.10.2021 without any intimation to this office.

AND WHEREAS, a notice was issued to her home address vide letter F.No.1(7)/Admn/2021-22/2701-05 dated 3rd January 2022 directing her to resume duty within fifteen (15) days of the receipt of the notice under the Khyber Pakhtunkhwa Government Servants (Efficiency & Disciplinary) rules, 2011 and in case of failure, disciplinary action would be initiated against her under the rules ibid;

AND WHEREAS, the official concerned did not report for duty within the stipulated period and in order to proceed further under Rule-9 of the Khyber Pakhtunkhwa Government Servants (Efficiency & Disciplinary) Rules, 2011, a notice was published in Daily "Aaj Newspaper Peshawar on 27.01.2022 and Daily "Chand Newspaper Swat on 27.01.2022 directing her to resume duty within 15 days of publication of the notice and intimate the cause of her absence, failing which ex-parte decision would be taken against her under the relevant law/rules;

AND WHEREAS, the stipulated period expired on 10.02.2022 and the official did not resume her duty.

NOW THEREFORE, the District Population Welfare Officer, Swat being the competent authority, has been pleased to impose major penalty of "Removal From Service" upon Mrs. Nabeela, Family Welfare Assistant (Female) (BPS-07) under Rule-9 of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011, with immediate effect. The absence period w.e.f 28.10.2021 till date is treated as unauthorized absence from duty.

District Population Welfare Officer,
Saidu Sharif, Swat.

Copy to the:-

1. District Account Officer Swat for information please.
2. PS to Director General, Population Welfare Department, Government of Khyber Pakhtunkhwa, Peshawar for information.
3. Accountant local office for information & compliance.
4. PS to Deputy Commissioner Swat.
5. Focal person HR local office for information.
6. Focal person RMB, local office for information.
7. Incharge FW-Centre Jambil for information.
8. Official concern (Now removed from Service).

District Population Welfare Officer,
Saidu Sharif, Swat.

o/c

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رسید

رجسٹری یا بیمہ بھیجنے والے کو پست پر دیے گئے پتہ پر واپس بھیجا جائے۔

☆ ایک رجسٹری
برائے (نام) سید عبدالرشید خان ^{نمبر} 116 وصول پائی۔

• بیمہ کی مالیت وزن (لٹروں میں) گرام

مکتوب الیہ کے دستخط سید عبدالرشید خان تاریخ تقسیم 22/2/20

☆ یہاں "پست کارڈ" "پیکٹ" یا "پارسل" جو چیز ہو تحریر کریں۔ بیمہ کی صورت میں لفظ "بیمہ" پہلے تحریر کریں۔
• صرف بیمہ کی صورت میں یہاں اندراج کیا جائے۔ بصورت دیگر کٹ دیا جائے۔

رجسٹریشن فیس تیس روپے -/30 Rs.

قیمت: بیس روپے -/20 Rs.



ACKNOWLEDGEMENT DUE CARD (Registered)

نام ڈاکٹر سہیل ہالولیشن، ویڈیو ایجنسی سید شریفین

پتہ اللہ اکبر کالونی سید ڈوسٹین فاریسٹ ۲۰۲

سید شریفین سادات

ڈاکخانہ تحصیل ضلع

پوسٹ کوڈ

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(پوسٹ کوڈ لکھنا نہ بولیں)

Provided that dismissal in these cases shall be with ²[.....] effect from the date of conviction by a court of law; and

- (b) proceed against the Government servant under rule 5, where he has been convicted of charges other than corruption or moral turpitude.

9. Procedure in case of wilful absence.—Notwithstanding anything to the contrary contained in these rules, in case of wilful absence from duty by a Government servant for seven or more days, a notice shall be issued by the competent authority through registered acknowledgement on his home address directing him to resume duty within fifteen days of issuance of the notice. If the same is received back as undelivered or no response is received from the absentee within stipulated time, a notice shall be published in at least two leading newspapers directing him to resume duty within fifteen days of the publication of that notice, failing which an *ex-parte* decision shall be taken against the absentee. On expiry of the stipulated period given in the notice, major penalty of removal from service may be imposed upon such Government servant.

10. Procedure to be followed by competent authority where inquiry is necessary.—

(1) If the competent authority decides that it is necessary to hold an inquiry against the accused under rule 5, it shall pass an order of inquiry in writing, which shall include-

- (a) appointment of an inquiry officer or an inquiry committee, provided that the inquiry officer or the inquiry committee, as the case may be, shall be of a rank senior to the accused and where two or more accused are proceeded against jointly, the inquiry officer or the convener of the inquiry committee shall be of a rank senior to the senior most accused;
- (b) the grounds for proceeding, clearly specifying the charges along with apportionment of responsibility;
- (c) appointment of the departmental representative by designation; and
- (d) direction to the accused to submit written defense to the inquiry officer or the inquiry committee, as the case may be, within reasonable time which shall not be less than seven days and more than fifteen days of the date of receipt of orders.

(2) The record of the case and the list of witnesses, if any, shall be communicated to the inquiry officer or the inquiry committee, as the case may be, along with the orders of inquiry.

(3) In a case where preliminary or fact finding inquiry was conducted, and the competent authority decides to hold formal inquiry, the inquiry officer or the inquiry committee for the purpose of conducting formal inquiry shall be different from the inquiry officer or the inquiry committee which conducted the preliminary.

11. Procedure to be followed by inquiry officer or inquiry committee.—(1) On receipt of reply of the accused or on expiry of the stipulated period, if no reply is received from the accused, the inquiry officer or the inquiry committee, as the case may be, shall inquire into the charges and may examine such oral or documentary evidence in support of the charges or in defense of the accused as may be considered necessary and where any witness is produced by one party, the other party shall be entitled to cross-examine such witness.

(2) If the accused fails to furnish his reply within the stipulated period, the inquiry officer or the inquiry committee, as the case may be, shall proceed with the inquiry *ex-parte*.

(3) The inquiry officer or the inquiry committee, as the case may be, shall hear the case on day to day and no adjournment shall be given except for reasons to be recorded in writing, in which case it shall not be of more than seven days.

(4) Statements of witnesses and departmental representative(s), if possible, will be recorded in the presence of accused and vice versa.

(5) Where the inquiry officer or the inquiry committee, as the case may be, is satisfied that the accused is hampering or attempting to hamper the progress of the inquiry, he or it shall administer a warning and if, thereafter, he or it is satisfied that the accused is acting in disregard to the warning, he or it shall record a finding to that effect and proceed to complete the inquiry in such manner as may be deemed expedient in the interest of justice.

(6) If the accused absents himself from the inquiry on medical grounds, he shall be

² Deleted by Notification No. SO(REG-VI)E&AD/2-6/2010. Dated 18th July, 2012.

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محرمت جنازہ ڈسٹرکٹ ایجوکیشن و بلڈنگ آفس (سید پور) میں
جنازہ عالی

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m
VC

موردیہ گنزارش کے کئی جاتی پیکر

FNO-1 (D) Admn/2020-21675-79

کہ ہم سب گھروں والے کراچی کے وقت وہاں ہمارا
رشتہ دار وفات سے ہو چکا تھا۔ تو میں نے اس وقت
میں چھٹیوں میں اسے چھٹیوں کی میں معافی چاہی
ہوں اور رشتہ کے میں اپنا ڈیوٹی لیمہ دل سے
رد کر رہی تھی

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اس کے اگر آپ صاحبان میرا کفر یا کفر مجھ
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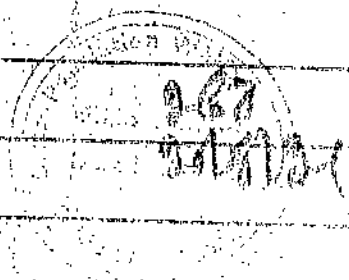
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ایکاتالبع دار

FWA (F) تاسر البیدر
کوکلا سٹیشن

Date: 20-05-2021
03419750043 سترم



INQUIRY REPORT Vide O/O No. 1(7)/Admn-2020-21, Dated 28/06/2021, AGAINST Mrs: NABEELA FAMILY WELFARE ASSISTANT (F) BPS:07 FW CENTER JAMBIL

Inquiry Officers/Officials:

1. Dr. Khalida Imran SWMO BPS:18.
2. Mrs. Zeenat Wahid FW Worker BPS: 09

BACKGROUND.

The inquiry was conducted against Mrs. Nabeela, FW Assistant (F) BPS-07 FW Center Jambil on 07th Of July, 2021 in reference to office order as mentioned above regarding her intentional and habitual absence from duty from 2nd April to 30th April 2021.

PROCEEDINGS.

In reference to the District Office PWD, Swat letter No.1(7)/Admn/2020-21 dated 28/6/2021; the inquiry proceeding was started on 7th July 2021, at 11.00AM Mrs. Nabeela FW Assistant BPS.07 and continued till 1.00 PM. She was heard in person & freely provided the opportunity to say in her defense regarding the allegations levied on her but she failed to clear out those allegations. Later then She submitted a written forgiveness plea/application as well as a verbal surty to the inquiry committee that the blunders she made in past regarding her uninformed and habitual absence from duty, will not repeat in future. (Annexure XVIII).

FACTUAL REALITIES REGARDING Mrs. NABEELA FW ASSISTANT SERVICE RECORD SINCE HER RERUTMENT.

1. Absence from Monthly Performance Meeting on 5th Nov 2018 followed by subsequent explanation for cogent reason but she failed to submit satisfactory reply. (Annexure I & II)
2. Absence from Monthly Performance Meeting on 10th Dec 2018 followed by subsequent warning. (Annexure III)
3. Explanation on Absence from Monthly Performance Meeting on 3th March 2019 followed by subsequent warning. (Annexure IV & V)
4. Citizen Portal Complaint No. KP200619-3216122 dated 20/6/2019; explanation was asked for Absence from duty w.e.f 10th June to 20th June 2019 (11 consecutive Days) (Annexure VI)
- 5.

[Handwritten signature]

6. Explanation on Absence from duty on 25th & 26th November 2019 followed by subsequent warning.(Annexure VII)
7. Low performance warning regarding her job description was asked.(Annexure VIII)
8. Explanation on Absence from duty on 27th Jan 2021.(Annexure IX)
9. Warning issued 28 Nov 2020 on willful absence from duty.(Annexure X).
10. Willful absence from duty from 25th Mar to 29th Mar 2021(Attendance Register copy attached Annexure XI)
11. Uninformed & willful long period absence from duty i.e 3rd April to 30 April 2021 (28 days) as reported by concerned FW center incharge. (Annexure XII)
12. Habitual Absence from duty from 1st May to 4th May 2021(Attendance Register copy attached Annexure XIII)
13. An inquiry regarding her absence i.e 3rd April to 30 April 2021 was conducted by Dr. Aneela DDPWO (T) Bps.17 on 6/5/2021 but she did not appear before inquiry officer as her usual and intentional attitude towards duty. (Annexure XIV)
14. Mrs. Nabeela FW Assistant was called a day before through cell phone repeatedly but she did not reply then she was sent texts through whatsapp; which she recieved but intentionally did not appear before inquiry committee (Whatsapp screenshot receipt copy attached (Annexure XV).
15. In the above mentioned inquiry i.e 1(7)/Admn/2020/21 dated 3/5/2021, minor penalty was recommended and deduction of pay for the absence period. (Annexure XVI)
16. She then later submitted forgiveness Plea to DPWO Swat that next time such blunder will not happen.(Annexure XVII)
17. All these explanations,warnings and complaints were made in the period of all the following District Officer.

BRIEF SUMMARY.

If we surfacely run our glances on her service record since her recruitment in 2018; all her service record is unclear and obscured. Only absence, explanation, warning, non-submissive & rigid attitude, inefficiency and insincerity towards her job could be seen.

During her service period 4 different District Officers i.e

Mr. Noshawan
Mr. Fazal Aleem
Mr. Hussain Ahmad
Mr. Asim Zia

as deployed here in Swat; all of them were not satisfied with her which are proved from their explanations and warnings asked due her absence and low performance.

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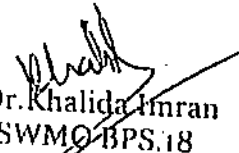
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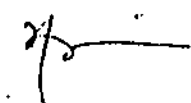
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RECOMMENDATIONS:

Her such non-serious and insincere attitude towards her job need to be impose major penalty against her but due her written forgiveness plea and verbal sure ; a lenient view may be adopted to provide last opportunity to her. However minor penalty is hereby strongly recommended under rules:-

- a. Her absence days i.e 3/4/2021 to 30/4/2021 may be deducted with her pay under Finance Department KpK , Peshawar letter No.SO(FR)/FD/5-14/2014 Dated. 16/12/2014.
- b. withholding of "One increment for 2 years" with cumulative effects. under para-4(a)(ii) E&D Rules 2011 KPK.


Dr. Khalida Imran
SWMO BPS-18


Mrs. Zehmat Wahid
FWW BPS-09



OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT.



Al-Noor Medical Complex Street, Near Divisional Forest Office, Saidu Sharif, Swat

M dpwofficeswat@gmail.com [dpwofficeswat](https://www.facebook.com/dpwofficeswat) @dpwoswat & 0946-9240285 03339496108

F.No. 1(7)/Admn/2021-22 / 2137-35

Dated Swat, the 25/10/2021

OFFICE ORDER

Mrs. Zeenat Wahid Family Welfare Worker, BPS-09 of Family Welfare Centre Mingora, is hereby directed to conduct inquiry regarding absence of Mrs. Nabeela FWA (F) of FW-Centre Jambil and submit report to the Undersigned within 07-days in order to proceed further in the matter.

District Population Welfare Officer,
Saidu Sharif, Swat.

Copy to the:-

1. PS to Director General, Population Welfare Department, Government of Khyber Pakhtunkhwa, Peshawar.
2. Mrs. Zeenat Wahid FW-Worker, for information and necessary action.
3. Incharge FW-Centre Jambil for information.
4. Mrs. Nabeela, FWA (F) for information & compliance.

District Population Welfare Officer,
Saidu Sharif, Swat.

گزارشہ کیجانی ہے کہ آپ کی انکوائری کا Statement ہے
میری گورنر آف پولیس ہی براصل میں آیا تھا میری دیوار نے
قرآن کی ہے مہنتی کی مہنت میں تو اس کو یو ایس آر فٹنار کم
لاگے تھے۔ اس کے ساتھ میرا متولہ اور ان کی بھائیوں کو ساتھ لے
تھے۔ یہاں گورنر پولیس آف ایف ڈی اور ایف ڈی کے آفیسر
انکوائری کیے اور ایف ڈی اور ایف ڈی کے آفیسر اور حاکم
کے لوگوں نے بھی مہنت اور اختیار کیا تھا یہاں ساتھ ہم
لوگوں کو لے لیا یہاں رہے تھے ہم روز اور میرا موبائل بھی
میں تھا۔ اس وقت میں نے لے والو کو خبر دی تھی تھی
میں اب لے لیا اپنی ڈیوٹی ادا کر رہی ہیں یہاں
گوئے مسائل اب کچھ کم ہو گئے ہیں تو میں اپنی
ڈیوٹی ادا کر رہی ہوں۔ میں وعدہ
کرتے ہیں کہ آئندہ ایسی عملیات کسی نہیں ہوگی
شکر

نام نسیل
ڈیوٹی = حاصل نامی مرکز
تاریخ 11-10-2021

