

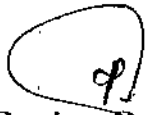
19th Jan. 2023

Lawyers are on strike today.

To come up for arguments on 03.03.2023 before the
D.B. Office is directed to notify the next date on the notice
board as well as the website of the Tribunal.

SCANNED
K-3T
Peshawar

(Fareeha Paul)
Member(E)


(Rozina Rehman)
Member (J)


02.06.2022

Appellant present through representative.

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

Lawyers are on general strike, therefore, case is adjourned. To come up for arguments on 08.08.2022 before D.B.


(Fareeha Paul)
Member(E)


(Rozina Rehman)
Member (J)

8.8.22

Due to the Public holiday the case is adjourned to 22-11-22


Reader


22.11.2022

Learned counsel for the appellant present. Mr. Muhammad Adeel Butt Additional Advocate General for the respondents present.

Learned counsel for the appellant requested for adjournment on the ground that he has not made preparation for arguments. Adjourned. To come for arguments before the D.B. on 19.01.2023.

SCANNED
KPST
Peshawar


(Fareeha Paul)
Member (E)


(Kalim Arshad Khan)
Chairman

28.07.2021

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

Due to general strike of the Peshawar Bar Association, the case is adjourned to 03.12.2021 for the same before D.B.



(Rozina Rehman)
Member (Judicial)



Chairman

03.12.2021

Counsel for appellant present.

Asif Masood Ali Shah, learned Deputy District Attorney present.

Request for adjournment was made on behalf of appellant. Request is accorded. To come up for arguments on 29.03.2022 before D.B.



(Atiq ur Rehman Wazir)
Member (E)



(Rozina Rehman)
Member (J)

29.03.2022

Miss. Uzma Syed, Advocate, for the appellant present. Mr. Kabirullah Khattak, Additional Advocate General for the respondents present.

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

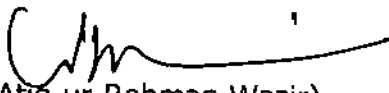


(Rozina Rehman)
Member (J)

27.10.2020

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

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


(Atiq-ur-Rehman Wazir)
Member


Chairman

01.01.2021

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


Reader

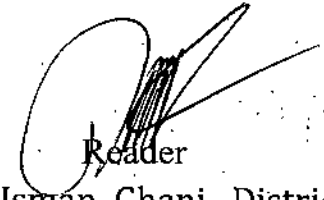
13.04.2021

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


Reader

29.10.2019

Due to incomplete bench the case is adjourned. To come up for the same on 02.01.2020 before D.B.



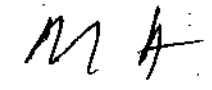
Reader

02.01.2020

Counsel for the appellant and Mr. Usman Ghani, District Attorney for the respondents present. Learned counsel for the appellant requested for adjournment. Adjourned to 09.03.2020 for arguments before D.B.



(Hussam Shah)
Member



(M. Amin Khan Kundi)
Member

09.03.2020

Learned counsel for the appellant and Mr. Usman Ghani learned District Attorney present. Learned counsel for the appellant seeks adjournment. Adjourn. To come up for arguments on 11.05.2020 before D.B.



Member



Member

11.05.2020

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




Reader


07.08.2020

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

29.04.2019 Counsel for the appellant present. Adll: AG for respondents present. Written reply/comments not submitted. Requested for adjournment. Adjourned. Case to come up written reply/comments on 20.06.2019 before S.B.

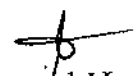

(Ahmad Hassan)
Member

20.06.2019 Clerk of counsel for the appellant and Mr. Kabirullah Khattak, Additional AG for the respondents present. Written reply on behalf of respondents not submitted. Learned Additional AG requested for further adjournment. Adjourned to 02.08.2019 for written reply/comments before S.B.


(Muhammad Amin Khan Kundi)
Member

02.08.2019 Counsel for the appellant and Mr. Usman Ghani, District Attorney alongwith Mr. Muhammad Touseef, ADO for respondents present. Written reply/comments on behalf of the respondents submitted, which is placed on file. The appellant may file rejoinder to the comments submitted by the respondents, if so, advised.

Adjourned to 29.10.2019 for arguments before D.B.


(Ahmad Hassan)
Member

11.02.2019


Appellant absent. Learned counsel for the appellant absent. Adjourn. To come up for preliminary hearing on 15.03.2019 before S.B.


Member

15.03.2019

Counsel for the appellant Arshad present. Preliminary arguments heard. It was contended by learned counsel for the appellant that the appellant was serving as Lab Attendant in Education Department. He was imposed major penalty of compulsory retirement vide order dated 25.06.2015 by the competent authority on the allegation of misconduct. The appellant filed departmental appeal on 19.06.2016 which was partially accepted and the appellant was reinstated in service by the departmental authority vide order dated 23.11.2017 while the intervening period with effect from 25.06.2015 to 23.11.2017 i.e date of departmental decision was treated as extraordinary leave. The appellant filed departmental appeal against the order dated 23.11.2017 to the Secretary Elementary & Secondary Education but the same was not decided hence, the present service appeal. It was further contended that since the departmental authority has accepted the appeal of the appellante and reinstated him in service which shows that the appellant was imposed major penalty of compulsory retirement illegally and there was no fault of the appellant therefore, the departmental authority was required to reinstate him with back benefits.

The contention raised by the learned counsel for the appellant need consideration. The appeal is admitted for regular hearing subject to all legal objections. The appellant is directed to deposit security and process fee within 10 days, thereafter, notice be issued to the respondents for written reply/comments for 29.04.2019 before S.B.


Appellate Deposited
Security & Process Fee


(MUHAMMAD AMIN KHAN KUNDI)
MEMBER

Form- A
FORM OF ORDER SHEET

Court of _____

Case No. 1299/2018

S.No.	Date of order proceedings	Order or other proceedings with signature of judge
1	2	3
1-	15/10/2018	<p>The appeal of Mr. Muhammad Irshad resubmitted today by Syed Noman Ali Bukhari Advocate may be entered in the Institution Register and put up to the Learned Member for proper order please.</p> <p style="text-align: right;"><i>[Signature]</i> REGISTRAR</p>
2-	17-10-18	<p>This case is entrusted to S. Bench for preliminary hearing to be put up there on <u>12-11-2018</u></p> <p style="text-align: right;"><i>[Signature]</i> MEMBER</p>
	12-11-2018	<p><i>Due to retirement of Honorable chairman the Tribunal is non functional therefore the case is adjourned to come up for the same on 31-12-2018</i></p> <p style="text-align: right;"><i>[Signature]</i> Refader</p>
	31.12.2018	<p>Counsel for the appellant present and requested for adjournment. Adjourned. To come up for preliminary hearing on 11.02.2019 before S.B.</p> <p style="text-align: right;"><i>[Signature]</i> Muhammad Amin Khan Kundi Member</p>

BEFORE THE KPK SERVICE TRIBUNAL PESHAWAR

APPEAL NO. 1299 /2018

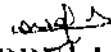
Muhammad Irshad

V/S

Edu Deptt:


INDEX

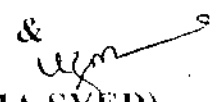
S.NO.	Documents	Annexure	Page No.
1.	Memo of appeal	----	01-04
2.	Condonation of delay	----	05-06
3.	Copy of charge sheet	---A---	07
4.	Copy of order 25.06.2015	---B---	08
5.	Copy of inquiry report	---C---	09-12
6.	Copy of departmental appeal	---D---	13-14
7.	Copy of reinstate order dated 23.11.2017	---E---	15
8.	Copy of order dated 15.02.2018	---F---	16
9.	Copy of departmental appeal	---G---	17
10.	Copy of letter	---H---	18
11.	Vakalat Nama	-----	19


APPELLANT

Muhammad Irshad

THROUGH:


(SYED NOMAN ALI BUKHARI)


(UZMA SYED)

ADVOCATES, HIGH COURT

BEFORE THE KPK SERVICE TRIBUNAL PESHAWAR

APPEAL NO. _____/2018

Muhammad Arshad, Lab Attendant
GHS Shinkiarj District Manshara.

(Appellant)

VERSUS

1. The Secretary (E&SE) Education Govt: of KPK, Civil Secretariat, Peshawar.
2. The Director (E&SE) Education Govt: of KPK, Civil Secretariat, Peshawar.
3. The District Education Officer (Male) Manshara.

(Respondents)

APPEAL UNDER SECTION 4 OF THE KPK SERVICE TRIBUNALS ACT, 1974 AGAINST THE APPELLATE ORDER DATED 23.11.2017 WHEREBY THE APPELLANT WAS REINSTATED INTO SERVICE AND INTERVENING PERIOD FROM 25.06.2015 TO 23.11.2017 TREATED AS EXTRA ORDINARY LEAVE WITHOUT PAY.

PRAYER:

THAT ON THE ACCEPTANCE OF THIS APPEAL, THE IMPUGNED APPELLATE ORDER DATED 23.11.2017 MAY BE MODIFIED AND THE PERIOD W.E.FROM 25.06.2015 TO 23.11.2015 MAY BE TREATED WITH FULL PAY WITH ALL BACK AND CONSEQUENTIAL BENEFITS. ANY OTHER REMEDY WHICH THIS AUGUST TRIBUNAL DEEMS FIT AND APPROPRIATE THAT MAY ALSO BE AWARDED IN FAVOUR OF APPELLANT.

♥ RESPECTFULLY SHEWETH:

FACTS:

1. That the appellant was serving as Lab Attendant at GHS Shinkiri with full zeal and-zest.
2. That the appellant was served with charge sheet and statement of allegation containing the allegation of disobedience to principle, abusing language with other teaching and non-teaching staff. **Copy of charge sheet is attached as Annexure-A.**
3. That thereafter the appellant was compulsory retirement from service vide order dated 25.06.2015 without regular inquiry and final show cause notice. **Copy of order dated 25.06.2015 is attached as Annexure-B.**
4. That thereafter the Deputy Assistant Commissioner Manshra conducting inquiry on the application of the appellant the Assistant Commissioner is in inquiry recommended that as the competent authority may kindly be review the compulsory retirement order of the appellant which was issued against the law and rules. **Copy of inquiry report is attached as Annexure-C.**
5. That thereafter the appellant filed departmental appeal for reinstatement into service which was forwarded to the competent authority on 05.09.2017. **copy of departmental appeal is attached as Annexure-D.**
6. That the appellate authority on the appeal of the set aside the impugned order dated 25.06.2017 and reinstate the appellant into service w.e.from 25.06.2015 but the intervening period from 25.06.2015 to 23.11.2017 treated as extra ordinary leave without pay. Thereafter the appellant was adjusted against the vacant post on 15.02.2018. **copy of the order dated 23.11.2017 and 15.02.2018 is attached as Annexure-E & F.**
7. That the appellant being aggrieved filed departmental appeal for the modification of order dated 25.06.2017 to the extent of the intervening period from 25.06.2015 to 23.11.2017 treated as extra ordinary leave without pay. But the only correspondence was made between the deptt: and appeal of the appellant was not decided till date and kept the appellant in mum. **Copy of appeal and letter is attached as Annexure-G & H.**

8. That the appellant being aggrieved now filed the present service appeal on the following grounds amongst the others.

GROUND:

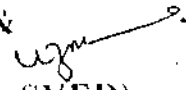
- A) That the order dated 23.11.2017 to the extent of the intervening period from 25.06.2015 to 23.11.2017 treated as extra ordinary leave without pay is against the spirit of justice, fair and play and amounted to deprived the appellant from his due back benefits of service in an arbitrary manner therefore not tenable.
- B) That the appellant has not been treated in accordance with law and rules therefore the impugned order is liable to be modified to the extent of back benefits.
- C) That the impugned order is also against the spirit of of superior court judgment as there was no fault on the part of appellant. That is department whom kept away the appellant from performing duties. so the appellant is entitled to all back benefits.
- D) That has the appellant was not applied not gainfully intervening period therefore keeping in view the judgment reported of Honorable Supreme Court reported as 2007 PLC (C.S) Page#346 the appellant is entitled to all salaries of the intervening period.
- E) That similarly the Honorable Supreme Court of Pakistan in similar like situation in judgment reported as 2015 PLC (C.S) Page#366 his held that the officials after exonerated from the charge will be entitle to all back benefits. Thus on the score of this judgment the appellant is entitled to the back benefits.
- F) That another case reported as 2007 SCMR Page # 855 the Honorable Supreme Court of Pakistan his held that the grant of service back benefits to an employed who has been illegally kept away from employment is the rule and the denial of such benefits to such a reinstated employee is an exception on the proof of such a person having remained gainfully employed during such period. As the appellant has already furnished affidavit to the competent authority regarding not remained gainfully employed therefore the appellant is also entitle to back benefits.
- G) That the appellant seeks permission to advance others grounds and proofs at the time of hearing.

It is, therefore most humbly prayed that the appeal of the appellant may be accepted as prayed for.


APPELLANT
Muhammad Irshad

THROUGH:


(SYED NOMAN ALI BUKHARI)

&

(UZMA SYED)

ADVOCATES, HIGH COURT

BEFORE THE KPK SERVICE TRIBUNAL PESHAWAR

APPEAL NO. _____/2018

Muhammad Arshad

V/S

Education Deptt

**APPLICATION FOR CONDONATION
OF DELAY IF ANY IN THE INSTANT APPEAL**

RESPECTFULLY SHEWETH:

1. That the instant appeal is pending before this Honourable Tribunal in which no date has been fixed.
2. That the appellant was reinstated vide impugned order dated 25.06.2017 and reinstate the appellant into service w.e.from 25.06.2015 but the intervening period from 25.06.2015 to 23.11.2017 treated as extra ordinary leave without pay. Thereafter the appellant was adjusted against the vacant post on 15.02.2018.
3. That the appellant being aggrieved filed departmental appeal for the modification of order dated 25.06.2017 to the extent of the intervening period from 25.06.2015 to 23.11.2017 treated as extra ordinary leave without pay. But the only correspondence was made between the deptt; and appeal of the appellant was not decided till date and kept the appellant in mum and said the appeal will decided and mislead the appellant.
4. That according to the superior court judgment the limitation was not run in case of money matter and the appeal of the appellant was relates to salaries so the limitation was not run against the appellant.
5. That the august Supreme Court of Pakistan has held that decision on merit should be encouraged rather than knocking-out the litigants on technicalities including limitation. Therefore, appeal needs to be decided on merit (2003, PLD (SC) 724.
6. That the appeal of the appellant on merit is good enough to be decided on merits.

It is therefore most humbly prayed that the instant appeal may be decided on merit by condoning the delay if any to meet the ends of justice.

MIR
APPELLANT
MUHAMMAD IRSHAD

THROUGH:

Noman
(SYED NOMAN ALI BUKHARI)
& *Uzma*
(UZMA SYED)
ADVOCATE, HIGH COURT.

DISCIPLINARY ACTION

I, Abanjan District Education Officer (M) Elementary & Secondary Education District Mansehra as competent authority am of the opinion that Mr. Mohammad Irshad Workshop Attendant GHS Shinkian, Mansehra rendered himself liable to be proceeded against, as he committed following acts/omissions within the meaning of Rule - 3 of the Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011.

STATEMENT OF ALLEGATIONS

1. Mr. Mohammad Irshad (Disobedience of Principal, Use of abused language with other teaching & Non teaching staff, Not cooperated and not performing his official duty properly.

2. For the purpose of inquiry against the said accused with reference to the above allegations, an inquiry committee, consisting of the following, is constituted under rule 10(1) (a) of the said Rules.

- i) Mr. Muhammad Razi Farooq Principal GHS Chitta Batta Mansehra - Chairman
- ii) Mr. Shoukat Malik VP/Principal GHSO Lassarai Thakral Mansehra - Member

3. The Inquiry Committee shall in accordance with the provisions of the said rules provide reasonable opportunity of hearing to the accused, record its findings and make within fifteen days of the receipt of its order, its recommendations as to punishment or other appropriate action against the accused.


4. The accused and a well conversant representative of the department shall join the proceedings on the date, time and place fixed by the inquiry committee.

DISTRICT EDUCATION OFFICER
MALE MANSEHRA

Order No. 12733 / 326 Dated Mansehra the 09 / 5 / 2011

Copy forwarded for information to

11. The Director ES&SE Khyber Pakhtunkhwa Peshawar
12. The District Account Officer Mansehra.
13. All members committee
14. The Principal GHS Shinkian Mansehra
15. Mr. Irshad Workshop Attendant GHS Shinkian Mansehra.


DISTRICT EDUCATION OFFICER
(MALE) MANSEHRA

B (8)

OFFICE OF THE DISTRICT EDUCATION OFFICER, (MALE) MANSEHRA

Notification.

Whereas the Principal Govt High School Shinkiani has submitted an complaint against Mr. Muhammad Arshad W/Alt vide his No. 2350 Dated 21.04.2015.

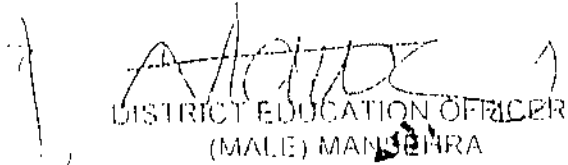
Whereas in this regard an enquiry has been conducted through committee of competent Officers vide this office No. 6733-37 dated 08.05.2015.

Whereas the enquiry committee has submitted the complete report with recommendations and findings vide his No. 810 Dated 22.05.2015

Whereas on the recommendation of enquiry committee report with the remarks that the major penalty of Compulsory retirement may be imposed upon accused official.

Whereas the undersigned being competent authority after perusal of record recommendations of enquiry committee is of the view that the charges level against accused are proved and hence Imposed Major Penalty of compulsory retirement under E&D Rules 2001 upon Muhammad Arshad W/Alt of GHS Shinkiani with immediate effect alongwith all service benefit as per rules

Note:- Necessary entry should be made in his service book and other record


DISTRICT EDUCATION OFFICER
(MALE) MANSEHRA

Serial No. 701-25 /Dated 25/6 /2015.

Copy for information to the

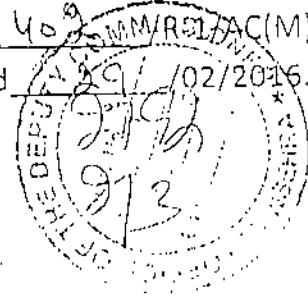
- 1. Director Elementary & Secondary Education KPK Peshawar
- 2. Principal GHS Shinkiani.
- 3. District Accounts Officer Mansehra
- 4. District Monitoring Officer
- 5. Mr. Muhammad Irshad W/Alt. GHS Shinkiani.
- 6. Office Copy.


DISTRICT EDUCATION OFFICER
(MALE) MANSEHRA

S (9)

OFFICE OF THE
ASSISTANT COMMISSIONER
MANSEHRA

No. 1409 MMWRS/AC(M)
Dated 09/02/2016.



To

The Deputy Commissioner,
Mansehra.

Subject:-

APPLICATION OF M/S ATTAULLAH SST AND MUHAMMAD FAYYAZ
SDM GOVERNMENT HIGH SCHOOL SHINKIARI DATED 21-07-2015.

Reference application to the subject addressed to your good-self and later-on sent to this office vide your endorsement dated 27-07-2015 for enquiry and report.

The subject case was sent to the Additional Assistant Commissioner-II Mansehra for enquiry and report as per law. The Additional Assistant Commissioner-II Mansehra conducted enquiry into the matter and furnished his report vide No. 182 dated 09-02-2016, which is elaborated as under:-

BACKGROUND

- 1) M/S Attaullah SST and Muhammad Fayyaz SDM Government High School Shinkiari have jointly moved an application on the subject and wherein they have stated that there was a dispute between the Principal of Government High School Shinkiari and Class-IV servant. In this regard, the Principal GHS Shinkiari had lodged a complaint to the District Education Officer (Male) Mansehra, who subsequently appointed an enquiry committee headed by Mr. Muhammad Riaz, Principal Govt: High School Chitta Batta Mansehra. The said Muhammad Riaz remained as Principal Govt: High School Shinkiari during 2007-08 and later-on transferred.
- 2) The enquiry committee has recommended transfer of both the applicants on doubt and as result of which both applicants were transferred from G.H.S Shinkiari, whereas the dispute is between Principal G.H.S Shinkiari and a Class-IV servant. They further stated that they have no any dispute with the Principal of G.H.S Shinkiari but in spite of this, both the applicants were given transfer punishment by the Enquiry Officer.

ATY
15/1/16

3) Both the applicants have further stated for the cancellation of their transfer order after impartial enquiry into the matter.

PROCEEDINGS.

- 1- The Additional Assistant Commissioner-II Mansehra summoned applicants, Muhammad Riaz, Enquiry Officer, Principal Govt: High School Shinkiar, and Muhammad Irshad, Class-IV and heard them in detail.
- 2- On 18-8-2015, Principal G.H.S Shinkiar and Muhammad Riaz, Principal G.H.S Chitta Batta (Enquiry Officer) submitted their reply along-with relevant record.
- 3- On receipt of above replies, the District Education Officer Mansehra was requested by the Additional Assistant Commissioner-II Mansehra to provide detail of correspondence on the subject for the last 1 ½ years. The District Education Officer (Male) Mansehra provided the same on 04-12-2015.
- 4- The relevant record has thoroughly examined by the Additional Assistant Commissioner-II Mansehra carefully after hearing of all concerned in detail and revealed that Principal Govt: High School Shinkiar had lodged a complaint against Attaullah, S.S.T, Muhammad Fayyaz SDM and Irshad Class-IV of Govt: High School Shinkiar to the District Education Officer (Male) Mansehra.
- 5- On the complaint of Principal, G.H.S Shinkiar, the District Education Officer (Male) Mansehra appointed an enquiry committee. The Incharge of the committee was Mr, Muhammad Riaz, Principal G.H.S Chitta Batta.
- 6- On completion of enquiry, Mr. Muhammad Riaz, Enquiry Officer has imposed major penalty of compulsory retirement from service on Irshad Class-IV while recommendation of transfer in respect of M/S Attaullah SST and Muhammad Fayyaz SDM G.H.S Shinkiar was also made.

Handwritten signature and scribbles in the left margin, possibly indicating a date or initials.

(2)

7- Based on the above enquiry the District Education Officer (Male) Mansehra transferred both the teachers from G.H.S Shinkiari and Class-IV Irshad was compulsory retired from service. Later-on both teachers has challenged the above transfer order in the court and got statusquo.

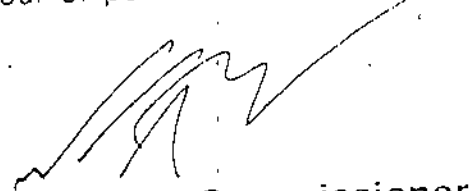
The Additional Assistant Commissioner-II Mansehra has given following recommendations:-

- 1- Mr. Irshad, Class-IV has been compulsory retired from service by the District Education Officer (Male) Mansehra in the light of enquiry report without any show cause notice, which is against the relevant procedure and rules. Hence, the competent authority may be requested to review the same and re-enquire the matter under the provision of relevant law by issuance of show cause to the concerned Class-IV.
- 2- The Administration of Principal, Government High School Shinkiari and his behaviour with staff is not satisfactory. Hence, he along with staff may be transferred from G.H.S Shinkiari, so that education of students may not be suffered.

In view of above, it is recommended that:-

- 1- The competent authority may kindly be requested to review the compulsory retirement order of class-iv servant, as no show cause notice has been issued to him by the District Education Officer (Male) Mansehra which is against the relevant rules.
- 2- The Principal, G.H.S Shinkiari has no command on his staff. Resultantly, the education and peaceful environment of the school is badly suffering. Hence, the concerned authority may please be approached for the transfer of Principal, G.H. S Shinkiari along with his staff, so that the school students could be able to acquire education without any disturbance please.

Enquiry report containing 122 pages received from Additional Assistant Commissioner-li Mansehra is enclosed for favour of perusal and further necessary action please.


Assistant Commissioner
Mansehra

1061
15-3-16
2-8
1-8-8
Date of Completion 15/3/16
(A.V.E) P
15/3/16

15
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To

The Director
Elementary & Secondary Education,
Khyber Pakhtunkhwa, Peshawar

Through: Proper Channel

Subject: - APPEAL FOR REINSTATEMENT

Respected Sir,

The appeal is as following please:-

1. The appellant was serving as Lab Attendant at GHS Shinklari and served the department more than 16 years.
2. The appellant has been compulsory retired from the service vide No. 921-25 dated 26-06-2016 by the DEO (M) Manshara without observing codal formalities i-e show cause notice and personal hearing etc.
3. The appellant filed an appeal within stipulated period against the impugned order before your good honour but no response has yet been received
4. An enquiry in this regard has been conducted by the Assistant Commissioner Manshara vide No.1402 /R-I/AC (M) dated 29-02-2016 which is communicated to respected DEO (M) Manshara through the Deputy Commissioner Manshara Vide No. 4167/AE dated 14-03-2016 for necessary action, The remarks regarding compulsory retirement of appellant mentioned in the recommendation are as under:
" Mr Irshad, Class-IV has been compulsory retired from service by the District Education Officer (Male) Manshara in the light of enquiry report without any show cause notice, which is against the relevant procedure and rules."
Moreover Assistant Commissioner Manshara further stated that:
"the Administration of Principal, Government High School Shinklari and his behaviour with staff is not satisfactory"
The enquiry report is attached for ready reference please, which is evidence that in this case codal formalities had not been observed.
5. Your honour, the appellant has three children, two daughters one is a student of BSc Hon, programme at Hazara University, another is a student of 10th class and a son is the student of 2nd year, the appellant has no any other source for their nourishment and education. Your honour, it was a financial murder of the appellant and the entire family would be deeply affected by this unrelenting action

You are, therefore, humbly requested that may kindly be reinstated the appellant into the service on empathetically grounds. The appellant will pray for you for the next whole life please.

Dated 19th of March, 2016.

Yours sincere

Muhammad Irshad C-IV
Government High School Shinklari

BY: DISTRICT EDUCATION OFFICER
(MALE) MANSEHRA

Encl: (23)

I am directed to refer your letter No. 27/F.No/A-20/C-IV/
dated 01-08-2017 and to state that the requisite report/comments on the
appeal of Mr. Muhammad Irshad Ex-Lab Atnd: GHS Shinkhari has already
been submitted to your office vide this office No. 17952 dated 25-11-2015,
however, the Assistant Commissioner Manshara has also conducted
inquiry in the same case dated 14-03-2016 and he has proposed that the
competent authority may review compulsory retirement, photocopy of the
same alongwith enclosures are again enclosed herewith for further
necessary action please.

APPEAL FOR RE-INSTATEMENT

Subject:
Memo:

The Director,
Elementary & Secondary Education,
Khyber Pakhtunkhwa Peshawar.

To:

No 15262 Date 5/9/2017
Phone # 0997-382271
E-mail Address: edoedu_manshra@yahoo.com
Facebook Page: www.facebook.com/DROMMANSEHRA

DISTRICT MANSEHRA

OFFICE OF THE DISTRICT EDUCATION OFFICER (MALE)



14

E 15

NOTIFICATION

WHEREAS, on finality of disciplinary proceedings under Khyber Pakhtunkhwa E&S rules 2011 major penalty of removal from service was imposed upon Mr. Muhammad Ishaq Ex Lab Attendant GIS Shinkari District Manshara by the DIO (M) Manshara Notification No. 9121/25 dated 25.6.2015.

AND WHEREAS, the said aggrieved Lab Attendant filed a departmental appeal dated 22.9.2016 to the Director E&S Khyber Pakhtunkhwa Peshawar (Appellate Authority) for redressal of his grievances/reinstatement in service.

AND WHEREAS, the appellate authority in pursuance of Section 17 read with sub rule (1) & (2) of the E&S Rules 2011 called for the record of the case and comments from the concerned District Director E&S letter No. 319 dated 6.10.2016 for consideration of the appeal.

AND WHEREAS, the DIO concerned provided the requisite report/comments in reply vide letter No. 15362 dated 5.9.2017 and exposed that the matter was enquired through Assistant Commissioner Manshara who recommended that the competent authority may review the compulsory retirement order of concerned class as no show cause was issued to the accused by the DIO (M) Manshara vide Notification No. 9121/25 dated 25.6.2015.

Now therefore, the appellate authority the Director E&S Khyber Pakhtunkhwa Peshawar vide section 17 read with rules 21(b) of E&S Rules 2011 has decided in the light of recommendation of the enquiry officer (Assistant Commissioner) vide No. 1402 dated R/AC(M) dated 20.2.2016 to set aside the major penalty imposed by the DIO (Male) Manshara vide Notification No. 9121/25 dated 25.6.2015 against Muhammad Ishaq Ex Lab Attendant GIS Shinkari District who was in service from 1.12.2015 to the intervening period from 25.6.2015 to date is hereby treated as 100% without pay.

DIRECTOR
Elementary & Secondary Education
Khyber Pakhtunkhwa Peshawar

Form No. 4620/22 / B Ho / A 20/C IV / Appeal / Muhammad Ishaq Ex Lab Attendant Peshawar / 25/11 / 2017

Copy of the above is forwarded for information and...

- 1. District Education Officer (Male) Manshara w/o to his letter No. 319 dated 6.10.2016
- 2. District Accounts Officer Manshara.
- 3. Principal GIS Shinkari District Manshara
- 4. Appellant concerned.
- 5. Bk to the Director E&S Khyber Pakhtunkhwa Peshawar.

Handwritten signature and date: 23/11/2017

Assistant Director (Acad.)

Director, Elementary & Secondary Education

F 16

OFFICE OF THE DISTRICT EDUCATION OFFICER (MALE)



MANSEHRA

Phone # 0997-382271 Fax # 0997-382244
E-mail Address: cdoedu_mansehra@yahoo.com
Facebook Page: www.facebook.com/DDEOMMANSEHRA

REINSTATEMENT

In pursuance of the Notification issued by Director Elementary & Secondary Education Khyber Pakhtunkhwa Peshawar vide his No. 4620-22 Dated 23-11-2017, and as approved by the competent Authority, E&SE Department Mansehra, Mr. Muhammad Irshad Ex- W/Atnd: GHS Shinkhari District Mansehra is hereby re-instated into Govt. service w.e.f 25-06-2015 and posted at GMS Bagh against vacant post of N/Q on his own pay & grade in the interest of public service with the following conditions.

Note:

1. Necessary entry should be made in his service book and other relevant record.
2. His absent period w.e.f 25-06-2015 to 23-11-2017 is treated as leave without pay.
3. He is further adjusted for the purpose of drawl of pay w.e.f 24-11-2017 to his date of taking over charge in the same school.
4. No TA/DA is allowed.
5. Charge report should be submitted to all concerned.

-sd-

DISTRICT EDUCATION OFFICER
(MALE) MANSEHRA

Endst: No 2571-77 /Estt:(M)/F.No.03/ /C-IV/ Dated 15/02/2018

Copy of the above is forwarded for information and necessary action to the:

1. Director Elementary & SE Khyber Pakhtunkhwa Peshawar.
2. District Accounts Officer Mansehra.
3. Principal GHS Shinkhari Mansehra.
4. Head Master GMS Bagh Mansehra
5. Budget & Account Officer Local Office.
6. Official Concerned.
7. Office File.

15/2/18
DY: DISTRICT EDUCATION OFFICER
(MALE) MANSEHRA

The Secretary,
Elementary & Secondary Education,
Khyber Pakhtunkhwa, Peshawar

G (17)

Subject: - **APPEAL FOR RECONSIDERING THE INTERVENING PERIOD WITH FULL PAY AND ALLOWANCES**

Respected Sir,

The appeal is as following please:-

1. The appellant was serving as Workshop/Lab Attendant at GHS Shinkhari and had been illegitimately, dishonestly and unlawfully compulsory retired from the service vide No. 9121-25 dated 25-06-2015 by the DEO (M) Mansehra without observing codol formalities i-e show cause notice and personal hearing etc.
2. An enquiry in this regard has been conducted by the Assistant Commissioner Mansehra vide No.1402 /R-1/AC (M) dated 29-02-2016 which is communicated to the respected DEO (M) Mansehra through the Deputy Commissioner Mansehra Vide No. 4167/AE dated 14-03-2016 for necessary action, The remarks regarding compulsory retirement of appellant mentioned in the recommendation are as under :
" Mr Irshad, Class-IV has been compulsory retired from service by the District Education Officer (Male) Mansehra in the light of enquiry report without any show cause notice, which is against the relevant procedure and rules."
3. The appellant filed an appeal within stipulated period against the impugned order before the Director E & SE KP Peshawar; the Director E & SE perused the case entirely. Under section- 17 read with rules 2 (b) of E & D rules- 2011, the Director has decided in the light of recommendation of the enquiry officer (Assistance Commissioner Mansehra as mentioned above in para No. 2) to sit aside the major penalty imposed by the DEO (M) Mansehra vide Notification No 9121-25 dated 25-06-2015 and reinstated the appellant in service w.e.f. 25-06-2015. Vide Endst: No.4620-22 the Peshawar dated 23-11-2017.
4. **But the intervening period from 25-06- 2015 to 23-11-2017 has irrationally been treated as EOI without pay, which is against the natural justice, honesty and prevailing Fundamental Rules (F.R. 54).** Although the appellant was not guilty yet this act paid him an irreparable financial and service loss.
5. Your honour, during the last 2 years and 5 months the appellant has remained unemployed and borrowed huge amount in pursuance of the case as well us to support his university going children.

You are, therefore, humbly requested that **may kindly be compensated the intervening period from 25-06- 2015 to 23-11-2017 (2 years and 5 months) with full pay and allowances according to the Fundamental Rules (F.R. 54), as appellant has 16 years service in his credit.** The appellant will pray for you for the next whole life please. Necessary documents are attached.

Yours Sincerely,

Muhammad Irshad Workshop/Lab. Attendant
Government High School Shinkhari

Dated 5th December, 2017

H

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Directorate of Elementary & Secondary Education,
Khyber Pakhtunkhwa, Peshawar,

No. / F.No. /A-20/C-IV/ Appeal/Muhammad Ishaq

Dated Peshawar the 09/11/2018

To

The Secretary,
Elementary and Secondary Education,
Khyber Pakhtunkhwa Peshawar

Subject: APPEAL FOR RECONSIDERING THE INTERVENING PERIOD WITH FULL PAY AND ALLOWANCES:-

Memo,

I am directed to refer to your Endst No. 50(PE)E&SE/9-15/Class-iv/2014 dated Peshawar the 05/01/2018 on the subject noted above and to state that the Notification in r/o Mr. Muhammad Ishaq Ex-Workshop Attendant BPS-01, GHS Shinkhari District Mansehra issued by this office Notification No. 4620-22/F.No/A-20/C-IV/ Appeal/Muhammad Ishaq is hereby submitted for information please

Deputy Director (Admin)
Directorate of E& Secy Education
Khyber Pakhtunkhwa, Peshawar

Enclst (No)

15910

Copy for information to the:-

1. Muhammad Ishaq Ex-Workshop Attendant BPS-01, GHS Shinkhari District Mansehra
2. PA to Director Elementary & Secondary Education Khyber Pakhtunkhwa Peshawar.

Deputy Director (Admin)
Directorate of E& Secy Education
Khyber Pakhtunkhwa, Peshawar

VAKALAT NAMA

NO. _____/20

IN THE COURT OF K.P.K Service Tribunal, Peshawar

Muhammad Arshid

(Appellant)
(Petitioner)
(Plaintiff)

VERSUS

Education Dept

(Respondent)
(Defendant)

I/~~We~~, Muhammad Arshid

Do hereby appoint and constitute **SYED NOMAN ALI BUKHARI and Uzma Syed Advocate High Court Peshawar**, to appear, plead, act, compromise, withdraw or refer to arbitration for me/us as my/our Counsel/Advocate in the above noted matter, without any liability for his default and with the authority to engage/appoint any other Advocate/Counsel on my/our costs.

I/We authorize the said Advocate to deposit, withdraw and receive on my/our behalf all sums and amounts payable or deposited on my/our account in the above noted matter. The Advocate/Counsel is also at liberty to leave my/our case at any stage of the proceedings, if his any fee left unpaid or is outstanding against me/us.

Dated _____/20

Muhammad Arshid

(CLIENT)

ACCEPTED

Syed Noman Ali Bukhari
SYED NOMAN ALI BUKHARI
Advocate High Court Peshawar.

Uzma Syed & Syed Noman Ali Bukhari
UZMA SYED

Advocate High Court Peshawar.

(original copy)

S3
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BEFORE THE HONOURABLE SERVICE TRIBUNAL PESHAWAR
Appeal No.1299/2018

Muhammad Irshad.....APPELLANT.

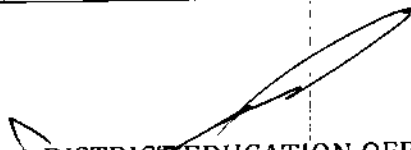
VERSUS

1. Government of Khyber Pakhtunkhwa through Secretary Elementary & Secondary Education KPK Peshawar.
2. Director Elementary & Secondary Education KPK Peshawar.
3. District Education Officer (Male) Manshra.....RESPONDENTS.

PARAWISE COMMENTS / WRITTEN REPLY ON BEHALF OF
RESPONDENTS NO 1,2 AND 3.

INDEX

S. No	Description of documents	Annexure	Pages
1.	Comments		1-3
2.	Affidavit		4
3.	Copy of reinstatement order	A	5-6
4.	Copy of the complaint of principal	B	7-8
5.	Copy of staff statement	C	9-19
6.	Copy of 1 st inquiry report	D	20-21
7.	Copy of final inquiry report	E	22-24
8.	Copy of Compulsory Retirement order	F	25


DISTRICT EDUCATION OFFICE
9 (MALE) MANSEHRA.

BEFORE THE HONOURABLE SERVICE TRIBUNAL PESHAWAR

Appeal No.1299/2018

Muhammad Irshad.....APPELLANT.

VERSUS

1. Government of Khyber Pakhtunkhwa through Secretary Elementary & Secondary Education KPK Peshawar.
2. Director Elementary & Secondary Education KPK Peshawar.
3. District Education Officer (Male)
Mansehra.....RESPONDENTS.

PARAWISE COMMENTS / WRITTEN REPLY ON BEHALF OF
RESPONDENTS NO 1, 2 AND 3.

PRELIMINARY OBJECTIONS:-

1. That the Appellant is not the "AGGRIEVED" person.
2. That the Appellant is estopped by his own conduct.
3. That the Appellant has not come to the Hon'ble Tribunal with clean hands.
4. That the Appellant has no cause of action/locus standi to file the instant appeal.
5. That instant Appeal is against the prevailing law and rules.
6. That the Appellant has concealed the material facts from this Hon'ble Tribunal, Hence not entitled for any relief and appeal is liable to be dismissed without any further proceeding.
7. That the appeal is groundless and based on malafide, ulterior motive, hence the same is liable to be dismissed.
8. The instant appeal is not maintainable in the present form and also in the present circumstances of the issue.
9. The instant appeal is time barred and liable to be dismissed.
10. That the demand of the appellant is against the law and facts hence the appellant is not entitled for any relief and appeal is liable to be dismissed on this score alone.

Factual Objections:-

- 1) Para No. is pertaining to the service record of the appellant.
- 2) Para 2 is correct to the extent that the regular inquiry was conducted, charge sheet was issued and personal hearing was made, whereas in the light of inquiry all the charges against the appellant were proved and the major penalty was imposed on the appellant.
- 3) Para No.3 is correct, hence needs no comments.
- 4) Para No.04 is correct, hence needs no comments.

5) Para No.5 is correct, hence needs no comments.

6) Para 6 is correct to the extent that appellant was reinstated into service w.e.f 24/11/2017 and his absent period w.e.f 25/06/2015 to 23/11/2017 was treated as leave without pay.

(copy of the Reinstatement order is annexed as annexure A)

7) Para No. 7 is correct to the extent that he filed a Departmental appeal for the reconsidering the interviewing period with full pay and allowances. Whereas the principal GHS Shinkari submitted a complaint against the appellant that he is drug addict and his moral is suspicious. He usually misbehaves to the other class iv servants of the school. The different statement of the teachers and non-teaching staff about the appellant shows that his language in the Educational institute is abusive and also with the some teaching staff. The same is also verified from the school staff that he disturb the whole environment of the school. Due to his carelessness of the class-iv a tent amounting Rs.100000/- (one Lakh) was burnt which was a great loss for Govt: treasury. In this regard the inquiry was conducted appellant was fine Rs.30000/- for his carelessness and burning of tent. The intervening period which he is claiming for back benefits is not possible in the light of the August Supreme Court Judgment that "No work No Pay".

(Copy of the complaint of the Principal, Copy of staff statement, copy of the 1st inquiry regarding tent case, are annexed as annexure B, C & D)

8) That appellant has no right to invoke the Constitution jurisdiction of this Hon'ble Tribunal, the appellant is not aggrieved Person inter alia on the following Grounds:-

GROUND:-

- A. Incorrect and denied because he is not entitled of any back benefits due to none performing of his duty during this period.
- B. Incorrect and denied. Detail reply has already been given in the above Para.
- C. Incorrect and denied, because the principal GHS Shinkari submitted a complaint against the appellant that he is drug addict and his moral is suspicious. He usually misbehaves to the other class iv servants of the school. The different statement of the teachers and non-teaching staff about the appellant shows that his language in the Educational institute is abusive and also with the some teaching staff. The same is also verified from the school staff that he disturb the whole environment of the school. Due to his carelessness a tent of amounting Rs.100000/- (one Lakh) was burnt which was a great loss for Govt: treasury.
- D. Incorrect and denied, whereas the appellant misbehaves and abuses with the school staff and the same is proved in the

③

inquiry that "Mr. Muhammad Irshad workshop attendant of GHS Shinkari is proved guilty of misconduct under Rule 3 of the Khyber Pakhtunkhwa Government Servant E&D Rule 2011 and may be imposed on him major penalty of compulsory retirement from service with benefits.

(Copy of the Inquiry report and compulsory retirement order are annexed as annexure E & F)

- E. Para E is correct to the extent that the reported judgment of August Supreme Court of Pakistan is related to those who exonerated from all charges but the charges against appellant are true and genuine, hence in the instant case is not related to that judgment.
- F. Incorrect & denied because all the charges against the appellant were proved in the inquiry report and same is forwarded by the Principal of the school.

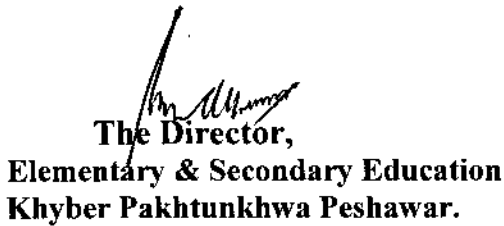
PRAYERS.

It is therefore, humbly prayed that on acceptance of the above submissions, the instant appeal may very graciously be dismissed in the favour of the answering Respondents in the interest of the Justice

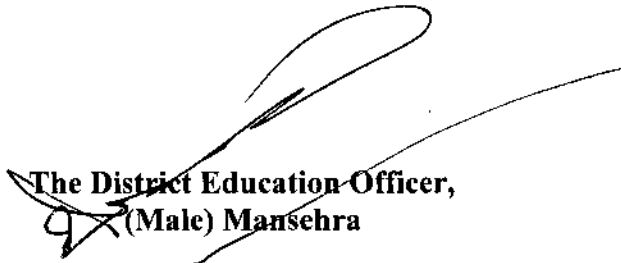
Respondent



**The Secretary
Elementary & Secondary Education
Khyber Pakhtunkhwa Peshawar.**



**The Director,
Elementary & Secondary Education
Khyber Pakhtunkhwa Peshawar.**



**The District Education Officer,
(Male) Mansehra**

4

AFFIDAVIT

I, Muhammad Toseef, Assistant to DEO(M) Mansehra hereby solemnly affirm and declare that the content of the reply of the comments in the above appeal No.1299-A/2018 Titled as Muhammad Irshad versus Govt: of Khyber Pakhtunkhwa and others are true to the best of my conviction and belief and I have concealed nothing.



ASSISTANT DISTRICT EDUCATION OFFICER
(MALE) MANSEHRA

Annex (A)

123 5

OFFICE OF THE DISTRICT EDUCATION OFFICER (MALE)
MANSEHRA



Phone # 0997-382271 Fax # 0997-382244
E-mail Address: edoedu_mansehra@yahoo.com
Facebook Page: www.facebook.com/DEOMMANSEHRA

REINSTATEMENT

In pursuance of the Notification issued by Director Elementary & Secondary Education Khyber Pakhtunkhwa Peshawar vide his No. 4620-22 Dated 23-11-2017, and as approved by the competent Authority E&SE Department Mansehra, Mr. Muhammad Irshad Ex- W/Atnd: GHS Shinkiari District Mansehra is hereby re-instated into Govt: service w.e.f 25-06-2015 and posted at GMS Bagh against vacant post of N/Q on his own pay & grade in the interest of public service with the following conditions.

Note:

1. Necessary entry should be made in his service book and other relevant record.
2. His absent period w.e.f 25-06-2015 to 23-11-2017 is treated as leave without pay.
3. He is further adjusted for the purpose of drawl of pay w.e.f 24-11-2017 to his date of taking over charge in the same school.
4. No TA/DA is allowed.
5. Charge report should be submitted to all concerned.

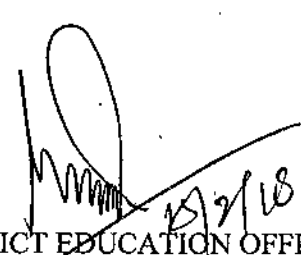
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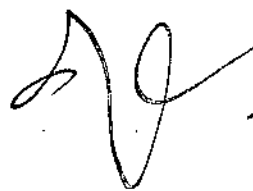
DISTRICT EDUCATION OFFICER
(MALE) MANSEHRA

Endst: No 2571-77 /Estt:(M)/F.No.03/ /C-IV/ Dated 15/02/2018

Copy of the above is forwarded for information and necessary action to the:

1. Director Elementary &SE Khyber Pakhtunkhwa Peshawar.
2. District Accounts Officer Mansehra.
3. Principal GHS Shinkiari Mansehra.
4. Head Master GMS Bagh Mansehra
5. Budget & Account Officer Local Office.
6. Official Concerned.
7. Office File.


DY: DISTRICT EDUCATION OFFICER
(MALE) MANSEHRA



(A) (B)

Directorate of Elementary & Secondary Education Khyber Pakhtunkhwa, Peshawar

NOTIFICATION.

WHEREAS, on finality of disciplinary proceedings under Khyber Pakhtunkhwa E&D Rules-2011 major penalty of removal from service was imposed upon Mr. Muhammad Irshad Ex-Lab Attendant GHS Shinkhari District Mansehra by the DEO (M) Mansehra Notification No. 9121-25 dated 25.6.2015.

AND WHEREAS, the said aggrieved Lab Attendant filed a departmental appeal dated 22.9.2016 to the Director E&SE Khyber Pakhtunkhwa Peshawar (appellate Authority) for redressal of his grievances/reinstatement in service.

AND WHEREAS, the appellate authority in pursuance of Section 17 read with sub rule (1) & (2) of the E&D Rules-2011 called for the record of the case and comments from the concerned DEO vide Director E&SE letter No. 319 dated 6.10.2016 for consideration of the appeal.

AND WHEREAS, the DEO concerned provided the requisite record/comments accordingly vide his letter No. 15362 dated 5.9.2017 and exposed that the matter was enquired through Assistant Commissioner Mansehra who recommended that the competent authority may review the compulsory retirement order of concerned officer as no show cause was issued to the accused by the DEO (M) Mansehra which is against the relevant

Now therefore, the appellate authority the Director E&SE Khyber Pakhtunkhwa Peshawar under Section-17 read with rules 2(b) of E&D Rules-2011 has decided in the light of recommendation of the enquiry officer (Assistant Commissioner) vide No. 1402 dated R-/AC(M) dated 29.2.2016 to set aside the major penalty imposed by the DEO (Male) Mansehra vide Notification No. 9121-25 dated 25.6.2015 and reinstate Mr. Muhammad Irshad Ex-Lab Attendant GHS Shinkhari District Mansehra in service w.e.f 25.06.2015. The intervening period from 25.6.2015 to date is hereby treated as EOL without pay.

DIRECTOR
Elementary & Secondary Education
Khyber Pakhtunkhwa, Peshawar

Endst: No. 14620-22 /F.No. /A-20/C-IV/ Appeal/Muhammad Irshad Dated Peshawar the 23/11 2017.

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

- 1- District Education Officer (Male) Mansehra w/r to his letter No. 15362 dated 5.9.2017
- 2- District Accounts Officer Mansehra.
- 3- Principal GHS Shinkhari District Mansehra.
- 4- Appellant concerned.
- 5- PA to the Director E&SE Khyber Pakhtunkhwa Peshawar.

awab
23/11/2017
Assistant Director (Admn)
E&SE, Khyber Pakhtunkhwa, Peshawar
NR

Miss sent related to
DEO (M) E+SE Mansehra

C:\Users\Fahim\Desktop\Mansehra\Re-instatement\Re-instatement Muhammad Irshad lab attend.doc

Fahim
HEAD MASTER,
GHS NAWAZABAD,
MANSEHRA.

Annex B'
Annexure 'J'

No 2350

Dated 21-4-2015

io

The District Education Officer,
(Male) Mansehra.

Subject: COMPLAINT AGAINST MR MUHAMMAD IRSHAD WORK SHOP ATTENDENT

Memo:

The undersigned would like to bring some faults/misconduct /misbehave of the above cited class-iv in your kind notice.

- A complaint was already lodged against the above named class -IV under letter # 2240 dated 03-12-2013 due to his attack on school Chowkidar at 10:00 (pm) & the said class-iv is relieved off his duties by the order of DEO (M) Mansehra and directed to report at the office of DEO (M) Mansehra. (Copy of the relieving letter and order of DEO (M) Mansehra is attached for reference please).
- With reference to letter # 2278 dated 04-02-2014 of the office of the undersigned regarding the tent fire case the said class-iv was also involved in that incident. (copy of the letter is attached for reference please)
- The DEO(M) Mansehra relieved the said work shop attendant on 13-03-2014 under letter # 2522 and direct to report at the office of the undersigned. (copy of the letter is attached for reference please)


B ~~1/2~~ (8) (3) (5)

Further more it is brought to your kind notice that the said Class-iv is a drug addict and his moral is suspicious. He usually misbehaves to the other class-iv servants of the school.

- On 14-04-2015 the class-iv servants of the school name Mr. Mushtaq, Mr. Zahid Ali Shah; Mr. Tanveer submitted an application to the undersigned which is self-explanatory. That he used abusive language for them as well as Principal & V/Principal before the some school teachers (copy attached).

As per telephonic talk to your honour, your highness directed the undersigned that the concerned class-iv should be relieved off his duties and direct him to report at DEO (M) office Mansehra. The undersigned followed your instructions but the said class servant yet not reported at your office.

Therefore you are requested to proceed the said class-iv servant under E & D rules 2011.


PRINCIPAL
GHS Shinkhari Mansehra.

ج نمبر 1 = 12/05/1999

ج نمبر 2 = 12/05/1999

ج نمبر 3 = آٹھ مہینے کے بعد آپس میں ہم مدرسے فور ملڈم کے لیے درخواستیں
ج نمبر 4 = نہیں ہے۔

ج نمبر 5 = رفیقان کے رجسٹرڈ درجہ تمام مدرسین میں برابر تقسیم کر دیا گیا ہے اس دفعہ
میں دیکھیں جس کی وجہ سے نئی رٹائرمنٹ سے جھگڑا ہوا یہ رود عطاء اللہ
آگے نے تقسیم کر دیا ہے۔ یہاں اس کا اصل جواب لوگیا تو انہوں نے کہا کہ یہ
کام اطمینان عملہ ہے۔

ج نمبر 6 = اصل جواب دینے کے لیے بھی ممبر سٹاف کو بھی امتیازی سواک نہیں کیا اور نہ ہی
بھی ذاتی کام کے لیے کیا ہے
ج نمبر 7 = سٹاف کے مطالبے کے مطابق سٹاف کو سہولتیں
ضرورت سے زیادہ ہیں۔

ج نمبر 8 = یہاں سٹاف کا رویہ اسٹاف کے ساتھ نیکیا ہے
ج نمبر 9 = اصل جواب سٹاف کے ساتھ نیکیا ہے
ج نمبر 10 = میں نے تسلیم کر لیا ہے کہ مجھ سے غلطی ہوئی ہے اور اس کے لیے معافی
میں نے سزا دے دی ہے۔

ج نمبر 11 = اصل جواب سٹاف کے ساتھ نیکیا ہے
یہ ہے میں نے انہوں نے مجھے گناہ وار نہ بنا دیا اور اس کے لیے معافی
میں نے سزا دے دی ہے۔

خواب عالی۔
اور جو کچھ میں لکھ رہا ہوں وہ بالکل درست ہے۔
محمد ارشد و کتاب رٹائرمنٹ ہائی سکول شکیاری

16.5.2015

جوابات

غنا 11 میں نے 16 جون 2012ء اس اسکول کو جوآن کیا

تقریباً 14 سال

3 بعض اعلیٰ درجہ کے نصاب میں بعض نہیں کرتے۔

4 ٹیچنگ کے اندر گروپ نہیں ہو جاتا اور نہ ہی میں تھری اسٹریٹجی
تلاش کرتی ہیں۔

ڈا. وائٹن خان SET (2) محمد امجد علیہ TT (3) ضیاء الحسن SST (4) محمد ضیاء SDM

5 میں نے متعدد بار میٹنگ کیں۔ PTC کے نوٹس میں بات لگائی تھی
فرداً فرداً ملکہ قاش کیں۔

6 درست سمت میں کام نہیں کرتا۔

7 متعدد بار PTC میں رابطہ کیا لیکن وہی PTC نے +ve مثبت جواب نہیں دیا

8 میں نے انہی درخواست میں جن کے خلاف درخواست دی ہے وہ ان کا

آلہ کار ہے جن کے خلاف درخواست کی گئی تھی اور ان کے کلاس فوٹو میں
انہی صورت نہیں کر سکتا۔

9 اہل تشدد کے خور بنیادی طور پر نشہ استعمال کرتا ہے اس کا اپنا ذہن نہیں ہے

ڈیوٹی نہیں کرتا۔ بلکہ بھی کچھ دفعہ اس نے ایسی حرکات کیں اور دفتر بھی

بھیجا لیکن وہ DE آفس میں اس اسکول پہنچ دیا۔

PRINCIPAL
Govt. High School
Shankar (Manshra)

1615155
مہنگا گورنمنٹ ہائی اسکول

از دفتر پرنسپل گورنمنٹ ہائی اسکول شندھاری مالکنڈ

بجانب ڈسٹرکٹ ایجوکیشن آفیسر (مردانہ) عالیہ

(13)

مادانت: محمد ارشد و ریشاب انڈیا کے بار میں دیر

تعلیم کے محمد ارشد و ریشاب انڈیا کے بار میں دیر
مدرسہ نور مدینہ میں زیر دستخطی کو در خواست کی کہ ہمیں وہ کاپی مکتوح
دنیاء میں کہ بنا پر زیر دستخطی نے محمد ارشد کے خلاف آپ کو تحریر کی
گواہی لیا ہے۔

آج وقت دس بجے سابق ناظم طارق سوالی زیر دستخطی کے دفتر میں آیا
اور آئے ہی سخت لہجے میں زیر دستخطی سے حفاظت کو کرنا کہ محمد ارشد
مدینہ درجہ چہارم کے خلاف جو شکایت ہے وہ عدالت میں بھیجے وہ والی کرے
اور مذکورہ مدینہ کو بھی والی کی لہجہ پر لو۔ اس پر زیر دستخطی نے طارق
سوالی کو جواب میں کہا کہ یہ جہان کا ہے اور وہ عدالت میں بھیجے منظم کرے
وہ جو منظور ہے۔ یہ بات سننے سے طارق سوالی آپ سے باہر ہو گیا اور

زیر دستخطی کو threat دیکر کیا کہ وہ ملزم کو لے کر اس سے کہہ گا اور اسے
رہیں گے جاے سو منظم ہم کیا کہ آپ کو لے کر اسے لے کر آئے گا اسکے اسکول کا
گیسٹ بک پر آ کر آپ اسے کو قتل کے خود ذمہ دار ہونگے۔

غائب نام سکول میں طارق سوالی کے دو چچا زاد سہیلی محمد فیاض SDM اور
محمد ابراہیم خان آغا جو طارق سوالی کا بہادر نہیں ہے یہ فریقین سرانجام دے رہے ہیں۔
غائب نام آراہی میں قتل کی سازشیں کر رہے ہیں اور میں ملزم میں کے ذریعے
اور طارق سوالی کے ذریعے۔ ان کے پیچھے دو ٹیمیں کامیاب ہو رہی ہیں جو ادارہ کو ناکام کرنے میں
غائب نام: اس سے تعلق قتل کی سازشیں کر رہے ہیں اور میں ملزم میں کے ذریعے
کے سازشوں کے ذریعے سے ناکام ہونے میں ادارہ کو ناکام کرنے میں ملزم میں کے ذریعے

1 میں کیفیت آئی. پی. ای. سی اسکول میں ہے فراغ میں میرا نام

2 میرا کل سرورس تقریباً 25 سال ہے اس اسکول میں تقریباً 4 سال

3 میرا اسکول میں آئی. پی. ای. سی کے چند اسٹوڈنٹس کرام اس ادارے

4 میں ڈسٹریکٹ ہیڈ ماسٹر ہیں اور ان کے ساتھ ہیں ڈائریکٹر

5 شریف اور ایڈووکیٹ صاحب ہیں ان کے کونسلر ہیں اور یہ

6 ادارہ ایک پبلسک اسکول ہے اور اس کے سربراہی

7 ایسا کام دیکھ کر میرے لئے میرا نام دے مگر میرے آفسیس کے

8 بارے میں یہ سمجھنا کہ میرے لئے چاہئے ہیں کہ میرے

9 کم سے کم ڈیڑھ گھنٹوں اور کلاسز بھی کم کی جائیں

10 جہاں ڈائریکٹر اور ایڈووکیٹ ہیں سب کے ساتھ میرا نام ہے

11 میں

12 نہیں کہی سے بھی امتیاز کا اسکول نہیں آتے اور ان کو ذاتی کام

13 کے لئے نہیں دیتے

14 ڈائریکٹر صاحب اگر اسکول ختم میں حاضر ہوتے ہیں ٹائم پر آتے ہیں اور

15 ٹائم پر آتے ہیں اور اسکول میں طلبہ اور اسٹاف کے کام کے

16 نگرانی کرتے ہیں

17 جہاں - میں میرے طرف سے مضمون پر عمل کر رہا ہوں

18 چند نوٹ ہیں اسٹاف میں سے

19 جہاں میں اسکول کے پتے کے کاموں میں ڈائریکٹر صاحب اور

20 ایڈووکیٹ صاحب موجود ہیں

21 اسکول کے آئی. پی. ای. سی کے ختم ہونے سے اس کے اسکول ختم میں آئے

سوالات برائے سٹاف ممبران

1. آپ کس حیثیت میں اس سکول میں کام کر رہے ہیں۔

2. آپ کی کل سروس کتنی ہے؟

3. کیا آپ کے سکول کے سٹاف میں کلیم آہنگ ہے۔ اگر نہیں تو کون! وہ بیان کریں۔

4. کیا پرنسپل صاحب سٹاف سے براہی کا سوک کرتے ہیں؟

5. کیا پرنسپل صاحب کسی سے امتیازی سلوک کرتے ہیں یا کسی کو ذاتی کام کرنے پر مجبور کرتے ہیں؟

6. کیا پرنسپل صاحب سکول سے آڑھہ ہوتے ہیں اور اتنا تہہ، ملازمین اور طلبہ کے کام پر کلنگ لگا رکھے ہیں؟

7. کیا پرنسپل صاحب بوقتِ ضرورت سٹاف کی سٹنگ بدلتے ہیں۔ اور کی سٹنگ میں ہونے والے سفیوں پر دو طرفہ طور پر عمل درآمد ہوتا ہے یا نہیں؟

8. آپ کے خیال میں سکول میں پائے جانے والے موجودہ حالات کا ذمہ دار کون ہے؟

9. کیا آپ سکول کی بہتری کیلئے کئے جانے والے کاموں میں پرنسپل صاحب کے ساتھ تعاون کرتے ہیں یا وہ آپ کو ان کاموں میں شامل کرتے ہیں؟

10. سکول کی پی ایچ ڈی کیا ہے یا نہیں۔ سکول کی بہتری کیلئے پی ایچ ڈی کیا کردار ہے۔ اپنی رائے دیں۔

① چیئر مین انگریزی کمیٹی
16/5/2016
Shoukat Malito

Shoukat Malito

Vice Principal

G.H.S.S. LASSAN

Thakral Mandar

② " " " "

سوال نمبر 1
2) CT پوسٹ 2/ عرضہ 26 مارچ سے (مکمل شدہ) صورت

سوال نمبر 3) مقررہ آئینہ نسبت ہے۔ (مستحقانہ جو نام دیپٹی میں ہیں اور 3)
مستحقانہ تقسیم ہے۔ نام دیپٹی میں آج کے مطالبہ نسبت بتانا ہے۔

سوال نمبر 4) پرائمری کاسٹوں صورت ہے۔

سوال نمبر 5) نسبت

سوال نمبر 6) دیپٹی میں کونسی آج ہیں کونسی آج ہیں کہ طلباء کا نام ہو

سوال نمبر 7) مستحقانہ ہیں

سوال نمبر 8) باقی ماندہ سے قسط کرتے ہیں

سوال نمبر 9) باقی ماندہ بنانا ہے۔ اور خود بھی شامل رہتے ہیں

سوال نمبر 10) PTC فعال ہے۔ اگر دار ہے کہ مستحق سے فعال

رہا ہے مگر میں مستحق بنا ہے

امینہ
آج
مستحق

سوال نمبر ۱ کے تالیف پیرا

۱۔ آپ کون سی چیزیں اس سکول میں کام کر رہے ہیں۔

۲۔ آپ کی کل سروس کتنی ہے؟

۳۔ کیا آپ کے سکول کے تالیف میں کچھ ہے۔ اگر نہیں تو کیوں! وہ بیان کریں۔

۴۔ کیا پرنسپل صاحب ساری تالیف سے باہری کاموں کرتے ہیں؟

۵۔ کیا پرنسپل صاحب کسی سے امتیازی سلوک کرتے ہیں یا کسی کو ذاتی کام کرنے پر مجبور کرتے ہیں؟

۶۔ کیا پرنسپل صاحب سکول میں اگر حاضر ہوتے ہیں اور اساتذہ، ملازمین اور طلبہ کے کام پر مداخلت کرتے ہیں؟

۷۔ کیا پرنسپل صاحب بوقت ضرورت تالیف کی مشیخت بدلتے ہیں۔ اور کیا مشیخت میں ہونے والے صفحات پر رد و طرفہ لکھ کر عمل درآمد ہوتا ہے یا نہیں؟

۸۔ آپ کے خیال میں سکول میں ایسے جانے والے موجودہ حالات کا ذمہ دار کون ہے؟

۹۔ کیا آپ سکول کی بہتری کیلئے کئے جانے والے کاموں میں پرنسپل صاحب کے ساتھ تعاون کرتے ہیں یا وہ آپ کو ان کاموں میں شامل کرتے ہیں؟

۱۰۔ سکول کی بے PT فعال ہے یا نہیں۔ سکول کی بہتری کیلئے بے PT کا کیا کردار ہے۔ اپنی رائے دیں۔

① چیئرمین انکوائری کمیٹی - *Shaukat Malika*

ممبرین انکوائری کمیٹی - *Shaukat Malika*

Shaukat Malika

② ممبر " " " "

Shaukat Malika
Vice Principal
G.H.S.S. Cassan
Thakral Mandera

09

2. غلطی : میں گورنمنٹ لائی سکول سٹینڈیاری بحیثیت جوینئر مگرسٹ اسکول و سٹ پر کام کرتا ہوں۔

2. میری کل سروس 27 سال 8 ماہ اور 15 دن ہے۔

2. فرقہ ہمارے سکول کے اسٹاف میں مکمل حکم آہنگ ہے جو صرف دو تین اساتذہ کے علاوہ

2. ڈیپٹی ڈائریکٹر صاحب سارا اسٹاف سے پراپرٹی کا سکول کرتے ہیں۔

2. ڈیپٹی ڈائریکٹر صاحب اس سے بھی امتیازی سکول میں کر اور نہ ہمارے کو ایف ڈی ایم کے

بیک ٹیپ سے

2. ڈیپٹی ڈائریکٹر صاحب اسٹر سکول میں شامل کر رہے ہیں ڈیپٹی ڈائریکٹر صاحب اساتذہ صاحب

مدد زمین اور طلباء کے کام پر مکمل نگاہ رکھتے ہیں

2. ڈیپٹی ڈائریکٹر صاحب ضرورتاً مطالبہ اسٹاف کی سینک ہلڈ ہیں اور سینک

میں پتہ والے مفیلوں پر دو طرفہ طور پر عمل درآمد ہوتا ہے۔

2. ہمارے خیال میں موجودہ حالت کا نفعہ دار ایف بکلاس فور اور ایک اسٹاڈنٹ

2. میں سکول کی بہتری کیلئے کئی کئی بار ~~مطالبہ~~ جانے والے کاموں میں ڈیپٹی ڈائریکٹر صاحب

کے ساتھ پورا تعاون فرماتا ہوں۔

2. سکول کی آرا لینی اب فعال ہو گئی ہے سکول کی بہتری کیلئے ATC

لینی کا ایسا آ رہا ہے کہ دار ہے جو ہم سکول کی بہتری کیلئے کوشش میں

وہ ڈیپٹی ڈائریکٹر صاحب سے پورا تعاون فرماتے ہیں۔

اعتراف 16/5/15

سٹیڈی فاروق سنہاء جوینئر مگرسٹ سکول سٹینڈیاری

16/5/15

خدمت جناب انکوالتری آفیسر صاحب محمد ریاضی

19

جناب عالی!

مذکورہ ہے کہ گورنمنٹ ہائی سکول شنگلیا میں عدالت

درج چھارم محمد ارشد اور شتاب اٹینڈنٹ عمر صد سے فوٹو کر کے

جو کہ اس سکول میں پڑھتے ہیں بدتمیزی کرتے ہیں اور اس سکول میں

دو بچے ہیں جن کے نام یہ ہیں عطاء اللہ جان SSJ شنگلیا جو کہ عمر صد

درج سے یعنی 1994 کے ٹیکر اب موجود ہے دوسرا محمد میاضی SDM

ہے یہ دونوں حضرات محمد ارشد کو استعمال کرتے ہیں اور شتاب سے

بہتر (جو کام لینا چاہتے ہیں) لیتے ہیں اور شتاب ان دنوں درج چھارم

پڑھتا ہے اور شتاب نے ان کا ذاتی عدلزم بھی ہے جب تک اس سکول میں یہ تینوں

افراد موجود ہیں اس سکول میں امن نہیں ہو سکتا ان کی وجہ سے سکول

سکول معذرا میں صدمہ بھی ہو رہا ہے اور شتاب سے لیکر اس وقت

تک اس سکول میں امن نہیں ہو سکتا یہاں تک کہ ان کی

وجہ سے اب سکول درست ہو رہا ہے سکول کی اسمبلی میں

زیادہ ہو گئی ہے اور اصل عقائد میں آپ کو بتا دیتے ہیں

مکمل کر لیا گیا ہے اور وہ ہیں

16/5/2015 (مقام)

جناب

Chairman / Secretary
P.T.A. G.H.S.
Shinkiar
محمد ریاضی

Annex 'D'

Annexure 'K'

20

OFFICE OF THE DISTRICT EDUCATION OFFICER (MALE) MANSEHRA

No. _____
Date: 8/2/2014

- To
- 1 Mr. Shahzada Khan,
Principal GCMS (Boys)
Mansehra
- 2 Mr. Ahmed Khan,
Principal GCMS Dadar

Subject: INQUIRY.

Enclosed please find herewith copy of the Tent burnt report of received from Principal GH: S Shinkhari with reference to his No.2278 dated 4/2/2014.

You are requested to inquire the matter and put-up your finding/recommendations and fix responsibilities against the person at fault for proceeding in the matter.

DISTRICT EDUCATION OFFICER
(MALE) MANSEHRA

Endst No 1592

Copy to:

The Principal GHSS Shinkhari is directed to facilitate the inquiry committee.

DISTRICT EDUCATION OFFICER
(MALE) MANSEHRA

DWR 'D'

Annexure 1

084

21

The District Education Officer,
(Male) Mansehra.

Subject: INQUIRY REPORT.

Memo:

In response to your letter # 1590-91 dated 03-02-2014 the committee informed the Principal GHS Shankiari alongwith school teachers and class-iv servants. The committee fixed date and time for conduct of inquiry i-e 12-02-2014 at GHS Shankiari.

FACTS:

The Principal of the school submitted a written complaint to your good self that a tent of his school has been burnt by someone on 19-12-2013. The inquiry committee inquired the matter through class-iv servants of the school.

FINDINGS:

According to the verbal statements of class-iv servants & comments of the Principal the committee is of the view that tent has been burnt due to carelessness of class-iv servants and conspiracy of Mr. Muhammad Irshad class-iv of the school.

According to the comments of Principal the value of said tent is approximately 50000/-

RECOMMENDATIONS:

The committee recommends that amount of tent Rs 50000/- may be recovered from the following class-iv servants at the rate of Rs 30000/- from Mr. Irshad and Rs ; 20000/- from the other three class-iv servants named Zahid Ali Shah, Muhammad Tanveer and Nazim. A strict and last warning may be issued to all above class-iv servants to remain careful in future.

SHAHZADA KHAN

PRINCIPAL

Govt. Centennial Model School
(Boys) Mansehra.

17/02/2014

AHMAD KHAN

HEAD MASTER

Govt. Centennial Model school
(Boys) Dadar Mansehra.

OFFICE OF THE PRINCIPAL GOVERNMENT HIGH SCHOOL, CHITTA BAZAR MANSEHRA

No: 562
Date: 22-5/2015

To: The District Education Officer (Male)
Mansehra

Subject: DISCIPLINARY ACTION

Memo.

Reference your Endst: No 6733-57 dated Mansehra the 08-05-2015. I have been appointed as chairman inquiry committee to inquire as to the statement of allegations leveled against Mr. Muhammad Irshad Workshop Attendant GHS Shinkiani Mansehra.

The Statement of allegations against the said employee is as under.

"Guilty of Misconduct, Disobedience of Principal, use of abused language with other teaching and non teaching staff, No co operated and non performing his official duty properly"

In order to inquire the matter the following staff of the school were administered the questionnaire.

1. Mr. Muhammad Irshad Workshop Attendant (Accused Employee)
2. Mr. Muhammad Nazir (Principal)
3. Mr. Zulfikar (SPET)
4. Mr. Ishfaq Ahmed (CT)
5. Mr. Syed Parooq Shah (Junior Clerk)
6. Mr. Manzoor Ahmed (Chairman School PTC)

1. The statement of Mr. Muhammad Irshad, Workshop Attendant.

Questionnaire was administered to Mr. Muhammad Irshad Workshop Attendant. His reply is as under:

He has been serving in this school since 12-05-1999. He admits that sometimes Class IV employees have quarrel with each other. He has grievances about the distribution of BISE examination duty money and had quarrel with Tanvir, Lab/Attendant. He has also communicated the matter to Mr. Attaullah Jan SST, who distributed the money among Class IV servants and also to the principal. The principal replied that the distribution of money is responsibility of the superintendent SSC Annual Exam 2015. He has no grievances against principal. He has availed more C/Leaves than legally allowed as per school record. He admits that the principal's behaviour with the staff is very good. He also admits that he did wrong when the principal stopped him from using abusive language and when asked why have you used abusive language and misbehave with principal. He admitted his fault and pledged that such behaviour would not be repeated in future. He, in his statement admits that the principal had directed all the class IV employees time by time and to mend their ways, he further adds that he has been issued warnings many times by the principal but he committed mistakes and he would not repeat in future. (Annexure A)

2. Reply of the Mr. Muhammad Nazir, Principal GHS Shinkiani

The principal replies that some staff members co operate and other not with him. There exist, he says, factionalism in the staff. Mr. Wasiq Khan SCT, Abdul Hameed CT, Zia Ul Hassan SST and Muhammad Fiaz SDM are involved in factionalism. He says that he tried to end the factionalism

Annex E

(22)

Mr. Nazir
Pl. Dist. up
with
SST/SDM
24/5/15

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through a series of meetings and seeking the co-operation of the School PTC. He further adds that the staff is not working in the right direction. Mr. Irshad workshop attendant is an instrument in the hands of the people who have been nominated in the application lodged with the DEO(M) Manshera (in the said application submitted on April 29th, 2015 he mentions the names of Mr. Attaullah Jan SST (WI) and Mr. Muhammad Fiaz SDM (Annexure "C").

He further adds in his application that the above mentioned two teachers, namely, Mr. Attaullah Jan SST, WI and Mr. Muhammad Fiaz SDM are the main culprit of all the mess created in the school over the years and these two are responsible for the failure of former principals at this school (Annexure "D").

He in his reply says that Mr. Irshad Workshop Attendant is a drug addict and has no sense of decision on his own. He has demonstrated such behaviour in the past and was relieved to report in the DLO (M) office. (Annexure "B")

Reply of the staff of the school: A questionnaire as to the conduct of the principal was administered to the following staff of the school.

1. Zulfikar SPET
2. Ashfaq Ahmed CT
3. Syed Farooq Shah JC

The above mentioned teachers of the school are of the opinion that the principal is an honest, punctual, consultative and just person and do his utmost for the uplift of the institute. He tries to ensure good performance on the part of the teachers but some teachers are responsible for all the present mess in the institute. They further add that the present PTC is playing active role in the school affairs. (Annexure "D", "E" and "F")

3. Statement of the School PTC Chairman Mr. Manzoor Ahmed.

In his written statement the school PTC Chairman says that Mr. Attaullah Jan, SST Technical and Muhammad Fiaz SDM are responsible in instigating Mr. Irshad Workshop Attendant to behave rudely and create mess in the school. As long as these three persons remain in the school, no peace can be found in the school atmosphere. The principal is a thorough gentleman who reformed the school and increased the enrolment. (Annexure G)

Record of Examination:

1. The following three class IV employees served during (A) SSC Examination 2015 and paid Rs. 500/- each by Mr. Attaullah Jan SST Technical (WI).
 - a. Mr. Muhammad Tanvir Lab Attendant.
 - b. Syed Zahid Ali Shah Behshti
 - c. Muhammad Mushtaq Behshti
2. Mr. Tanvir Lab Attendant, Syed Zahid Ali Shah and Muhammad Mushtaq Lodged a complaint with the principal of the school about the quarrel and use of abusive language by Mr. Muhammad Irshad Workshop Attendant. (Annexure I)
3. The principal reported to the DEO (Male) Manshera about the misconduct and misbehaviour of Mr. Irshad Workshop Attendant on a number of the occasions in the past and inquiries have also

- E) (24) 5/7
4. The Newspaper also reveal that Mr. Muhammad Irshad, Workshop Attendant used to use drug along with his cronies in the school (Annexure M)

Findings of the Inquiry.

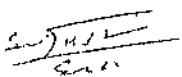
The statements of the principal, PTC Chairman, Mr. Irshad Workshop Attendant and other relevant record reveal the following facts.

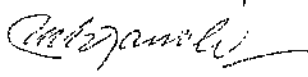
1. Mr. Muhammad Irshad Workshop attendant is guilty of Misconduct over his entire service. He used abusive language against the principal and other staff. He made quarrel with his fellow Class IV employees. He is drug addict and uses school premises for drug use and sharing in the evening. He has been fined Rs 30,000/- for burning school tent.
2. Mr. Attaullah Jan SST Technical and Mr. Muhammad Fiaz SDM are instigating Mr. Muhammad Irshad W/A to create mess in the school, The same create problems for the school and the principal. They play havoc with the school peaceful atmosphere.

Recommendations.

On the basis of the findings of the inquiry the following recommendations are made

1. Mr. Muhammad Irshad Workshop/Attendant of GHS Shinkiari is proved guilty of Misconduct under Rule 3 of the Khyber Pakhtunkhwa Government Servants Efficiency and Disiplinary Rule 2011 and may be imposed on him major penalty of compulsory retirement from service with benefits.
2. Mr. Attaullah Jan SST Technical / (W/I) and Mr. Muhammad Fiaz SDM may be transferred to some other schools to restore the peaceful atmosphere of the school in the greater interest of the students and School.


i. Mr. Shoukat Maalik,
Member Inquiry Committee,
and Vice Principal,
GISS Lissan Thakral,
Manshra,


ii. Muhammad Riaz Tauoli,
Chairman,
Inquiry Committee,
And Principal,
GHS Chitta Batta,
Manshra.

Amo P

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OFFICE OF THE DISTRICT EDUCATION OFFICER, (MALE) MANSEHRA

Notification:

Whereas the Principal Govt. High School Shinkiari has submitted an complaint against Mr. Muhammad Arshad W/Att: vide his No. 2350 Dated 21.04.2015.

Whereas in this regard an enquiry has been conducted through committee of competent Officers vide this office No. 6733-37 dated 08.05.2015.

Whereas the enquiry committee has submitted the complete report with recommendations and findings vide his No. 810 Dated 22.05.2015.

Whereas on the recommendation of enquiry committee report with the remarks; that the major penalty of Compulsory retirement may be imposed upon accused official.

Whereas the undersigned being competent authority after perusal of record recommendations of enquiry committee is of the view that the charges level against accused are proved and hence Imposed Major Penalty of compulsory retirement under E&D Rules 2001 upon Muhammad Arshad W/Att: of GHS Shinkiari with immediate effect alongwith all service benefit as per rules.

Note:- Necessary entry should be made in his service book and other record.


DISTRICT EDUCATION OFFICER
(MALE) MANSEHRA

Endtt:No. 921-25 /Dated 25/6 /2015.

Copy for information to the:-

1. Director Elementary & Secondary Education KPK Peshawar.
2. Principal GHS Shinkiari.
3. District Accounts Officer Mansehra.
4. District Monitoring Officer.
5. Mr. Muhammad Irshad W/Att: GHS Shinkiari.
6. Office Copy.


DISTRICT EDUCATION OFFICER
(MALE) MANSEHRA