

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR.

Service Appeal # 1241/2022

**Khyber Pakhtunkhwa
Service Tribunal**

Dispute No. 7117
22/8/23


Muhammad Ismail Khan, SS (Maths) (BPS-17).....Appellant.

VERSUS

Govt: of Khyber Pakhtunkhwa & others.....Respondents.

INDEX

S#	Description of Documents	Annex	Pages
1.	Affidavit	A	1
2.	Authority Letter	B	2
3.	Para-wise comments/reply	C	3-4
4.	Annexure (MIU Report)	D	5-21
5.	Annexure (Inquiry Report)	E	22-24
6.	Charge Sheet & Show Cause Notice	F	25-28
7.	Notification 23-11-2021 & 02-03-2022	G	29-30


Despondent

BEFORE THE HON'BLE SERVICE TRIBUNAL PESHAWAR

Service Appeal # 1241/2022

Muhammad Ismail Khan, SS (Maths) (BPS-17).....Appellant

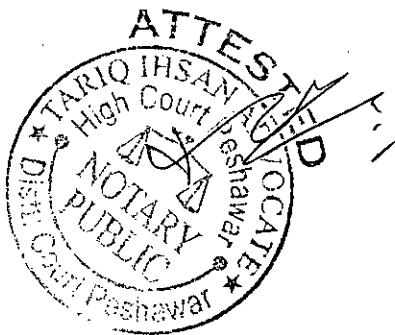
VERSUS

Govt. of Khyber Pakhtunkhwa & others..... Respondents


AFFIDAVIT

I, **Mr. Amjad Ali**, Section Officer (Litigation-II) Elementary & Secondary Education, Department do hereby solemnly affirm and declare that the contents of the accompanying para-wise comments, submitted by the respondents, are true and correct to the best of my knowledge and belief and nothing has been concealed from this Honorable Court.

It is further, stated on oath that in this appeal the answering Respondents have neither been placed ex-parte nor has their defense been struck off.



DEPONENT


Mr. Amjad Ali
Section Officer (Lit-II)
E&SE Department Peshawar



GOVERNMENT OF KHYBER PAKHTUNKHWA
ELEMENTARY & SECONDARY EDUCATION DEPARTMENT

Block "A" Civil Secretariat, Peshawar

Phone No. 091-9211128

AUTHORITY LETTER

It is certified that **Mr. Fahim, Representative (Litigation-II)** Elementary & Secondary Education Department is hereby authorized to submit parawise comments on behalf of Secretary Elementary & Secondary Education Department Peshawar in **Service Appeal No. 1241/2022 Case Titled Muhammad Ismail Khan, SS (Maths) (BPS-17) vs Government of Khyber Pakhtunkhwa** through Secretary Elementary & Secondary Education Department Khyber Pakhtunkhwa, Peshawar.

Mr. Amjad Ali
Section Officer (Lit-II)
E&SE Department Peshawar

BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR.

In Service Appeal No. 1241/2022

Muhammad Ismail Khan.....Appellant.

VERSUS

Chief Secretary to Govt of KPK Peshawar..... Respondents.

PARAWISE COMMENTS ON BEHALF OF THE RESPONDENTS NO. 1 TO 4.

Respectfully Sheweth, that the respondent submit as under:-

Preliminary Objections:

1. The appellant has not come to the Tribunal with clean hands.
2. The appellant is not an aggrieved person nor has any locus standi to file the present appeal.
3. That the appellant has concealed material facts from this Tribunal.
4. That the appellant is estopped by his own conduct to file the present appeal.
5. That the present appeal is against the prevailing law and rules.
6. That the appellant is not entitled for any relief, he has sought from this Honorable Tribunal.
7. That the present appeal is liable to be dismissed being devoid of any merits.
8. That the present appeal is barred by law and limitation.

On FACTS

1. Pertains to record.
2. Incorrect, the real facts are that the appellant is habitual late comer to the school and does not observe the school timings. Furthermore he has submitted fake proforma bearing forged signature of the principal of his school to the BISE Kohat. He does not obey orders of his superiors and was also marked absent by IMU. **(Attached Report).**
3. Correct to the extent of constituting inquiry committee against the appellant because of the above factual charges. **(Attached Inquiry Report).**
4. Incorrect, the appellant was failed to justify the charges against him.
5. Incorrect, the appellant was given full chance for his defense, but failed to justify & reply the charges leveled against him. **(Attached Charge Sheet Service Appeal Show Cause Notice).**
6. Correct, the competent authority has acted in accordance with law by imposing penalty on the appellant.
7. Correct to the extent that he filed the department appeal and the same has been regretted being devoid of merits and having no ground.
8. Incorrect, there is no provision in service law for reviewing any appeal by the same authority.
9. Incorrect, the appellant is not an aggrieved person.

On Grounds:

- A. Incorrect, the order date 23-11-2021 and 02-03-2022 is according to law/rules.
- B. Incorrect, the appellant has concealed the real facts from this Honorable Tribunal.
- C. Totally false, hence denied.
- D. Incorrect, false and fabricated story, hence denied.
- E. Incorrect, hence denied, all charges of the present appellant has been proved against him.
- F. Incorrect, the penalty imposed upon the appellant after observing all codel & legal formalities.
- G. Incorrect, the appellant has been given every chance for his defense but he failed to justify charges leveled against him.
- H. Incorrect.
- I. Incorrect, and denied. The penalty imposed in light of the findings.
- J. Incorrect, hence denied.

It is therefore, most humbly requested that the appeal in hand may kindly be dismissed with heavy cost.


SECRETARY
Elementary & Secondary Education,
(Respondent Nos. 1 to 3)



**DIRECTORATE OF ELEMENTARY & SECONDARY EDUCATION
KHYBER PAKHTUNKHWA, PESHAWAR**

5

No. 8889 /Vol-2 complaints/SS

Dated: Peshawar the 18/5/2021

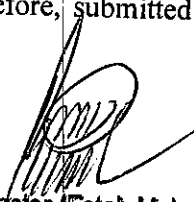
To

The Secretary,
Government of Khyber Pakhtunkhwa
Elementary & Secondary Education Department.

Subject: - **COMPLAINT AGAINST MUHAMMAD ISMAIL, SS
(MATHS) BS-17**

I am directed to refer to the subject cited above and to enclose herewith a complaint along with other related documents received from DEO (M) Kohat vide letter No. 1850 dated 12.04.2021. Wherein, Principal GHSS Gumbat has accused Muhammad Iamail, SS (BS-17) of the same School of rude & ill behavior, non-cooperative, problematic, irregular and late comer. Hence, disciplinary action may be initiated against the SS concerned.


The complaint along with related documents is therefore, submitted to your good self for further necessary action please.


Deputy Director (Estab Male-II)
Directorate of Elementary & Secondary
Education Khyber Pakhtunkhwa Peshawar


Endst: No. _____

Copy forwarded to the:-

1. District Education Officer (Male) Kohat w/r to his letter No. & date as cited above.
2. P.A. to Director (E&SE) Local Directorate.

AS (E)

Deputy Director (Estab Male-II)
Directorate of Elementary & Secondary
Education Khyber Pakhtunkhwa Peshawar

Copy No. 1401
Date 19/5

19/5
DC/AIB
SD/SIM
Section Officer (Schools)
Education Department
Civil Secretariat


No:- 436 Gen File,

Dated:- 09/03/2021.

From

The Principal
GHSS Gumbat Kohat.

To

The District Education Officer (M)
E & SE Education Kohat.

Subject: - **Complaint against Mr. Muhammad ISMAIL SS (Maths) BPS-17.**

With due reverence it is brought in your kind information that Mr. Muhammad Ismail SS B-17 of this institution is rud, ill behaved, non cooperative and a problematic person. Also his past history with Heads/Principals is not good in distt: Karak as SST B-16 post before promotion. His rudeness and rough language is clear from the attached documents regarding anti Govt: and Minister for Education KP Annex-A.

1. All above this he is irregular and continuously coming late and already three times deduction has been made from him on account of absentees as direction No: SOG/E & SED/2-8/2016 Endst :No.96-210 dated 04-01-2017 by DEO (M) Kohat. Annex-B.

2. Besides this, warning has been issued against him by an enquirey officer Mr. Akbar Jan EX- SDEO (Pry) Lachi Kohat. Instead of keeping himself he threatened the IMU, Representative Mr. Rashed Khan. After telephonic Advise/Letter No. 7969 dated 03/10/2019 of EX-DEO (M) Kohat Mr. Haziq UR Rehman to patch up the matter is also hereby attached Annex - C.

3. His fake attestation using un-authorized Principal stamp on SSC (A) Exam 2020 Proforma BISE Kohat. An enquirey had been conducted against him by the direction of DEO (M) Kohat through an enquirey officer Mr. Shahid Zaman Principal BPS-20 GCHS Kohat and waiting for result Annex-D.

4. In spite of all these he does not obey the directions i.e. order book , explanation, over writing on order book , in attendance register and miss use of mobile phone during classes & not taking interest with available proof tempering over the order book are attached for the proof Annex-E.

All the copies of the above mentioned complaints are hereby attached.
Request is made in your honour that necessary action should be taken against him please.


PRINCIPAL
GHSS GUMBAT KOHAT

7
S

facebook

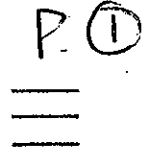
ANNEX - A
Page # 4 - 4



16



99+



Muhammad Ismail

25 mins • 🗨️

Ban on transfer in elementary and Secondary education department kpk is completely illegal. Therefore ban should be removed as soon as possible because there is no ban on transfer in any other government department of kpk. so the ban is imposed by stupid minister for education to show his efficiency and to increase the difficulty of teachers instead of providing facility to teachers.

Also we strongly condemn the on transfer it should be removed

Go to Free

(57)
(8)

facebook



16

P-2



99+



government department of kpk.so the ban is imposed by stupid minister for education to show his efficiency and to increase the difficulty of teachers instead of providing facility to teachers.

Also we strongly condemn the on transfer it should be removed immediately. If the ban is not released we shall go to court.

Is there any department in kpk where the ban is imposed throughout the seven years of Pti government.

1

Like

Comment

Send

[Faint, illegible text]

96/9


← Search

P(3)



Muhammad Ismail

...

Oct 17 at 7:06 PM • 

Bludy pti
workers tell me
the reasons of
price of sugar
rises to 110
from 50 Rs
why .

CS
PO

← Search

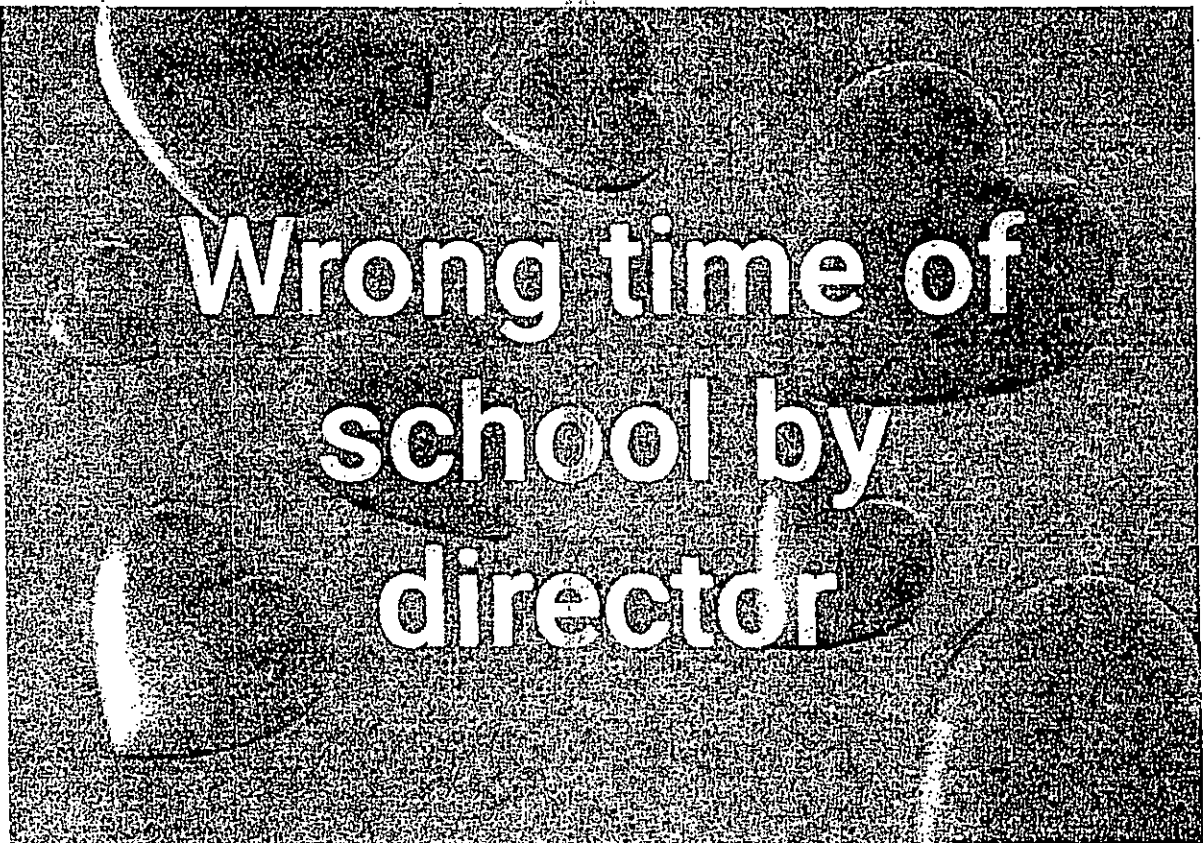
PO



Muhammad Ismail

...

Oct 5 at 6:41 PM



Qaisar Khan Advet and 3 others

Like

Comment



Muhammad Ismail

...

Oct 4 at 1:55 PM

Attendance Status Individual Report

GHSS GUMBAT Kohat

Report compiled at 12:31 PM - 19 Oct 2020

ANNEX - B - (PA-10)

Muhammad Ismail (03-08-2018 - 01-03-2020))

ID	Name	Gender	Father Name	Designation	BPS	Section
185074	Muhammad Ismail	Male	Gulabat Khan	SS-Maths	17	E&S Education Deptt.

Details

#	Id	Date	Short leave	Time in	Timeout	Duration	Status
1.	185074	Fri Aug 03, 2018	-	08:12 am	11:12 am	02:59	Late
2.	185074	Sat Aug 04, 2018	-	07:25 am	12:12 pm	04:46	Late
3.	185074	Mon Aug 06, 2018	-	07:18 am	-	-	Late
4.	185074	Tue Aug 07, 2018	-	-	-	-	Absent
5.	185074	Wed Aug 08, 2018	-	-	-	-	Absent
6.	185074	Thu Aug 09, 2018	-	-	-	-	Absent
7.	185074	Fri Aug 10, 2018	-	-	-	-	Absent
8.	185074	Sat Aug 11, 2018	-	-	-	-	Absent
9.	185074	Mon Aug 13, 2018	-	-	-	-	Absent
10.	185074	Tue Aug 14, 2018	-	-	-	-	Absent
11.	185074	Wed Aug 15, 2018	-	07:55 am	12:15 pm	04:20	Late
12.	185074	Thu Aug 16, 2018	-	07:46 am	12:16 pm	04:30	Late
13.	185074	Fri Aug 17, 2018	-	07:48 am	11:17 am	03:28	Late
14.	185074	Sat Aug 18, 2018	-	07:21 am	12:17 pm	04:56	Late
15.	185074	Mon Aug 20, 2018	11:25:00 To 13:35:00 proceeding to BISE KT	07:52 am	11:22 am	03:30	Late
16.	185074	Tue Aug 21, 2018	-	-	-	-	Absent
17.	185074	Wed Aug 22, 2018	-	-	-	-	Absent
18.	185074	Thu Aug 23, 2018	-	-	-	-	Absent
19.	185074	Fri Aug 24, 2018	-	-	-	-	Casual Leave
20.	185074	Sat Aug 25, 2018	-	-	-	-	Absent
21.	185074	Mon Aug 27, 2018	-	07:45 am	12:19 pm	04:34	Late
22.	185074	Tue Aug 28, 2018	-	07:41 am	12:17 pm	04:35	Late
23.	185074	Wed Aug 29, 2018	-	07:39 am	12:16 pm	04:36	Late
24.	185074	Thu Aug 30, 2018	-	-	-	-	Casual Leave
25.	185074	Fri Aug 31, 2018	-	07:46 am	10:52 am	03:05	Late
26.	185074	Sat Sep 01, 2018	-	07:45 am	12:16 pm	04:30	Late
27.	185074	Mon Sep 03, 2018	-	07:43 am	12:17 pm	04:33	Late
28.	185074	Tue Sep 04, 2018	-	08:20 am	12:16 pm	03:56	Late
29.	185074	Wed Sep 05, 2018	-	-	-	-	Casual Leave
30.	185074	Thu Sep 06, 2018	-	07:55 am	12:16 pm	04:21	Late
31.	185074	Fri Sep 07, 2018	-	07:38 am	11:18 am	03:40	Late
32.	185074	Sat Sep 08, 2018	-	-	-	-	Casual Leave
33.	185074	Mon Sep 10, 2018	-	07:42 am	12:15 pm	04:33	Late
34.	185074	Tue Sep 11, 2018	-	07:39 am	12:16 pm	04:36	Late
35.	185074	Wed Sep 12, 2018	-	-	-	-	Absent
36.	185074	Thu Sep 13, 2018	-	07:54 am	12:16 pm	04:21	Late

DEPARTMENT OF EDUCATION
 KHYBER PAKHTUNKHWA
 P-10

38.	185074	Sat Sep 15, 2018	-	07:49 am	12:21 pm	04:31	Late
39.	185074	Mon Sep 17, 2018	-	07:49 am	01:22 pm	05:33	Late
40.	185074	Tue Sep 18, 2018	-	07:46 am	01:32 pm	05:46	Late
41.	185074	Wed Sep 19, 2018	-	07:57 am	01:34 pm	05:37	Late
42.	185074	Thu Sep 20, 2018	-	-	-	-	Absent
43.	185074	Fri Sep 21, 2018	-	-	-	-	Absent
44.	185074	Sat Sep 22, 2018	-	07:48 am	01:28 pm	05:40	Late
45.	185074	Mon Sep 24, 2018	-	09:15 am	01:24 pm	04:08	Late
46.	185074	Tue Sep 25, 2018	-	-	-	-	Casual Leave
47.	185074	Wed Sep 26, 2018	-	07:57 am	01:21 pm	05:23	Late
48.	185074	Thu Sep 27, 2018	-	08:03 am	01:27 pm	05:24	Late
49.	185074	Fri Sep 28, 2018	-	-	-	-	Casual Leave
50.	185074	Sat Sep 29, 2018	-	08:03 am	01:24 pm	05:20	Late
51.	185074	Mon Oct 01, 2018	Winter time	08:10 am	-	-	Late
52.	185074	Tue Oct 02, 2018	-	08:20 am	-	-	Late
53.	185074	Wed Oct 03, 2018	-	08:35 am	01:01 pm	04:25	Late
54.	185074	Thu Oct 04, 2018	-	-	-	-	Casual Leave
55.	185074	Fri Oct 05, 2018	-	08:12 am	11:51 am	03:38	Late
56.	185074	Sat Oct 06, 2018	-	08:40 am	01:00 pm	04:19	Late
57.	185074	Mon Oct 08, 2018	-	08:47 am	01:04 pm	04:16	Late
58.	185074	Tue Oct 09, 2018	-	09:01 am	01:31 pm	04:30	Late
59.	185074	Wed Oct 10, 2018	-	08:44 am	12:49 pm	04:04	Late
60.	185074	Thu Oct 11, 2018	-	-	-	-	Casual Leave
61.	185074	Fri Oct 12, 2018	-	08:57 am	11:55 am	02:57	Late
62.	185074	Sat Oct 13, 2018	-	08:36 am	12:52 pm	04:15	Late
63.	185074	Mon Oct 15, 2018	-	09:07 am	12:59 pm	03:51	Late
64.	185074	Tue Oct 16, 2018	-	09:03 am	12:56 pm	03:52	Late
65.	185074	Wed Oct 17, 2018	-	08:45 am	12:57 pm	04:12	Late
66.	185074	Thu Oct 18, 2018	-	08:56 am	12:56 pm	03:59	Late
67.	185074	Fri Oct 19, 2018	-	08:15 am	-	-	Late
68.	185074	Sat Oct 20, 2018	-	08:18 am	01:03 pm	04:44	Late
69.	185074	Mon Oct 22, 2018	-	09:12 am	01:01 pm	03:48	Late
70.	185074	Tue Oct 23, 2018	-	-	-	-	Casual Leave
71.	185074	Wed Oct 24, 2018	-	08:47 am	01:00 pm	04:13	Late
72.	185074	Thu Oct 25, 2018	-	08:40 am	01:02 pm	04:21	Late
73.	185074	Fri Oct 26, 2018	-	-	-	-	Casual Leave
74.	185074	Sat Oct 27, 2018	-	08:46 am	01:06 pm	04:20	Late
75.	185074	Mon Oct 29, 2018	-	09:41 am	01:01 pm	03:19	Late
76.	185074	Tue Oct 30, 2018	-	08:18 am	01:02 pm	04:43	Late
77.	185074	Wed Oct 31, 2018	-	08:31 am	01:02 pm	04:30	Late
78.	185074	Thu Nov 01, 2018	-	08:28 am	01:02 pm	04:33	Late
79.	185074	Fri Nov 02, 2018	-	08:32 am	12:01 pm	03:28	Late
80.	185074	Sat Nov 03, 2018	-	08:33 am	01:03 pm	04:29	Late
81.	185074	Mon Nov 05, 2018	-	10:03 am	01:01 pm	02:57	Late
82.	185074	Tue Nov 06, 2018	-	08:30 am	01:01 pm	04:31	Late
83.	185074	Wed Nov 07, 2018	-	-	-	-	Casual Leave
84.	185074	Thu Nov 08, 2018	-	08:35 am	12:46 pm	04:11	Late

(53) (12)

Section Office (to monitor)
 Education Department
 Civil Serv. Affairs
 P-2

86.	185074	Sat Nov 10, 2018	-	08:51 am	01:00 pm	04:08	Late
87.	185074	Mon Nov 12, 2018	-	09:26 am	01:00 pm	03:34	Late
88.	185074	Tue Nov 13, 2018	-	08:37 am	01:01 pm	04:23	Late
89.	185074	Wed Nov 14, 2018	-	08:50 am	01:01 pm	04:11	Late
90.	185074	Thu Nov 15, 2018	-	08:36 am	01:00 pm	04:23	Late
91.	185074	Fri Nov 16, 2018	-	08:38 am	12:06 pm	03:27	Late
92.	185074	Sat Nov 17, 2018	-	08:43 am	01:02 pm	04:19	Late
93.	185074	Mon Nov 19, 2018	-	08:42 am	01:01 pm	04:18	Late
94.	185074	Tue Nov 20, 2018	-	-	-	-	Casual Leave
95.	185074	Wed Nov 21, 2018	-	-	-	-	Absent
96.	185074	Thu Nov 22, 2018	-	08:50 am	01:01 pm	04:10	Late
97.	185074	Fri Nov 23, 2018	-	08:22 am	12:00 pm	03:38	Late
98.	185074	Sat Nov 24, 2018	-	-	-	-	Casual Leave
99.	185074	Mon Nov 26, 2018	-	08:46 am	01:00 pm	04:14	Late
100.	185074	Tue Nov 27, 2018	-	08:14 am	01:01 pm	04:46	Late
101.	185074	Wed Nov 28, 2018	-	08:19 am	01:00 pm	04:40	Late
102.	185074	Thu Nov 29, 2018	-	08:22 am	01:00 pm	04:37	Late
103.	185074	Fri Nov 30, 2018	-	-	-	-	Casual Leave
104.	185074	Sat Dec 01, 2018	-	08:21 am	01:00 pm	04:38	Late
105.	185074	Mon Dec 03, 2018	-	08:10 am	01:00 pm	04:49	Late
106.	185074	Tue Dec 04, 2018	-	08:27 am	01:00 pm	04:32	Late
107.	185074	Wed Dec 05, 2018	-	08:31 am	01:32 pm	05:01	Late
108.	185074	Thu Dec 06, 2018	-	08:30 am	01:00 pm	04:30	Late
109.	185074	Fri Dec 07, 2018	-	08:20 am	11:59 am	03:39	Late
110.	185074	Sat Dec 08, 2018	10:17:56 To 14:20:00 urgency at home	08:20 am	12:02 pm	03:42	Late
111.	185074	Mon Dec 10, 2018	-	09:26 am	01:00 pm	03:33	Late
112.	185074	Tue Dec 11, 2018	-	08:52 am	01:00 pm	04:07	Late
113.	185074	Wed Dec 12, 2018	-	08:47 am	01:00 pm	04:12	Late
114.	185074	Thu Dec 13, 2018	-	08:16 am	01:30 pm	05:13	Late
115.	185074	Fri Dec 14, 2018	-	-	-	-	Absent
116.	185074	Sat Dec 15, 2018	-	08:29 am	12:40 pm	04:10	Late
117.	185074	Mon Dec 17, 2018	-	08:38 am	12:00 pm	03:22	Late
118.	185074	Tue Dec 18, 2018	10:30:56 To 14:20:00 urgency	08:21 am	10:32 am	02:11	Late
119.	185074	Wed Dec 19, 2018	-	08:34 am	01:00 pm	04:26	Late
120.	185074	Thu Dec 20, 2018	-	-	-	-	Casual Leave
121.	185074	Fri Dec 21, 2018	-	08:54 am	12:00 pm	03:06	Late
122.	185074	Sat Dec 22, 2018	-	-	-	-	Absent
123.	185074	Mon Dec 24, 2018	-	-	-	-	Absent
124.	185074	Tue Dec 25, 2018	-	-	-	-	Absent
125.	185074	Wed Dec 26, 2018	-	-	-	-	Absent
126.	185074	Thu Dec 27, 2018	-	-	-	-	Absent
127.	185074	Fri Dec 28, 2018	-	-	-	-	Absent
128.	185074	Sat Dec 29, 2018	-	-	-	-	Absent
129.	185074	Mon Dec 31, 2018	-	-	-	-	Absent
130.	185074	Tue Jan 01, 2019	-	-	-	-	Absent

(52) (13)

Section Officer (Schools)
 Educational Department
 Civil Secty. Bhubaneswar, Odisha

vacation

P-3

132.	185074	Thu Jan 03, 2019	-	-	-	-	Absent
133.	185074	Fri Jan 04, 2019	-	-	-	-	Absent
134.	185074	Sat Jan 05, 2019	-	-	-	-	Absent
135.	185074	Mon Jan 07, 2019	-	09:04 am	01:01 pm	03:57	Late
136.	185074	Tue Jan 08, 2019	-	09:22 am	01:00 pm	03:38	Late
137.	185074	Wed Jan 09, 2019	-	08:49 am	01:00 pm	04:10	Late
138.	185074	Thu Jan 10, 2019	-	08:59 am	01:30 pm	04:30	Late
139.	185074	Fri Jan 11, 2019	-	08:38 am	11:59 am	03:20	Late
140.	185074	Sat Jan 12, 2019	-	08:42 am	12:58 pm	04:15	Late
141.	185074	Mon Jan 14, 2019	-	09:13 am	01:00 pm	03:46	Late
142.	185074	Tue Jan 15, 2019	-	-	-	-	Casual Leave
143.	185074	Wed Jan 16, 2019	-	08:49 am	01:00 pm	04:10	Late
144.	185074	Thu Jan 17, 2019	-	08:41 am	01:05 pm	04:23	Late
145.	185074	Fri Jan 18, 2019	-	08:46 am	11:46 am	03:00	Late
146.	185074	Sat Jan 19, 2019	-	08:42 am	-	-	Late
147.	185074	Mon Jan 21, 2019	-	09:33 am	12:55 pm	03:22	Late
148.	185074	Tue Jan 22, 2019	-	-	-	-	Casual Leave
149.	185074	Wed Jan 23, 2019	-	09:18 am	12:59 pm	03:40	Late
150.	185074	Thu Jan 24, 2019	-	08:49 am	01:00 pm	04:10	Late
151.	185074	Fri Jan 25, 2019	-	08:55 am	11:28 am	02:33	Late
152.	185074	Sat Jan 26, 2019	-	09:07 am	12:59 pm	03:51	Late
153.	185074	Mon Jan 28, 2019	-	08:21 am	01:00 pm	04:39	Late
154.	185074	Tue Jan 29, 2019	-	09:11 am	01:22 pm	04:10	Late
155.	185074	Wed Jan 30, 2019	-	08:38 am	12:57 pm	04:19	Late
156.	185074	Thu Jan 31, 2019	-	-	-	-	Absent
157.	185074	Fri Feb 01, 2019	-	08:37 am	11:59 am	03:22	Late
158.	185074	Sat Feb 02, 2019	-	08:44 am	12:57 pm	04:12	Late
159.	185074	Mon Feb 04, 2019	-	08:57 am	01:00 pm	04:02	Late
160.	185074	Tue Feb 05, 2019	-	-	-	-	Absent
161.	185074	Wed Feb 06, 2019	-	08:46 am	01:00 pm	04:13	Late
162.	185074	Thu Feb 07, 2019	-	-	-	-	Casual Leave
163.	185074	Fri Feb 08, 2019	-	08:56 am	11:52 am	02:56	Late
164.	185074	Sat Feb 09, 2019	-	08:36 am	01:19 pm	04:43	Late
165.	185074	Mon Feb 11, 2019	-	-	-	-	Casual Leave
166.	185074	Tue Feb 12, 2019	-	09:21 am	-	-	Late
167.	185074	Wed Feb 13, 2019	-	08:47 am	01:00 pm	04:12	Late
168.	185074	Thu Feb 14, 2019	-	08:43 am	01:19 pm	04:35	Late
169.	185074	Fri Feb 15, 2019	-	08:59 am	11:57 am	02:58	Late
170.	185074	Sat Feb 16, 2019	-	09:22 am	01:03 pm	03:40	Late
171.	185074	Mon Feb 18, 2019	-	10:15 am	01:01 pm	02:46	Late
172.	185074	Tue Feb 19, 2019	-	09:14 am	01:00 pm	03:45	Late
173.	185074	Wed Feb 20, 2019	-	08:53 am	12:52 pm	03:59	Late
174.	185074	Thu Feb 21, 2019	-	09:39 am	-	-	Late
175.	185074	Fri Feb 22, 2019	-	09:13 am	12:02 pm	02:49	Late
176.	185074	Sat Feb 23, 2019	-	09:20 am	01:03 pm	03:42	Late
177.	185074	Mon Feb 25, 2019	-	09:42 am	12:58 pm	03:15	Late
178.	185074	Tue Feb 26, 2019	-	-	-	-	Casual Leave

winter vacation

(S) (A) Absent

P 7

Stamp: [Illegible]

180.	185074	Thu Feb 28, 2019	-	-	-	-	Casual Leave
181.	185074	Fri Mar 01, 2019	-	09:41 am	11:56 am	02:15	Late
182.	185074	Sat Mar 02, 2019	-	09:21 am	12:44 pm	03:22	Late
183.	185074	Mon Mar 04, 2019	-	09:18 am	01:02 pm	03:44	Late
184.	185074	Tue Mar 05, 2019	-	09:38 am	12:58 pm	03:19	Late
185.	185074	Wed Mar 06, 2019	-	08:57 am	12:58 pm	04:00	Late
186.	185074	Thu Mar 07, 2019	-	09:16 am	01:03 pm	03:46	Late
187.	185074	Fri Mar 08, 2019	-	09:21 am	12:03 pm	02:42	Late
188.	185074	Sat Mar 09, 2019	-	09:15 am	01:02 pm	03:46	Late
189.	185074	Mon Mar 11, 2019	-	09:54 am	-	-	Late
190.	185074	Tue Mar 12, 2019	-	09:04 am	12:56 pm	03:52	Late
191.	185074	Wed Mar 13, 2019	-	09:43 am	12:53 pm	03:10	Late
192.	185074	Thu Mar 14, 2019	-	08:15 am	02:20 pm	-	On Duty
193.	185074	Fri Mar 15, 2019	-	08:15 am	02:20 pm	-	On Duty
194.	185074	Sat Mar 16, 2019	-	08:15 am	02:20 pm	-	On Duty
195.	185074	Mon Mar 18, 2019	-	08:15 am	02:20 pm	-	On Duty
196.	185074	Tue Mar 19, 2019	-	08:15 am	02:20 pm	-	On Duty
197.	185074	Wed Mar 20, 2019	-	08:15 am	02:20 pm	-	On Duty
198.	185074	Thu Mar 21, 2019	-	08:15 am	02:20 pm	-	On Duty
199.	185074	Fri Mar 22, 2019	-	08:15 am	02:20 pm	-	On Duty
200.	185074	Sat Mar 23, 2019	-	08:15 am	02:20 pm	-	On Duty
201.	185074	Mon Mar 25, 2019	-	08:15 am	02:20 pm	-	On Duty
202.	185074	Tue Mar 26, 2019	-	08:15 am	02:20 pm	-	On Duty
203.	185074	Wed Mar 27, 2019	-	08:15 am	02:20 pm	-	On Duty
204.	185074	Thu Mar 28, 2019	-	08:15 am	02:20 pm	-	On Duty
205.	185074	Fri Mar 29, 2019	-	08:15 am	02:20 pm	-	On Duty
206.	185074	Sat Mar 30, 2019	-	08:15 am	02:20 pm	-	On Duty
207.	185074	Mon Apr 01, 2019	-	08:15 am	02:20 pm	-	On Duty
208.	185074	Tue Apr 02, 2019	-	08:15 am	02:20 pm	-	On Duty
209.	185074	Wed Apr 03, 2019	-	-	-	-	Absent
210.	185074	Thu Apr 04, 2019	-	-	-	-	Absent
211.	185074	Fri Apr 05, 2019	-	-	-	-	Absent
212.	185074	Sat Apr 06, 2019	-	-	-	-	Absent
213.	185074	Mon Apr 08, 2019	-	07:52 am	12:09 pm	04:16	Late
214.	185074	Tue Apr 09, 2019	-	07:48 am	12:16 pm	04:28	Late
215.	185074	Wed Apr 10, 2019	-	07:45 am	12:08 pm	04:23	Late
216.	185074	Thu Apr 11, 2019	-	07:56 am	12:03 pm	04:07	Late
217.	185074	Fri Apr 12, 2019	-	07:45 am	10:56 am	03:10	Late
218.	185074	Sat Apr 13, 2019	-	08:25 am	12:02 pm	03:36	Late
219.	185074	Mon Apr 15, 2019	-	08:15 am	11:46 am	03:31	Late
220.	185074	Tue Apr 16, 2019	-	08:35 am	01:00 pm	04:24	Late
221.	185074	Wed Apr 17, 2019	-	08:40 am	12:08 pm	03:27	Late
222.	185074	Thu Apr 18, 2019	-	08:30 am	12:03 pm	03:32	Late
223.	185074	Fri Apr 19, 2019	-	08:03 am	11:03 am	03:00	Late
224.	185074	Sat Apr 20, 2019	-	-	-	-	Casual Leave
225.	185074	Mon Apr 22, 2019	-	07:48 am	11:57 am	04:09	Late
226.	185074	Tue Apr 23, 2019	-	08:07 am	11:59 am	03:51	Late

P 5

Section Officer (Schools)
 Education Department
 Civil Secy, Khyber Pakhtunkhwa

228.	185074	Thu Apr 25, 2019	-	08:04 am	12:00 pm	03:55	Late
229.	185074	Fri Apr 26, 2019	-	07:44 am	-	-	Late
230.	185074	Sat Apr 27, 2019	-	07:32 am	12:00 pm	04:28	Late
231.	185074	Mon Apr 29, 2019	-	08:23 am	12:00 pm	03:36	Late
232.	185074	Tue Apr 30, 2019	-	08:22 am	12:00 pm	03:37	Late
233.	185074	Wed May 01, 2019	-	-	-	-	Absent
234.	185074	Thu May 02, 2019	-	08:25 am	12:09 pm	03:44	Late
235.	185074	Fri May 03, 2019	-	-	-	-	Casual Leave
236.	185074	Sat May 04, 2019	-	08:29 am	12:41 pm	04:11	Late
237.	185074	Mon May 06, 2019	-	09:13 am	12:00 pm	02:46	Late
238.	185074	Tue May 07, 2019	-	07:27 am	11:24 am	03:56	Late
239.	185074	Wed May 08, 2019	-	08:31 am	-	-	Late
240.	185074	Thu May 09, 2019	-	07:29 am	11:09 am	03:39	Late
241.	185074	Fri May 10, 2019	-	08:34 am	10:36 am	02:01	Late
242.	185074	Sat May 11, 2019	-	08:18 am	11:00 am	02:41	Late
243.	185074	Mon May 13, 2019	-	08:17 am	11:02 am	02:44	Late
244.	185074	Tue May 14, 2019	-	07:33 am	11:00 am	03:26	Late
245.	185074	Wed May 15, 2019	-	07:32 am	-	-	Late
246.	185074	Thu May 16, 2019	-	07:37 am	11:04 am	03:26	Late
247.	185074	Fri May 17, 2019	-	07:43 am	10:26 am	02:42	Late
248.	185074	Sat May 18, 2019	-	07:17 am	11:00 am	03:43	Late
249.	185074	Mon May 20, 2019	-	07:37 am	11:04 am	03:27	Late
250.	185074	Tue May 21, 2019	-	07:33 am	11:17 am	03:44	Late
251.	185074	Wed May 22, 2019	-	08:03 am	11:15 am	03:12	Late
252.	185074	Thu May 23, 2019	-	07:34 am	-	-	Late
253.	185074	Fri May 24, 2019	-	07:30 am	10:08 am	02:37	Late
254.	185074	Sat May 25, 2019	-	07:03 am	11:06 am	04:03	Late
255.	185074	Mon May 27, 2019	-	07:02 am	11:22 am	04:19	Late
256.	185074	Tue May 28, 2019	-	07:06 am	11:02 am	03:56	Late
257.	185074	Wed May 29, 2019	-	-	-	-	Casual Leave
258.	185074	Thu May 30, 2019	-	-	-	-	Casual Leave
259.	185074	Fri May 31, 2019	-	06:56 am	09:30 am	02:33	Late
260.	185074	Sat Jun 01, 2019	-	-	-	-	Casual Leave
261.	185074	Mon Jun 03, 2019	-	-	-	-	Absent
262.	185074	Tue Jun 04, 2019	-	-	-	-	Absent
263.	185074	Wed Jun 05, 2019	-	-	-	-	Absent
264.	185074	Thu Jun 06, 2019	-	-	-	-	Absent
265.	185074	Fri Jun 07, 2019	-	-	-	-	Absent
266.	185074	Sat Jun 08, 2019	-	08:22 am	11:55 am	03:32	Late
267.	185074	Mon Jun 10, 2019	-	07:54 am	-	-	Late
268.	185074	Tue Jun 11, 2019	-	08:14 am	12:00 pm	03:46	Late
269.	185074	Wed Jun 12, 2019	-	07:43 am	-	-	Late
270.	185074	Thu Jun 13, 2019	-	07:46 am	12:05 pm	04:19	Late
271.	185074	Fri Jun 14, 2019	-	07:34 am	11:14 am	03:40	Late
272.	185074	Sat Jun 15, 2019	-	-	-	-	Absent
273.	185074	Mon Jun 17, 2019	-	-	-	-	Absent
274.	185074	Tue Jun 18, 2019	-	-	-	-	Absent

P. 6

Summer Vacation

Section Office (Schools)
 Education Department
 Civil Service

324.	185074	Thu Aug 15, 2019	-	-	-	-	(48) Absent
325.	185074	Fri Aug 16, 2019	-	-	-	-	Absent
326.	185074	Sat Aug 17, 2019	-	-	-	-	Absent
327.	185074	Mon Aug 19, 2019	-	-	-	-	Absent
328.	185074	Tue Aug 20, 2019	-	-	-	-	Absent
329.	185074	Wed Aug 21, 2019	-	-	-	-	Absent
330.	185074	Thu Aug 22, 2019	-	-	-	-	Absent
331.	185074	Fri Aug 23, 2019	-	-	-	-	Absent
332.	185074	Sat Aug 24, 2019	-	-	-	-	Absent
333.	185074	Mon Aug 26, 2019	-	-	-	-	Absent
334.	185074	Tue Aug 27, 2019	-	-	-	-	Absent
335.	185074	Wed Aug 28, 2019	-	-	-	-	Absent
336.	185074	Thu Aug 29, 2019	-	-	-	-	Absent
337.	185074	Fri Aug 30, 2019	-	-	-	-	Absent
338.	185074	Sat Aug 31, 2019	-	-	-	-	Absent
339.	185074	Mon Sep 02, 2019	-	08:15 am	12:10 pm	03:54	Late
340.	185074	Tue Sep 03, 2019	-	07:37 am	11:39 am	04:02	Late
341.	185074	Wed Sep 04, 2019	-	07:22 am	-	-	Late
342.	185074	Thu Sep 05, 2019	-	07:55 am	-	-	Late
343.	185074	Fri Sep 06, 2019	-	08:04 am	10:40 am	02:35	Late
344.	185074	Sat Sep 07, 2019	-	07:50 am	-	-	Late
345.	185074	Mon Sep 09, 2019	-	-	-	-	Absent
346.	185074	Tue Sep 10, 2019	-	-	-	-	Absent
347.	185074	Wed Sep 11, 2019	-	-	-	-	Casual Leave
348.	185074	Thu Sep 12, 2019	-	07:54 am	11:00 am	03:05	Late
349.	185074	Fri Sep 13, 2019	-	07:48 am	11:05 am	03:17	Late
350.	185074	Sat Sep 14, 2019	-	07:43 am	12:19 pm	04:35	Late
351.	185074	Mon Sep 16, 2019	-	08:19 am	12:10 pm	03:50	Late
352.	185074	Tue Sep 17, 2019	-	07:44 am	12:11 pm	04:26	Late
353.	185074	Wed Sep 18, 2019	-	08:15 am	12:10 pm	03:55	Late
354.	185074	Thu Sep 19, 2019	-	08:12 am	12:11 pm	03:58	Late
355.	185074	Fri Sep 20, 2019	-	07:42 am	11:07 am	03:25	Late
356.	185074	Sat Sep 21, 2019	-	07:45 am	12:19 pm	04:33	Late
357.	185074	Mon Sep 23, 2019	-	08:22 am	12:10 pm	03:48	Late
358.	185074	Tue Sep 24, 2019	-	08:25 am	12:09 pm	03:44	Late
359.	185074	Wed Sep 25, 2019	-	-	-	-	Casual Leave
360.	185074	Thu Sep 26, 2019	-	08:25 am	12:16 pm	03:50	Late
361.	185074	Fri Sep 27, 2019	-	-	-	-	Casual Leave
362.	185074	Sat Sep 28, 2019	-	08:35 am	12:10 pm	03:34	Late
363.	185074	Mon Sep 30, 2019	-	08:20 am	12:16 pm	03:56	Late
364.	185074	Tue Oct 01, 2019	winter time	08:46 am	12:44 pm	03:58	Late
365.	185074	Wed Oct 02, 2019	-	08:44 am	12:55 pm	04:10	Late
366.	185074	Thu Oct 03, 2019	-	-	-	-	Casual Leave
367.	185074	Fri Oct 04, 2019	-	08:09 am	-	-	Late
368.	185074	Sat Oct 05, 2019	-	08:12 am	12:41 pm	04:28	Late
369.	185074	Mon Oct 07, 2019	-	08:22 am	01:01 pm	04:38	Late
370.	185074	Tue Oct 08, 2019	-	08:40 am	12:52 pm	04:12	Late

P(7)

Section Officer (Schools),
 Education Department,
 Civil Secretariat, Hyderabad

372.	185074	Thu Oct 10, 2019	-	08:45 am	-	-	Late
373.	185074	Fri Oct 11, 2019	-	08:35 am	11:55 am	03:19	Late
374.	185074	Sat Oct 12, 2019	-	08:20 am	12:32 pm	04:12	Late
375.	185074	Mon Oct 14, 2019	-	09:05 am	12:40 pm	03:34	Late
376.	185074	Tue Oct 15, 2019	-	08:53 am	01:00 pm	04:06	Late
377.	185074	Wed Oct 16, 2019	-	09:15 am	12:42 pm	03:26	Late
378.	185074	Thu Oct 17, 2019	-	09:13 am	01:02 pm	03:49	Late
379.	185074	Fri Oct 18, 2019	-	07:56 am	11:59 am	04:03	Late
380.	185074	Sat Oct 19, 2019	-	08:00 am	12:59 pm	04:58	Late
381.	185074	Mon Oct 21, 2019	-	09:04 am	12:57 pm	03:52	Late
382.	185074	Tue Oct 22, 2019	-	-	-	-	Casual Leave
383.	185074	Wed Oct 23, 2019	-	08:19 am	12:58 pm	04:38	Late
384.	185074	Thu Oct 24, 2019	-	08:14 am	12:57 pm	04:43	Late
385.	185074	Fri Oct 25, 2019	-	08:10 am	11:57 am	03:47	Late
386.	185074	Sat Oct 26, 2019	-	07:59 am	12:42 pm	04:43	Late
387.	185074	Mon Oct 28, 2019	-	08:05 am	01:01 pm	04:56	Late
388.	185074	Tue Oct 29, 2019	-	-	-	-	Casual Leave
389.	185074	Wed Oct 30, 2019	-	08:04 am	01:01 pm	04:57	Late
390.	185074	Thu Oct 31, 2019	-	08:26 am	12:57 pm	04:31	Late
391.	185074	Fri Nov 01, 2019	-	-	-	-	Casual Leave
392.	185074	Sat Nov 02, 2019	-	08:13 am	01:02 pm	04:49	Late
393.	185074	Mon Nov 04, 2019	-	08:19 am	11:38 am	03:18	Late
394.	185074	Tue Nov 05, 2019	-	08:19 am	-	-	Late
395.	185074	Wed Nov 06, 2019	-	08:45 am	-	-	Late
396.	185074	Thu Nov 07, 2019	-	08:09 am	12:19 pm	04:10	Late
397.	185074	Fri Nov 08, 2019	-	08:24 am	10:42 am	02:18	Late
398.	185074	Sat Nov 09, 2019	-	07:50 am	01:00 pm	05:09	Late
399.	185074	Mon Nov 11, 2019	-	08:18 am	01:32 pm	05:13	Late
400.	185074	Tue Nov 12, 2019	-	09:11 am	01:02 pm	03:50	Late
401.	185074	Wed Nov 13, 2019	-	08:10 am	01:00 pm	04:50	Late
402.	185074	Thu Nov 14, 2019	-	08:13 am	11:52 am	03:39	Late
403.	185074	Fri Nov 15, 2019	-	08:01 am	11:26 am	03:25	Late
404.	185074	Sat Nov 16, 2019	-	-	-	-	Absent
405.	185074	Mon Nov 18, 2019	-	08:30 am	01:01 pm	04:30	Late
406.	185074	Tue Nov 19, 2019	-	08:11 am	11:59 am	03:48	Late
407.	185074	Wed Nov 20, 2019	-	08:11 am	01:00 pm	04:49	Late
408.	185074	Thu Nov 21, 2019	-	08:15 am	01:01 pm	04:46	Late
409.	185074	Fri Nov 22, 2019	-	08:26 am	12:00 pm	03:34	Late
410.	185074	Sat Nov 23, 2019	-	07:53 am	12:54 pm	05:01	Late
411.	185074	Mon Nov 25, 2019	-	08:03 am	12:30 pm	04:26	Late
412.	185074	Tue Nov 26, 2019	-	08:11 am	12:56 pm	04:44	Late
413.	185074	Wed Nov 27, 2019	-	07:48 am	-	-	Late
414.	185074	Thu Nov 28, 2019	-	07:48 am	12:55 pm	05:06	Late
415.	185074	Fri Nov 29, 2019	-	07:50 am	11:55 am	04:04	Late
416.	185074	Sat Nov 30, 2019	-	-	-	-	Casual Leave
417.	185074	Mon Dec 02, 2019	-	07:54 am	01:00 pm	05:06	Late
418.	185074	Tue Dec 03, 2019	-	07:58 am	12:57 pm	04:59	Late

267
Late
18

P 2

Section
Education
Civil Service
Karnataka

Attendance Status Individual Report

GHSS GUMBAT Kohat

Report compiled at 01:11 PM - 19 Oct 2020

Muhammad Ismail (04-12-2019 - 10-03-2020)						
ID	Name	Gender	Father Name	Designation	BPS	Section
185074	Muhammad Ismail	Male	Gulabat Khan	SS-Maths	17	E&S Education Deptt

Details							
#	Id	Date	Short leave	Timein	Timeout	Duration	Status
1.	185074	Wed Dec 04, 2019	-	08:19 am	12:56 pm	04:36	Late
2.	185074	Thu Dec 05, 2019	-	-	-	-	Casual Leave
3.	185074	Fri Dec 06, 2019	-	08:17 am	11:53 am	03:36	Late
4.	185074	Sat Dec 07, 2019	-	07:50 am	12:57 pm	05:07	Late
5.	185074	Mon Dec 09, 2019	-	08:37 am	12:22 pm	03:45	Late
6.	185074	Tue Dec 10, 2019	-	-	-	-	Absent
7.	185074	Wed Dec 11, 2019	-	08:19 am	-	-	Late
8.	185074	Thu Dec 12, 2019	-	08:14 am	12:09 pm	03:55	Late
9.	185074	Fri Dec 13, 2019	-	08:07 am	11:52 am	03:45	Late
10.	185074	Sat Dec 14, 2019	-	-	-	-	Casual Leave
11.	185074	Mon Dec 16, 2019	-	08:08 am	12:57 pm	04:48	Late
12.	185074	Tue Dec 17, 2019	-	08:27 am	12:56 pm	04:28	Late
13.	185074	Wed Dec 18, 2019	-	-	-	-	Casual Leave
14.	185074	Thu Dec 19, 2019	-	08:14 am	01:01 pm	04:47	Late
15.	185074	Fri Dec 20, 2019	-	08:01 am	11:55 am	03:53	Late
16.	185074	Sat Dec 21, 2019	-	08:52 am	01:00 pm	04:07	Late
17.	185074	Mon Jan 13, 2020	-	09:23 am	-	-	Late
18.	185074	Tue Jan 14, 2020	-	09:00 am	12:55 pm	03:55	Late
19.	185074	Wed Jan 15, 2020	-	09:24 am	01:00 pm	03:35	Late
20.	185074	Thu Jan 16, 2020	-	09:28 am	01:02 pm	04:34	Late
21.	185074	Fri Jan 17, 2020	-	08:43 am	11:56 am	03:14	Late
22.	185074	Sat Jan 18, 2020	-	09:03 am	01:41 pm	04:38	Late
23.	185074	Mon Jan 20, 2020	-	08:48 am	01:03 pm	04:15	Late
24.	185074	Tue Jan 21, 2020	-	-	-	-	Casual Leave
25.	185074	Wed Jan 22, 2020	-	08:49 am	01:01 pm	04:11	Late
26.	185074	Thu Jan 23, 2020	-	08:00 am	01:02 pm	05:01	Late
27.	185074	Fri Jan 24, 2020	-	08:03 am	11:59 am	03:55	Late
28.	185074	Sat Jan 25, 2020	-	07:58 am	01:01 pm	05:03	Late
29.	185074	Mon Jan 27, 2020	-	09:23 am	01:01 pm	03:38	Late
30.	185074	Tue Jan 28, 2020	-	08:09 am	01:00 pm	04:50	Late
31.	185074	Wed Jan 29, 2020	-	07:55 am	12:59 pm	05:03	Late
32.	185074	Thu Jan 30, 2020	-	-	-	-	Casual Leave
33.	185074	Fri Jan 31, 2020	-	07:58 am	11:59 am	04:01	Late
34.	185074	Sat Feb 01, 2020	-	07:55 am	12:22 pm	04:26	Late
35.	185074	Mon Feb 03, 2020	-	08:58 am	12:57 pm	03:58	Late
36.	185074	Tue Feb 04, 2020	-	08:05 am	01:00 pm	04:54	Late
37.	185074	Wed Feb 05, 2020	-	-	-	-	Absent
38.	185074	Thu Feb 06, 2020	-	08:11 am	01:01 pm	04:49	Late
39.	185074	Fri Feb 07, 2020	-	08:16 am	12:59 pm	04:42	Late

P-8

Section Officer (Schools)
Education Department
Civil Sectt. Khyber Pakhtunkhwa

(45) 20

40.	185074	Sat Feb 08, 2020	-	08:26 am	01:00 pm	04:34	Late
41.	185074	Mon Feb 10, 2020	-	09:28 am	01:01 pm	03:33	Late
42.	185074	Tue Feb 11, 2020	-	-	-	-	Casual Leave
43.	185074	Wed Feb 12, 2020	-	08:24 am	-	-	Late
44.	185074	Thu Feb 13, 2020	-	08:24 am	12:31 pm	04:06	Late
45.	185074	Fri Feb 14, 2020	-	08:22 am	11:58 am	03:36	Late
46.	185074	Sat Feb 15, 2020	-	08:24 am	12:38 pm	04:14	Late
47.	185074	Mon Feb 17, 2020	-	09:29 am	01:01 pm	03:31	Late
48.	185074	Tue Feb 18, 2020	-	08:33 am	01:10 pm	04:37	Late
49.	185074	Wed Feb 19, 2020	-	-	-	-	Casual Leave
50.	185074	Thu Feb 20, 2020	-	08:36 am	01:00 pm	04:23	Late
51.	185074	Fri Feb 21, 2020	-	08:27 am	11:33 am	03:06	Late
52.	185074	Sat Feb 22, 2020	-	08:42 am	01:17 pm	04:36	Late
53.	185074	Mon Feb 24, 2020	-	08:49 am	12:27 pm	03:36	Late
54.	185074	Tue Feb 25, 2020	-	08:41 am	-	-	Late
55.	185074	Wed Feb 26, 2020	-	08:31 am	01:02 pm	04:31	Late
56.	185074	Thu Feb 27, 2020	-	08:42 am	12:27 pm	03:45	Late
57.	185074	Fri Feb 28, 2020	-	-	-	-	Casual Leave
58.	185074	Sat Feb 29, 2020	-	08:35 am	12:04 pm	03:29	Late
59.	185074	Mon Mar 02, 2020	-	08:52 am	01:02 pm	04:09	Late
60.	185074	Tue Mar 03, 2020	-	08:42 am	01:02 pm	04:19	Late
61.	185074	Wed Mar 04, 2020	-	08:44 am	01:01 pm	04:17	Late
62.	185074	Thu Mar 05, 2020	-	08:40 am	01:00 pm	04:20	Late
63.	185074	Fri Mar 06, 2020	-	08:58 am	11:59 am	03:01	Late
64.	185074	Sat Mar 07, 2020	-	08:19 am	12:59 pm	04:39	Late
65.	185074	Mon Mar 09, 2020	-	08:51 am	12:58 pm	04:06	Late
66.	185074	Tue Mar 10, 2020	-	-	-	-	Casual Leave

Shree D Office (School)
P. No. 100, D. No. 100, H. No. 100
Chennai - 600 000

P-9



Office
Place in file
ANNEX - C
(Page 1-5)

**OFFICE OF THE DISTRICT EDUCATION OFFICER
(MALE) KOHAT**



No. 7969 / 05/19

Dated Kohat the 03-10-2019

To

The Principal,
GHSS Gumbat Kohat

Subject: **MUTUAL COMPROMISE BETWEEN THE TWO BODIES**

Memo:

I am to refer to self-explanatory application submitted by Muhammad Ismail SS(Maths) GHSS Gumbat Kohat and as per telephonic discussion by Dealing Assistant with Mr. Lais Khan Principal, GHSS Gumbat Kohat, the undersigned comes to the conclusion that the dispute b/w the two parties may be settled by mutual understanding to avoid any further complaints on Citizen Portal & enquiries.

Report / written statement of compromise may be furnished to this office within a fortnight positively, failing which this office will report to high-ups & enquire the matter in person.

District Education Officer
(Male) Kohat

17/19

P-1

22

INQUIRY REPORT:

In reference to the notification No. SO(SM) E&SED/4-2/20121/M. Ismail, SSGHSS Gumbat Kohat dated 28.05.2021 received from Elementary & Secondary Education Department whereby an inquiry committee comprising the undersigned is nominated in order to conduct formal inquiry against Mr. Muhammad Ismail, SS (Maths), BS-17 GHSS Gumbat Kohat for the charges mentioned in the charge sheet.

Detail inquiry report is as under;

Brief:

One Mr. Muhammad Ismail who is serving as Subject Specialist Maths (BPS-17) in GHSS Gumbat District Kohat has been reported to be guilty of inefficiency, misconduct and misuse of authority under Rule-3 of Khyber Pakhtunkhwa Government Servants (E&D) Rules 2011. As per charge sheet/statement of allegations the accused has committed the following irregularities;

- i. He is habitual late comer
- ii. He do not observe the school timings
- iii. He has submitted fake proforma bearing forged signature of the Principal concerned to BISE Kohat and has committed forgery
- iv. He publically challenges the writ of his Principal and make parodies of him.
- v. He do not obtain station leave from his boss while leaving for home
- vi. He has been reported absent by Independent Monitoring Unit(IMU) (Now called Education Monitoring Authority, EMA) and his salary has also been deducted but he failed to mend his ways.

Procedure of the Inquiry:

The following procedure was adopted for conducting the inquiry;

1. Opportunity of hearing was provided to the accused.
2. The accused was called through official letter for personal hearing. (Annex-I)
3. He was asked to give written statement to the allegations which he provided. (Annex-II)
4. He was also served with a questionnaire which he answered and re-submitted. (Annex-III)
5. Principal of the said school was also heard in person and was asked to provide detail record. (Annex-IV)
6. In order to look into the allegation at s.no. i, ii and v, the available record including attendance register (Annex-V), his attendance profile (Annex-VI), record of EMA (Annex-VII) and order book of the school (Annex-VIII) was also checked.
7. BISE Kohat was requested to send a person to assist the inquiry committee in reference to allegation at s.no. iii to which they deputed assistant secretary who recorded statement on the relevant proforma. (Annex-IX)
8. EMA Office Kohat was also consulted regarding allegation at s.no. vi and the relevant record was obtained. (Annex-VII)

Section Officer (Schools)
Education Department
Civil Secretariat, Peshawar, Khyber Pakhtunkhwa

A

(P) (23)

of the Accused:

Summary of the statement of accused is that the charges are completely baseless and concocted and he might have reached late sometimes but that was due to timely unavailability of traffic. He further added that he always observe official timings. He denies the allegation of signing and submission of fake proforma to BISE. He submits that he always comply to the directions of Principal and always take prior permission from him. He denies that he has never been reported by EMA however admits that salary has been deducted from him which he calls as unjust.

Facts and Findings:-

Following are facts and findings of the case;

Mr. Muhammad Ismail is working as Subject Specialist Maths (BPS-17) in GHSS Gumbat. He belongs to District Karak and comes daily to school at Kohat from Karak.

As far as allegation at s.no. i is concerned, all the record of the school mentioned in S. No. 6 of the procedure above was examined. The attendance register (Annex-V) shows that he always comes late. The time mentioned against his arrival is always later than the timing notified by Government of Khyber Pakhtunkhwa.

His attendance profile (Annex-VI) also tells the same tale. He is either absent or late comer throughout his tenure.

The report of EMA (Annex-VII) for previous one year also ascertains the above fact. He has been reported late comer, or on leave or un-authorized though the visit of EMA is once a month and this gives a high probability of his being late comer or absent.

Though he says he always comply directions of Principal but the record i.e. order book (Annex-VIII) speaks otherwise. He usually denies to sign the order.

3. For discussion on allegation No. ii read as above.
4. To find the truth about allegation no. iii, BISE Kohat was requested to send a representative alongwith record. The allegation states that he has appended fake signature of Principal on proforma for his exam duty which is addressed to BISE. The Principal states that he has not signed the proforma. Representative of BISE Kohat recorded that they have received the proforma officially which give clear clue about the fact. The accused denies the allegation but the record and statement of Principal and Assistant Secretary BISE Kohat helps in proving it.(Annex-IX)
5. As far as allegation no. iv is concerned, the order book was checked(Annex-VIII). It was found that he usually refuses to append sign of acknowledgement on the orders of Principal.
6. Allegation no. v states that the accused never obtain leave from the principal. The principal has stated that he never obtains leave from him. The same was verified from order book and explanations called from him. (Annex-VIII)
7. To find truth about the allegation no. vi record of EMA was obtained(Annex-VII). It shows that the accused has been either late so many times or on leave. He is also found unauthorized absent once in the reported time. The statement of the accused shows that deduction has also been made from him which was also ascertained from DDEO Kohat in

Sector Office (Schools)
Education Department
Civil Sectt. Khyber Pakhtunkhwa

13 24


Negligence Observed.


The following negligence were observed keeping in view the above facts/findings;

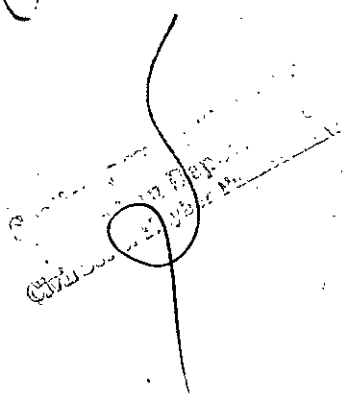
1. He is habitual late comer. (Refer para 2 of facts & findings)
2. He do not observe the school timings(Refer para 3 of facts & findings)
3. He has submitted fake proforma bearing forged signature of the Principal concerned to BISE Kohat(Refer para 4 of facts & findings)
4. He does not comply directions of the Principal(Refer para 5 of facts & findings)
5. He do not obtain station leave from his boss while leaving for home(Refer para 6 of facts & findings)
6. He has been reported absent by EMA and his salary has also been deducted.(Refer para 7 of facts & findings)

Recommendations:

In light of the above the allegations against the accused Mr. Muhammad Ismail Subject Specialist Maths (BPS-17) GHSS Gumbat Kohat stands proved. It is recommended/proposed that the accused may be proceeded under Rule 4(1) a (ii) of Government of Khyber Pakhtunkhwa (Efficiency & Discipline) Rules, 2011.


(Muhammad Sheraz)
DEO (M) Hangu
Inquiry officer


(Bashir Ahmad)
ADC (G) Kohat
Inquiry Officer



25

DISCIPLINARY ACTION

I, **Dr. Kazim Niaz**, Chief Secretary, Khyber Pakhtunkhwa as Competent Authority, am of the opinion that Mr. Muhammad Ismail Subject Specialist Maths (BS-17) GHSS Gumbat District Kohat has rendered himself liable to be proceeded against, as he committed the following acts/omissions, within the meaning of Rule-3 of the Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011.

STATEMENT OF ALLEGATIONS

- i. He is habitual late comer to the school.
- ii. He does not observe the school timings.
- iii. He has submitted fake proforma bearing forged signature of the Principal concerned to the BISE Kohat. Hence committed forgery.
- iv. He publicly challenges the writ of his Principal and make parodies of him.
- v. He does not obtain station leave from his immediate boss, while leaving for home.
- vi. He has been report "Absent" by IMU and his salary has been deducted on several occasions but he failed to mend his ways .

2- For the purpose of inquiry against the said accused with reference to the above allegations, an inquiry officer/ inquiry committee, consisting of the following, is constituted under Rule 10(1)(a) of the ibid Rules:

- i. Mr. Bashir Ahmad ADC (G) Kohat
- ii. Muhammad Shireez DEO (Male) Hangu.

3- The inquiry officer/ inquiry committee shall, in accordance with the provisions of the ibid Rules, provide reasonable opportunity of hearing to the accused, record its findings and make within thirty days of the receipt of this order, 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 officer/ inquiry committee.

Section Officer (Schools)
Education Department
Civil Secretariat, Khyber Pakhtunkhwa

Kazim Niaz
(DR. KAZIM NIAZ)
CHIEF SECRETARY
KHYBER PAKHTUNKHWA

Mr. Muhammad Ismail
Subject Specialist Maths (BS-17) GHSS Gumbat District Kohat

CHARGE SHEET

26

I, Dr. Kazim Niaz, Chief Secretary, Khyber Pakhtunkhwa as Competent Authority, hereby charge you Mr. Muhammad Ismail Subject Specialist Maths (BS-17) GHSS Gumbat District Kohat as follows: -

That you, while posted as Subject Specialist Maths (BS-17) GHSS Gumbat District Kohat committed the following irregularities:

- i. You are habitual late comer to the school.
- ii. You do not observe the school timings.
- iii. You have submitted fake proforma bearing forged signature of the Principal concerned to the BISE Kohat. Hence committed forgery.
- iv. You publicly challenge the writ of your Principal and make parodies of him.
- v. You do not obtain station leave from your immediate boss, while leaving for home.
- vi. You have been reported "Absent" by IMU and your salary has been deducted on several occasions but you failed to mend your ways.

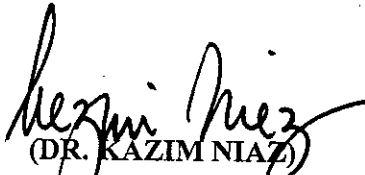
2- By reasons whereof, you appear to be guilty of inefficiency, misconduct and misuse of authority under Rule-3 of the Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011 and have rendered yourself liable to all or any of the penalties specified in Rule-4 of the Rules ibid.

3- You are, therefore, required to submit your written defense within seven days of the receipt of this Charge Sheet to the inquiry officer/ inquiry committee, as the case may be.

4- Your written defense, if any, should reach the inquiry officer/ inquiry committee within specified period, failing which it shall be presumed that you have no defense to put in and in that case ex-parte action shall be taken against you.

5- You may intimate whether you want to be heard in person.

6- Statement of Allegations is enclosed.


(DR. KAZIM NIAZ)
CHIEF SECRETARY
KHYBER PAKHTUNKHWA

Mr. Muhammad Ismail
Subject Specialist Maths (BS-17) GHSS Gumbat District Kohat


Section Officer (Schools)
Education Department
Civil Secretariat, Khyber Pakhtunkhwa

REGISTERED



27
GOVERNMENT OF KHYBER PAKHTUNKHWA
ELEMENTARY & SECONDARY EDUCATION
DEPARTMENT

No.SO (SM) E&SED/ 4-2/2021/M.Ismail/SS/GHSS Gumbat Kohat
Dated Peshawar the September 06, 2020

To

Mr. Muhammad Ismail
Subject Specialist (Maths) BS-17,
GHSS Gumbat District Kohat.

Muhammad Ismail
07/9

Subject: - SHOW CAUSE NOTICE.

I am directed to refer to the subject noted above and to enclose herewith a copy of Show Cause Notice wherein the Competent Authority (Chief Secretary Khyber Pakhtunkhwa) has tentatively decided to impose upon you the major penalty of "**Removal from Service**" under Rule-4 of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011 in connection with the charges leveled against you.

2. You are therefore directed to furnish your reply to the Show Cause Notice as to why the aforesaid penalty should not be imposed upon you and also intimate whether you desire to be heard in person.

3. Your reply should reach this Department **within Seven (07) days** of delivery of this letter otherwise ex-parte action shall be taken against you.

Encl: As Above:

Hafeez ur Rehman Shah
(HAFEEZ UR REHMAN SHAH)
SECTION OFFICER (SCHOOLS/MALE)

Endst: Even No. & Date:

Copy of the above is forwarded to the: -

1. Director E&SE Khyber Pakhtunkhwa, Peshawar.
2. PS to Secretary E&SE Khyber Pakhtunkhwa, Peshawar.

Muhammad Ismail
SECTION OFFICER (SCHOOLS MALE)

Section Officer (Schools)
Educational Department
Civil Secretariat, Peshawar

SHOW CAUSE NOTICE

248

I, Dr. Kazim Niaz, Chief Secretary Khyber Pakhtunkhwa, as competent authority, under the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011, do hereby serve you, Mr. Muhammad Ismail, Subject Specialist (Maths) BS-17 GHSS Gumbat District Kohat as follows: -

- (i) That consequent upon the completion of inquiry conducted against you by the inquiry committee for which you presented your written defense before the inquiry committee; and
- (ii) On going through the findings and recommendations of the inquiry committee, the material on record and other connected papers including your defense before the inquiry committee: -

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

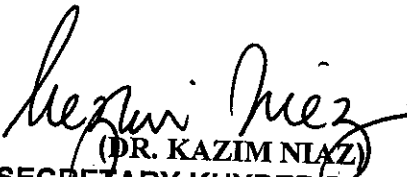
Inefficiency & Misconduct

2. As a result thereof, I, as competent authority, have tentatively decided to impose upon you the penalty of Removal from service under Rule-4 of the said rules.

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

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

5. A copy of findings of the inquiry committee is enclosed.


(DR. KAZIM NIAZ)
CHIEF SECRETARY KHYBER PAKHTUNKHWA
COMPETENT AUTHORITY

Section Officer (Schools)
Education Department
Gumbat, Kohat, Khyber Pakhtunkhwa

Mr. Muhammad Ismail,
Subject Specialist (Maths) BS-17
GHSS Gumbat District Kohat



GOVERNMENT OF KHYBER PAKHTUNKHWA
ELEMENTARY & SECONDARY EDUCATION
DEPARTMENT

29

Dated Peshawar the November 23, 2021

NOTIFICATION

NO.SO(SM)E&SED/4-14/2019/M.Ismail: WHEREAS Mr. Muhammad Ismail Subject Specialist (Maths) BS-17 GHSS Gumbat District Kohat was proceeded against under Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011 for the charges mentioned in the charge sheet and statement of allegations.

2. **AND WHEREAS** the inquiry committee comprising Mr. Bashir Ahmad (PMS) BS-18, Additional Deputy Commissioner (G) Kohat and Mr. Muhammad Sheraz, DEO (M) BS-19, District Hangu was constituted to conduct formal inquiry against the accused official, for the charges leveled against him in accordance with the rules.

3. **AND WHEREAS** the Competent Authority (Chief Secretary, Khyber Pakhtunkhwa) after having considered the charges and evidence on record, inquiry report, explanation of the accused in response to the show cause notice and personal hearing granted to him by Additional Secretary (Admn-1) Administration Department on behalf of the Competent Authority on 28.10.2021 and 02.11.2021 is of the view that charges against the accused have partially been proved.

4. **NOW, THEREFORE,** In exercise of the powers conferred under rule- 4 (1)(a) (ii) of the Khyber Pakhtunkhwa Govt. Servants (Efficiency & Discipline) Rules, 2011, the Competent Authority (Chief Secretary, Khyber Pakhtunkhwa) is pleased to impose minor penalty of **"Withholding of Annual Increment for Three Years"** upon Mr. Muhammad Ismail Subject Specialist (Maths) BS-17 GHSS Gumbat District Kohat with immediate effect.

SECRETARY TO GOVT. OF KHYBER PAKHTUNKHWA
E&SE DEPARTMENT

Section Officer (Schools)
E&SE Department

Endst: of even No. & Date

Copy forwarded to the:

- 1- Accountant General, Khyber Pakhtunkhwa, Peshawar.
- 2- Director, Elementary & Secondary Education, Khyber Pakhtunkhwa, Peshawar.
- 3- District Education Officer (Male), Kohat.
- 4- District Accounts Officer, Kohat
- 5- Principal GHSS Gumbat District Kohat.
- 6- PS to Chief Secretary Khyber Pakhtunkhwa Peshawar.
- 7- PS to Secretary, E&SE Department, Khyber Pakhtunkhwa.
- 8- Mr. Muhammad Ismail Subject Specialist (Maths) BS-17 GHSS Gumbat District Kohat

FQM
29.11.2021

HAFEEZ UR RAHMAN SHAH
SECTION OFFICER (SCHOOLS MALE)

GOVERNMENT OF KHYBER PAKHTUNKHWA
ELEMENTARY & SECONDARY EDUCATION
DEPARTMENT

30

Dated Peshawar the March 02, 2022

NOTIFICATION

NO.SO(SM)E&SED/4-2/2021/Muhammad Ismail SS : WHEREAS the Elementary & Secondary Education Department proceeded against Mr. Muhammad Ismail, Subject Specialist Maths (BS-17) GHSS Gumbat District Kohat under the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011.

2. **AND WHEREAS** the Competent Authority (Chief Secretary, Khyber Pakhtunkhwa) after having considered the charges, evidence on record, personal hearing (by Additional Secretary (Admin) Administration Department on behalf of the Competent Authority on 28.10.2021 & 02.11.2021) followed by inquiry report submitted on 26.07.2021, is of the view that charges against the accused have been proved.

3. **AND WHEREAS** the Competent Authority (Chief Secretary, Khyber Pakhtunkhwa) imposed minor penalty of "**withholding of annual increment for three years**" upon Mr. Muhammad Ismail, Subject Specialist Maths (BS-17) GHSS Gumbat District Kohat with immediate effect.

4. **AND WHEREAS** he filed a Departmental Appeal before the Appellant Authority (Chief Minister Khyber Pakhtunkhwa).

5. **NOW, THEREFORE**, In exercise of the powers conferred under section-17 (1) of the Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules, 2011, the Competent Authority (Chief Minister, Khyber Pakhtunkhwa) has rejected/regretted his appeal and this Department Notification NO.SO(SM) E&SED/4-2/2021/Muhammad Ismail SS dated 23.11.2021 regarding "**withholding of annual increment for three years**" is hereby intact.

SECRETARY TO GOVT OF KHYBER AKTHUN KHWA
E&SE DEPARTMENT

Endst: of even No. & Date

Copy forwarded to the:

- 1- Accountant General, Khyber Pakhtunkhwa, Peshawar.
- 2- Director, Elementary & Secondary Education, Khyber Pakhtunkhwa, Peshawar.
- 3- District Education Officer (Male), Kohat
- 4- District Accounts Officer, Kohat.
- 5- Principal GHSS Gumbat Kohat.
- 6- PS to Chief Secretary Khyber Pakhtunkhwa Peshawar.
- 7- PS to Secretary, E&SE Department, Khyber Pakhtunkhwa.
- 8- Mr. Muhammad Ismail, Subject Specialist Maths BS-17 GHSS Gumbat District Kohat
- 9- Office order file.

Secretary (Schools)
Education Department
Civil Secretariat, Khyber Pakhtunkhwa

Zainab Naqvi 02-03-22

(SYEDA ZAINAB NAQVI)
SECTION OFFICER (SCHOOLS MALE)