

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

Appeal No.1459/2023.


Mst. Nabeela (Appellant)

VS

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

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DEPONENT
Ahmad Yar Khan
Assistant Director (Lit)

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

Khyber Pakhtunkhwa Service Tribunal

Diary No. 7348

Dated 05/09/23

Appeal No.1459/2023.

Mst. Nabeela (Appellant)

VS

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

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

Respectfully Sheweth, That the respondents submits as under:-

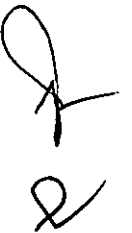
PRELIMINARY OBJECTIONS.

1. That the appellant has got no locus standi to file the instant service appeal.
2. That no discrimination / injustice has been done to the appellant.
3. That the instant service appeal is bad in the eye of law.
4. That the appellant has not come to this Tribunal with cleaned hands and has concealed material as well as legal facts.
5. The appeal is based on distortion of facts and is not tenable in eye of law.
6. That the appellant has been estopped by his own conduct to file the service appeal.
7. The present service appeal is based upon malicious/vexatious and frivolous grounds.
8. That the service appeal is based on conjecture and surmises.
9. That the service appeal is not maintainable in its present form.
10. That the service appeal is bad for mis-joinder and non-joinder of the necessary parties.
11. That the appellant has filed the present service appeal contrary to Law and facts.
12. That Rule 9 of Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline)

Rules, 2011 clearly laid down the procedure of willful absence which is
"Notwithstanding anything to the contrary contained in these rules, in case of willful absence from duty by a Government Servant for seven or more days, a notice shall be issued by the competent authority through registered acknowledgement on his home address directing him to resume duty within fifteen days of issuance of the notice. If the same is received back as undelivered or no response is received from the absentee within stipulated time, a notice shall published in at least two leading newspapers

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

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



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

19. That the service appeal is **time barred** and warrants dismissal as the services appeal.
20. That the delay of each day is required to be explained by the appellant in filling of the petition beyond the limitation period.
21. That the appeal is barred by law and limitation.

ON FACTS.

1. Para 1 of the Service Appeal pertains to record.
2. Para 2 of the Service Appeal is incorrect. The appellant had not served with zeal and zeal. During her service; the appellant had been frequently remained absent from official duty as evident from her service record/personal file which reveals that number of times explanations followed by subsequent warnings and even show cause notices were called from her during the time period of different DPWOs (District Population Welfare Officers). The detail are given below:-
 - i. Numbers of explanation called 17 times are attached as **Annex-F.**
 - ii. Numbers of warning issued 08 times are attached as **Annex-G.**
 - iii. Inquiries conducted 03 times are attached as **Annex-H.**

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

3. Para 3 of the Service Appeal is incorrect. The appellant was called to explain willful absence during the period w.e.f 03-04-2021 to 30-04-2021 vide letter No 1(7)/Admn/2020-21/675-79 dated 18-05-2021 the appellant confessed her guilt not to inform the competent authority about her absence wherein she did not mentioned any ailment vis a vis Covid-19. The appellant mentioned the fact that her relative has died in Karachi and the appellant left for Karachi in haste. (Reply of the Appellant is attached at **Annex-I.**) A proper inquiry was conducted against the appellant and a minor penalty of stoppage of one annual increment for two years along with deduction

of pay and allowances for the absent period was awarded. (Copy of Order is attached as **Annex-J**).

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



6. Para 6 of the Service Appeal is Incorrect. The Competent Authority has completed all the codal formalities mentioned in rule-9 of Khyber Pakhtunkhwa Government Servants (Efficiency and Discipline) Rules, 2011 in case of willful absence and departmental appeal before the appellate authority has been filed being time bared.
7. Para 7 of the Service Appeal is Incorrect. The appellate authority as per direction of the Honorable Tribunal decided the appeal of the appellant. The copy of order is positively forwarded to appellant and Registrar Service Tribunal Khyber Pakhtunkhwa Peshawar on 12-05-2023. (Copy attached as Annex-N).
8. Para 8 of the Service Appeal is Incorrect. The appellate authority has decided the appeal of the appellant well within time as per given in the order dated 04-04-2023.
9. Para 9 of the Service Appeal pertains to record.
10. Para 10 of the Service Appeal is Incorrect. The order passed by the appellate authority is completely according to facts, record and law.

ON GROUNDS

- I. Para-I of the Service Appeal is incorrect. The appellant has been removed from service by keeping the norms of justice, facts and record.
- II. Para-II of the Service Appeal is incorrect. The order passed by the respondents is completely according to law, facts and record.
- III. Para-III of the Service Appeal is incorrect. The appellant is habitual and chronic case of absenteeism as evident from her previous record. Detail reply has already been given in Para No. 5 of the facts. Moreover the appellant has been dealt according to law and no discrimination has been done to the appellant. The respondents have time and again showed and taken a very lenient view on her absenteeism therefore she was given:-
 - i. Number of explanation called 17 times,
 - ii. Number of warning issued 08 times
 - iii. Inquiries conducted 03 times.
- IV. Para-IV of the Service Appeal is Incorrect. The state of Pakistan and its Federation Units knows better public interest at large and doing it as per Law. Misinterpretation without reference to the contexts will give way to one according to his wishes to articulate.

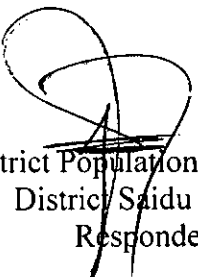



Furthermore not even a single right of the appellant has been violated nor the respondents acted against the Law.


- V. Para-V of the Service Appeal is incorrect. Detail reply is given in Para-4 of the facts.
- VI. Para-VI of the Service Appeal is incorrect. No such Applications were made nor requested for transfer and as far as the punishment is concerned it is completely according to law.
- VII. Para-VII of the Service Appeal needs no comments as it is not relevant to the respondents.
- VIII. Para-VIII of the Service Appeal is incorrect. Detail reply is given in Para-5 of the facts.
- IX. Para-IX of the Service Appeal is incorrect. The appellate authority has completely complied to the order of the Honorable Service Tribunal. Proper intimation has been issued to the appellant as well as to Registrar Service Tribunal on 12-05-2023.
- X. Para-X of the Service Appeal needs no comments. However the respondent seeks permission to raise any other ground at the time of arguments.

PRAYER:-

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


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


 Director General
 Population Welfare Khyber Pakhtunkhwa
 Respondent No. 1
 Director General
 Population Welfare Deptt:
 Govt: of Khyber Pakhtunkhwa
 Peshawar.


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

04.09.23

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

Appeal No.1459/2023.

Mst. Nabeela (Appellant)

VS

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

AFFIDAVIT

I Mr. Ahmad Yar Khan, Assistant Director (Litigation) Directorate General of Population Welfare, do solemnly affirm and declare that the contents of Para-wise comments are true and correct to the best of my knowledge and belief and that nothing has been concealed therein from this Honorable Court. It is further stated on oath that in this appeal the answering respondents have neither been placed ex-parte nor their defense has been struck off.



Ahmad Yar Khan
DEPONENT
CNIC: 17301-1165852-9
Cell No.0345-9023308



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

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

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

F.No. 1(7)/Admn/2021-22/2907-05

Dated Swat, the 21/01/2022

To,

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

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

Memo:

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

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

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

District Population Welfare Officer,
Saidu Sharif, Swat.

Copy to the:-

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

District Population Welfare Officer,
Saidu Sharif, Swat.

ATTACHED

Asst. District Population Welfare Officer
Saidu Sharif, Swat.

No. 696

For Ir Stamp RGL76570496

uninsured letters of not more than the initial weight prescribed in the Post Office Guide or on which no acknowledgment is due

Received a registered addressed to _____ Date-Stamp _____

Write here "letter", "postcard", "packet" or "parcel" with the word "insured" before it when necessary.

Insured for Rs. (in figures) 63 (in words)

If insured. Insurance fee Rs. _____ Name and address of sender _____ Weight (in words) _____

REGISTERED

[Handwritten signature]

[Handwritten signature]

Asst. Population Welfare Officer 7/1/2022
Gaidu Sharif, Swat.



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روزنامہ 3 27 جنوری 2022ء پشاور

نوٹس غیر حاضری

آپ سہ ماہیہ نوبہ نسلی ویلفیئر انسٹنٹ (جنمیل) ڈسٹرکٹ سوات میں 28 اکتوبر 2021 سے تمام نوبہ کوئی نہ بتائے اپنی ذمہ داری سے غیر حاضر ہیں۔ دوران غیر حاضری آپ کو آپ کے گھر کے بچے پر جواب دہی ملے گی۔

03/01/2022 تا 17/01/2022 (7) Ann/2021-22/2901-05

ماری کی کیا ہے جس میں آپ کو ذمہ داری ہے حاضر ہو۔ نوبہ کی ہدایت کی گئی ہے لیکن اس کے باوجود آپ اپنی ذمہ داری پر حاضر نہیں آئیں اور اپنی اپنی وضاحت نہیں کی۔ لہذا آپ کو آخری اہانتہار کے ذریعے متنبہ کیا جاتا ہے کہ نوبہ کی ہدایت کی گئی ہے لیکن اس دن کے اندر اندر ذمہ داری کے دور میں نوبہ کوئی نہ بتائے اپنی ذمہ داری سے غیر حاضر ہیں۔

طوریہ پر نہیں کریں بصورت دیگر نوبہ کی ذمہ داری کی صورت میں آپ کو نوبہ کی ہدایت کی گئی ہے۔

ذمہ داری کو روالی کی جائے گی جس کے نتیجے میں حکومت نوبہ کوئی نہ بتائے اپنی ذمہ داری سے غیر حاضر ہیں۔

سوات برائے نوبہ کی ذمہ داری کے لئے

انسپیکٹر ضابطی آفیسر منجیکہ بہبود آبادی ضلع سوات

INF(SW)07

RECEIVED

Asst. Dist. Population Welfare Officer
Swt. Swat

6

ABC CERTIFIED DAILY CHAND SWAT CPNE MEMBER

روزنامہ **چاند سوات** عوام کی آواز

Reg No. 476

جلد نمبر 19، ہجرت 27 جنوری 2022ء، 23 جمادی الثانی 1443ھ، منگھٹ 8، قیمت 10 روپے، شمارہ 34

نوٹس غیر حاضری

آپ سید ذیل ذیل ریٹائرمنٹ (سکل) دفتر سید گڈ، جامعہ ضلع سوات 28 اکتوبر 2021ء کو مل کر کوئی جوائنٹ ایڈمنسٹریٹو سے غیر حاضری سے 100 روپے غیر حاضری آپ کے گھر کے چارج میں ہے۔ اس کی نمبر 5-1022/2021-22/Admn/1(7) بتایا گیا ہے۔

اسلام آباد کی ایک ایسی جگہ ہے جس میں آپ کو اپنی پر حاضری کے لیے جانے کی گئی ہے۔ اس کے باوجود آپ اپنی اپنی پر حاضری میں اور اپنی رعایت میں کی گئی ہے۔ لہذا آپ کو اپنی اپنی رعایت کے ذریعے سٹیٹ کیا گیا ہے۔ اگر کسی ایسی ایسٹات کے چارج میں کے ایسٹات کے ذریعے اور اس کے ساتھ ساتھ برائے غیر حاضری کو روک دیا جائے گا، بصورت دیگر کسی ایسی ایسٹات میں آپ کے خلاف کیسز چلائے جائیں اور وہی کو روک دیا جائے گا، جس کے نتیجے میں حکومت غیر حاضری کے سبب کو روک دیا جائے گا۔

اسٹریٹ

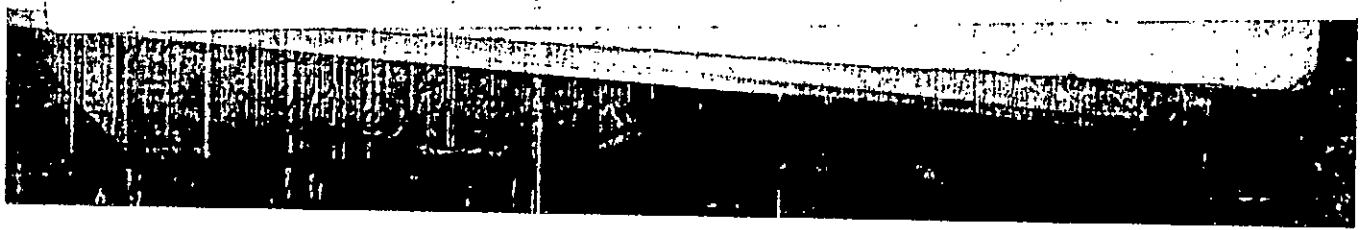
ضلعی ایسٹات حکمہ، سوات ضلع سوات

INF(SW)07

ATTESTED

(Signature)

Asst. District Separation Welfare Officer
Saidu Sharif, Swat



12
OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT.

Annex - E



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

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

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

Dated Swat, the 24/02/2022

OFFICE ORDER

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

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

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

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

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

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

Copy to the:-

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

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

o/c
[Signature]
District Population Welfare Officer
Saidu Sharif, Swat



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



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

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

M dpwofficeswat@gmail.com



dpwofficeswat



@dpwoswat



& 0946-9240285

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

Dated Saidu Sharif, the 16/12/2018

To

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

Subject:- LEAVE APPLICATION/EXPLANATION THEREOF.

Memo:-

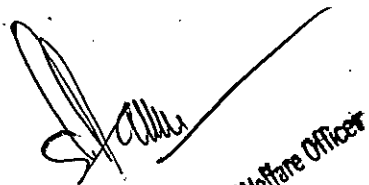
With reference to your application dated 04.12.2018 for the grant of 01-day Casual Leave on the monthly meeting day is regretted, as you have not mentioned the date nor routed through proper channel. Your such like behavior shows that you are not taking interest in your job and remain absent from monthly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

DISTRICT POPULATION WELFARE OFFICER
SAIDU SHARIF, SWAT

Copy to:-

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

DISTRICT POPULATION WELFARE OFFICER
SAIDU SHARIF, SWAT


Saidu Sharif
District Population Welfare Officer
Saidu Sharif Swat.

14

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2



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

Near Zarai Tarqlati Bank (Ltd.), at Collage Colony Saidu Sharif Swat. 03339496108

dpwofficeswat@gmail.com dpwofficeswat @dpwoswat 0946-9240285

F.No.1(7)/Admn/2018-194517-14

Dated Saidu Sharif, the 25/11/2018.

To

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

Subject:- ABSENCE FROM MONTHLY MEETING.

Memo:-

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

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

DISTRICT POPULATION WELFARE OFFICER
SAIDU SHARIF SWAT

Copy to:-

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

[Signature]
DISTRICT POPULATION WELFARE OFFICER
SAIDU SHARIF SWAT

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

15
5

13
26



OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT
Al-Noor Medical Complex Street, Near Divisional Forest Office,
Allah-o-Akbar Colony, Saidu Sharif, Swat. 03339496103



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

F.No.2(7)/Accounts-2019/2876-06

Dated Swat, the 27/03/2019

To

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

Subject:- CASUAL LEAVE APPLICATION/ABSENCE FROM MONTHLY MEETING

Memo:-

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

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

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

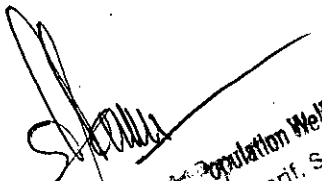
DISTRICT POPULATION WELFARE OFFICER
SAIDU SHARIF, SWAT

Copy to:-

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

DISTRICT POPULATION WELFARE OFFICER
SAIDU SHARIF, SWAT

RECEIVED


Saidu Sharif, Population Welfare Officer
Saidu Sharif, Swat.

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OFFICE OF THE
DISTRICT POPULATION WELFARE OFFICER,
SAIDU SHARIF, SWAT.
Al-Noor Medical Complex Street, Near Divisional Forest Office,
Allah-o-Akbar Colony, Saidu Sharif, Swat. 03339496108
M: dpwofficeswat@gmail.com @dpwofficeswat @dpwoswat 0946-9240285

F.No.1(7)/Admin/2018-2019/S63-77
To,

Dated Saidu Sharif, the 26/06/2019

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

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

It has been noticed with great concern that as per complain No.KP2006 dated 20-06-2019 in Pakistan Citizen's Portal, that w.e.f. 19.06.2019 to 20.06.2019, Family Center, Jambil at Kokarai, found locked and the entire staff was disappeared from official duty any information/applications to this office.

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

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

DISTRICT POPULATION WELFARE OFFICER
SAIDU SHARIF, SWAT

Copy forwarded to the:-

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

DISTRICT POPULATION WELFARE OFFICER
SAIDU SHARIF, SWAT

District Population Welfare Officer
Saidu Sharif, Swat



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



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

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

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

F.No.1(7)/Admn/2019-20/416-01

Dated Saidu Sharif, the 29/11/2019

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

Subject:- ABSENCE FROM DUTY/EXPLANATION THEREOF.

Memo:-


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


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

DISTRICT POPULATION WELFARE OFFICER
SAIDU SHARIF, SWAT.

Copy to:-

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


DISTRICT POPULATION WELFARE OFFICER
SAIDU SHARIF, SWAT.

All Sher...
Asst. District Population Welfare Officer
Saidu Sharif Swat


9

2-6



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

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

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

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

Dated Saidu Sharif, the 30/06/2020

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

Subject:- ABSENCE FROM DUTY/EXPLANATION THEREOF.


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

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

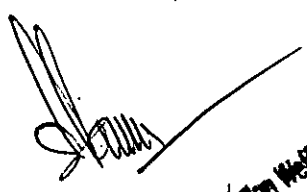
District Population Welfare Officer,
Saidu Sharif, Swat.

Copy to:-


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


District Population Welfare Officer,
Saidu Sharif, Swat.

ATTESTED


Asst. District Population Welfare Officer
Saidu Sharif, Swat.




19

(16) (27) 

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

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

Saidu Sharif Swat. (92)3339496108

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

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

Dated 13/11/2020

To,

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

Subject: - ABSENCE FROM DUTY/EXPLANATION THEREOF.

Memo:

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

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

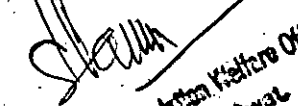
You are, therefore, called upon to explain your position with cogent reason within 3-days of the receipt of this communication positively failing which strict disciplinary action shall be taken against you under the rules.

District Population Welfare Officer,
Saidu Sharif Swat.

Copy forwarded to the:-

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

District Population Welfare Officer,
Saidu Sharif Swat.


Asst. Dir. Population Welfare Officer
Saidu Sharif Swat

20

(14)

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5-9



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

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

dpwofficeswat@gmail.com dpwofficeswat @dpwoswat 0946-9240285 03339

F.No.1(7)/Admn/2020-21/2997-31

Dated 22/01,

To,

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

Subject: - ABSENCE FROM DUTY/EXPLANATION THEREOF.

Memo:

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

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

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

District Population Welfare Officer,
Saidu Sharif Swat.

Copy forwarded to the:-

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

District Population Welfare Officer,
Saidu Sharif Swat.

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



21

30

23

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

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

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

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

Dated Saidu Sharif the, 15/05/2021

To

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

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

Memo:-

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

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

District Population Welfare Officer,
Saidu Sharif, Swat.

Copy to:-

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

District Population Welfare Officer,
Saidu Sharif, Swat.

Asst. District Population Welfare Officer
Saidu Sharif, Swat.



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

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

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

Dated Swat, the 07/06/2021

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

To

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

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

Memo:-

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

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

District Population Welfare Officer,
Saidu Sharif, Swat

Copy to the:-

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

District Population Welfare Officer,
Saidu Sharif, Swat

[Handwritten Signature]

District Population Welfare Officer,
Saidu Sharif, Swat

(12)

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2-10

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

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

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

F No. 1(7)/Admn/2021-22/17-76-7/2

Dated Saidu Sharif the, 17/08/2021

To

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

Subject:- ABSENCE FROM DUTY/EXPLANATION THEREOF.

Memo:-

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

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

District Population Welfare Officer,
Saidu Sharif, Swat.

Copy to:-

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

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

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

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

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

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

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

Dated Swat, the 01/09/2021

To

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

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

Memo:-

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

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

District Population Welfare Officer,
Saidu Sharif, Swat.

Copy to:-

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

District Population Welfare Officer,
Saidu Sharif, Swat.

(Signature)
District Population Welfare Officer
Saidu Sharif, Swat.

19

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

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

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

F.No.1(7)/Admn/2021-22/2050-54

Dated Swat, the 12/09/2021

To

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

Subject:- ABSENCE FROM MONTHLY MEETING.

Memo:-

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

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

District Population Welfare Officer,
Saidu Sharif, Swat.

Copy to the:-

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

District Population Welfare Officer,
Saidu Sharif, Swat.

RECEIVED

Asst. District Population Welfare Officer
Saidu Sharif, Swat.

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

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

M dpwofficeswat@gmail.com dpwofficeswat @dpwoswat 0946-9210285 03339496108

43

Dated Swat, the 09/11/2021

F.No.1(7)/Admn/2020-21/3490-25

To,

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

Subject: - ABSENT FROM DUTY/EXPLANATION THEREOF.

Memo:

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

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

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

District Population Welfare Officer,
Saidu Sharif, Swat.

Copy to the:-

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

District Population Welfare Officer,
Saidu Sharif, Swat.

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

23

15/16



44

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

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

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

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

Dated Swat, the 10/11/2021

To,

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

Subject: - ABSENT FROM DUTY/EXPLANATION THEREOF.

Memo:

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

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

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

Copy to the:-

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

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

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



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

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

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

46

F.No.1(7)/Admn/2021-22/2901-03

Dated Swat, the 03/01/2022

To,

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

Subject: - NOTICE FOR WILLFUL ABSENCE FROM DUTY.

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

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

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

District Population Welfare Officer,
Saidu Sharif, Swat.

Copy to the:-

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

District Population Welfare Officer,
Saidu Sharif, Swat.

District Population Welfare Officer,
Saidu Sharif, Swat.

29 (26)

18



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

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

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

F.No.1(7)/Admn/2020-21/3015-22

Dated Swat, the 17/01/2022.

To

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

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

Memo:-

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


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

District Population Welfare Officer,
Saidu Sharif, Swat

Copy to the:-

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

District Population Welfare Officer,
Saidu Sharif, Swat


Saim
Asst. District Population Welfare Officer,
Saidu Sharif, Swat.

3



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



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

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

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

Subject:- WARNING.

Memo:-

The reply submitted by you dated Nil of the explanation called by this office vide letter F.No.1(7)/Admn/20118-19/1517-14 dated 15.11 2018 were found unsatisfactory.

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

District Population Welfare Officer
Saidu Sharif, Swat.

Copy to:-

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

District Population Welfare Officer
Saidu Sharif, Swat.

Ali Sher/****

RECEIVED

[Handwritten Signature]

District Population Welfare Officer
Saidu Sharif, Swat.



4

31

OFFICE OF THE

DISTRICT POPULATION WELFARE OFFICER,

SAIDU SHARIF, SWAT.

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

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

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



F.No.2(7)/Accts/2018/1749-27

Dated Swat, the 01/01/2019

To

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

Subject:- WARNING.

Memo:-

The reply submitted by you dated 17.12.2018 of the explanation called by this office vide letter F.No.2(7)/Accts/2018/1749-53 dated 10.12.2018 were found unsatisfactory.

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

District Population Welfare Officer
Saidu Sharif, Swat.

Copy to:-

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

District Population Welfare Officer
Saidu Sharif, Swat.

Ali Sher/***

RECEIVED

District Population Welfare Officer
Saidu Sharif, Swat.

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

M dpwofficeswat@gmail.com dpwofficeswat @dpwoswat & 0946-9740285
F.No.1(7)/Admn/2018-19/2942-45 Dated Swat, the 09/04/2019.

To

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

Subject:- WARNING.

Memo:-

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

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

District Population Welfare Officer
Saidu Sharif, Swat.

Copy to:-

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

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

All SHER/****

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

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

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

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

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

Dated Swat, the 15/07/2020

To,

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

Subject:- LAST WARNING.

Memo:-

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


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

District Population Welfare Officer,
Saidu Sharif, Swat.

Copy to the:-

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

District Population Welfare Officer,
Saidu Sharif, Swat.


District Population Welfare Officer
Saidu Sharif, Swat

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



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

M dpwofficeswat@gmail.com dpwofficeswat @dpwoswat 0946-9240285 0333949611

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

Dated Saidu Sharif, the 12/11/2020

To,

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

Subject: - **WARNING.**
Memo:

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

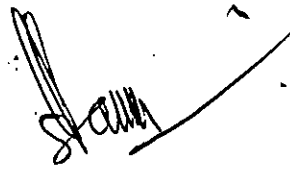
Taking a lenient view, you are pardoned at this time. However, you are strictly **WARNED** to be careful and refrain such practice in future and ensure presence on regular basis and strictly observe office timings. Failing which disciplinary action will be taken against you under the rules.

District Population Welfare Officer,
Saidu Sharif, Swat.

Copy forwarded to the:-

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

District Population Welfare Officer,
Saidu Sharif, Swat.


District Population Welfare Officer,
Saidu Sharif, Swat.



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

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

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

F.No.1(7)/Admn/2020-21/2545-57

Dated Saidu Sharif, the 07/11

To,

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

Subject: - LOW PERFORMANCE/WARNING.
Memo:

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

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

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

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

District Population Welfare Officer,
Saidu Sharif, Swat.

Copy to the:-

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

TESTED

Asst. District Population Welfare Officer
Saidu Sharif, Swat.



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

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

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

Dated Swat, the 14/10/2021

F.No. 1(7)/Admn/2020-21/3953-57

To,

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

Subject: - LAST WARNING.

Memo:

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

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

District Population Welfare Officer,
Saidu Sharif, Swat.

Copy to the:-

1. PS to Director General, Population Welfare Department, Government of Khyber Pakhtunkhwa, Peshawar.
2. ~~Officer in Charge, Swat Division & District~~
3. Personal file of the official concerned

District Population Welfare Officer,
Saidu Sharif, Swat.

District Population Welfare Officer,
Saidu Sharif, Swat.



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



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

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

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

Dated Swat, the 25/11/2021

To,

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

Subject: - **LAST WARNING.**

Memo:

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

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

District Population Welfare Officer,
Saidu Sharif, Swat.

Copy to the:-

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

District Population Welfare Officer,
Saidu Sharif, Swat.

Saidu Sharif, Population Welfare Officer
Saidu Sharif, Swat

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

Background

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

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

Proceedings


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

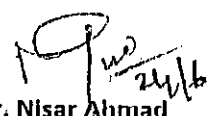
Ground Realities

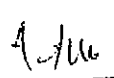
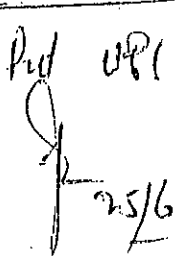
The overall record of Mrs. Nabeela (FWA- Female BPS-07) FWC Jambil is unsatisfactory, however, in present case she has provided her medical test and written statement/reply which shows that she really suffered from COVID-19. She also claimed/stated that she had submitted her application to the Incharge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

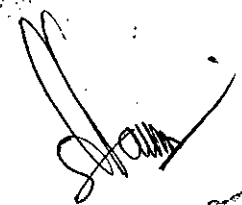
Recommendations

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


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


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



25/6


Accounts Assistant BPS-16
25/6

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

Inquiry Officer.

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

Background

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

Proceeding

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

Ground Reality

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

Recommendations

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

Inquiry Officer

(Signature)

Dr. Anila

WMO/DDPWO (Tech:)

(Signature)
District Population Welfare Officer
Swat, Swat.

Si

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

Inquiry Officers/Officials:

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

BACKGROUND.


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


PROCEEDINGS.

In reference to the District Office PWD, Swat letter No.1(7)/Admn/2020-21 dated 28/6/2021; the inquiry proceeding was started on 7th July 2021, at 11:00AM Mrs. Nabeela FW Assistant BPS.07 and continued till 1.00 PM. She was heard in person & freely provided the opportunity to say in her defense regarding the allegations levied on her but she failed to clear out those allegations. Later then She submitted a written forgiveness plea/application as well as a verbal surty to the inquiry committee that the blunders she made in past regarding her uninformed and habitual absence from duty, will not repeat in future. (Annexure XVIII).

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

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


 Shant Swat
 Population Welfare Officer
 Swat, Swat



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

BRIEF SUMMARY.

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

During her service period 4 different District Officers i.e

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

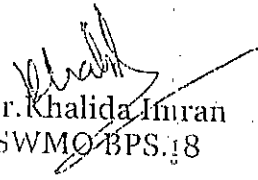
as deployed here in Swat; all of them were not satisfied with her which are proved from their explanations and warnings asked due her absence and low performance.

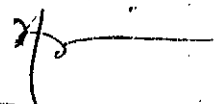


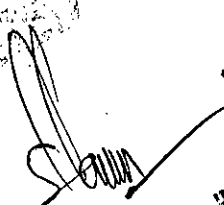
RECOMMENDATIONS:

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

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


Dr. Khalida Inuran
SWMO BPS-18


Mrs. Zehnat Wahid
FWW BPS-09


Asst. District Population Welfare Officer
Sultan Shari, Swat

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محترم جناب ڈسٹرکٹ پالیسیشن ویلفیئر آفیسر سوات

جناب عالی

مودبانہ گزارش کی جاتی ہے کہ

FNO-1 (CP) Admn/2020-2K675-79
1815/21

کہ ہم سب گھروں کے کرائی گئے تھے وہاں بیمار
رشتہ دار وفات ہو چکا تھا تو میں نے ایمر جنی
میں جھٹکی تھی اس پر چھٹیوں کا میں معافی چاہتی
ہوں اور اثرا کٹے میں اپنا ڈیوٹی لیمہ دل سے
رد کر رہی ہوں

اس کے اگر آپ صاحبان میری فرمائش
گنرت ہوئے چھٹیاں معاف فرما دیں
تو میں تائبیت دعا گو رہی

Admn
Pvt UP

شکریہ

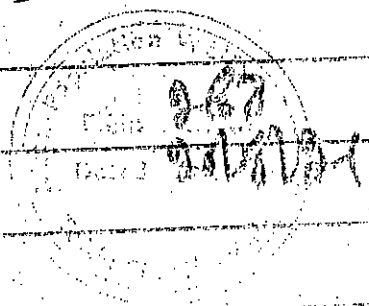
العارض

ایکاتالبع دار

تاسم لیسٹر
کوٹلا سوات

Date: 20-05-2021

سٹیم 03419750043



Handwritten signature

Acting Population Welfare Officer
Swat, District Swat

44
Annex - J

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

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

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

F.No. 1(7)/Admn/2021-22/2094-09

Dated Swat, 20/09/2021

OFFICE ORDER

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

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

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

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

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

District Population Welfare Officer,
Saidu Sharif, Swat.

Copy to the:-

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

District Population Welfare Officer,
Saidu Sharif, Swat.

y/c

District Population Welfare Officer,
Saidu Sharif, Swat.

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Annex - K

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

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

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

F.No. 1(7)/Admn/2021-22 / 1131-35

Dated Swat, the 25/10/2021

OFFICE ORDER

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

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

Copy to the:-

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

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

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

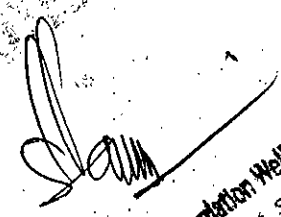
گرامر اور کتب خانہ ہے کہ آپ کی انٹرویو کا statement ہے

میری گورنر ایک ہیبت ہی اصل میں ایسا میری دیوار نے
قرآن کی ہم صحتی قیامت میں تو اس کو یوں گرفتار کر
لا گئے تھے۔ آج ساؤ میرا سولہ اور ان کی بھائیوں کو ساؤ گ
تھے۔ یہاں گورنر روز یوں آتی تھی اور کہی (ان کا آگے
انٹرویو لیا اور کہی Media والے آگے تھے اور حاصل
کے لوگوں نے بھی لکت روئے اخبار کیا تھا یہاں مسافر ہم
لوگوں کو لکھیاں دینے تھے روز اور میرا موبائل بھی
میں تھا۔ اسلئے میں لکھ والو کو خریدی نہیں تھی
میں اب لکھ اپنی ڈیوٹی ادا کر رہی ہوں یہاں
گورنر مسائل اب کچھ کم ہو گئے ہیں تو میں اپنی
ڈیوٹی ادا کر رہی ہوں۔ میں وعدہ
کرتے ہیں کہ آئندہ ایسی غلطیاں کہی نہیں ہوگی
شکر ہے

نام: انیل (Anil)

پتہ: جاسمیل ٹاؤن سکر

تاریخ: 11-10-2021



Welfare Officer
Swarat

ذریعہ جاری شدہ ہونے پر

۲۰۱۸
۱۴۱۱۵۱۵

عنوان: ...

AWA 1(7) Admin / 2024-25 / 2131-35

ضابطہ عالی

دریا پر گزراؤں کی جاتی ہے آ۔ مہمان نے پہلے (AWA) کی ذمہ داری
 سونپی تھی جس کی بنیاد پر میں نے پہلے (AWA) کو قبلا امراسی اور اس کی آج سے پہلے
 لکھی تھی وہاں اور تمام درخواستیں نہ لائے بنا پر میں نے کارڈ لکھی اس میں
 کے مطابق پہلے (AWA) سے اس کے نام سے وہی ڈیوٹی سے رہتی تھی اور وہاں
 کے غیر متعلقہ اس سلسلے میں میں نے پہلے (AWA) کو کوئی کسروا لیا تو اس کے
 Statement میں بتایا کہ وہی ڈیوٹی ہوا ہے وہ ان کے ساتھ وہی کسروا میں آج سے
 کی ہے جتنی کہ وہی ڈیوٹی کو دیکھا گیا آگو واسن روٹز اور وہاں (DWSI)
 جینٹ دیا گیا اس بار میں تمام گھنٹوں والوں کو منہ چلی گیا تھا اس کے ساتھ
 تو ان کا گھر سے کوئی مستقل ہو گیا تھا علاقے کے لوگوں کے طرف سے ان کو
 دھمکیاں مل رہی تھی اور لوگوں کو ان کی گھر سے چلنے سے روکیا گیا ان کو
 کرنا تھا ان (Husband) اور تمام چلنے والوں کو لوگوں کو لکھنے کے
 سبکی رہا ہے ان کے تمام گھنٹوں کو سب سے زیادہ مستقل تھی۔ ان کے تمام گھنٹوں
 جو باقی فون فیو کے لئے تھے۔ جس کے ساتھ اس کا سب سے زیادہ اس کے ساتھ
 ہو گیا تھا۔ اور اس کے ساتھ نہ لکھنا مستقل تھا۔ جس کے ساتھ اس کے ساتھ
 کے مطابق پہلے (AWA) وہی ڈیوٹی پر دوبارہ کام میں ہوئی ہے اور وہی ڈیوٹی
 کوئی بنیاد ہے اور کسی قسم کی کوئی بھی بنیاد نہیں ہے اس کے ساتھ
 وہاں پہلے (AWA) وہی ڈیوٹی کر رہی ہے اور وہاں کے بنیاد پر وہی ڈیوٹی
 ہو رہی ہے میں نے پہلے کے Statement کی مطابق وہ دوبارہ اس کے ساتھ
 نہیں کرتے اور جو غیر متعلقہ اس میں نے پہلے کی لکھی اس کے ساتھ
 پہلی ہے۔ لہذا وہ آج وہاں سے درخواست کر رہی ہے اس کے ساتھ

Statement آج
 Name = Zeebat wahi
 (نائب صدر)

Population Welfare Officer
 S.W.A.T.

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Annex (N)

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GOVERNMENT OF KHYBER PAKHTUNKHWA
DIRECTORATE GENERAL, POPULATION WELFARE
Plot No.18, Sector E-8, Phase-VII, Hayatabad Peshawar.

F.No: 2(40)/22/Li/STP

Dated Peshawar the 12/05/2023

To

Mst Nabeela W/O Adalat Khan
R/O Village Jambil Kokarai, Tehsil Babozai
District Swat.

Subject: -

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

I am directed to refer to Service Appeal No. 1221 of 2022 on the subject noted above and order passed by the Khyber Pakhtunkhwa Service Tribunal camp court at swat on 04-04-2023, wherein it has been directed that your departmental representation be decided within a period of 60 days from the receipt of this order.


After perusing your case, the Appellate Authority i.e Director General has been dismissed your departmental appeal being devoid of merit on the following grounds:-

- i. As per your record you are a case of habitual absenteeism.
- ii. In response to the show cause notice, you admitted that previous issues have been resolved and you will be regular in future, but you failed to do so.
- iii. Your appeal was issued on 12.05.2022 against your removal order dated 22.02.2022, and hence is time barred.


(Abdul Salam)
Assistant Director (Admn)

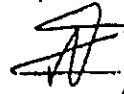
Copy to

1. Registrar Service Tribunal Khyber Pakhtunkhwa Peshawar w/r to the Judgment in S.A No. 1221 of 2022 titled Nabeela V/S Director General PWD & Others.
2. Assistant Director Litigation, PWD: Khyber Pakhtunkhwa.
3. PS to Director General, PWD: Khyber Pakhtunkhwa.
4. Master File;
5. F.No. 4(33)/2023/Admn.

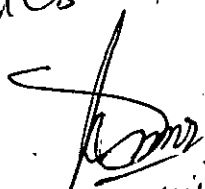

Assistant Director (Admn)

Issued vide no:- 11437-42

Attested:



12/05/2023


Assistant Director (Admn)
Population Welfare Department
Khyber Pakhtunkhwa,
Peshawar.

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

Appeal No.1459/2023.

Mst. Nabeela (Appellant)

VS

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

AUTHORITY LETTER

Mr. Ahmad Yar Khan Assistant Director (Litigation), Directorate General Population Welfare Khyber Pakhtunkhwa is hereby authorized / nominated on behalf of respondent to submit comment/reply in the Honorable Khyber Pakhtunkhwa Service Tribunal Peshawar.



Director General
Population Welfare Department
Khyber Pakhtunkhwa
(Respondent No.1)

Director General
Population Welfare Deptt:
Govt: of Khyber Pakhtunkhwa
Peshawar.