Sr. No.	Date of	Order or other proceedings with signature of Judge/ Magistrate
	order/	
· · · · · · · · · · · · · · · · · · ·	proceedings	
1.	2	3
1,	\	KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, <u>PESHAWAR</u> .
·		Service Appeal No. 1415/2013, Ahmad Ex-Warder Versus The Secretary, Govt. of KPK, Home & T.As Department, Peshawar etc.
		<u>JUDGMENT</u>
-	14.12.2015	PIR BAKHSH SHAH, MEMBER Appellant with
		counsel (Mr. Muhammad Asif Yousafzai, Advocate) and
		Government Pleader (Mr. Ziaullah) for the respondents
·		present.
		2. The appellant was appointed as Warder in the Prison
		Department vide order dated 09.5.2012. He was removed from
		service vide impugned order dated 02.05.2013 on the ground
		that he was found asleep instead of performing duty on the
	11/4//	night of 13.4.2013 from 12.00 mid night to 3.00 A.M. His
	$\parallel / / /$	departmental appeal was also rejected vide order dated
		24.09.2013, hence this appeal under Section 4 of the Khyber
	V	Pakhtunkhwa Service Tribunal Act, 1974.
		3. According to the appellant, he was suffering from
		cough and fever for which he took medicines containing
		addictive materials, due to which he could not stand in the
		place of his duty. He also submitted copy of OPD chit in proof
		of his fever.
		4. Arguments heard and record perused.
,	· · · · ·	5. That the appellant has been removed from service
		without any charge sheet and enquiry is established on record-
	T. N-	La company of the contract of

He was served with a show cause notice according to which report of his absence from duty was made by Round Officer ( المرون كالمانية ). But statement of this witness is not on record, much-less his cross examination by the appellant. After perusal of the record, the Tribunal has concluded that the penalty imposed upon the appellant is too harsh. Hence, we would like to convert removal from service of the appellant into stoppage of one increment for one year. The appellant is reinstated into service and the intervening period is treated as leave of the kind due. The appeal is accepted in the above terms. Parties are left to bear their own costs. File be consigned to the record room.

ANNOUNCED 14.12.2015.

(ABDUL LATIF) MEMBER (PIR BAKHSH SHAH) MEMBER 18.11.2015

Appellant in person and Mr. Sheharyar Khan, ASJ alongwith Mr. Ziaullah, GP for respondents present. Due to shortage of time therefore, order could not be announced. To come up for order on

Δ\_

MEMBER .

MEMBER

23.6.2014

Appellant with counsel and Mr. Sheharyar, Assistant Spott. Jail for respondents with AAG present. Written reply received on behalf of the respondents, copy whereof is handed over to the learned counsel for the appellant for rejoinder on 17.10.2014.

Chairman

17.10.2014

Appellant with counsel and Mr. Sheharyar, Asstt. Supdt. Jail on behalf of respondents with Mr. Muhammad Adeel Butt, AAG present. Rejoinder received on behalf of the appellant, copy whereof is handed over to the learned AAG for arguments on 14.4.2015.

ehairman

14.04.2015

Clerk of counsel for the appellant and Mr. Ziaullah, GP with Sheryar, ASJ for the respondents present. Counsel for the appellant is not available, due to strike of the Bar. Therefore, case is adjourned to 21.9.2015 for arguments.

MEMBER

MEMBER

21.09.2015

Appellant with counsel and Mr. Ziaullah, GP for respondents present. Arguments heard. To come up for order

on 18-11-15

Member

Member

30.12.2013 siled Application of the property of the part of the p

Counsel for the appellant present. Preliminary arguments heard and case file perused. Counsel for the appellant contended that the appellant has not been treated in accordance with law/rules. Against the order Dismissal From Service dated 02.05.2013, the appellant filed departmental appeal on 05.07.2013, which has been rejected on 24.09.2013, hence the present appeal on 21.10.2013. Points raised at the Bar need consideration. The appeal is admitted to regular hearing subject to all legal objections. The appellant is directed to deposit the security amount and process fee within 10 days. Thereafter, Notice be issued to the respondents for submission of written reply on 26.03.2014.

30.12.2013

This case be put before the Final Bench.

for further proceedings.

30-12-2013.

26.3.2014

Appellant in person present. Respondents are not present despite their service through registered post/concerned official. However, Mr. Muhammad Jan, GP is present for the respondents and would contacting the respondents for written reply/comments on 23.6.2014.

Chairman

# Form- A FORM OF ORDER SHEET

		Court of	
<b>▼</b> - <b>a</b> / <sub>2</sub> c		Case No	1415/2013
S.No.	1.	of order edings	Order or other proceedings with signature of judge or Magistrate
1		2	3 .
1	21,	/10/2013   	The appeal of Mr. Ahmad presented today by Mr. Muhammad Asif Yousafzai Advocate may be entered in the Institution register and put up to the Worthy Chairman for preliminary hearing.
			REGISTRAR
2	28	70-201	This case is entrusted to Primary Bench for preliminary hearing to be put up there on 30-12-20/3  CHAIRMAN

#### BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, **PESHAWAR.**

Appeal No. /4/5	/2013		
	-	-	
	•		
		-	

MR. AHMAD

V/S

Prison Department.

#### INDEX

SNo	Documents	Annexure	Page No.
1.	Memo of Appeal		01-04
2.		- A -	05
3.	Copy of Show Cause Notice	- B -	06
	Copy of Reply to Show cause notice	- C -	07
	Copy of Medical Report	- D -	. 08
6.	Copy of Termination Order	- E -	09
7.	Copy of Departmental Appeal	- F -	10-11
8.	Copy of Rejection Order	-G-	12
9.	Vakalat Nama		13

**APPELLANT** AHMAD

THROUGH:

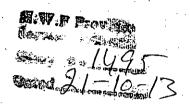
( M. ASIF YOUSAFZAI ) ADVOCATE, PESHAWAR.

TAIMUR ALIKHAN (Advocate, Peshawar)



## BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL, PESHAWAR.

Appeal No. 415 /2013



Mr. Ahmad S/O Noorul Haq, Ex-Warder, Central Prisons, Haripur

**APPELLANT** 

#### **VERSUS**

- ,1. The Secretary, Government of Khyber Pakhtunkhwa, Home & Tribal Affair Department, Peshawar.
- 2. The I.G. (Prison), Khyber Pakhtunkhwa, Peshawar.
  - 3. The Jail Superintendent, Central Prison, Haripur.

**RESPONDENTS** 

APPEAL UNDER SECTION-4 OF THE KHYBER PAKHTUNKHWA, SERVICE TRIBUNAL ACT, 1974 AGAINST THE ORDER DATED 24.09.2013 WHEREBY THE DEPARTMENTAL APPEAL OF THE APPELLANT HAS BEEN REJECTED AGAINST THE REMOVAL FROM SERVICE ORDER DATED 02.05.2013.

#### PRAYER:

ment to deal

THAT ON ACCEPTANCE OF THIS APPEAL, THE IMPUGNED ORDERS DATED 24.09.2013 BE SET ASIDE AND THE APPELLANT MAY BE REINSTATED WITH ALL BACK BENEFITS BY MODIFYING ORDER DATED 02.05.2013. ANY OTHER REMEDY, WHICH THIS AUGUST TRIBUNAL DEEMS FIT AND PROPER THAT MAY ALSO BE AWARDED IN FAVOUR OF APPELLANT.

## (2)

## RESPECTFULLY SHEWETH:

- 1. That the appellant joined the Prison Department as Warder in the year 2012 vide order dated 9.5.2012. Copy of Order is attached as Annexure-A.
- 2. That the duty was assigned to the appellant in the night between 12-4-2013 and 13.4.2013 from 12.00 midnight to 3.00 a.m.
- 3. That the appellant due to illness (serve cold/cough) used some medicine and was unable to perform his duties with best of ability and potential. Therefore, appellant went to quarter inside jail premises for rest after informing his colleagues.
- 4. That on the basis of above mention incident the Superintendent Headquarter Prison, Haripur served a show cause notice to the appellant on dated 15.4.2013 to which appellant also submitted reply. Copy of show cause notice, reply and medical report are attached as Annexure B, C and D.
- 5. That the superintendent Head-quarter Prison awarded the penalty of Removal from service on 2.5.2013 on the basis of charges contained in show cause notice in a slip shod manner. Copy of Termination order is attached as Annexure-E.
- 6. That the appellant filed Departmental Appeal against the order of the removal from service before the Home Secretary, KPK, Peshawar which was rejected on 24.09.2013. Copy of Departmental Appeal and Rejection Order are attached as Annexure-F and G.
- 7. That the appellant come to this Honourable Tribunal on the following grounds amongst the others.

#### **GROUNDS:**

A) That the orders dated 24.092013 and 02.05.2013 are against the law, rules and norms of justice, therefore, not tenable.

- B) That the appellant has not been treated according to law and rules and was kept deprive from the fair chance of defense.
- C) That no proper inquiry has been conducted by the respondent department and the respondents adopted a slipshod manner which is not permissible under law.
- D) That the appellant is a young and well trained warder and therefore the penalty of the removal from service is very harsh and not commensurate with the guilt of the appellant. Especially, illness was a factor beyond control of appellant.
- E) That the appellant was condemned unheard and no chance of personal hearing was provided to the appellant.
- F) That the appellant has been punished for no fault on his part and without fulfilling codal formalities as required under the law.
- G) That the final order at 24.09.2013 is a non-speaking order discloses no reasons for rejecting of departmental appeal which is violation of sec 24.A of General Clauses Act and Supreme Court judgment reported as 1991 SCMR-2330.
- H) That according to the judgment of the Hon'ble Supreme Court regular inquiry is must for awarding major punishment, but in case of appellant no regular inquiry was conducted while imposing major penalty upon appellant.
- I) That no order in black and white was passed for dispensing with the regular inquiry as mandatory under the law.
- J) That no medical opinion was sought regarding appellant's illness to find out truth and the appellant was punished severely in a slipshod manner.
- K) That the appellant seeks permission to advance others grounds and proofs at the time of hearing.



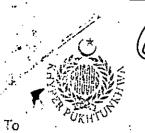
It is, therefore, most humbly prayed that the appeal of the appellant maybe accepted as prayed for.

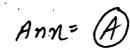
APPELLANT AHMAD

THROUGH:

( M. ASIF YOUSÁFZÁI ) ADVOCATE, PESHAWAR.

( TAIMUR ALI KHAN ) ADVOCATE, PESHAWAR.





OFFICE OF THE SUPERINTENDENT HEADQUARTERS PRISON PESHAWAR

Mr. Ahmad s/o Noorui Haq Mohallah Pareech Khel, Utmanzai, Charsadda.

Subject:

APPOINTMENT AS WARDER (BPS-05)

Memo:

Profesence your tost/ interview for the subject post.

You are hereby offered the post of temporary Warder in (BPS-05) (5400-260-13200) and other usual allowances a.... raminishing ander the rules subject to the following conditions: - ...

- You are liable to serve anywhere in the jails of Khyber Pukhtunkhwa.
- Your appointment is purely temporary and your services can be terminated at any time without assigning any reason during probationary period.
- For all other purposes such as pay, T.A & Medical attendance etc, you will be governed by the rules applicable to the government servants of your category.
- The terms and conditions of your appointment as Warder will be those as laid down in the NWFP Prisons Rules 1985, Prisons Department (Recruitment, Promotions & fransfer) rules 1980 and all other rules and regulations prescribed to Government Servants on the rules which may be promulgated by the Government from time to time in this behalf
- Your appointment will be subject to your Medical fitness? 5-
- G: No TA/ DA will be admissible to you on joining your first appointmen
- You cannot resign from the service immediately but will have to put in writing at least one month prior notice or in lieu thereof, one month pay shall be forfeited from you.
- Your appointment is subject to fulfillment of all the conditions laid down in the services rules.
- You will be on probation for a period of two years extendable to one more year. 10-
- On your report for duty, it will be taken for granted that you have accepted all the above terms and conditions and if you failed to report within 10 days of the receipt of this appointment order. It will be presumed that you have declined to accept the offer hence this order of appointment shall stand
- You are directed to attend this office immediately for your Medical Examinations at Police & Services Hospital Peshawar.

SUPERINTENDENT! HEADQUARTERS PRISON RESHAWAR

:Endorsement No:

Copy of the above privarded to the: -

Superintendent Jail Abbottabad. The above named newly appointed Warder is attached with his Jail for all purp

District Accounts Officer Abbottabad.

HEADQUARTERS PRISON PESHAWAR

Musawer/-



# SHOW CAUSE NOTICE UNDER RULE-5 (i) READ WITH RULE-7 OF THE KHYBER PUKHTUNKHWA GOVERNMENT SERVANTS (EFFICIENCY DISCIPLINE) RULES, 2011.

You Warder (BPS-5) Ahmed (under suspension) attached to Central Prison Haripur as reported by Round Officer (Berooni Gasht Kunanda), while assigned duty in the night between 12-04-2012 and 13-04-2013 from 12:00 midnight to 3:00 am, you left your place of duty and were found asleep on bed in quarter when checked by him at 1:10 am. Thereafter, when rechecked him at 1:50 am you were again found absent from duty and sleeping in the quarter.

I, Masud-ur-Rahmar Superintendent Headquarter Prison, Haripur as competent authority, am satisfied by the report submitted by the Superintendent Central Prison Haripur on 15-04-2013 and there is no need of holding any further inquiry.

Now therefore, you **Warder** (**BPS-5**) **Ahmed** (**under suspension**) are hereby called upon to show cause within 07-days as to why punishment of **Removal** from **Service** may not be awarded to you for your above stated act.

In case your reply does not reach this office within stipulated period exparty action shall be against you.

You may appear before the undersigned for personal hearing on /03/2013, if you wish to.

## SUPERINTENDENT CIRCLE H/Q PRISON HARIPUR

Endst No. 719-20 - Dates 15-04-13

Copy of the above is forwarded to;-

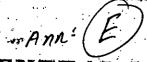
1. The Superintendent Central Prison Haripur, a copy of show cause notice duly signed by the accused may please be returned to this Headquarter as a token of receipt and office record.

· 2. Warder (BPS-5) Alimed (under suspension) c/o Superintendent Central Prison, Haripur.

SUPERINTENDENT CIRCLE II/Q PRISON HARIPUR

ATTESTED

157/2 (1-1/3/20 Consist - be/365) 1.50 719-20 Mondalle in 1.50 15-3-2013 12-13-4 D, ob co 10 A. E. Pils July of بق الت مين مير عبر فار اور نظام مين مبراديد. فروى نے اور نام کے آولیوں استربع Till on Cus without Polity مُور مراب می فروی و اسی دفعر می و می دین رُد المن الله محماط رسكا. أدر آب على المسارع فردى الموقور المرقوم! العافرانبرا ورم الله فال فراج المراق (مزاره)







Office of the Superintendent Central Prison Haripur No. 853 Dated 02/04/2013

#### OFFICE ORDER

Consequent upon completion of proceedings under Khyber Pakhrunkhwa Government Servants (Efficiency & Discipline) Rules 2011 Warder (BPS-05) Ahmed attached to District Jail Abbottabad for the purpose of pay and for the purpose of duty with Central Prison Hampur is hereby awarded the penalty of Removal from Service on the charges contained in Show Cause Notice served uponshim vide 719-20 dated 15-04-2013.

SUPERINTENDENT HEADQUARTER (EASTERN) PRISON HARIPUR

NO 84-57

Copy forwarded to the:-

- 1 Auspector General of Prisons, Khyber Pakhtunkhwar Pestradur.
- 2. Superintendent Cenya Prison, Haripur
- 3 Superintendent District Jail, Abhottabad
- [4]. District Accounts Officer, Abbottabad...

SUPERINTENDENT A READQUARTER (EASTERS)
PRISON HARPUR

ATTESTED

(10)

## BEFORE THE HON'ABLE HOME SECRETARY, K.P.K, PESHAWAR.

Subject:

<del>. .</del> .

APPEAL AGAINST THE ORDER OF DISMISSAL OF THE LEARNED SUPERINTENDENT HQ PRISONS HARIPUR AND RE-INSTATE ME IN SERVICE WITH ALL BACK BENEFITS.

Respected Sir,

th due respect I beggtotsubmit the following few lines for your kind consideration and favourable action please :-

- That I have been enrolled as Warder and posted to
  District Jail Abbottabad and attached to Central
  Prisons, Haripur.
- 2. That while on night duty due to using some medicines

  I was unable to perform my duties with the best

  ability and potential and was found absent from the duty.
- That the learned Superintendent HQrs Prisons Haripur dismissed from service w.e.f
- 4. That I have filed departmental appeal before the Superintendent Central Prisons, Haripur which was rejected vide order dated 04.7.2013.
- 5. That the absence from the duty was because of using the medicines and not wilful or deliberately.
- That the appellant have served for the department about one year and there is no complaint against him from either quarter.

(1)

7. That the appeliant belongs to a very poor family and facing great hardship in these expensive days.

That if the honour is please and re-instate me in service, the appellant will be able to earn his family.

9. That other grounds will be heard at the time of personal hearing.

It is therefore, requested that on acceptance of the instant appeal the order od dismissal as well as rejection of appeal of Superintendent Central Prisons, Haripur may kindly be filed and I may very kindly be re-instated in service with all back benefits. However I will be careful in future and will not repeat it again.

Your cooperation in this regard will be highly appreciated.

Thanks.

Yours. Obediently

Dated: 05.7.2013

Mr. Ahmad Ex-Warder
Central Prisons, Haripur
S/O Noorul Haq
R/O Utmanzai, Tehsil and
Distt: Charaadda.

ATTESTED



#### GOVT OF KHYBER PAKHTUNKHWA HOME & TAS DEPARTMENT

No SO (B) Miss/HD/2012 Dated Peshawar the 24/09/2013

To

Mr. Ahmad Ex-Warder,

Central Prisons,

Haripur R/O Utmanzai, Tehsil & District Charsadda

Subject: -

APPEAL AGAINST THE ORDER OF SUPDT: HQs (ESTERN)
CENTRAL PRISONS HARIPUR AND RE-INSTATMENT IN
SERVICE WITH ALL BACK BENEFITS

I am directed to refer to your application dated 05/07/2013 on the subject noted above and to inform you that your Appeal against the penalty of the removal from Service has been considered and filed by the competent authority.

SECTION OFFICER (PRISONS)

Enclose: As above

Endst: of Even No & Date

Copy of the above is forwarded for information to the Inspector General Prisons, Khaper Pakhtunkhwa.

SECTION OFFICER (PRISONS)

ATTESTED

## VAKALAT NAMA

N THE COURT OF_ Ah me		ce Thibu	(Appellant) (Petitioner) (Plaintiff)
1	versus	$\mathcal{U}_{\cdot}$	(Respondent)
ye Ahm	1	itioner	(Defendant)
o annear nlead a	and constitute <b>M.Asif</b> to	aw or refer to arbitr	ation for me/us .
o appear, plead, a us my/our Counse	ict, compromise, withdra /Advocate in the above with the authority to e	aw or refer to arbitr noted matter, with	out any liability
o appear, plead, a s my/our Counse or his default and Counsel on my/our /we authorize the behalf all sums an	Act, compromise, withdra /Advocate in the above with the authority to en- costs. said Advocate to depose d amounts payable or of er. The Advocate/Counse e of the proceedings,	noted matter, with noted matter, with ngage/appoint any of the state o	ceive on my/our account in the
o appear, plead, as my/our Counse or his default and counsel on my/our //we authorize the bove noted matters as at any stage	Act, compromise, withdra /Advocate in the above with the authority to en- costs. said Advocate to depose d amounts payable or of er. The Advocate/Counse e of the proceedings,	noted matter, with noted matter, with ngage/appoint any of the state o	ceive on my/our account in the

, ( )

M. ASIF YOUSAFZAI

Advocate

Tamus Ali Klan Adviscate

M. ASIF YOUSAFZAI
Advocate High Court.

Advocate High Court, Peshawar.

### **OFFICE:**

Room No.1, Upper Floor, Islamia Club Building, Khyber Bazar Peshawar. Ph.091-2211391-0333-9103240

#### \* BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

#### VS

- 1- The Secretary, Government of Khyber Pakhtunkhwa Home & Tribal Affairs Department Peshawar.
- 2- The Inspector General of Prisons Khyber Pakhtunkhwa Peshawar.
- 3- The Superintendent Central Prison Haripur ...... Respondents

#### **Preliminary Objections:**

- (i) That the appellant has got no cause of action.
- (ii) That the appeal is incompetent & not maintainable in its present form.
- (iii) That the appellant is estopped by his own conduct to bring the present appeal.
- (iv) That the appellant has no locus standi.
- (v) That the appeal is bad for mis-joinder & non-joinder of necessary parties.
- (vi) That the appeal is badly time barred.

#### Facts:

- 1. Admitted correct.
- 2. Admitted correct.
- 3. Not correct. He showed irresponsible behaviour & did not inform his fellow warders regarding his illness & absented from allotted duties which is grave misconduct on his part.
- 4. Admitted correct.
- Not correct. Penalty was awarded to the appellant after observing due process.
  - 6. Admitted correct.
  - 7. No Comments.

#### **Grounds:**

- A. Incorrect. Action of respondents is according to law & the rules.
- B. Incorrect. A show cause notice bearing No. 719-20 dated 15-04-2013 was duly served upon him but he failed to prove his innocence.

- C. Incorrect. The appellant was proceeded against under rule 5 (i) (a) of Khyber Pakhtunkhwa Government Servants (Efficiency & Discipline) Rules-2011 and a Show Cause Notice was served upon him vide Superintendent Circle Head Quarter Prison Haripur No.719-20 dated 15-04-2013. Therefore opportunity of defence was duly provided to him.
- D. Incorrect. The appellant did not fulfil the conditions of official obligations & rendered himself liable to the punishment awarded to him rightly.
- E. Incorrect. He was given full opportunity by adopting all necessary laid down procedures of disciplinary proceedings but he failed to prove himself innocent in the instant case.
- F. Incorrect. As replied in Para-C above.
- G. Incorrect. The appellate authority took into consideration all the circumstances and orders issued were in accordance with rules/Law.
- H. Incorrect. The same comments as at Para-C above.
- I. Incorrect. The same comments as at Para-C above.
- J. Incorrect. He was not given rest from duty by Medical Officer.
- K. That the respondents seek permission to raise additional ground at the time of arguments.

It is prayed that the appeal may be dismissed with costs.

F SECRETARY GOVERNMENT OF KHYBER PAKHTUNKHWA, HOME & TRIBAL AFFAIRS DEPARTMENT,

> PESHAWAR. (RESPONDENT # 1)

2 -

INSPECTOR GENERAL OF PRISONS KHYBER PAKHTUNKHWA PESHAWAR.

(RESPONDENT # 2)

3-

SUPERINTENDENT CENTRAL PRISON HARIPUR.

(RESPONDENT # 3)

## BEFORE THE KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

In the matter of Service Appeal No.1415 of 2013 Filed by Ex- Warder Ahmad (Attached to District Jail Abbottabad for the purpose of pay & to Central 

#### VS

- 1 -The Secretary, Government of Khyber Pakhtunkhwa Home & Tribal Affairs Department Peshawar.
- 2-The Inspector General of Prisons. Khyber Pakhtunkhwa Peshawar.
- 3-The Superintendent

## COUNTER AFFIDAVIT ON BEHALF OF RESPONDENTS NO. 1 to 3.

We, the undersigned respondents do hereby solemnly affirm and declare that the contents of the Para-wise comments on the above cited appeal are true & correct to the best of our knowledge and belief & that no material facts have been concealed from this Hon'ble Tribunal.

> I- SECRETARY GOVERNMENT OF KHYBER PAKHTUNKH HOME & TRIBAL AFFAIRS DEPARTMENT,

> > PESHAWAR. (RESPONDENT # 1)

2 -

INSPECTOR GENERAL OF PRISONS BER PAKHTI/NKHWA PESHAWAR.

RESPONDENT # 2)

3-

SUPÉRINTENDENT CENTRAL PRISON HARIPUR.

(RESPONDENT # 3)

### KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR

No.<u>1954</u>ST

Dated 18 / 12 / 2015

To

The Jail Superintendent Central Prison,

Haripur.

Subject: -

Judgement.

I am directed to forward herewith certified copy of Judgement dated 14.12.2015 passed by this Tribunal on subject for strict compliance.

Encl: As above

REGISTRAR KHYBER PAKHTUNKHWA SERVICE TRIBUNAL PESHAWAR.